

SEPAL

TRAINING OF LSC

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Iceland
Liechtenstein
Norway grants

Norway
grants

SEPAL

Training of Local Stakeholders
Committee (LSC)



SEPAL
TRAINING OF LSC

The project is funded by Iceland, Liechtenstein and Norway through the EEA and Norway Grants Fund for Youth Employment. The EEA and Norway Grants represent the contribution of Iceland, Liechtenstein and Norway towards a green, competitive and inclusive Europe.

1st Day - Wednesday, 02/10/2019

TIME/ DURATION	TOPIC	WHO
09:15 - 09:30	Opening the meeting Official welcome Presentation of the meeting's agenda	KoiSPE "Diadromes"
09:30 - 09:45	Introduction of SEPAL Project and expectations	Bucovina Institute
09:45 - 10:00	Icebreaker	All
10:00 - 10:15	Brief presentation of KoiSPE "DIADROMES"	KoiSPE "Diadromes"
10:15 - 10:45	Introduction of partners, brief presentations of organizations.	All
10:45 - 11:00	Coffee break	
11:00 - 12:30	Presentation of the LSC members. Organizations and fields of action	All
12:30 - 14:00	Lunch	
14:00 - 15:45	SEPAL Project Innovation Tools Presentation. Discussion with the LSC members.	Pere Closa (SEPAL Innovation Book) KoiSPE "Diadromes" (SEPAL Apprenticeship Book) Bucovina Institute (SEPAL Toolkit)

16:00 Study Visit at Astro Lab (<http://astro-lab.org/>)20:00 Dinner: Lithos tavern (<https://www.lithospsiri.gr/gallery-lithos-psirri>)

Training for Local Stakeholders Committee - LSC

Hosted by KoiSPE DIADROMES

02-03-04 October 2019 Athens, Greece

The meeting room "Serafio City of Athens"

Address: Pireos 160 and Petrou Ralli street, Athens

2nd Day- Thursday, 03/10/2019

TIME/ DURATION	TOPIC	WHO
09:00 - 10:00	NEETs in Europe. Statistics, profile, analysis. Development of emotional and social competences as a guarantee of success on the labour market	Collegium Balticum
10:00 - 10:15	Energizer	All
10:15 - 11:15	The importance of apprenticeship. Benefits from apprenticeship programs for the enterprises	Workshop coordinated by KoiSPE "Diadromes"
11:15 - 11:30	Coffee break	
11:30 - 12:30	Challenges in Social Entrepreneurship to integrate NEETs	KoiSPE "Diadromes"
12:30 - 14:00	Lunch	
14:00 - 15:30	Vulnerability in the workplace. The importance for employers to identify vulnerability	Workshop coordinated by Pere Closa

16:00 Visit to Acropolis Museum (<https://www.theacropolismuseum.gr/en>) or at the Parthenon

20:00 Dinner (place to be announced)

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Training for Local Stakeholders Committee - LSC

Hosted by KoiSPE DIADROMES

02-03-04 October 2019 Athens, Greece

The meeting room "Serafio City of Athens"

Address: Pireos 160 and Petrou Ralli street, Athens

3rd Day- Friday, 04/10/2019

TIME/ DURATION	TOPIC	WHO
09:00 – 09:30	Energizer	All
09:30 – 11:00	Supported Employment Workshop in working with vulnerable groups and solutions. Relationship and cooperation with employers	Workshop coordinated by ZISPB
11:00 – 11:15	Coffee break	
11:15 – 12:30	The contribution of LSC experts into the apprenticeship and internship stages	KoiSPE “Diadromes”
12:30 – 14:00	Lunch	
14:00 – 14:30	Enriching the process of cooperation through SEPAL	Society of Social Psychiatry and Mental Health
14:30 – 15:30	Plan on how we can support employers in the role of providing apprenticeship to NEETs	Workshop coordinated by KoiSPE “Diadromes”
15:30 – 15:45	Coffee break	
15:45 – 17:00	Evaluation of the meeting, discussion, outcomes	All
	<u>End of the meeting</u>	

17:00 Visit to Flisvos Bay for coffee and dinner

(<http://www.flisvosmarina.com/en-eus/>)

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Training for Local Stakeholders Committee - LSC

Hosted by KoiSPE DIADROMES

02-03-04 October 2019 Athens, Greece

The meeting room “Serafio City of Athens”

Address: Pireos 160 and Petrou Ralli street, Athens

LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE 2 - 4 October 2019



During the days of Wednesday 2, Thursday 3 and Friday 4 October 2019 a training meeting for local stake holders (LSCs) was held in Athens. It was attended by representatives from the partner countries involved in the implementation of the SEPAL Project: Romania, Spain, Lithuania, Greece and Poland, as well as their local stakeholders from each country. The three-day training was conducted in a room that was kindly made available to us by the Serafeion Foundation of the Municipality of Athens.

