



# Building networks of community support for NEETs: good practices from Europe

O1-A3 Report Coordinator: ISOB GmbH



**Title**

O1-A3 Identification of social intervention measures: Building networks of community support for NEETs: good practices from Europe

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## 1. Introduction and methodology

The Intellectual Output (IO) 1 of the Erasmus+ project “ComNetNeet” aims to identify the state of the art of good practices of social inclusion (through work-based learning strategies) targeted at young people in the partners’ countries in order to prepare the development of a model of better intervention, which is based on this state of the art.

The project aims at integrating young people who are currently NEET (i.e., in a NEET situation) by helping them to overcome the main obstacles from a social inclusion perspective. The “Council conclusions on the contribution of quality youth work to the development, well-being and social inclusion of young people” recommends an increased focus on the social inclusion, health and well-being of young people.

The IO identifies and synthesizes relevant insights from EU and national literature and good practices in partner countries to identify and validate good practices of relevance to the project. It synthesized guiding principles of interventions for community and civil society mobilization in the construction of networks that facilitate the integration of NEET based on the best EU practices as a basis for further operational intervention; it will include recommendations for shaping policies on borough/district, municipal, regional, national and EU level.

It explores the experience of countries with lower levels of NEET and a history of successful integration of such young people through interventions providing work-based learning experiences.

As a result of this research, stakeholders in the field, policy makers and project partners will be able to:

- draw on selected good practices of the efficient and effective use of resources to deliver outreach services for NEET integration,
- be more aware of key ingredients for successful partnerships working in NEET intervention,
- be able to use experiences of fostering the integration of young people in NEET situation in the labour market,
- make better informed design decisions for models of intervention which enhance the competences of young people while addressing the barriers they encounter and
- be more aware of proven practices of work-based integration of young people in NEET situations.

### Transferability

It will contribute to social inclusion objectives and policies, which can be optimised through a quality-focused and evidence-informed approach which places local and regional cross-sector support networks for young people centre stage in the design and the delivery of



interventions. Such approaches support young people's participation in the process, development and progression in a way which affirms their strengths, enhances resilience and competences and recognises their potential to build individual, communal and social capital.

As all of the partner countries use elements of the best practices referred to in this report, but none has implemented an overall system of networking to integrate young people who are NEET, the transfer potential of the IO is high and relevant for stakeholders in partner countries. The content of the analysis will be also useful for the design of organisational practices and policies by other stakeholders than partners.

Partners have been provided by the coordinator of IO 1 with guidelines for research which have been implemented in national reports. The first version of these reports has been reviewed and discussed among partners and a more detailed version of the reports including a more detailed description of relevant practices has been done.

The results of this research will be presented in three consecutive working papers, each of which is to be released in consecutive order and each taking up and expanding the content of the previous one.

The first report in the series is

## **O1-A2 Identifying potential and bottlenecks of support networks for the integration of NEETs.**

The report includes a literature review. Each partner developed a literature review report which also includes an assessment from the point of view of partners own expertise and experience.

The report has been based on the national reports by the partners, as they have been available on the common project platform TRELLO since May 2018; accessible for registered project partners). References to reports are to these versions, which in the meantime have been partly updated.

The report at hand is...

## **...O1-A3 Identification of social intervention measures: Building networks of community support for NEETs: good practices from Europe.**

The report includes a portfolio of the best practices which have been selected by the partners as part of their original research.

The partners were asked to give an overview of a least six practices in their countries which are accepted by the community of practitioners as well as the scientific community as "good" practices. The partners were asked to present preferable practices which are work based and/or community related. The aim was to illustrate the analysis in the literature review with examples of the most innovative and proven interventions in the partner counties. On this basis the partners were asked to detail some of these practices more closely in the second phase of the research.



Independent of this more detailed analysis the selection at hand is of value to all of the stakeholders, as it presents more than 30 practice descriptions which are seen as valid representations of the state of the art in their countries and therefore as inspiration for transfer and exchange.

Finally, the ...

**O1-A4 Synthesis Report: Community networking for NEETS integration: towards a common European model: Guidelines for practice and recommendations for policy ...**

includes the content of A 2 and A 3 and complement these by describing assumptions, opportunities and risks of measures by actors in the community and by giving recommendations for shaping conducive policies on a borough, municipal, regional, national and European level.

The focus will be on presenting clear principles of effective interventions as well as evidence of the effectiveness of the described good practices. The report will be targeted to an audience of practitioners and shapers of policy on the organisational, municipal and regional policy level. The draft of the report will be discussed with stakeholder representatives (Network of Community Stakeholders) before final publication in order to make sure that it meets the needs of this target group.



## 2. Overview of practices in partner countries

The partners have collected 33 good practices.

In all partner countries a number of initiatives exist to work with young people who are NEET. Partners agreed to identify practices which:

- work with young people who are NEET,
- involve young people aged 18-29 and
- include a work-based learning element.

16 of these are marked by the partners as work based, 13 as community based. The partners from Spain and Italy did not mark their practices as either.

Identifying best practices which can inspire the shaping of an innovative model for intervention through workplace learning and better local/regional networking is one of the key activities of the ComNetNEET project.

Therefore the partners reported a preliminary list of potential good practices to their peers, in order to give them a first impression of what is available and regarded as good practice in their respective countries.

This list will be the basis for a more in-detail analysis, which will be presented in the scope of the IO 2 – A 4 report.

At this point, it is mainly the basis for a more targeted selection of practices which merit a more detailed description and in-depth study, as they represent aspects which are identified as being critical for success in the report at hand and/or are identified by partners as being particularly appropriate for improving the set of interventions in their own countries.



DE	ESP	IT	PT	UK
<p><b>Youth Employment Agency</b> (app 5) Regional coordination to provide one-stop government for employment and social integration of youth. Various models of coordination of actors according to regional needs</p>	<p><b>Choose your future</b> Integration of young migrants and refugees in the labour market Basic computer training Social training</p>	<p><b>National ANMA program</b>, ESF funded: financial support to hiring NEET youth Financial support for traineeships and apprenticeships in traditional industries and crafts (200 € for company, 500 for youth)</p>	<p><b>Orienta</b> TESE Various activities for open to learning, sustained and undecided NEET: empower young people to decision making. Local network approach. Define life goals, involve families and strengthen individual networks, involve participants in community</p>	<p><b>Ealing Pathway Programme</b>: 20-week 16-24 year olds prepares for employment, apprenticeships other... Paid work placement for two days a week</p>
<p><b>Youth Competency Agencies</b> as one-stop government on municipal level</p>	<p><b>Youth Business Spain</b> Target Group: well qualified NEET  Create and mainstream own companies  Divers group of funders, including large corporation foundations Training, orientation, financing, mentoring</p>	<p><b>INIZIATIVA GIOVANI</b> (Veneto region): Company visits 2 week traineeships 4 month work experience with personal guidance Self entrepreneurship course</p>	<p><b>Idearia</b> Org CooLabaadora Unemployed and vulnerable 18-30 yr Activities that combine art, innovation and social entrepreneurship, building transversal competences as communication, team building, cooperation and interpersonal relationship &amp; entrepreneurship</p>	<p><b>Job Ready</b>: 11-week accredited programme delivered in collaboration with one company.</p>
<p><b>Lernwerkstatt Regensburg</b> – particularly “Module A+ (app 3) Low barrier preparation for apprenticeships, building of training maturity</p>	<p><b>Promoting the entrepreneurial spirit</b>  Financed by Municipality Preventive approach (TG = students) Large-scale (900 students)</p>	<p><b>FUORI SCUOLA</b> Program to re-engage school dropouts through Basic training modules Professionalisation workshops Artistic/creative workshops Cooperation of province of Venice with CPV and municipalities and business associations</p>	<p><b>YUPI-Youth Union of People with Initiative</b> 18-30 yr Awarded “inspiring project” Erasmus+ prize 2017 Develops social, cultural, sporting and artistic activities for young people in leisure, volunteering, training to boost access to information, social integration civic participation and equality</p>	<p><b>Journey to Work</b>: six month focuses on work experiences employability skills. support package tailored to individual specific needs.</p>
<p><b>Assisted Apprenticeships</b> (app 4):</p>	<p><b>Training Plan</b> Offer business opportunities</p>	<p><b>ACTIVE NE(E)T PROJECT</b> Tuscany Region</p>	<p><b>Faz-Te Forward</b> a innovative project that aims to increase</p>	<p><b>Prince’s Trust</b> 12-week Team Programme: personal</p>





<p>Apprenticeship and alphabetisation. Trainability including the linguistic prerequisites are built by supplementary measures while the apprenticeship is already running</p>	<p>ESF financed Improve employability through training in IT, languages, certificates of professionalism Labour insertion</p>	<p>Experimental project to “push” NEETS in their actual environment and “pull” them to relevant activities. High level of individualisation and non-traditional learning approaches including self marketing</p>	<p>employability and socio-professional inclusion among young adults. <b>Specific goals are:</b> Empowering young people to the level of personal, social and employability • Bringing together young professional context of their field of talent • Facilitate the creation of professional networking and expanding their social networks • Supporting young people in the definition of their life plans and career and occupational integration</p>	<p>development new skills and qualifications. group community project two weeks of work experience.</p>
<p><b>Voluntary Social Year</b> (app 6) Voluntary social service as a opportunity for orientation and exploring potential fields of study, training and employment</p>		<p><b>NEETwork project</b> Lombardia Alliance with third sector organisations to engage long term NEETS Re-motivation through 6 month paid internships Aim: employment in non-profit companies</p>	<p><b>“Rede Emprega</b> Lisboa Municipal Program for Social Economy and Promotion of Employability in Lisbon – Developing the Social Economy by creating the conditions to maximize its potential regarding the current challenges; Promoting employability by articulating strategies, organizing and supporting activities that increase employability skills and Encourage inclusive entrepreneurship by organizing and promote programs that support territorially based individual initiative</p>	<p><b>Spear Foundation:</b> six-week training programme 16-24 into work or further training. ongoing support after the initial programme to move into, or remain in, education, employment or training.</p>
<p><b>RESPEKT – Do your thing</b></p>		<p><b>NEETqWORK Veneto</b></p>	<p><b>Reengagement</b> Create a youth video</p>	<p><b>The Academy Programme:</b></p>



