

Employ Project



DESIGN YOUR FUTURE EMPLOYABILITY

EMPLOY PILOTING ACTIVITIES

Spain

The pilot Toolkit has been widely appreciated in the Basque Region in Spain. Facilitators from Vocational Education, who are planning to implement the concept and Toolkit in work orientation modules in their colleges or in courses for the unemployed, were impressed from the beginning with the idea of building a competence portfolio in various stages and with interesting easy to use materials. It is seen as a special necessity for VET graduates in Spain to prepare themselves better to recognize, develop and promote their transversal competences to give them better chances of getting the jobs that exist.

Three VET colleges from the HETEL network working alongside Politeknika Txorierrri decided to plunge into the Toolkit immediately and have contributed to piloting parts of the Toolkit with their groups. These included a group of 30 Admin students at Nazaret College in San Sebastian, 18 Social Care students at Somorrostro College and 11 jobseekers on a Lanbide course at Lea Artibai in Markina. In Txorierrri, the pilot group was made up of 14 full time students, two jobseekers and one entrepreneur. The mix was especially interesting as many students were adults retraining and had professional experience. Motivation was excellent and together the group spent 30 hours in a series of two hours sessions working on their competences and portfolio.

After doing a mini 360° audit of their competences, the participants chose to develop **Working under Pressure, Time Management, Resilience, Problem Solving, Communication, Flexibility and Team Work. Positive Attitude** was also worked on at the very beginning and the participants came to recognize why this is the single most valued attitude by employers as it lays the foundation for successful action in all spheres of life. In Nazaret, students worked on Discipline, Communication and Learning to Learn. In all the centres participants completed competence cards which testify to how they demonstrate those competences. The final stage dedicated several sessions to presenting and promoting competences in job selection processes with attention paid to how to present a CV and Cover Letter and Interview preparation activities. In Txorierrri and Nazaret, participants had the opportunity to take part in mock interviews. HR staff from the Science and Technology Park of Bizkaia (social partners on the EMPLOY project) invited participants to a "real" interview and gave feedback on the performance. For many this was a really motivating and beneficial culmination to the course.

After building their competence portfolio participants expressed how useful they felt the experience had been. Although it won't change the fact that competition for jobs is fierce, at least they are better prepared and more confident to face selection.

"I've been able to do some really positive self reflection. I think the competence cards are useful and beneficial"

"I've worked on my weaknesses and strengthened those"

"I feel I have more options when it comes to employment"

"Thanks to EMPLOY, I feel better prepared and I'm more confident about myself. I feel I can sell myself better now"

Almost 80 people aged between 18 and 50 have taken part in the pilot in Spain and there is good expectation that the final Toolkit will be implemented in courses for students and the unemployed in the next academic year. The HETEL working group of pilot facilitators has given some great ideas on how to expand and improve the Toolkit activities. A request to include an evaluation guide for use in course modules which require assessment is especially relevant.

The EMPLOY International PILOT Report including details of all the pilot experiences in England, the Netherlands, Poland and Spain will be available on the website in June 2014.



Pilot Course at Norton Radstock College UK

Norton Radstock College ran some pre-pilot days in December 2013, with some unemployed people. Some EMPLOY Toolkit activities were trialed, including the Competence Card. As part of the team-building activity and working with 2 tutors, the course participants created a Christmas lunch for the tutors and the EMPLOY project partner.



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Partner meeting and Dissemination Seminar in Cagliari

Around 50 employment service agents from all over the island of Sardinia attended an EMPLOY Seminar on the 3rd April in the capital Cagliari. At the seminar participants were invited to reflect on the present state of competence achievement in Italy and to evaluate the corresponding level of employability of the population. Participants were invited to take a positive stance to breach the gaps by considering the EMPLOY project materials which aim to help jobseekers evaluate and develop their competences for employment. They took part in an active session in which they brainstormed the competences they felt were most demanded in the workplace nowadays in Italy. Not surprisingly they came up with almost the same range of competences as those developed by the EMPLOY project: these included flexibility, communication and relationships, problem setting and solving, team work, languages, ICT skills, motivation. Our deepest thanks to Gabriella Fenu and her team at the Sardinian Employment Agency for helping to organize the seminar.