List of participants

Nr.	Name	SEPAL Project position/ LSC member	Organisation	Country
1.	Petru Vasile Gafuc	Project Manager	LP Bucovina Institute	Romania
2.	Roxana Mihaela Marginean	WISE Coordinator	LP Bucovina Institute	Romania

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3.	Mihaela Munteanu	Director of FONSS (National Federation of Social Services Providers)	LP Bucovina Institute	Romania
4.	Antoni Flandorfer	Principal of Suceava county prefecture	LP Bucovina Institute	Romania
5.	Laura Greta Marin	President of Human Catalyst National Roma Association	LP Bucovina Institute	Romania
6.	Gabriela Porochniuc	Apprenticeship specialist of Suceava Labour Office	LP Bucovina Institute	Romania
7.	Iuliana Buta	Representative of Suceava Ombudsman's	LP Bucovina Institute	Romania
8.	Beata Mintus	WISE coordinator	P5. Collegium Balticum	Poland
9.	Monika Skrzetuska	Foundation of Social Resocialization and Readaptation Tulipan	P5. Collegium Balticum	Poland
10.	Agnieszka Zalewska	Polish Foundation of Prevention Addiction	P5. Collegium Balticum	Poland
11.	Marta Przechowska	Centre of Support Social Economy	P5. Collegium Balticum	Poland
12.	Pola Rechinbach- Piotrowicz	Career Advice Centre	P5. Collegium Balticum	Poland
13.	Monika Oporska	Youth Resocialization Centre	P5. Collegium Balticum	Poland
14.	Miguel Angel Franconetti	Project Coordinator	P2. Pere Closa	Spain
15.	Miquel Maria Bretcha	WISE expert	P2. Pere Closa	Spain
16.	David Sarroca	Community Projects Manager Barcelona City Hall	P2. Pere Closa	Spain
17.	Ricard Valenti	President of Gracia Roma Association	P2. Pere Closa	Spain
18.	Oscar Rando	GATS social cooperative. Founder and social economy expert	P2. Pere Closa	Spain

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19.	Silvia Ayala	European Projects, international cooperation and migration expert	P2. Pere Closa	Spain
20.	Juan Manuel Gonzalez Soler	President Som Esquiex Social Association	P2. Pere Closa	Spain
21.	Agne Raubaite	WISE coordinator	P3. ZISPB	Lithuania
22.	Vida Saliene	Siauliai Centre of Social Services	P3. ZISPB	Lithuania
23.	Irena Vaikutiene	Employment Service	P3 ZISPB	Lithuania
24.	Edita Ciceliene	Siauliai Municipality	P3. ZISPB	Lithuania
25.	Laima Klemiene	Joniskis Municipality	P3. ZISPB	Lithuania
26.	Laura Norbutiene	Siauliai Youth Centre	P3. ZISPB	Lithuania
27.	Christos Michail Mak kliri	Project Coordinator	P4. KoiSPE Diadromes	Greece
28.	Maria Angeliki Demenaga	WISE Vocational Counsellor	P4. KoiSPE Diadromes	Greece
29.	Efpraxia Georgakopoulou	WISE Coordinator	P4. KoiSPE Diadromes	Greece
30.	Vasileios Chronopoulos	WISE Job Mediator	P4. KoiSPE Diadromes	Greece
31.	Athina Fragouli	President of the Society of Social Psychiatry and Mental Health	P4. KoiSPE Diadromes	Greece
32.	Anna Zoakou	Astro Lab/ Odyssea	P4. KoiSPE Diadromes	Greece
33.	Ioanna Tsampalati	PEPSAEE (Psychosocial rehabilitation)	P4. KoiSPE Diadromes	Greece
34.	Tasos Smetopoulos	STEPS- Standing for People	P4. KoiSPE Diadromes	Greece
35.	Theodora Depasta	KoiSPE Plori/ EPSYME Social Cooperative	P4. KoiSPE Diadromes	Greece
36.	Konstantinos Salevourakis	K.E.S.O. (training provider for vulnerable groups)	P4. KoiSPE Diadromes	Greece

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LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE

2-4 October 2019

During the first day, 2 October 2019, the following topics were presented:

- Opening by Greek SEPAL project manager / SEPAL training expert, Christos Makliri, and welcome by Myrto Mirialli, president of KOISEPE Diadromes, Greece
- Presentation by Petru-Vasile Gafuic, President of the Bucovina Institute & SEPAL project leader, on "Introduction to SEPAL project and expectations"
- Presentation of KOISPE Diadromes, SEPAL project partner, by Evi Georgakopoulou, SEPAL communication expert / SEPAL WISE expert, KOISPE Diadromes, Greece
- Presentation of SEPAL project partners: Bucovina Institute (Romania), Fundacio Privada Pere Closa (Spain), ZISJB (Lithuania), Collegium Balticum (Poland)
- Presentation of the local stakeholders of each country



POLAND: SSW COLLEGIUM BALTICUM

- FOUNDATION "TULPAN"-Works with ex-offenders and prisoners to support them to find a professional path
- YOUTH CAREER CENTRE-Helps young people create a professional career and find employment
- POLISH FOUNDATION TO PREVENT ADDICTION-Works with youths in the field of addiction prevention
- CENTRE OF SOCIAL ECONOMY SUPPORT-Coordination of social enterprise work in the region of West Pomerania