<p>Outreach programme to hard to reach youth (app 7)</p>		<p>RE-integration through stimulating creative and artistic potential of Youth Artistic and IT learning, combined with personal reflection and career planning</p>	<p>production company where children and young people can help to develop short-films, documentaries, video clips, photo stories and other multimedia products as pedagogical tools to social inclusion through art. Community activities planned and organized by participants "Return to school" activity: young people who drop-out of school are identified and encourage to re-engage in their educational path Workshop on ICT skills.</p>	<p>8-12 week 16-24 year key skills, qualifications work experience to move into a sustainable job or further training. Combination of employability training with sport such as football, dance and general fitness.</p>
<p><b>ETC – Portfolio of Transition Facilitating Measures</b> ETC is a non-profit association which offers a range of measures which accompany youth from preventive school related measures to accompanying apprenticeships. It also develops measures which reach out into the social environment as family centres, voluntary services and others</p>				

Tab 1: Good practices in partner countries



## Main particularities:

**DE:** While the range of good practices in Germany is still wide, a conceptual framework along the “chains of education” has emerged, partly inspired by large-scale federal programmes. The youth employment agencies which are currently being set up are a promising model of coordination of regional actors. The diverse set-up which follows factors such as the number of youth serviced, specific foci of problems, etc. allows for experimentation. A consensus has emerged that for being regarded as “good,” practices have to fit into this conceptual framework of transition between stages of education and gradual engagement, orientation and stabilisation of youth as a prerequisite to educational success and transition to training and work. Therefore the still fragmented range of measures which now at least follows some common ideas and coordination on an institutional level is gradually improving. The development of products and measures on the side of the providers of youth support services is of high importance. Practices are often part of a larger portfolio which includes supportive measures for all aspects of the educational pathway as well as social integration. This overall portfolio makes internal referral easy and represents a kind of case management which can currently not be provided by the funding institutions.

**ESP:** Some practices are briefly described. These include training for a high volume of applicants, entrepreneurship training for highly qualified NEET, financial support by private foundations and a preventive approach to strengthen entrepreneurial skills in students. Also a practice of refugee labour market insertion is described.

**IT:** The Italian report presents a range of relevant practices which involve stakeholders as employers, but also third sector organisations. Internships and work-based learning are widely used. Elements of a non-measure setup are clearly visible, as some practices are fully individualised, reaching out to the NEET in a very accessible manner to find out the actual needs and best ways of social integration and educational and skill building activities.

**PT:** The Portuguese report describes an impressive range of practices which can be regarded as particularly innovative. One of them has been awarded the “inspiring project” prize of Erasmus+. The projects mainly rely on a non-traditional approach to reach out to youth and build competencies through artistic and cultural work in their community, thus building their social network, human capital, entrepreneurial initiative and competence to orient themselves in the educational and employment system but also to develop their own initiative if there is no access to traditional employment. All of the practices rely on local/regional cooperation, involving a range of stakeholders, but with a clear coordination.

**UK:** From an international perspective the short duration of the programmes is remarkable. All include internships of various lengths. The Spear programme of the Resurgo charitable trust organisation is remarkable for its ongoing support even after insertion to training or employment, while the academy programme has a holistic view on skills as it promotes also general fitness and self-esteem through sport.

## Commonalities:



All countries present practices which go beyond traditional education and training. Most practices try to introduce non-traditional settings, in particular work-based settings, engage new types of actors and also aim to improve the social situation, soft skills and career orientation of the clients.

The coordination of actors is a recent theme, as is a better preparation of transitions between the stages of education and training.

In the German concept of “chains of education” this transition element is most prominent.

Also the creation of “Youth Employment Agencies” as a form of “one-stop-government” for NEET policies gives a name to efforts which are also made in related ways in other partner countries.

Many of the practices described involve diverse local and regional actors, among them non-traditional ones, which substantiates the project claim that a socio-spatial approach and sound local community networking is one key to mitigating the NEET problem.



## 3. Overall selection of good practices in the partner countries

### 3.1. Germany

#### GP DE 1 – Transition school to training



**Name:** HASA course (Hauptschulabschluss – secondary school exam)



**Target:**

Youth and young adults without basic lower secondary school graduation. Former dropout youth, migrants



**Coordinator Organisation:**

EBW Regensburg Protestant Adult Training Centre. [www.ebw-regensburg.de](http://www.ebw-regensburg.de)



**Stakeholders involved:**

Youth support services, agency for employment, various NGOs



**Duration:**

16 month



**Local(s) of Implementation:**

Example: Regensburg. Germany-wide



**Goals:**

Acquiring the basic secondary school diploma. Activation, stabilisation, peer contact



**Funding:**

Participant fee 850€ . Can be supported from public funds



**Short Description:**

Acquiring the basic secondary school diploma is regarded as a fundamental prerequisite for all further education and training in Germany. Graduation is included in many transition system offers, but the course can also be completed as a stand-alone course as preparation for the external examination. The course is the gate to further training, particularly to obtaining an apprenticeship placement. The course is provided by an NGO training organisation in a friendly, not school-like community setting.



**Methodology (e.g., training, social work, work-based learning. etc.):**

Classroom training in a modern setting and with modern interactive didactics. Practical work-based classes are included



**Results / Evaluation:**

n.a.



**Is this practice/project a work-based approach? :**



Partly



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Partly. Although the course is a stand-alone training provision, the acquisition of participants, social support and social work with participants requires and includes networking with multiple community actors like youth support services, migrant organisations, neighbourhood centres and others. The HASA course is a modular element of the efforts of these actors for the activation and stabilisation of their clients.



## Project

ComNetNEET "Community Networking for  
Integration of Young People in NEET Situation"

## GP DE 2 – Transition to training

**Name:** Assistierte Vermittlung in Ausbildung für junge Erwachsene – Assisted placement in dual system in-company training for young adults



**Target:**

Young adults up to age 35 without full professional qualification



**Coordinator Organisation:**

IFP Gesellschaft für Fortbildung und Personalentwicklung mvH



**Stakeholders involved:**

Agency for Employment, Training Provider



**Duration:**

5 months



**Local(s) of Implementation:**

Regensburg, Training provider, Internship of 4 weeks



**Goals:**

Young adults without a full occupational qualification are supported to:

Find career options and goals

Find an appropriate occupational qualification

Identify and validate educational prerequisites and compare these to requirements of vocational school classes

Train job-interview competence

Get to know companies and decision-makers in selected sectors

Raise awareness for selection criteria of companies

Legal goals of § 45 SGB 3 include:

Introduction to the labour market, identification and mitigation of hinderances of matching, placement in >15hr/weekly employment, self-employment as an alternative option, assistance in stabilising employment



**Funding:**

Agency for Employment §45,1,1, SGB 3



**Short Description:**

The course is an example of consultancy, activation and training for young adults who have not currently been able to obtain an apprenticeship through the classical transition from school to work immediately after finishing school.

The target group includes youth and young adults up to 35 years and includes NEET as well as adults who are working (at least temporarily), often in precarious forms of work. Also, those who return to the labour market after family phases or phases of being economically inactive are targeted. This target group is relevant as a great number of



youth has been unable to obtain an apprenticeship directly after school during the period of “training crisis” during about 2000-2010, when economic downturn met a demographically high number of applicants, which resulted in the exclusion of weaker candidates, Many of these “Altbewerber” had to turn to unskilled work or economic inactivity, often in risk of poverty. It is the goal to reactivate these groups and to make sure that they enter a full professional qualification as the basis of sustainable employment.



#### **Methodology used (e.g., training, social work, work-based learning, etc.):**

Orientation, coaching, work-based learning through internship  
Classroom training, individual coaching and mentoring, peer support



#### **Results / Evaluation :**

Not available on an individual level. Training measures along § 45 SGB in general have been evaluated as raising individual placement odds by up to 50%

(<http://www.bpb.de/politik/innenpolitik/arbeitsmarktpolitik/155386/massnahmen-zur-beruflichen-eingliederung?p=all>) Critics mention potential “lock-in effects”



#### **Is this practice/project a work-based approach? :**

Yes. Internships are part of almost all training measures in Germany. Aims are: exposure to real-life work situations, getting to know employers, identifying appropriateness of job profile, skill development. Most important is a “gluing effect” i.e., internships help employers to develop trust and appreciation of an individual who would not be selected according to his/her “paper track” i.e., formal criteria like age, pre-qualification, testimonials etc., as face-to-face contact allows for a more holistic evaluation of the candidate



#### **Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

No





## GP DE 3 – Work-based transition to training/apprenticeship



**Name:** Lernwerkstatt Regensburg (Learning Workshop Regensburg)



**Target:**

Youth in transition to training in the dual system on various levels



**Coordinator Organisation:**

Catholic Youth Support Services

<http://www.lernwerkstatt-regensburg.de/fachdienste>



**Stakeholders involved:**

Agency for Employment, Youth Welfare Services, Catholic NGOs, wide local and regional networks



**Duration:**

flexible



**Local(s) of Implementation:**

Regensburg



**Goals:**

The Lernwerkstatt aims to provide low-barrier access to work-based learning offers for youth in transition from either school or a NEET situation which prepares for a full training apprenticeship.