PARTNERSHIP:



POLITEKNIKA IKASTEGIA
TXORIERRI
S.COOP.

TXORIERRI (Project coordinator), ES



NORTON RADSTOCK COLLEGE, UK



LANDSTEDE GROUP, NL

The group were long term unemployed; they found it difficult to be motivated as they had been on training courses before, during their period of unemployment; they were also forced to take part in some form of training, or lose their benefits. This is in common with all UK unemployed people and it made working on the pilot quite difficult, as this was unforeseen.



However, they did show some interest in EMPLOY and were interested to be part of the project. The tutors worked hard to motivate the attendees and had a measure of success, with some attendees really finding it good to participate.

The Competence Card was very well received, as were some of the activities. A course assignment was created, relating to opening a Pizza Business; this was designed to link into the EMPLOY activities and culminated in the participants baking pizzas for the course tutors.

The participants who completed the course and received the certificate were very pleased. One person started employment the following Monday, another had an interview the following week.

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EMPLOY Pilot in Netherlands

The EMPLOY pilot in The Netherlands is nearing its end. The pilot started with a kick-off workshop on September 18th 2013, with teachers and trainers from Landstede VET and a representative from the regional CIBAP VET institute and another from the local unemployment association 'Werkplein de Lure'. The first reactions were very positive, but the materials still had to be tested!

Two groups tested the products: a teacher with students from the VET- Fuchsia street location and a group of regional coaches with clients in a one to one situation. Due to the different target groups and aims, the chosen activities were different too. Both groups used the personal competence cards, but the use of toolkit activities from the website was quite diverse. In the one to one coaching group, the conversation and dialogue about the toolkit competences was more important as the texts or reflections accompanying some activities were difficult to understand for the clients from lower educational levels. The trainers of the group of full time VET students found in their first evaluation especially the activities on communication, networking, preparation for the job interview and the fact that students need to take responsibility for their own professional growth very useful and effective.

It was also decided in December 2013 to implement the products in the coaching base for all 100 trainee coaches in Meedoen naar Vermogen in the future. The same training is to be implemented in the teacher-training academy of the Landstede group.

As the evaluation of the pilot just started we are very much looking forward to the feedback from the facilitators and the participants themselves. Based on evaluations the Dutch pilot report will be finalized shortly with recommendations and in this way we hope to optimize the products for further use.

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EMPLOY: Design Your Future Employability

EMPLOY your energy, skills and

• EMPLOY: 4th partner meeting in Cagliari

• Forthcoming Events

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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

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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)



EMPLOY Pilot in Poland

The first Employ Pilot Workshop in Poland took place in the Centre for Continuing Education in Sopot on January 7th, 2014. Sixteen participants take part in our workshops. They are group of young people interested in developing their personal competences. They will graduate their school and will look for a job in the close future. All of participants are from the Secondary School of Commerce so, they are students of secondary vocational education – some of them from the 4-year course 'Hotel Service' and some of them from the 4-year course: 'Organisation of tourist events and travel'. They all are 19 years old.

Why do we provide a training particularly for them?

After introducing the project to our staff and presenting them 'how to use EMPLOY toolkit', one of our colleagues (Career Adviser) spread the information about EMPLOY methodology in another school, in Sopot Secondary School of Commerce. Head of this school was interested in offering EMPLOY workshops to her students as valuable programme with potentially positive impact on their students. We believe EMPLOY can help to these young people show their potential to employers.

Halszka Ciołkowska and Teresa Sokołów – our facilitators meet participants regularly. After the presentation and the introduction of the project, the participants worked on the competence card and the activities of the following competences: Positive Attitude, Conflict Solving, Communication, Learning to Learn, Flexibility and Team Work.

