



This third newsletter of the SKY - Skills for long-term unemployed project keeps you informed of the project's progress and upcoming events.

As a reminder, the SKY project aims to enable long-term unemployed people to acquire valuable skills through the implementation of short-term training and to offer a complementary tool (micro-training and partnership certification) to the organisations in charge of their training and support.

Professional gestures analysis

After identifying the needs of employers and the sectors in which to create micro-training courses, the project partners, with the help of the external expert, drafted a guide for the analysis of professional gestures.

The professional gesture corresponds to the task carried out by a worker in his working environment. The professional gesture is described in 5 stages: from the broadest to the most precise.

The steps for examining an occupational gesture correspond to the following approach:

Look, See, Observe, Analyse, Understand

Step 1 **Look**: consider the work environment as a whole

- The workplace (indoor or outdoor)
- The conditions of the environment (large or small space, lighting, noises, smells, smokes, crowding of materials and goods, number of people together on a machine, etc.)

Step 2 **See**: look at the workstation more specifically

- Examine the workstation equipment
- Material resources
- Material supplies around the workstation
- The materials around the workstation (bins, containers, collective protection equipment, safety system, etc.)
- The product being produced at the workstation

Step 3 **Observe**: Man facing the machine (his ergonomics: how he is)

- Working posture (standing, sitting, bending, etc.)
- Personal protective equipment - PPE - (mask, gloves, helmet, gown, glasses, safety shoes, etc.)

Step 4 **Analyse**: Action at work (How the worker acts at the workstation)

- Attitudes that the worker takes to use tools and machines
- Use of hands, eyes, arms, legs to operate equipment
- Techniques for handling equipment



Step 5 **Understand**: describing the role in the work

- Understanding your position in the product manufacturing process
- Interdependence with other workers (speed of execution of the task, consequences of my practice on production, etc.)
- Precision, accuracy, speed of my movements, etc.
- Relations with the hierarchy, with colleagues, with other departments, etc.

Read the Guide

The analysis of professional gestures according to these 5 steps should allow the identification of professional gestures which will be the object of micro-training for the long-term unemployed, which are the next steps of the SKY project.

Transnational seminars

25/01/23

The webinar, organised by the French partner Association de Gestion de Fonds européens - AGFE, took place online and brought together around forty French and European participants.

The event enabled the partners to discover the extent of the partnership necessary for the success of the SKY project and the original processes put in place by the AGFE, in particular the three “micro-training” project groups organised around a trio associating employer and employee, solidarity structure and training organisation. They also discovered that the selection of the public for the micro-training courses would be juxtaposed with the entry/exit circuits of the Local Integration and Employment Plans of Cergy-Pontoise and Roissy Pays de France in order to ensure that a public at risk of long-term exclusion from the labour market was specifically targeted.

15/03/23

This webinar was organised by the Mission Régionale pour l'Insertion et l'Emploi de Charleroi - MIREC and gathered almost 60 participants.

Titled “Intermediation practices: The importance of relations with companies for the sustainable integration of the long-term unemployed”, this seminar allowed MIREC to present the tools used at the Centre d’Evaluation des Potentialités, the first reception at MIREC. But also the principle of intermediation and active mediation, meaning a direct intervention in the process of establishing a job offer that is built reciprocally with the employer. Where intermediation intervenes at a later stage with an independent creation of the offer. The seminar was also an opportunity for MIREC to present the professional gestures selected for micro-training.