**Funding:**

Various agencies, Agency for Employment, Youth Welfare Services



**Short Description :**

The Learning Workshop provides multiple, mostly work-based, programmes which allow for low-barrier access to preparatory training. All measures are supported by comprehensive socio-pedagogic and psychological guidance. The facilities allow for testing multiple crafts techniques. The center includes structured training measures like preparatory courses for a vocational training basic course (Vorschaltmaßnahme - Berufsvorbereitende Bildungsmaßnahme (VM-BvB)), which gradually builds the ability to participate in a full-time course; "Modul A" course: individual coaching and individual programme of structuring the day, setting goals and becoming accustomed to structured work and learning; "Project occupation": individual coaching and practice, aiming at accessing a full apprenticeship; "ASP" is a related measure for youth coming back after a period of illness (physical or psychological). "I will make it" complementary afternoon offer for youth at risk of school dropout: positive experiences, work-based learning, "Work and Qualification" for former unaccompanied youth refugees without a perspective for permanent residence in Germany: vocational learning which will also be useful also in the home countries.





**Methodology used (e.g., training, social work, work-based learning, etc.):**

Workshops with very flexible facilities for all kinds of craft and work techniques in 14 different areas. Social work, psychological support.



**Results / Evaluation :**



**Is this practice/project a work-based approach? :**

Yes see methodology



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – Close cooperation with all relevant agencies, wide network



## GP DE 4 – Assistance for successful apprenticeships: apprenticeship and alphabetisation (Ausbildungsorientierte Alphabetisierung)



**Name:** Ausbildungsorientierte Alphabetisierung



**Target:**

Young functional analphabets (youth with completed, but unsuccessful schooling)



**Coordinator Organisation :**

f-bb Forschungsinstitut Betriebliche Bildung [www.f-bb.de](http://www.f-bb.de)



**Stakeholders involved:**

Training provider, companies, trainers in companies, Chamber of the Crafts



**Duration:**

36 month



**Local(s) of Implementation:**

Schweinfurt, Martredwitz, Regensburg



**Goals:**

The aim of the pilot project has been to prepare and support companies for the dual training of functionally analphabetic youth in a dual apprenticeship



**Funding:**

Pilot project funded by the Federal Ministry of Education and Research (BMBF)



**Short Description :**

Youth without sufficient competences in the written use of the German language are mostly excluded from apprenticeships or at a high risk of dropping out. The project developed tools and guidelines for companies to identify and mitigate such deficits. Products: diagnostic tools; concept for support and language competency building; Qualification concept for in-company and other training staff on methodology of support and competency building for youth with linguistic deficits.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

In company training, integration of work-based learning in the regular dual system apprenticeship and extra support to identify and mitigate linguistic deficits.



**Results / Evaluation :**

Accepted as a good practice by the Federal Institute for Vocational Training



Is this practice/project a work-based approach? :

Yes – work integrated building of linguistic competence



Is this practice/project a community-based approach? No/Yes If yes: who is involved? Yes

– various stakeholders involved: training provider, companies, Chamber of the Crafts



## GP DE 5 – Regional coordination example: integration of young refugees



**Name:** Stuttgarter Model – Gradual Development of a Youth Employment Agency



**Target:**

To coordinate all relevant actors along the common objective to integrate youth at risk of becoming NEETs and to assure smooth transitions between the various steps of the transition process



**Coordinator Organisation :**

Janina.Stuerner@stuttgart.de Documentation of case:

[https://www.ueberaus.de/wws/9.php#/wws/kommunale\\_koordinierung.php?sid=10693026771540780151869737024390](https://www.ueberaus.de/wws/9.php#/wws/kommunale_koordinierung.php?sid=10693026771540780151869737024390)



**Stakeholders involved:**

Municipality Stuttgart, Agency for Employment, Job Center, Youth support services, Training Providers, Companies



**Duration:**

continuing



**Local(s) of Implementation:**

Stuttgart, an example of a general model in most large cities (Munich, Regensburg, etc.)  
Selected for accessible documentation



**Goals:**

The integration of heterogeneous groups of youth at risk of becoming NEETs must involve various stakeholders who are separate by legal mission and statutory regulations. Aim is to coordinate these actors as a one-stop government to clients in order to assure that all is being done for a smooth transition



**Funding:**

Agencies' own funds, part of the development supported by pilot project funded by Federal Ministries



**Short Description:**

The coordination structure has been developed since the mid 90s. A number of principles for coordination were developed: Institutionalise cooperation: all institutions keep their responsibilities, but a supporting coordination works as a hub. Stability and flexibility: keep dependable structures, but react to identified problems by flexible institution building and piloting (practice flexibility); Building a database and transparency: structures, base-line situation and progress must be transparent; Continuity: innovation is often created through pilot projects and ad hoc solutions. The adaptation of such innovation through institution building and organisational development must be planned and implemented. Learning from others: benchmark own activities, organise exchange of experience. (e.g.,



“Weinheimer Initiative ([www.kommunale-koordinierung.de](http://www.kommunale-koordinierung.de)). According to the assessment of the actors, external shocks as the massive inflow of migrant refugee youth in 2015 could not have been managed if the structures of coordination had not been systematically developed beforehand.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

Coordination of relevant institutions through service orientated hub. “one-stop government.”



**Results / Evaluation :**

Accepted as good practice by Federal Institute for Vocational Training and expert community “Überaus”



**Is this practice/project a work-based approach?**

Not applicable



**Is this practice/project a community-based approach? No/Yes If yes: who is involved. Yes.**

All stakeholders with legal or statutory responsibilities vs. youth. Companies, employers, training providers, NGOs



## GP DE 6 – Orientation for the undecided: voluntary social service



**Name:** Freiwilliges Soziales Jahr (FSJ) Voluntary Social Service



**Target:**

Young adults after finishing obligatory schooling up to age 27.



**Coordinator Organisation :**

Programme, many accredited providers of coordination services, e.g.,  
<http://www.freiwilligendienste-bayern.de/>



**Stakeholders involved:**

Accredited providers of social services, institutions and organisations which provide social services



**Duration:**

1 year



**Local(s) of Implementation:**

Germany



**Goals:**

Job Volunteer Service in a social institution, exploration of the youth's own talents and preferences, community service, individual growth



**Funding:**

Federal funds cover costs of living, insurances and pocket money



**Short Description:**

Youth volunteer to work in social, sports, ecological, political and other non-profit institutions for one year as volunteers. They are prepared for the deployment by a series of seminars with socio-pedagogic assistance in the peer group and individual coaching. Also during the deployment the participants have access to individual supervision and support and are invited to participate in regular supervision and training courses. The participants have the opportunity to experience social work, service and care for humans in various forms. This work-based experience helps them to explore potential occupations in the field and to build a high competence of human interaction. The year is often used by young adults after school or other training as a phase of orientation and personal growth in a relatively protected (no pressure to perform to full productivity standards) yet realistic work environment. More than 100,000 youth do a FSJ every year.



**Methodology used (e.g.. training, social work, work-based learning, etc.):**

Work-based learning in non-profit institutions with socio-pedagogic supervision



**Results / Evaluation :**

Participants are mostly satisfied with their experience.



[https://www.bmfsfj.de/blob/96724/94644bad0c1597d6a1c7064b2073c84a/evaluierungsb  
ericht-freiwilligendienste-data.pdf](https://www.bmfsfj.de/blob/96724/94644bad0c1597d6a1c7064b2073c84a/evaluierungsb<br/>ericht-freiwilligendienste-data.pdf)



**Is this practice/project a work-based approach? :**

Yes



**Is this practice/project a community-based approach? No/Yes If yes: who is involved? Yes**

– work-based learning in the non-profit sector



## Project

ComNetNEET "Community Networking for  
Integration of Young People in NEET Situation"

## GP DE 7 – Outreach to hard-to-reach NEET youth

**Name:** RESPEKT – Mach Dein Ding (Respect – Do your thing)



**Target:**

Outreach and initial contact to young adults who have lost touch with any institutions (disconnected youth), particularly in rural areas



**Coordinator Organisation :**

Kolping Bildungswerk Münster  
arndt@kolping-ms.de

Project description:

<https://www.ueberaus.de/wws/9.php#/wws/respekt.php?sid=10693026771540780151869736973360>



**Stakeholders involved:**

All relevant actors (youth support services, employment agency, NGO, church-based organisations, youth organisations)



**Duration:**

Individual guidance as needed, 6 months on average



**Local(s) of Implementation:**

Münster (city) and District of Coesfeld. Focus on rural area



**Goals:**

Aim is to build a relationship of trust and connectedness on a personal level, to build a sense of security which enables a steady and sustainable pathway to training, apprenticeship and work. The focal message is “respect” for the multidimensional situation of the youth and appreciation of their value as individuals.



**Funding:**

Pilot Programme “Respect” of the Ministry of Labour and Social Affairs (BMAS)



**Short Description:**

Teams of gender-balanced social workers and psychologists deployed in 4 pop-up shop locations in city centres and two vans for on-site mobile outreach form a low barrier contact offer. The mobile team is, for example, present on site of the donated food distribution site in the district. The team offers therapeutic assistance until referral to regular services and offers a hub to all other relevant support services. The individual level relationship is also maintained while the individual uses other services in order to assure coordination and sustainability. The key proposition is that it is a “non-measure,” in which the programme and intervention are open and flexible and provided to the needs of the individual.





**Methodology used (e.g., training, social work, work-based learning, etc.):**

Social Work, “non-measure” psychological intervention, hub to other services, mobile outreach.