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2. Local Stakeholders Training Meeting Event in Athens, Greece

- MUNICIPAL CENTRE OF SOCIAL NEED-Working with youths that have difficulties



LITHUANIA: ZISPB

- SIALIAI YOUTH CENTRE
- JORISKIS MUNICIPALITY SOCIAL SERVICE PROVISION DEPARTMENT
- SIANLIAI MUNICIPALITY
- LABOUR OFFICE
- SOCIAL SERVICE PROVISION CENTRE

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ROMANIA: BUCOVINA INSTITUTE

- FONSS- National federation of social services provision action on employment and social economy
- SUCEAVA LABOUR OFFICE, AJOFIA- Apprenticeship, accreditation of social enterprise
- HUMAN CATALYST- Roma focused advocacy
- SUCEAVA OMBURSMAN OFFICE- conflict mediation, human rights
- SUCEAVA PREFECTURE- governmental body in the district, supervising policy implementation on a national level

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SPAIN: FUNDACIO PERE CLOSA - Works to: reduce school dropouts, improve employability, coordinate programmes for children, increases awareness of the Roma community, improve the success rate of your Roma finding work in cooperation with municipality

- SOM ESQUEIX-social economy, employability improvement through work in eco-agriculture
- GATS-Cooperative association advice and organization of music events: Esperanzah!
- ASSOCIATIO JOVES ATANOS DE CRECIA-Supports young people by creating events for the Roma community
- PLA DE BARRIS-strengthen neighborhoods in Roma areas through education and sport

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GREECE: KOISPE DIADROMES

- STEPS-street work, one stop shop for people in need/ the streets (homeless, people with substance dependence, migrants)
 - KOISPE PLORI, EPSYME- addressed to citizens of Piraeus and surrounding suburbs, affected by mental disabilities, psychiatric problems and autistic spectrum disorders, targeted to avoid their social exclusion, works toward prevention, internal training and social care
 - ASTROLAB, ODYSEA-vocational training for vulnerable people
 - PEPSAEE-social integration of people with psychological difficulties
 - SOCIETY OF SOCIAL PSYCHIATRY AND MENTAL HEALTH-provides comprehensive psycho-social services to adults, adolescents and children through the operation of Mental health units, residential homes, semi-autonomous protected apartments and day centres, implementing programmes for their vocational and social integration in the regions of Attica, Focida, Fthiotida and Thace.
- Presentation of SEPAL's "Innovation tools and discussion with local stakeholders from all countries", by Roxanna Marginean, SEPAL WISE expert, Bucovina Institute, Romania.

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On the second day, 3 October 2019 the following topics were presented:

- Presentation on: NEETs in Europe. Statistics, profiles and analysis. Developing Emotional and Community Skills as Guarantees of Success in the Labor Market, Beata Mintus, Collegium Balticum, SEPAL project manager / Agnieszka Zalewska, manager of Atelia Nieruchomosci Komercyjne (SEPAL LSC), Poland

NEETs Profile traits were presented by each partner. The following attributes emerged:

Greece

- Age 15-24
- Gender: both but women get "lost" in the family
- Low medium monthly income families
- Mistrust public services
- Inaccurate registration of NEETs
- Most have completed secondary education
- There is a significant number of tertiary education graduates (among the highest in Europe)
 - They drop out of school mostly due to financial reasons
 - Older NEETs prefer employment to training, younger NEETs might be more open to training
 - Skeptical towards the educational system because it is not linked to the free market/labour market demands

Spain

- 14-24/25 years old
- Low skills<->labour market
- Leaving school very soon
- "easy money" (black market, family...)
- Not realistic expectations
- A lot of people in similar situation
- Different kinds of NEETs-Poor environment<->middle-high class

Romania

- 21,4% out of total 20-34 years are women (1 in 5)
- 44,4% at risk if poverty
- 78% of Roma population
- No work experience
- High expectations
- American dream
- Black market

Lithuania

- 16-29 (most 19-20)
- Similar numbers of male and female NEETs

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2. Local Stakeholders Training Meeting Event in Athens, Greece

- Low qualification
- Lack of orientation/goals
- Low self esteem
- Dreams > capabilities
- Low motivation
- Do not accept help low initiative to change

Poland

- Age: 18-29
- Male/female
- Education level: compulsory education/vocational school
- No qualifications
- No work experience or they have worked illegally
- Labour market expectations are very high
- Problems: Looking for easy cash, addictions, bad patterns, low self esteem

We then discussed the similarities and differences identified through this exercise.

Following this we took time for the development of slogans, photo shoot and video to promote SEPAL and access NEETs from all countries



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- Presentation on "Challenges in Social Entrepreneurship to integrate NEETs", Vassilis Chronopoulos, SEPAL WISE expert, KOSEPE Diadromes, Greece. During this workshop each country's partner and LSC developed an idea and business plan to employ NEETs. We presented and discussed the resulting work. This allowed us to get an insight into the opportunities and challenges of creating a social economy setting to employ NEETs.

