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*Forty is the old age of youth;
fifty is the youth of old age*
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(Victor Hugo)

➤ NewsJob project

➤ open space

➤ Best Practices

BECOMING ENTREPRENEURS!
DEVELOPING NEW SKILLS FOR NEW JOBS.

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➤ NewsJob project

The e-tutors training course in Florence.



On the 17th, 18th and 19th September, a training course targeted at NewsJob's e-tutors it was held in Florence (IT). Five participants, belonging to partners' organizations and then coming from Italy, Latvia, Greece and Spain took part in the activities.

The training course had the aim of enabling them to acquire knowledge and skills concerning their future work in project: follow and support the over 45 unemployed people during all the steps towards the development of entrepreneurial competences.

According to such purposes, the training activities have been focused on the face-to-face training programme (32h) targeted at over 45 unemployed, along with e-learning through an analyses of the on line modules (20h) selected for them.

The training path targeted at final beneficiaries includes also mentoring and internship actions. In particular, concerning mentoring, the e-tutors will be required also to become the trainers for senior entrepreneurs that will be involved as 'mentors' in the project. In this regard a special attention has been paid to this aspect, with specific contents and tools provided. Furthermore, the internship issue has been analysed as well with the aim of let the e-tutors be aware about possible critical aspects

that can be encountered during the internship phase in the SMEs

The participants visited also a Trio project's Centre (*the Trio project* – www.progettotrio.it - is the web learning system of Tuscany Region which represents also one of the origin of our NewsJob project) and an SMEs' development centre. Both study visits have been really appreciated by the participants thanks to the direct contact that they have provided, in this case, with the Italian context and reality.

All the training actions mentioned, targeted at over 45 unemployed (face-to-face training, e-learning, mentoring, internship), are part of the Integrated Learning Model (ILM), as a pattern that NewsJob is testing. The ILM aims at developing competences, taking into account different aspects such as: knowledge (in particular through in site training and e-learning), skills and attitudes (in particular through internship and mentoring actions).

The ILM will be one of the main outcome of NewsJob, and then the role of e-tutors will be crucial during the next phases of the project, in a really near future.



How to get back to work.

To avoid possible situations of long-term unemployment, experts recommend:

- Start the search of job as soon as possible.
- Be open minded to new labor market circumstances, which require flexibility, versatility, geographical mobility and adaptation to change.
- Be aware that it is very difficult to find a job with the same salary than the last job.
- Maintain an attitude of occupation, in other words, to work actively in the job search.
- Exploit the most as possible the personal network, as they are the most effective way to find work.
- Be willing to take training courses, particularly new technologies.
- Be willing to accept a job that does not exactly match what was expected and keep looking, because it is much easier to find a good job from the activity than from unemployment.

Entities support programs

In Spain Adecco Foundation launches programs to promote employability for seniors 45 years. As they explain on their website: "The Adecco Group's professionals advise candidates interested in the job search, looking at first the professional profile and professional interests".

In different regions there are associations of unemployed over 40 years which also offer advice on job search and the creation of micro-companies, training, job, and in some cases, assessment by trained personnel.

You also may be interested in the project **Emplea 45**, thanks to it, integration in market of persons over 45 years is easier.



The choice of employment workshops

Authorities are giving preference in employment programs for over 40 years, since the difficulty of these people to return to the labor market persists. However, most programs are not directed targeted at this group, although they are given in priority.

One of the most prominent is the **Employment Workshops program**, in operation since 1999. It was created from the positive experience of the Workshop Schools and Trade Schools, aimed at young unemployed people under 25 with special difficulties in finding work and social integration. They use a methodology similar to that of the Workshop Schools and Trade Schools, but adapted to this target group, made up of people from 25 years, many of which exceed 40.

Those wishing to participate in an employment workshop, can request information on the implementation of new projects in the State and Autonomic Public Employment Services or directly from the Workshop Schools, Trade and Employment Workshops. Also, in the web-pages for each community website, that can be accessed from the website of INEM .

Universities

you can do something you have wanted to carry out but, due to time constraints or other reasons you have been unable to. To understand a changing world or simply to learn more or to be wiser: Universities proliferate in all Spanish cities, which go to show that there is no age in education.





Best Practices

Project "Busy-Ness Women. Entrepreneurship training woman to woman entrepreneurship training "

The method of mentoring which is entrusted with the success of the processing path of the entrepreneurial project participants "NewJobs" is not an absolute novelty in the work, in fact there are numerous projects that increasingly turn with a huge success in this method. Among these, there is an annual that has been renewed for five years in central Italy.

"Busy-Ness Women" is a free training program for the companies run by women in Tuscany after the excellent results obtained in the first four editions made in Florence, it has been proposed in recent years by raising the same success in Pisa and Grosseto.

The project is organized by Union camere Tuscany in together with the Region of Tuscany and the technical contribution of the COAP, Special Agency of the Chamber of Commerce of Grosseto and is an effective tool for the promotion and development of women's entrepreneurship with something extra: effective mentoring technique Mother-Daughter, who sees successful entrepreneurs (mentor) and beginner entrepreneurs (mentees) working together who wish to fulfill their business idea.

The course has two closely related phases: the first sees the Mentor and Mentee in classroom training sessions separate and parallel, and the second consists of a course of integrated training Mentor Mentee, carried out both in the classroom and in the company.

Step 1 - Separate training class

Separate path of 24 hours in which will be analyzed issues of specific interest. In particular, the Mentor will delve into aspects of strategic and operational management of the company, the Mentee will delve into issues related to the planning and start-up.

Mentor	Mentee
♣ Team building	♣ Team building
♣ The company balance sheet	♣ Elements for the preparation of the Business Plan
♣ Elements for the development of enterprise	

Step 2 - Integrated Training

The two groups will face jointly a process aimed, on one hand, to promote and support the creation and links among the participants, on the other hand, to ensure the transfer of knowledge through training in the classroom and residential in company .

At the end of the project, beyond having significant experience on a human level especially in the relationship between Mentor and Mentee, we expect each year:

- set up a women's network based on the strong relationship between women who have gained long and significant experience in management and business and new entrepreneurs, or aspiring, which are at the beginning in the business world;
- develop career and the enhancement of corporate culture, the aspiring entrepreneurs and / or established entrepreneurs, the start-up phase to the phase of consolidation of existing activities.

For further information refer to the site : <http://www.tos.camcom.it/>

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www.newsjob.eu

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Lifelong Learning Programme



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