Our pilot will finish at the end of February. Participants are now in the third stage of our pilot – they work on networking, learn how to use portfolio of their competences and exercise presentation of their skills and competences to the potential employers during simulated job interviews. These activities may give participants more confidentiality for the job they want.

We believe our pilot of the Toolkit in Poland will finish with the successful creation of new competence portfolios.



OPAL GROUP, TR



CSCS, IT



CKU Sopot, PL



EFVET, BE



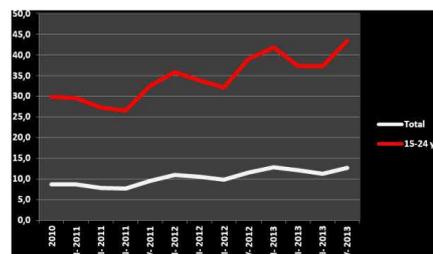
Parque Científico y Tecnológico de Bizkaia, ES



Recent Trends on Italian and EU Labor Market

Year 2014 started with a new record for unemployment in Italy. In January, the unemployment rate jumped to 12.9%, up 0.2 percentage points over December and 1.1 on an annual basis. The unemployed Italians, according to ISTAT, touched 3.3 million. Looking at the rate of youth unemployment which refers to people aged between 15 and 24 years, in January it reached 42.4%. Young people looking for a job arrived to 690 thousand.

The following figure puts clearly in evidence the difficulties young Italians are having in getting a job, compared to the total population in working age. This picture highlights also the need to ease their access to the labor market through special programs and concrete actions which could boost the employability of fresh graduates, of school-leavers, as well as of all the other young people currently out of the job market.



The Italian labor market presents also a gender gap: girls encounter more difficulties in finding a job, and consequently the unemployment rate of young Italian females appears constantly higher than that for boys (s. Fig.2). Females are also economically more inactive, i.e. not seeking work and/or not available to start one. While males are mainly engaged in full time jobs (92% of working male population), only 68% of females have a full time job

Italy shows also strong regional disparities, with Southern regions strongly lacking behind in offering job opportunities to youngsters. As a consequence, in Puglia, Campania, Calabria and Sicily one third of young people aged 16-29 results classified as NEETs, not in education, employment, or training.

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

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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

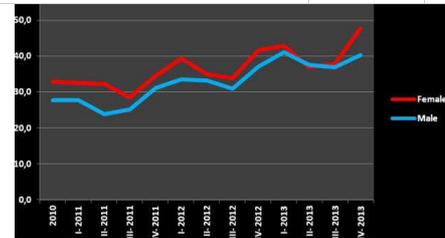
To enhance further the dissemination impact of the EMPLOY project, specifically designed dissemination materials for managers, career advisors and employment agents were created.

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

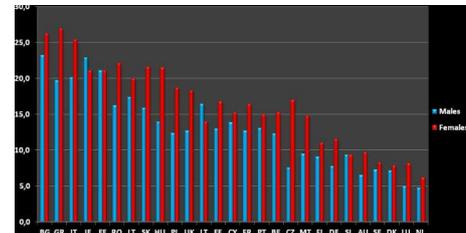


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Finally, a particular policy concern should be directed at those young people who leave full-time education at the minimum age of 16 and then spend a substantial period not in education, employment, or training. There is a widespread current perception that being NEET presents a main risk for young people of becoming socially excluded. The following figure gives a short overview of NEETs (people aged 15-29) in the EU27 countries.



Understanding the economic and social consequences of their disengagement from the labor market and education could be a first step towards reducing their number. Making sure that young people have the skills they need to get ready for work represents the first step in their labor market inclusion.



Upcoming Events

16-19/09/2014
 Capacity Building International Conference
 Athens, Greece



24-25/09/2014
 Europemobility Network International Conference
 Olbia, Italy



22-26/10/2014
 We are delighted to invite you to the next 23rd Annual EVET International Conference which will take place in Porto (Portugal) on 22-26 October 2014. The draft agenda will be available soon!
 EVET team