- Workshop on: "Vulnerability in the workplace. The Importance for Employers to Recognize vulnerability", Miquel Bretcha Fernandez, SEPAL WISE expert, Fundacio Privada Pere Closa, Spain. This was an interesting workshop that helped us look at ways to recognize vulnerability in the workplace and find ways to retain staff. Part of this was identifying why NEETs may leave work and how to support them. The following findings were presented by each partner country respectively:

Why NEETs Leave?

Lithuania

- Lack of match of specialist and NEET (identification of needs)
- Lack of personal capacities
- Health problems
- Start working or training elsewhere
- Change of place of residence
- Expectations

Spain

- Getting bored/not interested/no motivation
- Looking for "easy money"
- Very strong competition in society
- Enterprises don't believe in this type of training/apprenticeship

Poland

- No money benefits for NEETs
- Timing (too long)
- Back to addiction and previous habits
- Cost to employers (time, send trainer to workplace)
- Lack of motivation

Greece

- Change their minds
- Finds job
- Relapse
- Personal reasons
- Lack of commitment
- Fear of dealing with something new
- Misunderstanding expectations
- Lack of support from family and social environment

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Romania

- They were expecting some material benefits (immediately)
- Too many docs to fill
- They lose some social benefits
- Better offers (live abroad)
- Family issues
- Distance/transportation to the workplace
- Previous negative experiences
- Higher or different expectations
- Stigma/conflicts at the workplace

How to support them:

Money

- Advantages Vs disadvantages
- Support with costs (i.e. travel costs)
- Cooperate with other agencies (i.e. labour office)
- Dual type of apprenticeship (school and enterprise)

Family

- Involve
- Connections/bad influence
- Mediator

Interests

- Vocational counselling
- Identify interests
- True needs
- Personal contact (check list)
- Individualised plan
- Reality check

There was interesting discussion and original suggestions around supporting NEETs meaningfully retain their employment.

The following topics were presented on the last day: 4 October 2019

- Workshop on: "Supported employment workshop in working with vulnerable groups and solutions. Relationship and cooperation with employers". Agne Raubaite, SEPAL WISE expert, ZISJB, Lithuania. An example of a fuel station operator job was used to help us break down the skills and tasks involved and to look at them in more detail:

Fuel Station operator Example:

- Client service
- Operating the pumps
- Cleaning the cars

- Monitor fuel supply
- Checking tire air pressure
- Basic monitoring of the car (windscreen wipers, engine oil)
- Make coffees
- Operating the till
- Invoices/accountancy
- Cleaning
- Taking care of production

We then moved on to thinking how to approach employers to match their business needs with NEETs skills and abilities:

Approach employers

1. Job fairs/C.S.R. (cooperatives)/public centers/ mapping/ promotion (leaflet, poster)/door to door
2. Serious/responsible/punctual/initiative/growth/profit
3. Subsidies for employing vulnerable people/Social image of the company ("Leader of social economy" <-> community/ Protection of human rights/ Quality of management
4. Social/financial support/new ideas/diversity/ team building/mentors benefits/ Knowledge

Part of this was thinking about human needs and what can be fulfilled by meaningful employment:

Human needs



Maslow's hierarchy of needs

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- Presentation and workshop on the “Importance of apprenticeship. Benefits of Business Apprenticeship Programmes”, Mariangela Demenaga, SEPAL training expert / SEPAL WISE expert, KOISPA Diadromes, Greece. This presentation and workshop helped us consider the wealth and strength that the apprenticeship model can offer for apprentices and employers. Each partner country offered examples of benefits on a personal, economic and social level:

Benefits of apprenticeship:

Spain

- Expand network of contacts
- Incorporate SEPAL to make it accessible more widely
- Empowering NEETs
- Tailor made support
- Attract more funding to further the model once it is demonstrable that it works

Greece

- Time effective for existing employers
- Time management
- Promotion of inclusive culture
- Breaking with stereotypes
- Networking with other organizations
- Effective HR selection process

Romania

- Reducing unemployment/increasing employability
- Better and more sustainable identification and monitoring of NEETs
- Identification of rights infringement
- Resolve social and economic problems in the region
- Creating framework of citizenship and community use

Poland

- Find good employee/motivated/subsidies for employer
- Save money in training of staff
- Trainee saves time for qualified professionals

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2. Local Stakeholders Training Meeting Event in Athens, Greece

- Enables access to the labour market
- Find dream job

Lithuania

- Unemployment reduction
- Cultural enrichment/relapse prevention

Lower criminality rates



- Presentation and workshop on "The contribution of LSCs to the apprenticeship and internship stages", Mariangela Demenaga, SEPAL training expert / SEPAL WISE expert, KOSEPE Diadromes, Greece. This workshop helped us break down and consider employer-SEPAL support systems to be developed that can address arising difficulties internal and external to the work environment to support NEETs in their role. These were the examples offered by each country:

