

## Partners

### ZIB - Zentrum für Integration und Bildung GmbH

Goerdelerstr. 47, 42651 Solingen – Germany

Phone: +49 212 2229435

Mail: [zib@zib-online.net](mailto:zib@zib-online.net)

Web: [www.zib-online.net](http://www.zib-online.net)

### Anziani e Non Solo società cooperativa

via Lenin, 55 – 41012 Carpi (MO) – Italy

Phone: +39 59 645421

Mail: [progetti@anzianienonsolo.it](mailto:progetti@anzianienonsolo.it)

Web: [www.anzianienonsolo.it](http://www.anzianienonsolo.it)

### KMOP - Family and Child Care Center

Address: 75 Skoufa Str., 106 80, Athens – Greece

Phone: +30 210 3637547

Mail: [european\\_projects@kmop.gr](mailto:european_projects@kmop.gr)

Web: [www.kmop.gr](http://www.kmop.gr)

### The Rickter Company Ltd

10 View Place Inverness IV2 4SA, Newcastle - UK

Phone: +44 1463 717177

Mail: [info@rickterscale.com](mailto:info@rickterscale.com)

Web: [www.rickterscale.com](http://www.rickterscale.com)

## Partnership



## Evaluation



[www.scalingnewheightsinvet.eu](http://www.scalingnewheightsinvet.eu)

With the support of the Lifelong Learning Programme of the European Union

"This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein".



Adapting the Rickter® Scale Process to improve and monitor the journey of marginalized groups towards employability



# Scaling new heights in VET

The opportunity for marginalised groups to engage with education, training and employment to gain recognition for existing and newly acquired skills

A project funded by the European Commission, under the LLP-LDV Transfer of Innovation Programme.

# Scaling New Heights in VET - Vocational Educational Training

## The project

Scaling New Height is a project funded by the European Commission, under the LLP-LDV Transfer of Innovation Programme.

The central idea of the project is to adapt a motivational assessment, action planning and impact measurement package originally developed in the UK, the Rickter Scale® Process, to the needs of different disadvantaged target beneficiary groups in the 4 participating countries of UK, Germany, Italy and Greece.

The assessment process will help target beneficiary groups to become aware of and then build on pre-existing skills and attributes that they have previously not been in a position to evidence or validate, and measure the distance they have travelled in acquiring their present skill level. This empowerment process can be an enormous confidence boost to them, enhancing both self-esteem and self-worth. It also serves them in accessing the labour market.

Through the implementation of the Rickter Scale® Process, partner organisations will be able to adapt and improve their existing vocational methods and systems to the increased demands of the job market and ever more complex and diverse needs of their target groups.

## The Rickter Scale

The Rickter Scale® is a complete assessment and action planning process – developed by the Rickter Company in the UK and partner of the Scaling New Heights project - based around a hand-held interactive board, which is designed specifically to measure soft indicators and distance travelled

The tool provides the user with a point of focus and engages individuals very effectively, whilst encouraging them to take responsibility. The individual can explore possibilities, make informed choices and set a realistic action plan. Ultimately the Rickter Scale® demonstrates the genuine movement individuals make e.g. from a chaotic lifestyle to stability.

### WHAT ARE SOFT OUTCOMES?

These are outcomes from training, support or guidance interventions, such as increased confidence or better time management which, unlike hard outcomes - such as qualifications and jobs, are likely to describe an individual's journey rather than their destination.

## Activities

Staff of the partner organisations will be trained and licensed as Rickter Scale® Practitioners: they will be introduced to the basic principles and theoretical models behind the Rickter Scale® Process, they will practice the use of the tool and they will learn how to support the user in developing an action plan.

A first locally adapted version of the Scale will be developed and the partners will implement the process in their organisations and contribute to the feedback, aggregation, analysis and interpretation of all relevant data.

The next stage of the project will evaluate the findings of the previous phase, with the practitioners in each partner organisation reflecting on their own experiences, contributing to the collection of relevant data and recording the results online using the Rickter Impact Management System.

On this basis, the Rickter Scale® Process will be reviewed and adapted in line with the experiences and recommendations being fed back from both practitioners and beneficiaries, in turn reflecting the specific needs of the different target beneficiary groups. Final adapted translations will then be made into the partner languages enabling the last phase of implementation to take place.

This last phase of the project will exploit the completed and cumulative findings and outputs of the project, and disseminate them, including the arrangement of an international conference in UK and the release of Final Evaluation and Project Reports.