**Results / Evaluation :**

1/3 of participants have been guided back to training and work  
The project is acknowledged as good practice by Federal Institute of Vocational Training portal “ueberaus” as good practice

**Is this practice/project a work-based approach? :**

Work-based training can be result of consultancy

**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes

Success factors as described by the project staff:

Each contact is voluntary. No pressure, no expectations.

Each contact is individual and exclusively determined by the needs of the client.

The same contact person in each contact. Contact partners are easily accessible.

Dependable relationships build trust which enables a more targeted guidance and consultancy. Team acts as navigator in the process.

Good networking with all relevant actors allows for informal effective solutions



## GP DE 8 – Portfolio of social integration and transition facilitating measures

**Name:** Overall portfolio



**Target:** Portfolio of measures which support progressing in the chain of education and promote the social integration with preventive and active reintegration measures



**Coordinator Organisation:**

Euro Training Center  
n.berger@etcev.de



**Stakeholders involved:**

City of Munich, various professional organisations and networks, companies, support of the municipal social and labour policy, employment agencies



**Duration:**

Continuing



**Local(s) of Implementation:**

Munich



**Goals:**

The association aims to offer all reasonable measures to promote social integration and re-integration as needed, according to individual needs



**Funding:**

Various sources of funding. Main funding: Measures commissioned by the Youth support services



**Short Description:**

The provider offers a individualised portfolio of measures which follow the idea of chains of education: measures which support success at school, which prepare for professional training, which support success during apprenticeships and projects which help to improve the social environment, such as multi-generational living spaces, family resource centre, alphabetisation, Voluntary Services, facilitating mentoring relationships. Various projects explore innovation and complement the regular offers ad hoc.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

All measures include a work-based element and aim at integration to professional in-company training. The association provides all elements of extra support which youth at risk or in actual social un-integration or with difficulties to orient themselves in the complex educational system need.



**Results / Evaluation :**

Recommended by stratgic partner City of Munich





**Is this practice/project a work-based approach? :**

Yes









**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes



## 3.2. Spain

### GP ES 1 – Measure for young migrants

	<b>Name:</b> Choose your future
	<b>Target:</b> Aimed at young immigrants and refugees between 16 and 30 years for their insertion in the labor market.
	<b>Coordinator:</b> Diputación de A Coruña
	<b>Stakeholders involved:</b> Diputación de A Coruña
	<b>Duration:</b> Annual.
	<b>Local(s) of implementation:</b> A Coruña (Spain)
	<b>Goals:</b> Guide young immigrants between ages 16 and 30 year in their incorporation into the labor market.
	<b>Financed by:</b> Diputación de A Coruña
	<b>Short description:</b> Program aimed at young immigrants and refugees between ages 16 and 30 in which is intended: <ul style="list-style-type: none"><li>- Social integration</li><li>- Insertion in the labor market</li></ul>
	<b>Methodology:</b> The program performs: <ul style="list-style-type: none"><li>- Basic computer training (word processor, mail, cv ..)</li><li>- Group training (dynamics of exchange of opinions, essays, job interviews)</li></ul>
	<b>Results / evaluation:</b>
	<b>Is this practice/project a work-based approach?</b>
	<b>Is this practice/project a community-based approach?</b>

## GP ES 2 – Social inclusion of youth



**Name:** Galician plan for social inclusion



**Target:** Promote social integration and the incorporation into the labor market of people who are at risk of social-labor exclusion



**Coordinator:** Xunta de Galicia



**Stakeholders involved:** Xunta de Galicia, municipalities, collaborating entities and NGOs.



**Duration:** 2017-2018



**Local(s) of implementation:** Galicia (Spain)



**Goals:** Encourage people who are at risk of social-labor exclusion to their social integration and the incorporation into the labor market.



**Financed by:** Fondo Social Europeo and Xunta de Galicia



**Short description:**

Program with which it is intended:  
Social integration  
- Insertion in the labor market



**Methodology:** The program performs:

- Development of social activities for their social integration
- Professional training for inclusion in the labor market
- Development of competencies
- Increase in self-esteem and self-confidence



**Results / evaluation:** A través de este programa, alrededor de 8.000 personas en riesgo de exclusión han accedido al mercado laboral.



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach?**



## GP ES 3: Job Integration for youth at risk



**Name:** Incorpora Obra Social La Caixa



**Target:** Help people at risk of social exclusion to access a job.



**Coordinator:** Obra Social de La Caixa



**Stakeholders involved:** La Caixa, companies and social entities attached



**Duration:** Annual.



**Local(s) of implementation:** Spain.



**Goals:** Promote employability in companies of disadvantaged groups.



**Financed by:** Obra Social La Caixa



**Short description:** With this program, corporate social responsibility is promoted in the participating companies to convey the value of employing disadvantaged groups.



### **Methodology:**

- Comprehensive support for companies in all stages of the integration process (advice on current contracting regulations, selection of professional profiles, design and application of professional profiles, support in the adaptation process).
- Improve the insertion capacity of social entities, facilitating the training and professionalization of them.



**Results / evaluation:** 9,514 participating companies with the result of 28,016 job insertions.



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach?**



## GP ES 4 – Encouragement of entrepreneurial spirit



**Name:** Promoting the entrepreneurial spirit



**Target:** Encourage the entrepreneurial spirit of young students from educational centers.



**Coordinator:** Ayuntamiento de A Coruña



**Stakeholders involved:** CIFP. Someso, CIFP. Anxel Casal, IES. Menéndez Pidal y Escola de imaxen e son.



**Duration:** Annual.



**Local(s) of implementation:** A Coruña (España)



**Goals:** Train young students to boost your entrepreneurial spirit.



**Financed by:** Ayuntamiento de A Coruña



**Short description:** Program aimed at young students between ages 16 and 25 in which it is intended:

- Improve entrepreneurial skills
- Promote training in business management
- Improve employability



**Methodology:** The program establishes a series of training workshops:

- Taller grupal 1: Taller de tendencias y oportunidades
  - Taller grupal 2: Taller de viabilidad
  - Taller grupal 3: Taller de Start up
- personal interviews



**Results / evaluation:** In the last convocation we have trained 900 young students.



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach?**

## GP ES 5 – Business Creation by Unemployed Youth



**Name:** Youth Business Spain



**Target:** Facilitate unemployed youth access to support to create and maintain their own company.



**Coordinator:** Youth Business Spain



**Stakeholders involved:** J. P. Morgan, Fundación Endesa, Citi Foundation, Ministerio de Empleo y Seguridad Social Gobierno de España, Accenture, Hogan Lovells, Laboral Kutxa, Popular Grupo Santander.



**Duration:** 2014-2018



**Local(s) of implementation:** Spain



**Goals:** Promoting well qualified young people towards the promotion of business activity.



**Financed by:** J. P. Morgan, Fundación Endesa, Citi Foundation, Ministerio de Empleo y Seguridad Social Gobierno de España, Accenture, Hogan Lovells, Laboral Kutxa, Popular Grupo Santander.



**Short description:** Program aimed at young people between 18 and 35 who have entrepreneurial potential and a business idea but who do not have access to the necessary resources to start it up.



**Methodology:** The program is developed in three phases:

- Training: orientation and technical assistance service guiding young people in their itinerary from self-employment to the creation of their own company.
- Orientation to develop your entrepreneurial skills to successfully manage your new business
- Financing: guidance service, support and mediation to facilitate access to financial resources to start up your business project
- Mentoring: the objective is to accompany young people in the process of start-up and consolidation of their business projects



**Results / evaluation:** There have been 1,000 mentoring relationships with 782 mentors for participants. Soon we will receive the impact report prepared by PWC Spain.



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach?**





## GP ES 6 – Creating business opportunities



**Name:** Training plan



**Target:** Offer business opportunities and encourage business activity



**Coordinator:** Ministry of Employment and Social Security. Government of Spain.



**Stakeholders involved:** The Chamber of Commerce of A Coruña, Ronsel Foundation.



**Duration:** 2014-2020



**Local(s) of implementation:** Spain



**Goals:** Promote well qualified young people towards the promotion of business activity.



**Financed by:** European Social Fund.



**Short description:** Program aimed at young people between 16 and 30 years in which is intended:

Improve basic skills

Promote training in languages, ICTs and skills

Promote the qualification through an official training in Certificates of Professionalism

Improve employability

Encourage hiring



**Methodology:** The program is divided into five blocks:

- Vocational orientation
- Trunk training
- Specific training
- Labor intermediation actions
- Labor insertion actions



**Results / evaluation:** Around one million young people have been interested in this training have submitted their applications.



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach?**



## 3.3. Italy

### GP IT 1 – ANMA

**Name:** ANMA (acronyms referring to apprenticeship and craft jobs)



**Target:** young people



**Coordinator Organisation :**

Italian Ministry of Labour and implemented by its technical agency (Italia Lavoro)



**Stakeholders involved:**



**Duration:**



**Local(s) of Implementation:**

Nation wide



**Goals:**

supports training on the job and job placement



**Funding:**

Italian Ministry of Labour and implemented by its technical agency (Italia Lavoro) with the European Social Fund's financial contribution



**Short Description :**

three lines of action. First of all, it aims at promoting the use of the apprenticeship contract for people aged 15-29 supporting with a financial contribution (between 4.700 and 5.500 Euros) enterprises hiring young people either unemployed or underemployed (with regard to the income) in the previous 6 months.