GREECE

EMPLOYER-SEPALSUPPORT

INTERNAL TO THE WORK ENVIRONMENT

- TRAINING OF EMPLOYERS IN THE WORKING PROFILE AND CHARACTERISTICS OF NEET GROUP I.E. WHY SOMEONE MIGHT BE LATE TO WORK,

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IN CASE OF ASPENGER SYNDROME: INITIAL TRAINING HOW TO GIVE INSTRUCTIONS, JOB PAIRING AND SUPERVISION, MENTORING

- CONTINUOUS COMMUNICATION AND FEEDBACK

EXTERNAL TO THE WORK ENVIRONMENT - NETWORKING WITH RELEVANT SOCIAL AND OTHER SERVICES AS NEEDED I.E. HOSPITALS, SOCIAL WORKERS, LEARNING CENTRES

SPAIN

EMPLOYER-SEPAL SUPPORT

INTERNAL TO THE WORK ENVIRONMENT

- ON THE JOB SUPPORT
- MONITORING PROFILES I.E. EMOTIONAL
- HELP IMPROVE WORK SITUATION

EXTERNAL TO THE WORK ENVIRONMENT

- LEGAL ASSESSMENT I.E. SUBSIDIES ENTITLEMENT
- OFF THE JOB SUPPORT
- CREATE NETWORK TO SHARE EXPERIENCES WITH NEETS

POLAND

EMPLOYER-SEPAL SUPPORT

INTERNAL TO THE WORK ENVIRONMENT

- PATH INTERGRATION (SOCIAL AND PROFESSIONAL INTERGRATION AND REINTERGRATION), HIGHLIGHT RESTRICTIONS AND OPPORTUNITIES FOR NEETS
- UPHOLDING COOPERATION WITH OTHER INSTITUTIONS THAT CAN SUPPORT THE EMPLOYERS AND NEETS I.E. COMPANIES, NGOs)
- COACHING AND MOTIVATION ACTIVITIES, MENTORING, TUTORING
- TRANSPORTATION

EXTERNAL TO THE WORK ENVIRONMENT

- WORK WITH LABOUR OFFICE AND OTHER ORGANISATIONS TO PROVIDE MONEYS AND OTHER WELFARE SUPPORT FOR THE INTERNSHIP
- CREATE A DATABASE OF INSTITUTIONS THAT WORK WITH NEETS AND CAN PROVIDE SUPPORT

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LITHUANIA

EMPLOYER-SEPAL SUPPORT

INTERNAL TO THE WORK ENVIRONMENT

- JOB ASSISTANCE/SUPPORT
- PSYCHOLOGICAL HELP/SUPPORT
- COMPETENCE ACKNOWLEDGEMENT
- PREPARATION FOR EMPLOYMENT I.E. DRESS, BEHAVIOUR, EXPECTATIONS
- PREPARATION FOR EMPLOYMENT I.E. TRANSPORTATION, CATERING, INSURANCE

EXTERNAL TO THE WORK ENVIRONMENT

- TECHNICAL TOOLS (SOCIAL PROVISION CENTRE)
- PSYCHIATRIC SUPPORT, SOCIAL HELP FOR CHILDREN
- LEGAL SUPPORT, SOCIAL WELFARE CENTRE
- INFORMAL LEARNING, MINORITY CLUB
- PSYCHO-SOCIAL SUPPORT, ADULT EDUCATION

ROMANIA

EMPLOYER-SEPAL SUPPORT

INTERNAL TO THE WORK ENVIRONMENT

- ASSISTANCE AND CONSULTATION SERVICE
- RECRUITMENT
- COACHING
- PROGRESS MONITORING TO ENHANCE SKILLS
- SUPPORT WITH TASKS
- NETWORKING AND PR AS THEY ARE SOCIALLY RESPONSIBLE EMPLOYERS-FRIENDLY TO MEET EMPLOYERS: PRIZES/REWARDS, DISTINCTION, EVENTS, "TRIPADVISOR" TYPE EVALUATION PLATFORM FOR SOCIALLY RESPONSIBLE EMPLOYERS

EXTERNAL TO THE WORK ENVIRONMENT

- TRANSPORTATION TO AND FROM WORK
- WORK EQUIPMENT
- TAX DEDUCTION, SUBSIDIES FOR EMPLOYERS OF VULNERABLE PEOPLE

- FREE TRAINING
- SUPPORT WITH BUROCRACY/NECESSARY DOCUMENTATION

- “Enriching the process of cooperation through SEPAL”, Athena Frangouli, President of the Society of Social Psychiatry and Mental Health, Greece. Mrs Frangouli rounded up the contents of the three day event and contextualized them in the wider social frame. A summary of her talk follows:

On the one hand the **politics, politicians and bureaucracy**, and on the other hand the **citizens**, such as **NEETs**, exist and inter-influence **Civil society**. The interchange between these is bottom up as well as top down.

Organizations such as **CEFEC** that operate in counties such as Romania, Lithuania, Spain, Poland and Greece, and taking into account the political, legislative and social parameters of the countries, aim to achieve better conditions and raise awareness around the inclusion of vulnerable populations within society.

