NEWSLETTER

Best practices report

The project Skills for Long Term UnemploYed - SKY aims at enabling long-term unemployed to acquire valuable skills through the provision of short term training and offering a complementary tool (micro training and partnership certification) to organizations in charge of their training and support. The pathway proposed by the SKY project leads to the creation of a new framework for micro-training for the long-term unemployed. Therefore, the collection of best practices of partners from Belgium, France, Spain, Poland and Italy in terms of micro-training (or similar initiatives) is a necessary starting point. The good practices express the existing know-how of the partners and focus mainly on non-institutional initiatives/tools/methodologies/programmes aimed at facilitating the access to the labour market of unemployed people, the maintenance of an existing job and/or the reactivation of their interest in learning and training opportunities.

The partners of the SKY project had to identify between 3 and 4 best practices. At the end of this collection, 20 best practices were selected:

SCF

- OPIM: Short course for acquisition of Professional administrative competences (target group : disabled people).
- FOMAL : Insieme per il lavoro , FOMAL carries out 30 hours micro training on specific subjects as soft skills

AGFE

- Safety and movement on a construction site
- Setting up a computer station that is operational or ready to use
- Zero textile waste (learn sorting techniques)
- Use of a patient lift and sit-to-stand device
- Knowing how to identify dangerous situations in people's homes

BARKA

- Gardener training
- Professional cleaning
- Waiter
- Customer service

MIREC

- Volunteering as a tool for socio-economic integration
- Identifying labels on textiles and cleaning products to avoid disasters
- The pancake line: discovering the job of a food factory operator
- Use of a touch screen cash register
- Managing and sorting waste on site (agriculture, horticulture, parks & garden)

TRINIJOVE

- ICT – Digital training
- Soft Skills for empowerment : Recover self confidence, overcome situations in personal and Professional life
- Recycling Electronic device
- Temporary harvesting of the grapes and work in the cellar where the product is already processed & bottled

The selected practices should meet the following 5 points:

1. In order to determine the starting level of the Long Term Unemployed (LTU), a skills/experience assessment should be carried out;
2. Identification of the delta (the difference) between the person's starting skills and the skills required for a job;

3. Identify innovative certification experiences that respond to our bottom-up approach to recognise the skills acquired through micro-training; innovative means that we can value experiences that have already been carried out that do not fit exactly into the classic framework of certification;
4. Describe training experiences that could contribute to the realisation of micro-training courses that meet the delta indicated in point 2;
5. Identify the conditions for transferability of experiences to another context or country.

We note that there are convergences and common characteristics in the best practices collected, particularly regarding:

- Duration
- The areas in which the identified professional skills will be used (local employment, green deal and one left to the choice of the partners)
- The target audience
- The objective
- The approach
- The evaluation process
- Training methodologies
- The search for transferability

According to the report, the micro-training potentially contained in the best practices can be grouped into several categories:

- Micro-training for a specific trade
- Micro-training in cross-cutting skills
- Micro-training courses, which are broader training modules
- Micro-training courses using digital tools
- Micro-training which can be divided into several professional gestures
- Certifying micro-training courses

After the analysis of the best practices collected, the following aspects to be developed:

- Evaluation process
- Certification issued
- Quality assurance
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- Importance of cross-cutting skills

READ THE REPORT

The next step of the project is the identification, based on the best practices, of the professional gestures that will be the focus of micro-trainings implemented by the partners of the project.