The second instrument concerns the support of traineeship experiences within craft enterprises working in typical Italian production industries; this experimental measure provides a 250 Euros monthly support for the craft enterprise hosting the young intern, who perceives, in turn, a 500 Euros monthly fellowship.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

Apprenticeships in crafts; subsidies for companies hiring unemployed young adults



**Results / Evaluation :**



**Is this practice/project a work-based approach?**

Yes



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

No



## GP IT 2 – INIZIATIVA GIOVANI

**Name:** INIZIATIVA GIOVANI



**Target:** NEETS up to 25



**Coordinator Organisation :** Veneto Region



**Stakeholders involved:**



**Duration:**



**Local(s) of Implementation:**



**Goals:**



**Funding:**

EU support



**Short Description :**

The project, carried out in the Treviso Province, consists of a number of activities such as:

- schools and companies visits (10 visits involving people ages 15-17 and 20 involving people ages 18-24);
- 2-week traineeship for 12 young people aged 15-17;
- 4-month work experiences matched with personal guidance and training for 25 young people ages 18-24;
- a self-entrepreneurship course targeted to 12 adults up to 24 willing to develop a business project.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

In company traineeships, guidance, courses



**Results / Evaluation :**



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**



## GP IT 3 – FUORI SCUOLA – Re-integrating school dropouts

**Name:** FUORI SCUOLA



**Target:** early school leaver between the ages of 15 and 17 identified by the Regional Register of Students, among those who, following a report, are in charge of the Provincial Employment Centers



**Coordinator Organisation :**

Veneto Region

Project description:



**Stakeholders involved:**



**Duration:**



**Local(s) of Implementation:**



**Goals:**

Aim is to provide opportunity for school dropouts to finish secondary school degree



**Funding:**

ESF



**Short Description :**

The innovative paths proposed are tailored-made and modulated on the following opportunities:

- 1) Basic training module -375 hours - which allows young people to acquire and complete the 10 years of compulsory education. The activities include lectures and distance self-training to develop linguistic, informatics, mathematics, active and transversal citizenship skills. The hours can be modulated on the basis of recognizable credits.
- 2) Professionalising workshop - 80 hours - with practical tests of "Digital Manufacturing" for the creation of an artefact with hand drawing techniques and 3D CAD software, also realizing prototypes in various materials. The activities are carried out by Fondazione Centro Produttività Veneto
- 3) Artistic / Creative Workshops - 50 hours - to realize theatrical activities to develop expression skills. There will also be a "Orienteering" activity to further promote the development of social and personal abilities.

Participation is free and provides for the recognition of attendance to individual activities with participation certificates.



Young people who have not reached ten years of schooling and who wish to have recognized attendance for the purpose of fulfilling the educational obligation, must participate in at least 75% of the complete course (form, professional laboratory and creative workshop) .



**Methodology used (e.g., training, social work, work-based learning, etc.):**

Alternative provision of secondary school content



**Results / Evaluation :**



**Is this practice/project a work-based approach? :**

In training provider practical exercises



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**



## GP IT 4 – ACTIVE NEET

**Name:** ACTIVE NE(E)T PROJECT



**Target:** NEET up to 30 years



**Coordinator Organisation :** Zefiro Società Cooperativa Sociale in partnership with Caritas Diocesana Lucca, City of Lucca, Women and Work Cooperative, Association 21, Volunteering and Participation Foundation, The Screen, CNV, Cooperative Il Cappello, Cooperativa Odissea

**Project description:** Active Ne(e)t is an experimental project to be carried out within the province of Lucca, which envisages the setting up of an innovative and replicable method of interception of NEETs based on territorial network actions, informal interventions in the places of young people ( push), attractive actions linked to a different way of doing training, aggregation, work (pull).



**Stakeholders involved:**



**Duration:**



**Local(s) of Implementation:** Lucca



**Goals:** Reach out to disenfranchised youth



**Funding:**



**Short Description :**

Starting from the analysis of needs, expressed or unexpressed, the project involves the (re) activation of adult girls and boys up to age 30, through listening, orientation and participation actions that lead them to access the network for employment services and from there, through individualized paths to internship experiences, training courses, to work, even in an autonomous form, both in Italy and abroad.

Actions of research intervention on the territories and viral actions on the net, through commercials and use of social networks, will constitute the initial levers that will allow operators to talk about NEET and meet young people who wish to re-activate study, training or job search paths.



**Methodology used (e.g., training, social work, work-based learning, etc.):**



**Results / Evaluation :**

one of the 17 winning projects of the experimental call targetign NEETs financed by the Tuscany Region as part of the Giovanisì project ([www.giovanisi.it](http://www.giovanisi.it)).



**Is this practice/project a work-based approach?**



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**



## GP IT 5 – NEET Work – activation of low qualified youth through internship in non-profit organisations

**Name:** NEET Work



**Target:** Youth up to 25 with up to lower secondary education 6 month unemployed



**Coordinator Organisation :**

Fondazione Adecco, Istituto Toniolo, CGM - Mestieri Lombardia and in collaboration with Regione Lombardia



**Stakeholders involved:**



**Duration:** From 2015



**Local(s) of Implementation:** Lombardy



**Goals:** Activation of youth with up to lower secondary school education



**Funding:**



**Short Description :**

The NEETwork Project wants to contribute to the activation of those young people ages 18 to 24, with a qualification not higher than the lower secondary school, unemployed for at least 6 months, who for various reasons have early abandoned their studies and find themselves excluded from the labor market because they lack adequate qualifications or professional experience.



**Methodology used (e.g., training, social work, work-based learning, etc.):**

Fondazione Cariplo, in partnership with CGM-Mestieri Lombardia, Istituto Toniolo and Adecco Foundation, believes that the alliance with third sector organizations is an essential element in the realization of this project and has asked non-profit organizations in Lombardy to work together to offer 1,000 young people a concrete opportunity, providing a re-motivational experience through a 4-6 month paid internship in their own realities with the aim of reintegrating them into the labor market starting from non-profit companies



**Results / Evaluation :**



**Is this practice/project a work-based approach? :**

Yes. Internships in non-profit companies



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**



## GP IT 6 – NEET@Work – Promoting self-entrepreneurship

**Name:** NEET @ Work



**Target:** Youth 15 - 29



**Coordinator Organisation :**

Cesare Pollini" Music Conservatory of Padova, Audio Innova, "Pietro d'Abano" Upper Secondary for Tourism and Catering, Talent Lab.



**Stakeholders involved:**



**Duration:**



**Local(s) of Implementation:**



**Goals:**

Foster the process of social inclusion and welfare in the personal growth of young people, through interventions aimed at stimulating the creative dimension and the capacity for innovation



**Funding:** Veneto Regional Government



**Short Description :**

Experimentation with new technologies, the promotion of specific training in the cultural sector, the implementation of skills regarding the use of current and widely accessible tools with intrinsic characteristics of multidisciplinary, adaptability and transferability. By positively influencing personal potential, active citizenship and the consolidation of the relationships that gravitate around the youth universe, these elements can effectively promote the self-entrepreneurship of young people.

Specific objectives of the project are the improvement of the ability of young people to plan their future, experimentation with new forms of communication and cultural production, the development of skills to foster the professional use of new technologies in the artistic-cultural sphere, the reinforcement the sense of belonging to the community and the territory, the cooperation and exchange of experiences of young people within the activated social and cultural network.

The foundation of the project consists of a complete theatrical production of stage music: the creation of multimedia support (DVD) including a large documentary apparatus is integrated into a series of professionalising workshops. The entire production material is stored in a repository accessible to the participants and enhanced on the project site, where the original developments generated individually in the final phase are also present: portfolio and self-promotional initiatives are integrated into the final presentation of the results, which takes place in the form of multimedia show. The final event is linked to a competition.



**Methodology used (e.g., training, social work, work-based learning, etc.):**





Project based learning in cultural activities



**Results / Evaluation :**



**Is this practice/project a work-based approach? :**

Partly: project based work



**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**



## 3.3. Portugal

### GP PT 1 – Reengagement of school drop outs through media production



**Name:** Claquete – E6G



**Target:**

Children and young people who are 10 to 24 years old.

The Project aims to reach 50 direct participants, 150 indirect participants and 30 families.



**Coordinator:**

Raízes - Raízes - Associação de Apoio à Criança e ao Jovem



**Stakeholders involved:**

Congregação Nossa Senhora da Caridade e do Bom Pastor

- Agrupamento de Escolas Pintor Almada Negreiros
- Guetto Class Studios, LDA
- Associação Juvenil TDK
- Comissão de Protecção de Crianças e Jovens – Lisboa Norte
- Instituto Português do Desporto e da Juventude
- Gebalis
- Casa Pia de Lisboa
- Freguesia de Santa Clara.



**Duration:** January 2013 until now



**Local(s) of implementation:**

Freguesia de Santa Clara – Alta de Lisboa



**Goals:**

In this innovative way, the main goal is to promote school inclusion, employability and youth empowerment.

- Promote educational success
- Promote an active citizenship and community activities
- ICT skills development



**Financed by:**

Programa Escolhas – Alto Comissariado para as Migrações



**Short description:**



Create a youth video production company where children and young people can help to develop short-films, documentaries, video clips, photo stories and other multimedia products as pedagogical tools to social inclusion through art.

Community activities planned and organized by participants

“Return to school” activity: young people who drop-out of school are identified and encourage to re-engage in their educational path

Workshop on ICT skills.



#### **Methodology:**

Non-formal education (eg., employability skills)

Workshops

Psychosocial support



**Results / evaluation:** n.a.



**Is this practice/project a work-based approach?** YES



**Is this practice/project a community-based approach?** YES



## GP PT 2 – Alliance for Youth - Integration through apprenticeships promoted by Europe's leading enterprises



**Name:** Alliance for Youth



**Target:**

Unemployed young people



**Coordinator:**

Nestlé



**Stakeholders involved:**

The Alliance for YOUth global partners include: Nestlé, Adecco, Axa, Cargill, CHEP, DHL Supply Chain, DS Smith, Engie, EY, Facebook, Firmenich, Google, Metro, Nielsen, Publicis Groupe, Salesforce, Solvay, Twitter and White&Case.