The **SEPAL platform** represents such an effort. The SEPAL project is significant in the model and research it attempts to promote as it deals with a part of the population that is difficult to engage and who none the less could contribute meaningfully to all levels of society. The root of such interventions is based on **European tradition and culture** that put forward human rights and values and advocates for more equal and democratic social structures.

The **4Cs** are pivotal to these ideals and remain the basic principles to bear in mind while carrying out such work. These are: **community, connectedness, co-operation and co-working**. The key aspects to these are **bonding and bridging**. Coming together in such a way makes much of human experience meaningful and it has the power to influence change and progress on all levels of society: culturally, politically, legislatively.

This drive to improve the social conditions and the vision for a better world has a qualitative component to it that can be described by the word **MERAKI**. **MERAKI** is a Greek word that means doing something with soul, creativity, or love — when you put “something of yourself” into what you’re doing, whatever it may be. **MERAKI** is therefore a significant element that can make all the difference in the work we are doing. It is only when we put something of ourselves into our work that we give it the passion and energy it needs to succumb the practical obstacles that we will inevitably encounter.

I would therefore like to wish you all good work in the SEPAL project, in the spirit of community, connectedness, co-operation and co-working, in one word, **MERAKI!**

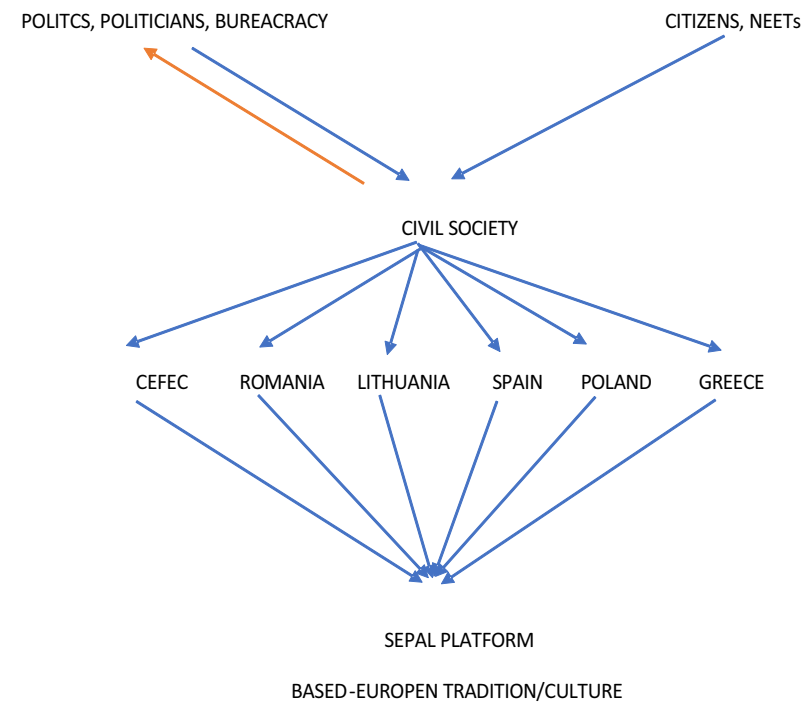
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COMMUNITY
CONNECTED
COOPERATION
CO-WORK
(4Cs)

BONDING/BRIDGIN



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2-4 October 2019

MERAKI

Alongside the training programme, during the afternoons of those three days, the following activities were carried out:

On the first day we visited the Acropolis archaeological site. This was followed by dinner in Montastiraki. On the second day we carried out a study visit to AstroLab (training provider) followed by dinner in Plaka. On the third day we visited Flisvos bay and dined there.

We consider the event to have been successful and think that our guests enjoyed their stay and all the activities. The social parts of the programme allowed for informal discussions to unfold bringing new ideas and views to light. The meeting as a whole allowed for an extremely productive process to take place. The interaction of all parties involved was necessary and useful for the implementation of the SEPAL project.



In the end of the meeting, 2 questionnaires have been provided to the participants. The first questionnaire was about the hospitality and the second had questions about the project SEPAL and the aspects.

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE

2-4 October 2019

First questionnaire:

1. I received all needed information for my participation to the meeting on time.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

2. The meeting agenda was relevant, adequately prepared and easy to follow.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

3. The meeting was facilitated efficiently and according to plan.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE

2-4 October 2019

4. There was a good balance of topics covered.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

5. Participants questions were answered, problems discussed and solutions agreed.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

6. Upcoming tasks were clearly presented and explained.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT
in ATHENS, GREECE

2-4 October 2019

2. Local Stakeholders Training Meeting Event in Athens, Greece

7. Participants exchanged best practices/experiences.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

8. The partners network was strengthened.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

9. The purpose of the meeting was accomplished.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE

2-4 October 2019

2. Local Stakeholders Training Meeting Event in Athens, Greece

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

10. The meeting was the right length of time.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

11. The meeting place was easily accessible.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT
in ATHENS, GREECE

2-4 October 2019

2. Local Stakeholders Training Meeting Event in Athens, Greece

12. Facilities of the meeting room were adequate.

Please indicate your agreement with the statement

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment:

13. What did you like and did not like about the meeting?

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT
in ATHENS, GREECE

2-4 October 2019

14. What can we do to improve the project meeting next time?

15. Other comments concerns or requests?

Second questionnaire:

1. Which are, in your opinion, the main strengths of SEPAL program?

- novelty
- innovative methods and tools
- teamwork
- international partnership
- networking at local level
- expertise
- other, please specify which

2. How will your organisation be involved in supporting implementation of SEPAL Project? Please specify at least three concrete actions or measures.

