



Employ Project



DESIGN YOUR FUTURE EMPLOYABILITY

EMPLOY toolkit

The pilot version of the EMPLOY Toolkit is now available for use on the EMPLOY project website: www.employ-project.com. It's hoped that it will be of use to students, young graduates and jobseekers to help them identify, develop and present the key transversal competences that employers need for their workforce. The simple structure and practical content of the EMPLOY Toolkit could significantly help users to better compete to get the job they want.

EMPLOY project partners began to design and collate activities aimed at helping students and jobseekers develop the major competences that employers throughout Europe expressed as most essential or desirable in a Needs Analysis survey carried out at the start of 2013. (An International Needs Analysis Report is available on the website.) The top ten competences identified were: **POSITIVE ATTITUDE, PROBLEM SOLVING SKILLS, COMMUNICATION, FLEXIBILITY, RESILIENCE, DISCIPLINE; LEARNING SKILLS, TIME MANAGEMENT, TEAM WORK and RESPONSIBILITY**. Tools were also designed to encourage young jobseekers to "design" and own their competence development process using the innovative design thinking philosophy and to "present" their competences in a practical competence portfolio.

So what's in the Toolkit?

The Toolkit is divided into 3 sections. The first – **PLANNING** – encourages users to consider what competences their potential future employers are looking for and then to audit their present competence base and assess any gaps. There is a simple 360° personal competence auditing tool and a **Personal Competence Card** with which to plan the competences to work on.

The heart of the Toolkit – **PRACTISING** – is a series of activities for the 10 major transversal competences employers want. There are at least three practical activities for each competence which encourage action and reflection which can be logged in Tips and Tricks cards and finally in Competence Portfolio Cards.

The final section – **PRESENTING** – stresses the all important contact with the employer stage. Activities are directed at presenting yourself and your competences successfully. Tools include the Personal Competence Card which acts as index for the Competence Portfolio. The Competence Portfolio unites all the Competence Portfolio cards completed in stage 2 and can be amalgamated with technical and academic portfolio material.

If anyone would like to test part of the materials in the TOOLKIT they are very welcome to do so and the project team welcomes all feedback. A simple Delivery Guide for facilitators is also available on the website and contact details for any of the participating partners. Results from pilot experiences in England, the Netherlands, Poland and Spain are expected in April - May 2014 and will be shared in future project newsletters and on the website.



Kick-off workshop in Landstede:

In Zwolle (The Netherlands), the EMPLOY pilot started with a kick-off workshop on 18 September. Thirteen participants took part in this 4-hours workshop. Anne-Marie de Jong and Margrieta Kroese from Landstede presented the fundamentals of the EMPLOY project, the research that has been carried out, and the project toolbox containing the delivery guide and the competence set, the personal competence card, feedback cards and assessment card. The project was introduced using our PPT presentation and the EMPLOY website.

After the presentation and the introduction of the products, the participants were invited to try out - in pairs - the competence



II Partner meeting in Sopot

The second project partner meeting was held in Sopot, with the organizational support of CKU, and hosted representatives from Great Britain, Italy, Holland, Spain and Turkey.

The meeting started with the analysis of the Work Package 5 Employ Methodology. The Personal competence card represents one of the Project outcomes. As the aim of EMPLOY project is to improve the employability focusing on non technical skills, this tool is based on the 10 most highly evaluated competences by employers, and helps the students and jobseekers to make a self-assessment of their own competences. The 10 competences highlighted by employers in all partner countries were discussed and analysed before the project piloting phase starts.

During this meeting the partnership had the opportunity to discuss designed methodology for teaching competences. They also made plans for future pilots in their countries. Partners discussed way of dissemination and exploitation of Project results. They talked about quality management too. Dissemination activities taken in different countries were collected and presented by the Italian partner and evaluated by other partners.

CKU Sopot presented first draft of their workpackage package (WP8) "Comparison of allocation of national qualifications EQF (criteria and procedures for referencing national qualifications levels) in following countries: Italy, Poland, Spain, The Netherlands, Turkey and the United Kingdom". They discussed also all other topics related to the overall progress of the project and its management.

The next time EMPLOY partners will meet at the beginning of April in Cagliari (Italy).



PARTNERSHIP:



POLITEKNIKA IKASTEGIA
TXORIERRI
S.COOP.

TXORIERRI (Project coordinator), ES



NORTON RADSTOCK COLLEGE, UK

card and the activities included in Positive Attitude and Communication.

After an hour of hard work, the project managers asked for feedback. Participants were generally very satisfied with the workshop, although one of them would have preferred a little less discussion and more focus on the general content. At the end of the workshop, besides the participants from VET-education, also the representatives of three organizations working with jobseekers or unemployed (Meedoen naar vermogen, Jophunters and UWV/ leerwerkloket), stated they would like to try out the products during the pilot period, aiming to implement the method.

All in all, this represented a very good start for the EMPLOY pilot in the Netherlands. An evaluation workshop is aimed to take place in March 2014.



Employ Project Our fourth Partner meeting in Italy

Where: Cagliari, IT
When: 2-4 April 2014



Employ Project

EMPLOY: Design Your Future Employability

EMPLOY your energy, skills and creativity to gain employment!

If you're a student, graduate, jobseeker, careers advisor, or employment agent we invite YOU to EMPLOY part of your time to follow our project development and download and use any of the results and activities created in the EMPLOY methodology.