**Duration:** 15/11/2013 - now



**Local(s) of implementation:**

Europe



**Goals:**

The "Alliance for YOUth", founded by Nestlé, is an alliance of leading companies in Europe who recognise that youth unemployment is a major social and economic issue on the continent and are committed to helping to solve it.



**Financed by:**

Companies network with the support of European Commission



**Short description:**

The "Alliance for YOUth" pledges to:

1. Be an active member of the European Commission's "European Alliance for Apprenticeships" – promoting apprenticeships and training and being active ambassadors for this approach across Europe.
2. Develop a number of joint initiatives to give young people meaningful work experience and internships.
3. Mobilise employees to go out into the community and help young people get 'Ready for Work' by offering CV preparation and interview advice.

Young people can apply through the job vacancies presented in Nestle and other companies' websites and strategic partnership with universities / professionals/schools also help the project to get to their target.



**Methodology:**

Training  
Apprenticeships



Internships  
Mentoring  
Sponsoring



**Results / evaluation (2013-2016):**

115,000 opportunities for young people across Europe  
Over 200 companies across Europe



**Is this practice/project a work-based approach? Yes**



**Is this practice/project a community-based approach? No**



## GP PT 3 – CEJ – Integration through qualification



**Name:** CEJ – Carta de Condução para o Emprego Jovem (Driving licence to youth employment)



**Target:**

Young people from ages 18 to 27:  
- With low levels of education  
- History of school dropout  
- Low motivational levels for citizenship and professionalism



**Coordinator:**

PROEFA - Associação para a Promoção da Educação e Formação de Adultos



**Stakeholders involved:**

Talendus e Seiva



**Duration:** 2015 – 2016 (13 months)



**Local(s) of implementation:**

- Estarreja
- Figueira da Foz
- Beja
- Alcobaça
- Pombal



**Goals:**

Prepare young people for labour market integration according to the needed skills so they can drive this path successfully.



**Financed by:**

EEA Grants / Fundação Calouste Gulbenkian



**Short description:**

4 components program:

- “Employment driving licence” conception
- Pedagogic and didactical tools construction
- “Employment driving licence” validation
- Online portal construction

3 kind of employment driving licence were developed:

- B – driving licence to dependent employment
- C- driving licence for green employment
- D- driving licence for entrepreneurship

Along with these 3 types, the project implied the conception of:

- Training references
- “Highway code”
- Guide “to drive”
- Online tests system



**Methodology:**



Based on semiotic theory  
On-site and online training (skills development)



**Results / evaluation:**

5 training actions  
79 learners (young people)  
5 cities  
79 driving licence attributed



**Is this practice/project a work-based approach? No**

**Is this practice/project a community-based approach? No**



## GP PT 3 – Jovens NEET: Tailored intervention through research and knowledge sharing of relevant organisations in the community



**Name:** Jovens Neet – a realidade dos Bairros do Zambujal e Casal da Mira integrado no Projeto TYPE - Tackling Young People's Welfare in Europe



**Target:**

The young respondents were mostly males aged between the 15 and 21 years (72.7%).



**Coordinator:** In Portugal, Câmara Municipal da Amadora



**Stakeholders involved:**

Municipality of Amadora and local partners: A Partilha – Associação de Moradores do Bairro do Zambujal, Buraca, Comissão de Proteção de Crianças e Jovens em Risco, Cooperactiva - Cooperativa de Desenvolvimento Social CRL, Escola Intercultural das Profissões e do Desporto da Amadora, EM, Fundação Aga Khan, Instituto Missionário da Consolata, Ministério da Justiça - Direcção-Geral de Reinserção Social, Pressley Ridge - Associação de Solidariedade Social, Raízes - Associação de Apoio à Criança e ao Jovem



**Duration:** 2012 – 2014 ?



**Local(s) of implementation:** Bairros do Zambujal e Casal da Mira – Amadora



**Goals:**

The main goal is to know the project's framework and objectives at the local level, and the Municipality requested a study to characterize the knowledge and experiences, trajectories and daily practices of young NEET residing in two areas, Zambujal and Casal da Mira, where there is a work of agent field that facilitates the development of the present study.

**Financed by:**

European Commission – Employment, Social Affairs and Inclusion



**Short description:**

Local intervention with this group of young people:

- Create mechanisms for effective sharing of information and knowledge between organizations with intervention in this target group and in these territories;
- Promote spaces for sharing and collaboration between organizations, promoting rational, efficient and effective interventions and effective sharing of resources and instruments;





- Maintain the focus on qualification interventions of these young people, but focusing on the clear gaps are identified, avoiding dispersions that affect negatively the efficiency and effectiveness of the investment made;
- Foster this NEET concept as a reference for intervention with these young people and extend this approach to the whole municipality.



## **Methodology:**

In this case, the methodological option was based on two assumptions:

- I. The objective of collecting information from all relevant stakeholders;
- II. The need for this collection takes many forms.

### Facilitation / support in the transition from school to the labor market:

Direct contact with students and through the caregivers;

Preparation for job interview with the support of video recording of simulations which, after viewing, allows self-criticism and correction of details;

Creation of CEF (education and training courses for young people).

### Facilitation / support in the transition from training to the labor market:

Practical training in the context of work;

GAE;

Direct contact with students and through the parents

### Support in the search for solutions in the labor market:

Office of Support to the Creation of companies;

GAE;

Human resources available full time for placement internships;

Reception room;

Direct contact with students and through the caregivers;

Entrepreneurship groups;

Preparation for job interview with the support of video recording of simulations which, after viewing, allows self-criticism and correction of details.

### Linking with employers in finding solutions for these young people:

Partnerships;

Direct contact with students and through the caregivers;

Partnership with Dolce Vita (employers).

### Coordination and articulation between the different sectors involved in supporting this target group:

Routing / articulation between services;

Direct contact with students and through the caregivers.

## **Results / evaluation: n.a.**



Work developed with this target group within the five approaches presented the practices that obtained the least satisfactory results are as follows:



Facilitation / support in the transition from school to the labor market and support in the search for solutions in the labor market:

Linking with employers in finding solutions for these young people:

Partnerships (waiting for answers regarding the placement of the young people and the situation

of processes);

Little constancy in updating the employers' database.

Coordination and articulation between the different sectors involved in supporting this target group:

Accompaniment to the students during the internships.



**Is this practice/project a work-based approach?** Involves work-based approach.



**Is this practice/project a community-based approach?** Yes



## GP PT 4 – Click – Qualification and mentoring



**Name:** Click



**Target:**

Unemployed from vulnerable contexts.

Target people for 2016 edition:

2 groups of long-term unemployed from ages 35 to 55. One with high and another with low levels of education.

2 groups of young in NEET situation. One with high and another with low levels of education.



**Coordinator:**

EAPN (European Anti-Poverty Network) Portugal



**Stakeholders involved:**

IEFP (Portuguese Public Employment Services)



**Duration:** 2015(pilot) - now



**Local(s) of implementation:**

Águeda, Gaia, Maia, Sintra, Figueira da Foz, Évora, Santarém, Porto



**Goals:**

Develop communicational and relational skills

Contribute to (re)qualification processes

Link between offer and demand of job vacancies

Encourage companies and organizations social responsibility

Identify needs in vocational training and communicate the gaps to PES

Developing mentoring processes, training in work context and evaluation mechanisms after the training actions to promote a successful labour integration of participants.



**Financed by:**

EAPN and IEFP (?)



**Short description:**

Main actions:

12 sessions of employability coaching

4 sessions of professional mentoring

1 month of training in professional context with a mentor + 4 coaching support sessions

4 sessions of personalized coaching

Additionally, active ways of promote youth employability are presented to employers, enhancing business social responsibility. This project implies a regular contact with local employers to a better knowledge of employee wanted profile.





## Methodology:

Coaching  
Pitch presentations  
Speed recruitment actions  
Direct connection to labour context



## Results / evaluation (until 2016):

**124 participants in the 3 editions.**  
**32% were professionally integrated**  
In 2015, Click Project was one of the 10 “Impacto Social” finalists.



**Is this practice/project a work-based approach?** Yes



**Is this practice/project a community-based approach?** No



## GP PT 5 – Rede Emprega – Promotion of social economy



**Name:** Municipal Program for Social Economy and Promotion of Employability in Lisbon – “Rede Emprega Lisboa”



**Target:** Young people between ages 15 and 29.



**Coordinator:** In Portugal, Municipality of Lisboa



**Stakeholders involved:**

Municipality of Lisboa and local partners: Municipality of Lisboa – **Social Rights, Startup Lisboa, Fundação Calouste Gulbenkian, Vieira de Almeida, IES, Impact Hub e Montepio**



**Duration:** 2017 – 2020



**Local(s) of implementation:** Lisbon City



**Goals:**

Developing the Social Economy by creating the conditions to maximize its potential regarding the current challenges;  
Promoting employability by articulating strategies, organizing and supporting activities that increase employability skills and  
Encourage inclusive entrepreneurship by organizing and promote programs that support territorially based individual initiative.

**Financed by:** European Commission – A confirmar



**Short description:**

To reinforce the individual and social competences facilitating the insertion in the labor market; To enhance and to value the profile of professional competences;  
Increase proximity between the working age population and the employers' agents replicating networks for employability.



**Methodology:**

The methodological option was based on:  
Design of the structure and action plan for launching a collaborative platform for employability in the City of Lisbon.



**Results / evaluation:**

Better articulation between institutions;  
Differentiated education/ educational responses;  
Professional training adjusted to the profile of the NEET;  
Identification and mobilization of employees in the territory;  
Professional training tailored to the needs of employees.