02

LOCAL STAKEHOLDERS TRAINING MEETING EVENT in ATHENS, GREECE

2-4 October 2019

- recruitment and registration of NEETs
- identification of potential employers
- dissemination of SEPAL results and best practices
- participation at meetings and workshops
- promotion of SEPAL activities on social media
- promotion of SEPAL activities – distribution of informative materials such as leaflets and brochures
- promotion of SEPAL activities within own organisation (informing co-workers about SEPAL)
- provide information regarding the existent opportunities in connection with the labour market and labour legislation
- other, please specify which

3. Which are, in your opinion, the main challenges to be overcome during the implementation of SEPAL program? Please specify at least two.

4. What improvements should be made to ensure successful implementation of SEPAL project?

5. What do you think about SEPAL's tools and methodology?

03

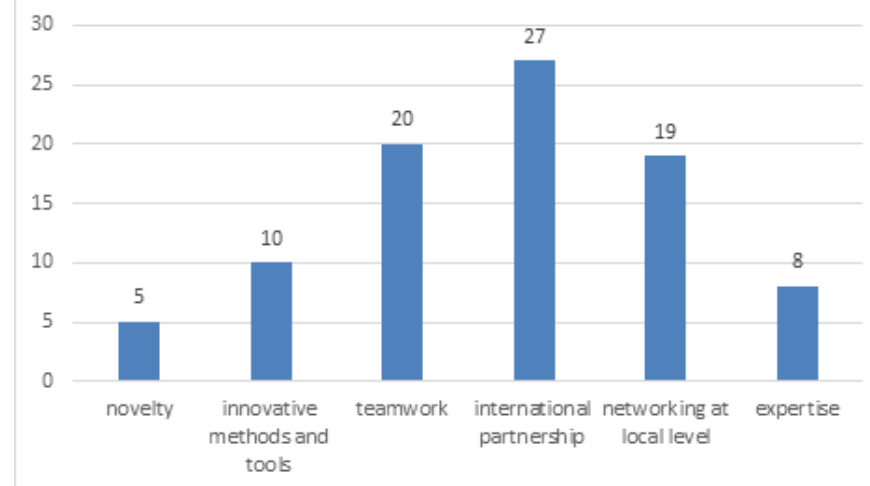
QUESTIONNAIRE EVALUATION RESULTS

Questionnaire Evaluation Results

The results are based on the responses of 30 participants to the survey.

Q1 Answer choices	responses	%
novelty	5	17%
innovative methods and tools	10	33%
teamwork	20	67%
international partnership	27	90%
networking at local level	19	63%
expertise	8	27%
Total participants	30	

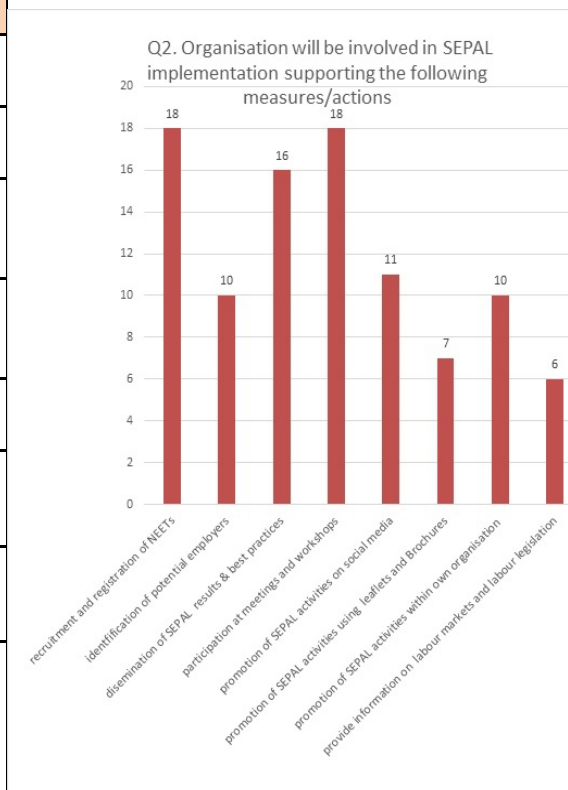
Q1. Main strenghts of the Sepal programme



