

EMPLOY - Design Your Future Employability

EMPLOY (2012-2014) is a European project funded by the Lifelong Learning LEONARDO programme and developed by 8 key partners from Belgium, Italy, the Netherlands, Poland, Spain, Turkey and the UK. The present economic situation and increased competition for jobs makes preparation more relevant than ever before. The EMPLOY project is an imperative for students to EMPLOY their energy, skills and creativity positively to gain employment, and for careers staff and trainers to EMPLOY innovative tools to help job seekers and young graduates reach their employment objectives. It is essential that VET providers and graduates or jobseekers gain necessary personal and professional advantage to enter the job market.

EMPLOY focuses attention on preparing jobseekers and graduates to stand out from the rest by recognising and addressing the personal competences to the modern worker needs in a changing work environment; the 21st century workplace or employer demand technical and procedural skills but the decisive factor when choosing an employee are the personal competences he/she brings to the job.

Using findings from existing research and the survey carried out in ITALY, the NETHERLANDS, POLAND, SPAIN, TURKEY and the UK as to the key competences universally required, the EMPLOY partners will create a Methodology based on DESIGN THINKING principles and LIFE Skills, adding creative activities to enable targets to plan, practice and present a confident and practical competence portfolio to future employers in their local area or overseas. A training workshop will be available for all training staff or agents who wish to implement the Methodology.

In line with the Bruges Communiqué (2010) and the Europe 2020 strategy, EMPLOY aims to enhance the performance of VET education in facilitating the entry of young people to the labour market. The EMPLOY project will create a methodology which empowers young people and the unemployed to gain or create employment in line with EU needs for increased competitiveness.

As a collateral part of the project, research will be carried out on the credit allocation systems in VET providers in each partner country. Attempts will be made to allocate EQF type credits to competences gained in the future project programme, further promoting the capacity of competing for jobs internationally.

Website: <http://www.employ-project.com/>

RESOURCES:

- **Employ Toolkit** of innovative assignments/activities which offers students and jobseekers fitting opportunities to prepare for and succeed in the workplace as to plan strategically their future, identify skills and competences they need, practice those competences and gain experience, employ the competences in the job search, and to create a competence portfolio;
- **National Needs Analysis** that evidences the most demanded skills and competences in each partner country;
- **International Needs Analysis Report** that compares results from existing research and the national surveys carried out in each partner country to stress common competences that European employers require or national differences;
- **Student Skills Portfolio Template** to enable students to create a visible portfolio of skills and competences which they can present to any prospective employer;
- **Delivery guide, International Pilot Report, Management Summation, EQF and ECVET International Report.**

All materials and results will be developed in English. However, information on the project website, dissemination and promotional materials, the International Needs Analysis Report, the EMPLOY Toolkit, the Management Summation, Delivery Guide, International Pilot Report, the EQF/ECVET International Report and Student Competence Portfolio Template will be translated into Spanish, Italian, Dutch, Polish and Turkish

TARGET GROUPS:

- **Jobseekers;**
- **VET staff/trainers.**

MAIN AIM:

To prepare jobseekers (VET students/graduates) to successfully access the world of work through the development of a TOOLKIT of innovative activities, designed to allow the targets to:

- **Strategically plan for the future**
- **Identify the skills and competences they need**
- **Practice identified competences and gain experience/confidence** •Employ their competences in the job search/new ventures (at home or abroad)
- **Create a competence portfolio**



Key Competences

Key competences in the shape of knowledge, skills and attitudes appropriate to each context are fundamental for each individual in a knowledge-based society. They provide added value for the labour market, social cohesion and active citizenship by offering flexibility and adaptability, satisfaction and motivation. Because they should be acquired by everyone, this recommendation proposes a reference tool for European Union (EU) countries to ensure that these key competences are fully integrated into their strategies and infrastructures, particularly in the context of lifelong learning.