**Is this practice/project a work-based approach?** Yes



**Is this practice/project a community-based approach?** Yes



## GP PT 6 – Desafios E6G – Promotion of social skills in children



**Name:** Desafios E6G



**Target:**

Children and young people



**Coordinator:** Casa Seis - Associação para o Desenvolvimento Comunitário



**Stakeholders involved:**

Câmara Municipal de Sintra  
Junta de Freguesia Aqualva Mira Sintra  
Agrupamento de Escolas de Aqualva Mira Sintra  
CPCJ de Sintra Oriental  
C.E.C.D.de Mira Sintra  
Resiquimica  
AESintra



**Duration:** from 01-03-2016 until now



**Local(s) of implementation:** Aqualva and Mira-Sintra Portugal



**Goals:**

Promoting social inclusion of children and young people by the development of personal and social skills.

Specific goals:

Promoting scholar success

Enhancing digital skills

Developing children and young people proactivity and empowerment



**Financed by:** Programa Escolhas – ACM (Alto Comissariado para as Migrações).



**Short description**

Practices presented in Unexpressed Talent seminar

Festival “Marca Jovem”: showroom for young people express their talents and other can learn from them.

PortEmprego: training session on employability skills



**Methodology:**

Non-formal education



**Results / evaluation:** n.a.



**Is this practice/project a work-based approach?** No



**Is this practice/project a community-based approach?** Yes



## GP PT 7 – Faz-Te Forward – Transition of qualified youth to the labour market



**Name:** Faz-Te Forward



**Target:** Young people from ages 18 to 29 that had concluded (or are concluding) professional or tertiary education, unemployed or looking for their first job.



**Coordinator:** TESE – Associação para o Desenvolvimento



**Stakeholders involved:**

Fundação Calouste Gulbenkian  
Deloitte  
Laboratório de Investimento Social  
Câmara Municipal do Porto  
Employment Public Services



**Duration:** 2011 - now



**Local(s) of implementation:** Lisbon and Porto Metropolitan Areas



**Goals:**

Faz-Te Forward is a innovative project that aims to increase employability and socio-professional inclusion among young adults.

Specific goals are:

Empowering young people to the level of personal, social and employability

- Bringing together young professional context of their field of talent
- Facilitate the creation of professional networking and expanding their social networks
- Supporting young people in the definition of their life plans and career and occupational integration



**Financed by:**

Fundação Calouste Gulbenkian and Deloitte through “Título de Impacto Social” Program and co-financed by Portugal 2020, European Commission, Portugal Inovação Social, POISE (Programa Operacional de Inclusão Social e Emprego).



**Short description:**

Faz-Te Forward is a non-profit project that aims to promote youth employability. Since its first edition in 2011, this initiative presented annual editions, first in Lisbon and now in Porto. In each edition, 30 young people entered a 5 months intensive program.

This project targets the main causes of youth unemployment/inactivity, namely through matching young people’s skills with requested skills by the labour market and by bringing young people closer to the market labour.



Faz-Te Forward's team has more than 20 years' experience with young people and more than 10 years in the field youth employability.



## **Methodology:**

Applicants selection:

Online registration

Information sessions

Group recruitment test

Individual interviews

Program:

Coaching – biweekly individual sessions provided by a certificated coach (total of 10 to 12 sessions for each participant); Soft skills training - through weekly group sessions based in non-formal education methodology and with the presence of external trainers specialists in the various themes. (15 session = 60 hours training)

- Mentoring e job shadowing – individual appointments with professionals of their field of interest (volunteering mentors) that can be biweekly or weekly from 1 to 2 months (minimum of 4 attendances per participant).



## **Results / evaluation**

162 young people trained/empowered

1020 candidates

- 73% of participants entered labour market until 6 months after the project edition ended.

- 47% dos participants that entered labour market kept sustained is professional situation at least for 6 months.



**Is this practice/project a work-based approach? Yes**



**Is this practice/project a community-based approach? No**



## 3.4. United Kingdom

### GP UK 1 – Ealing Pathway Programme



**Name:** Ealing Pathway Programme



**Target:**

Young people who are NEET

Age: 16 to 24

Type of NEET: Young people joining the programme are described as ready to take the next step and willing to commit to the programme, but who have barriers to employment or further education.



**Coordinator Organisation :**

Ealing Council

([https://www.ealing.gov.uk/info/201237/pre-employment\\_programmes/2182/pathways\\_programme](https://www.ealing.gov.uk/info/201237/pre-employment_programmes/2182/pathways_programme))



**Stakeholders involved:**

Programme is delivered in cooperation with local authority staff, mentors and other delivery partners



**Duration:**

20 weeks



**Local(s) of implementation:**

Ealing Borough of London, the last course was delivered in the Westside Young People's Centre



**Goals:**

The Programme aims to help young people who face barriers to move onto education, employment or training to gain confidence, develop skills, achieve qualifications needed to get onto other courses (English, Mathematics, ...) and prepare them for this progression (via interview practice, completing application forms, etc).

- a) Develop knowledge X
- b) Behavioural change X
- c) Skills development X
- d) Change attitude X
- e) other (please specify): Employability, gain work experience



**Funding:**

Council service





## Short description :

The Ealing Pathway Programme offer 20 weeks of intervention. Participants get a placement for 2 days a week, with paid expenses per day, lunch and travel costs. Young people aged 16 or over who are NEET and who are deemed to be able to move into education, employment or training with support, get access to training calendar of short courses, some mentoring sessions (group and individual, one day per week) and encouragement to participate in social actions (one day per week).



## Methodology used (e.g. Training, social work, work based learning, etc.):

Start with a 2-week induction process

Spend 2 days per week on a work placement with a local authority employer at which they are paid £7.05 per hour (= the minimum wage in the UK)

Attend training with a training provider to improve and achieve certificate in Maths, English, Employability and Health & Safety from Entry Level 3 up to Level 2 depending on their previous attainment

Receive support or mentoring both in a group setting and also 1:1

Get the opportunity to complete Duke of Edinburgh Award – by completing a personal programme of activities in four sections (five for Gold)

Provide help with learning skills for progression, including how to complete application forms, put together CVs, interview practice, etc.



## Results / evaluation :

Since 2011, 97 young people have been recruited onto the programme – of these, 82% completed the full 26-weeks. Of those completing the programme – over three-quarters moved onto further learning or employment, including: 37% in apprenticeships 31% into employment 10% into further learning. A further 13% moved into some form of education, training or employment within 6 months of completing the programme. Young people completing the programme also achieved many different certificates and awards.



## Is this practice/project a work-based approach?

Yes. Programme includes work experience



## Is this practice/project a community-based approach? No/Yes If yes: who is involved?

Yes – run in cooperation with local stakeholders



## GP UK 2 – Job Ready



**Name:** Job Ready



**Target:**

Young people who are NEET

Age: 16 to 25

Type of NEET: Mixture of young people facing different barriers to employment.

According to case studies some young people can be classified as open to learning or undecided NEETs, some have a university degree.



**Coordinator Organisation :**

Futureversity (<http://www.futureversity.org/>)



**Stakeholders involved:**

Programme is delivered in partnership with one company. Examples include Bank of America Merrill Lynch, Citigroup, Morgan Stanley, National Express, Barclays, Burberry, and Kier Group.



**Duration:**

11 weeks



**Local(s) of implementation:**

London (Tower Hamlet and East London)



**Goals:**

The Job Ready Programme aims to support young people when making the transition from unemployment to employment.

- a) Develop knowledge X
- b) Behavioural change X
- c) Skills development X
- d) Change attitude X
- e) other (please specify): Employability, gain work experience



**Funding:**

Network Housing Group and Computer Sciences Corporation



**Short description :**

Young people gain literacy and work-readiness skills during an 11-week period with sessions three days a week. On the programme, students are trained in practical aspects of employment, including job hunting, CV writing and interview techniques and are also able to build their confidence with public speaking and conflict resolution sessions. This is followed by a two-week work placement.



**Methodology used (e.g. Training, social work, work based learning, etc.):**

Workshops designed to address the necessity for improved soft skills that build confidence and self-esteem, whilst equipping them with the attributes needed to make them “job ready” for employers.

The programme includes a work placement and includes advice and support on getting into work or further training following the course.

**Results / evaluation :**

At least 21 programmes since 2009.

From the annual report in 2010 (Futureversity, Annual Review 2009-10, <http://issuu.com/>

towerhamletsummeruni/docs/annualreport2009\_2010) it is known that:

47 attended three Job Ready programmes

3 (6%) decided to not complete the programme

As of April 2010, 34% are in employment, 21% in further education or training,

11% are volunteering and 28% are still job seeking

In 2011 the programme received an award in recognition of its success; the Willow Award

**Is this practice/project a work-based approach?**

Yes

The programme is unique as it is implemented in cooperation with a particular blue-chip company. A number of different companies were part of the programme. This provided the opportunity to integrate a two-week work placement for all participants on the programme.

**Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – run by a local charity



## GP UK 3 - Journey to Work



**Name:** TwentyTwenty



**Target:**

Young people who are unemployed

Age: 16 to 24

Type of NEET: disadvantaged young people including those facing extra barriers such as a poor school history, lack of family support, no qualifications, and mental health challenges



**Coordinator Organisation :**

TwentyTwenty (<https://www.twentytwenty.org.uk/journey-to-work>)



**Stakeholders involved:**

local business partners input to the design and delivery of the courses



**Duration:**

6 months



**Local(s) of implementation:**

Derby, Leicester and Loughborough



**Goals:**

Journey to Work (J2W) is a six month interactive employability focused course to help 16-24 year olds:

Gain new confidence

Get real work experience and learn vital employability skills

Meet lots of local employers and learn about great job opportunities

Move on to further education or employment

Achieve qualifications in Maths, English and ICT



**Funding:**

Impetus-Pef - A charity that transforms the lives of disadvantaged 11-24 year olds by funding the most promising charities and social enterprises that provide education, support and sustainable employment opportunities for them, and helping them achieve significant year on year growth in size, effectiveness and impact.

