



Inside Out

2011-1-NL1-LE005-05219

<http://www.adam-europe.eu/adam/project/view.htm?prj=8289>

Information sur le projet

Titre: Inside Out

Code Projet: 2011-1-NL1-LE005-05219

Année: 2011

Type de Projet: Projets de transfert d'innovation

Statut: Accordé

Pays: NL-Pays-Bas

Accroche marketing: A large group of workers is not active on the regular labour market, but is working in a protected working environment, is disabled or there is another reason for the larger distance to the regular labour market they have. These groups of workers will be needed on the regular labour market in the near future, in order to deal with the foreseen tightness on the labour market. By obtaining a regular job, this group not only meets the needs of businesses, but also the personal needs of people. They will have their own income, will be financially independent, being part of a social structure strength of the personal power of individuals and improves social cohesion in society. The project aim is to describe existing approaches and methods of employment support for the targetgroup in order to exchange experiences and to develop methods and instruments to improve the personal development of people with a large distance to the labour market. Essential parts of this project are: motivate and stimulate workers, facilitate, develop and guide managers, and create good alignment and cooperation with regular employers to hire the group of workers with a larger distance to the labour market.

Résumé: At this moment we notice not much, but the predictions for the nearby future are that there will be a lot of mobility on the labour market. On one hand because a large group of workers will retire and on the other hand because less youngsters will enter the labour market. The demand for workers has declined the past few years because of the economic recession, but within the next years, there will be a huge demand for quality labour force on the European labour market, due to the ageing population. Nevertheless, a large group of workers is not active on the regular labour market, but is working in a protected working environment, is disabled or there is another reason for the larger distance to the regular labour market they have. These groups of workers (disabled people, mentally limited people, lower educated people and prolonged unemployed people) will be needed on the regular labour market in the near future, in order to deal with the foreseen tightness on the labour market. And moreover this group is part of society who cannot be excluded, but must be included. By obtaining a regular job, this group not only meets the needs of businesses, but also the personal needs of people. They will have their own income, will be financially independent, being part of a social structure strengthened the personal power of individuals and improves social cohesion in society and these people will be socially included. Especially this target group needs extra support in her personal development and integration in a regular business. Extra support in the sense of assessment, personal development, guidance towards a promising regular job. In this context the project aim is to describe existing approaches and methods of employment support for the targetgroup (people with a large distance to the regular labour market) on the national level. In order to exchange experiences and to develop methods and instruments to improve the personal development of people with a large distance to the labour market. Essential parts of this project are: motivate and stimulate workers, facilitate, develop and guide managers, and create good alignment and cooperation with regular employers to hire the group of workers with a larger distance to the labour market. The consortium of partners consists of: training and/or guiding organization of the target group, evaluation, dissemination. All have experience with the targetgroup and/or methods and instruments to be developed in this project.

Description: In order to reach the project objectives and create impact, the following partners will be included:

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- * The coordinator of the project (KC Handel) who is also experienced with projects for the aimed target group and training of tutors/mentors within enterprises
- * Experts in empowering and training people with a large distance to the labour market and/or workers in a protected working environment (ISQ, Enaip, CPV, Iris, France)
- * Experts with a network of enterprises (ISQ, Enaip, CPV, Iris, EVTA, Switzerland, France)

This consortium will represent a sample of organizations which we call competent bodies and have experience with mobility of trainees of workers and/or training enterprises and have access to national and regional networks.

The demand of these sectors and regions are strong and relevant.

Concerning the restructuring of the labour market, empowerment of low skilled workers, improving social inclusion by training and working, improving jobmobility en flexicurity it makes sense that at this present time with the expected huge changes on the labour market, experiences countries exchanges what they have developed and implemented on the national level, within the consortium.

The involvement of these partners is important as they have impact at the national and sectoral level and will be able to decrease the gap between public and private organizations.

This is in line with one of the most important recommendations: that sustainable strategies have to be set up in order to promote mobility in a quantitative, qualitative and structural way.

The key importance in this project is establishing effective cooperation and communication.

This will be established through the establishment of a common goal and clear and agreed upon working agreements, through putting effort in a good working relation and communication culture (project meetings) and providing effective communication means (working space on partner website (EVTA)), and through promoting a respectful and appreciative attitude. The working language of the consortium will be English.

The project will ensure effective cooperation and communication specifically in the following ways:

- creating a common goal and working agreements; to avoid difficulties beforehand, it is important that the partners involved have a good understanding of what the goals are and if each partners interest in the project results. In preparing this project proposal, KCH has consulted several partners on their view of the goals, methods, results and the roles the partners foresee for themselves in the project.
- Providing clarity and agreement on working agreements in detail; it should be, on a more detailed level, clear to all individual project participants what is expected from them in terms of work load, methods, communication, expected results, deadlines, quantity and quality of work and presentation and lay-out of the results. Uncertainties and misunderstandings will lead to delay of work, bad results or demotivation of the project participant(s) involved. Decisions and agreements will therefore be communicated in missive (minutes, formats etc.) and on the partnerwebsite in a working place.
- Establishing good working relationships and communication culture through deliberately working on a communicative and trusting relationship between participants.
- Providing effective communication; using a forum and internet conferences.
- Promoting that partners respect and appreciate input of others.

Third parties are involved in the following activities:

- project identity and logo design; to create a project brand and to deliver a good impression
- Design of dissemination and valorization products (see previous paragraph)
- Translation of dissemination and valorization products into mother language and/or English.

Thèmes: *** Accès pour les personnes moins favorisées
 ** Marché du travail
 ** Égalité des chances
 * Formation tout au long de la vie
 * Dialogue social

Information sur le projet

Sectors: *** Santé Humaine et Action Sociale
** Commerce; Réparation d`Automobiles et de Motocycles
* Enseignement

Types de Produit: Modules
Matériel pour l'enseignement
Matériel d'apprentissage
Enseignement à distance

Information sur le produit: - constructive partnership
- digital workplace during the project
- training for managers in private organisations to coach workers in their development
- pilot training for managers
- method for creating custom-made-jobs

Page Web du projet: www.approachinside-out.org

Contractant du projet

Nom: KCH International
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Pays: NL-Pays-Bas
Type d'organisation: Institution publique
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Coordinateur

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Partenaire

Partner 1

Nom: Verband der Schweizerischen Volkshochschulen (VSV)
Ville: Bern
Pays/Région: Espace Mittelland
Pays: CH-Suisse
Type d'organisation: Association/organisation non gouvernementale
Site Internet: <http://www.up-vhs.ch>

Partner 2

Nom: Ente ACLI Istruzione Formazione Professionale Friuli Venezia (Enaip)
Ville: Trieste
Pays/Région: Friuli-Venezia Giulia
Pays: IT-Italie
Type d'organisation: National Agency
Site Internet: <http://www.enaip.fvg.it>

Partner 3

Nom: European Vocational Training Association (EVTA)
Ville: Brussels
Pays/Région: Bruxelles Cap, Brussel Hof
Pays: BE-Belgique
Type d'organisation: Association/organisation non gouvernementale
Site Internet: <http://www.evta.eu>

Partner 4

Nom: Institutio de Soldadura e Qualidade
Ville: Lisboa
Pays/Région: Lisboa
Pays: PT-Portugal
Type d'organisation: Institution de formation continue
Site Internet: <http://www.isq.pt>

Partenaire

Partner 5

Nom: Fondazione Giamoco Rumor Centro Produttiva Veneto (CPV)
Ville: Vicenza
Pays/Région: Veneto
Pays: IT-Italie
Type d'organisation: Association/organisation non gouvernementale
Site Internet: <http://www.cpv.org>