Key competences for lifelong learning are a combination of knowledge, skills and attitudes appropriate to the context. They are particularly necessary for personal fulfilment and development, social inclusion, active citizenship and employment.

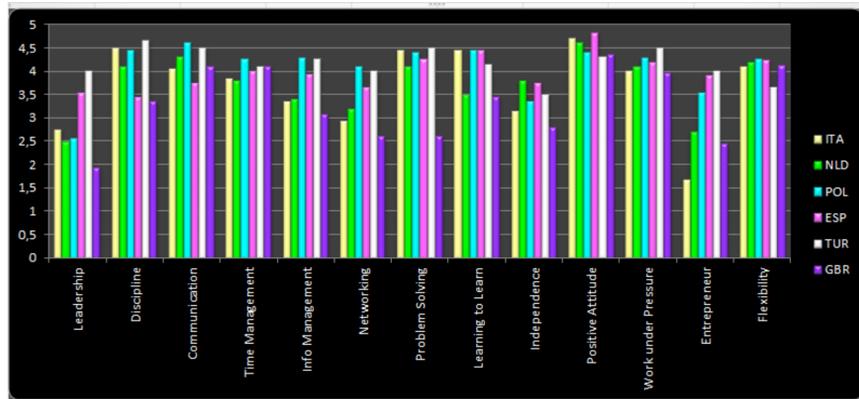
Recommendation [2006/962/EC](#) of the European Parliament and of the Council of 18 December 2006 on key competences for lifelong learning [Official Journal L 394 of 30.12.2006]



EMPLOY International Needs Analysis Report

The EMPLOY Needs Analysis indicates that employers throughout Europe are clearly searching for employees with transversal competences or life skills in addition to academic, technical or practical preparation. The Employ Project Group team has recently carried out desk and field research to discover what these competences are in **Italy, the Netherlands, Poland, Spain, Turkey and the UK**. Desk research looked at National Educational sources, HR consultancy sites and international, project or doctoral research papers which cite the trends in employer needs with regards life skills and transversal competences. Results were very interesting and provided many insights as to labour market and social needs in each country. Given the shift in business focus to the international market and the use of new technologies, *candidates need the ability to find, manage and use information and new media, know foreign languages and have learning skills and flexibility to meet the ever changing demands of the workplace*. Sources also pointed to a need for job applicants to have **a balance of psycho-social skills, organizational or work related skills and positive values**.

The EMPLOY survey which employers and HR managers from a variety of sectors in the 6 countries responded to backed up the desk research, and interviews provided many insights as to what competences and skills are currently most desirable in a job candidate. Surveys were carried out between Dec-Jan 2012-13. The graph below shows how European employers rated a given list of skills and attitudes.



Graph: Value given by employers to competences surveyed in Italy, The Netherlands, Poland, Spain, Turkey and the UK (average).

Employers also offered their own lists of necessary competences ranging from the **need to focus on the customer, commitment to the company and its values to resilience, responsibility and a wide range of interpersonal competences such as collaboration and empathy**. For the full list please consult the International Needs Analysis Report available on the project website www.employ-project.com. The National Reports are also available.

The most wanted competence from employers presently is a **POSITIVE ATTITUDE** as this precludes almost all other competences. It is closely followed by **problem solving, communication skills, ability to work under pressure and to learn effectively; flexibility, discipline, time management and teamwork** are also considered as very important by European employers.

The EMPLOY partners are now developing a toolkit of activities for job-seekers and graduates to use which will allow them to become aware of the need for these competences, to develop and to present them in a portfolio to future employers. The pilot programme which will include targets designing their own employability pathway, will take place between autumn 2013 – spring 2014.

For details of how the project is progressing, visit the website where the reports can be downloaded.



Special Work meeting in Zwolle

Where: Zwolle, NL
When: from the 26th up to the 28th of February 2013
Why: the need analysis have been finalised by the partners and now the following work package, methodology, needs to be designed and developed.
The partnership is now in the process of development of the EMPLOY methodology.



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