Careers and Enterprise Company - An organisation dedicated to empowering young people to reach their potential by funding organisations to work in partnership with schools, colleges and employers to create careers opportunities, and provide mentoring to help young people sustain their progress.



**Short description :**



The Journey to Work programme is delivered in local Lifeskills centres over 6 months Monday to Thursday, 9.00am-4.00pm. The focus is on developing relevant skills and qualifications, make links with employers, and gain work experience with the aim of finding suitable employment.

Students get involved in different in-house and community projects where they apply what they're learning in class and gain vital life skills to help them succeed in the workplace. This is facilitated by local business partners inputting to the design and delivery of our courses, ensuring they align with local employer needs, and a structured programme of business networking events, work experience placements, and job opportunities. J2W aims to be 'employability' focused, also offering students career planning, CV development, interview training, and the 'know how' and contacts to find their way to an appropriate college course or job/apprenticeship.

Every young person also receives a tailored package of personal support to help them develop the resilience and motivation to overcome complex personal and social challenges, while pushing themselves as far as they can go in their learning. This includes one to one assistance, small groups, counselling, and personal 'solution focused' coaching throughout the course to provide all the backing they need to succeed. Their coach will stay with them for up to a year after they leave TwentyTwenty helping and encouraging them to sustain their job, apprenticeship or college course.



#### **Methodology used (e.g. Training, social work, work based learning, etc.):**

A mixture of group and 1:1 work with personal coaches.



#### **Results / evaluation :**

None available



#### **Is this practice/project a work-based approach?**

Yes

The programme involves local business partners, and a structured programme of business networking events, work experience placements, and job opportunities



#### **Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – run by a local charity

## GP UK 4 - Prince's Trust 12-week Team Programme



**Name:** Prince's Trust 12-week Team Programme



**Target:**

Unemployed young people

Age: 16 to 25

Type of NEET: Disadvantaged young people with a lack of motivation, confidence and self-esteem. Some young people have a history of offending, some struggled with addictions and others were homeless or suffering with mental health issues.



**Coordinator Organisation :**

Prince Trust (<https://www.princes-trust.org.uk>)



**Stakeholders involved:**

Programme is delivered in cooperation with employers, mentors and trained youth workers



**Duration:**

12 weeks



**Local(s) of implementation:**

There are courses all over the UK. Alone in the North of England 84 courses will start in 2018.



**Goals:**

Main aim is to engage young people into education, employment or training.

Other aims include:

Improve confidence

Increase self-esteem

Develop or learn in a way suited to their personal style and preferences

Set goals for the future

Develop English and Math skills

**Develop interview and CV skills**

Develop targets to achieve their career potential.

- |                            |                                     |
|----------------------------|-------------------------------------|
| a) Develop knowledge       | X                                   |
| b) Behavioural change      | X                                   |
| c) Skills development      | X                                   |
| d) Change attitude         | X                                   |
| e) other (please specify): | Employability, gain work experience |



**Funding:**



Receives financial support from partner organisation, does fund raising activities and has support from around 900 volunteers



### **Short description :**

The Prince's Trust 12-week Team Programme is a 12-week personal development course aimed at people aged 16-25 years old aimed at helping young people to discover hidden talents and improve their confidence. The programme offers work experience opportunities, qualifications, practical skills, participation in community projects and a residential week. Young people also gain a nationally-recognised qualification. The Prince's Trust 12-week Team Programme was founded in 1976 by the Prince of Wales. The Trust runs many other programmes to support disadvantaged young people.



### **Methodology used (e.g. Training, social work, work based learning, etc.):**

Spend a week away at a residential activity centre

Undertake a project based in their local community

Complete a work placement

Participate in a team challenge, involving caring for others

Stage a team presentation, during which they recount their experiences.



### **Results / evaluation :**

In 2013/14, the Team Programme worked with 11,853 young people across the UK – of these, two-thirds went into employment, education or training (37% employment and 32% education or training), while 16% started a voluntary work position after completing the programme.



### **Is this practice/project a work-based approach? Yes/No. Please describe briefly (place/duration/approach)**

Yes

Programme include 2 week work placement and a project in the local community



### **Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – run in cooperation with local stakeholders





## GP UK 5 - Spear Foundation



**Name: Spear Foundation**



**Target:**

Young people who are NEET

Age: 16 to 24

Type of NEET: mixture from those with severe needs (care leavers, ex-offenders, etc.) to those who are very likely to re-engage in EET



**Coordinator Organisation :**

Resurgo (<http://www.resurgo.org.uk/spear/>)



**Stakeholders involved:**

Resurgo is a Christian organisation that aims to help young people who are disadvantaged whatever their religion; they have support from some employers (e.g. Burberry) and work closely with various referral organisations including Job Centres, Young Offender Teams, Mental Health Support Workers, local schools and colleges.



**Duration:**

6-weeks support 5 days a week – then ongoing support for those applying for jobs or education and training and those who find work



**Local(s) of implementation:**

London (various areas including Bethnal Green, Camden, Chelsea, Clapham Junction, Fulham, Hammer-smith, Harrow and Shepherds Bush)



**Goals:**

Spear is a year-long programme that equips 16-to-24-year-olds not in education, employment or training (NEET) from disadvantaged backgrounds to find long-term employment

Spear coaches young people to help overcome the attitudes and behaviours that are holding them back, as well as training in how to write a CV, mock interview practice etc.



**Funding:**

Mixture: including church funding, some small EU funds and government grants from the Department for Work and Pensions (DWP) and more recently the Department for Education (DfE)



**Short description :**

The Spear programme provides vulnerable mainly unemployed young people aged 16-24 with a mixture of group-based coaching and soft skills development, and tailored one-to-one support, to help each young person become more 'work-ready' and able to enter employment and/or education and/or training (EET). The programme of support includes



an initial 6-week package of daily individual and group-based coaching activities, following by ongoing support to move into, or remain in, education, employment or training. The programme also organises employer talks; visits to workplaces; job interview practice (including mock interviews by Spear staff and by visiting employers); and the achievement of a Level 1 Customer Service qualification.



#### **Methodology used (e.g. Training, social work, work based learning, etc.):**

The focus is on group and individual coaching to develop relevant skills to apply for work (and other education and training options), and to challenge negative mindsets that prevent young people from finding work and sustaining it.



#### **Results / evaluation :**

Over three quarters of those who complete Spear return to education or go on to work, and are still there a year later. The Tavistock Institute is currently evaluating this programme and will be able to update results once this is published.



#### **Is this practice/project a work-based approach?**

Yes

The initial coaching is not work-based, but most participants move into employment and continue to receive support from the coaches to help them progress and/or sustain their employment for up to 12 months.



#### **Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – run by a Christian organisation based in local churches



## GP UK 6 - The Academy Programme



**Name:** The Academy Programme



**Target:**

Young people who are NEET

Age: 16 to 24

Type of NEET: According to last year's data 36% of the young people had 1-2 barriers to employment, 44% 3-5 barriers, 14% more than 6 and only 5% did not have a barrier to employment. The most frequent barriers were lack of qualifications (55%) and being unemployed for more than 6 months. Other barriers include mental health issues or learning difficulty (19%) and criminal record (11%).



**Coordinator Organisation:**

Street League ([www.streetleague.co.uk](http://www.streetleague.co.uk))



**Stakeholders involved:**

Programme is delivered in cooperation with local partners.



**Duration:**

8-12 weeks, as young people have different starting points journeys differ



**Local(s) of implementation:**

**14 cities in England and Scotland, 38 local communities**



**Goals:**

The Programme aims to move unemployed young people into sustained employment using the power of sport.

- a) Develop knowledge X
- b) Behavioural change X
- c) Skills development X
- d) Change attitude X
- e) other (please specify): Employability, gain work experience



**Funding:**

Street League is a charity and receives financial support from a number of companies such as Barclays. They also receive funding from the European Social Fund



**Short description:**

The Street League is UK's leading sport for employment charity. They offer sport employability courses where young people who are NEET can do sport and learn skills at the same time. There are three courses: Football, dance-fitness and fitness. While having an active life style young people learn interview skills, get support with job applications and receive qualification. Street Leagues aims to support participants to find the



determination to get into work while having fun at the same time. The football programme is the most popular with 71% of the total number of participants. Participants become more active and fitter and in the same way their minds become more active. Coaches teach Math and English in an engaging way using football examples.



#### **Methodology used (e.g. Training, social work, work based learning, etc.):**

One-to-one with career advice and mentoring, including once the young person has moved into a new job

Support with work skills, life skills and getting you ready for work i.e. CV writing and interview skills

Help with job applications and applying for apprenticeships

Daily sports and fitness activities with trained football and dance coaches

Opportunity for up to 100-hour work experience with one of our great partners, such as Barclays, Jewson, Debenhams, Hilton and Hyundai

Opportunity to receive nationally-recognised qualification



#### **Results / evaluation:**

Street League commissioned an external evaluation of the programmes involving interviews and focus groups with staff, participants, employers and partners. The evaluation identified a number of success factors:

Using the power of sport to motivate, engage and build skills

Supporting with personal development

In-work support

Young people are enjoying programme

Assessment of which programme is best suited for a specific young person

Last year Street League has helped 1553 young people into employment, education or training. 982 moved into employment in 23 different industries.



#### **Is this practice/project a work-based approach?**

Yes

Programme includes work experience



#### **Is this practice/project a community-based approach? No/Yes If yes: who is involved?**

Yes – run in cooperation with local stakeholders