03

QUESTIONNAIRE EVALUATION RESULTS

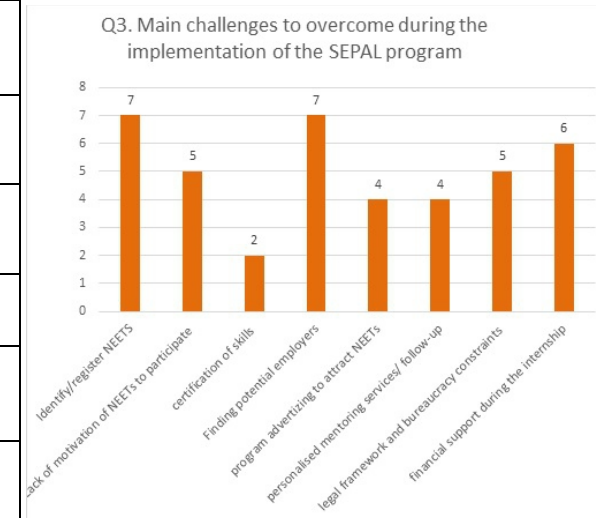
Q2 Answer choices	responses	%
recruitment and registration of NEETs	18	60%
identification of potential employers	10	33%
disemination of SEPAL results and best practices	16	53%
participation at meetings and workshops	18	60%
promotion of SEPAL activities on social media	11	37%
promotion of SEPAL activities using leaflets and Brochures	7	23%
promotion of SEPAL activities within own organisation	10	33%
provide information on existent opportunities with the labour market and labour legislation	6	20%
Total participants	30	



Q3

QUESTIONNAIRE EVALUATION RESULTS

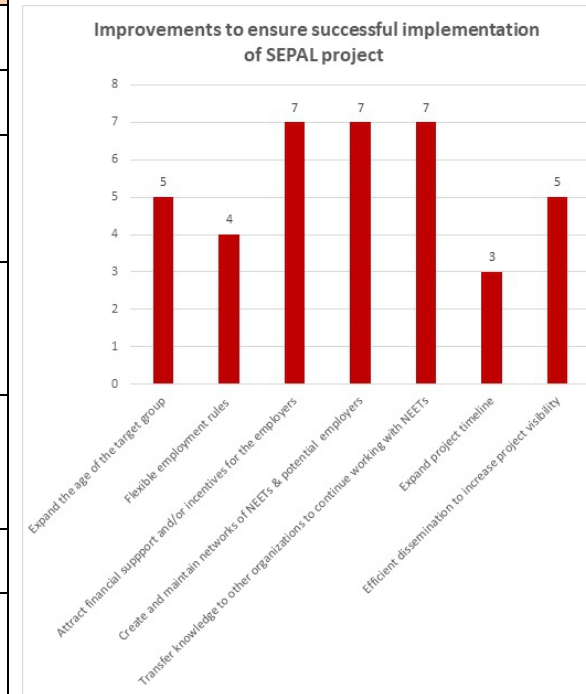
Q3 Answer choices	responses	%
Identify/register NEETS	7	23%
Lack of motivation of NEETs to participate	5	17%
Certification of skills	2	7%
Finding potential employers	7	23%
program advertizing to attract NEETs	4	13%
personalised mentoring services/ follow-up	4	13%
legal framework and bureaucracy constraints	5	17%
financial support during the internship	6	20%
Total participants	30	



03

QUESTIONNAIRE EVALUATION RESULTS

Q4 Answer choices	response	%
Expand the age of the target group	5	17%
Flexible employment rules	4	13%
Attract financial support and/or incentives for the employer	7	23%
Create and maintain networks of NEETs & potential employers	7	23%
Transfer knowledge to other organizations to continue working with NEETs	7	23%
Expand project timeline	3	10%
Efficient dissemination to increase project visibility	5	17%
Total participants	30	



04

CONCLUSIONS ON THE LSC FEEDBACK

Conclusions on the LSC feedback

The main strengths of the SEPAL project as perceived by the LSCs are:

- The international partnership, 90%
- Teamwork, 67%
- Networking at local level, 63%
- Innovative methods & tools, 33%
- Team expertise, 27%
- Novelty, 17%

The partner organizations involved in the SEPAL implementation should support the following actions and measures:

- The recruitment and registration of NEETs, 60%
- Participation at meetings and workshops, 60%
- Dissemination of SEPAL results and best practices, 53%
- Promotion of SEPAL activities on social media, 37%
- Identification of potential employers, 33%
- promotion of SEPAL activities using promotion material such as leaflets and Brochures, 23%
- Provide information on existent opportunities in connection with the labour market and labour legislation, 20%

The main challenges to overcome during the implementation of the SEPAL program are the following:

- Identify/register NEETs, 23%
- Finding potential employers, 23%
- The financial support to be provided during the internship, 20%
- Lack of motivation of NEETs to participate in the program, 17%
- The legal framework and bureaucracy constraints, 17%
- Provide personalised mentoring services/ follow-up, 13%
- Program advertizing to attract NEETs, 13%
- certification of skills, 7%

The improvements that should be made to ensure successful implementation of SEPAL project are the following:

- Create and maintain networks of NEETs & potential employers, 23%
- Transfer knowledge to other organizations to continue working with NEETs, 23%
- Attract financial support and/or incentives for the employers, 23%
- Expand the age of the target group, 17%
- Efficient dissemination to increase project visibility, 17%
- Flexible employment rules, 13%
- Expand project timeline, 10%