International Research Team

Cherith Megaw – Politeknika Txorierrri (ES) Coordinator
Anabel Menica – Politeknika Txorierrri (ES)
Mamy Thompson – Norton Radstock College (UK)
Margrieta Kroese – Landstede (NL)
Albert Schneider – Lanstede (NL)
Ali Ulusoy – Happy Kids (TR)
Zeynap Hamurdan – Happy Kids (TR)
Johanna Zachalska-Bieg – Centre for Continuing Education CKU (PL)
Sylvia Kurszewska – Centre for Continuing Education CKU (PL)
Giovanni Crisonà – CSCS (IT)
Marian Ibarrondo – Science and Technology Park of Bizkaia (ES)
Peter Hodgson – EFVET (BE)

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Employ Project

MAIN OBJECTIVE:

To prepare jobseekers (VET students/the unemployed) to successfully access the world of work through the development of a TOOLKIT of innovative assignments/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 profile/portfolio

Employ Project

TARGET GROUPS:

1. JOBSEEKERS: Skilled VET Students/ Unemployed/ Students

- Engaged learning
- Creative preparation in key competences
- Access to labour market (home and abroad)

2. VET staff/trainers

- Access competences and innovative methods
- Contact and cooperation with social agencies in employment and careers
- Focus on/introduction to transparency and recognition of learning outcomes (ECVET tools/EQF)



News from UK

In England, youth unemployment remains high, with 973,000 people aged 16-24 unemployed (19%); the overall unemployment rate is 7.8%. However, the level has fallen by 38,000 since last year, and the number of young people claiming Jobseeker's Allowance has fallen for 14 consecutive months. The Department of Work and Pensions works locally with businesses and councils to help young people into work through Jobcentre Plus and the **Youth Contract** (which covers apprenticeships and work experience), will offer help to nearly 500,000 young people over the next three years. The key elements of the Youth Contract include:

- 160,000 wage incentives worth up to £2,275 each for employers
- An extra 250,000 work experience or sector-based work academy places
- An additional 20,000 Apprenticeship Grants for Employers
- Additional adviser support through Jobcentre Plus

Within the South West of England region, working together, business and councils are supporting economic growth and attracting new jobs and investment to Bristol, Bath and the surrounding countryside. The Local Enterprise Partnership is committed to developing 'a well- motivated workforce with the skills that business needs' as a crucial element of its jobs growth strategy. Shortages of skills are one of the most frequently reported barriers to business growth in the West of England. The target of 95,000 new jobs created by 2030 growth will not be hampered by lack of available skills and that the issues of skills shortage are not simply importing what is needed from elsewhere. There is a need to ensure that individuals are not 'left behind' i.e. improving the employability of local people – especially young people. Young people in the 16-24 age range should have the best opportunity to get a job locally and should not be hampered by a lack of work-readiness skills. The EMPLOY project will help give these young people skills that local employers have said they need.



LANDSTEDE GROUP, NL



KEÇİÖREN İLÇE MILLİ EĞİTİM MÜDÜRLÜĞÜ, TR



CSCS, IT



CKU Sopot, PL



EFVET, BE

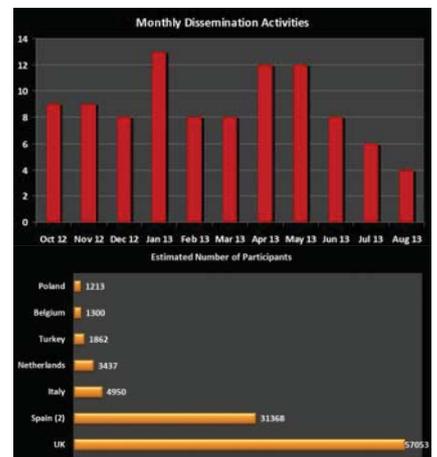


Parque Científico y Tecnológico de Bizkaia
PARQUE CIENTÍFICO Y TECNOLÓGICO DE BIZKAIA, ES



Dissemination Actions

Number of Dissemination activities carried out by Partners during the first project year.





EfVET Annual Conference

One of the roundtables of the **Annual EfVET Conference** held in Athens from 23 to 26 October was for the EMPLOY project, and this occasion represented a great opportunity of project valorization. Around 20 people attended our roundtable and almost all of them were interested to test our products and to implement the project materials with student.



EMPLOY Dissemination

Communications and dissemination activities represent an integral part of the project to guarantee that all progress as well as reached results during the project period are disseminated beyond the partnership as only if the achieved results are widely communicated to the public the impact of the project can be meaningful.

Since the very beginning of the project, a clear dissemination plan has been designed by each partner in order to guarantee and assist an effective and incisive use of resources. Each partner identified the national/regional target groups and specified the relevant communication channels for each of them.



The first year of the project focused at the spreading of project main ideas and goals beyond our Consortium. The dissemination activities carried out have been directed towards different categories of targets:

- Educational organizations**
- Labor market related targets**
- Policy-makers**
- Teachers**
- Non profit organizations**
- Lifelong Learning Associations**
- Lifelong Counselling**
- Enterprises**
- Other organizations**
- Students**
- Organizations**
- Research organizations**
- Young people**
- Individuals**

To enhance further the dissemination impact of the EMPLOY project, specifically designed dissemination materials for managers, career advisors and employment agents were created.

Please visit our website <http://www.employ-project.com/>



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Upcoming Events

11/11/2013

EMPLOY presentation workshop with HETEL VET school representatives
Spain

13/11/2013

EMPLOY Pilot with students in Politeknika Txorierra
Spain

27/11/2013

Europemobility Network International Conference
Brussels, Belgium

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