

Best Practice examples



Innovative and Practical training for low-skilled and migrants Jobs

FA-Magdeburg



rogepa



MIÐSTÖÐ SÍMENNTUNAR Á SUÐURNESJUM



ip4j

Project no. 2020-1-DE02-KA202-007465



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Erasmus+ Programme
of the European Union



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About the project

IP4J is a project funded with support from the European Commission under Erasmus+ Program - Key action 2 – Strategic Partnerships for Vocational Education and Training.

CONTEXT

On 15th March 2018, the Council Recommendation on a European Framework for Quality and Effective Apprenticeships has detected the work-based learning as essential.

In effect, especially for low-skilled and migrants, there is a strong need to receive efficient and integrated guidance services and access to practical training and tools.

As declared by the OECD, it is more and more important to provide opportunities to acquire skills that are in demand in the labor market. But this is challenging in the context of constantly changing skill needs.

At European level, the EC has detected that:

- many in Europe cannot find a job because they do not have the right skills or they are working in jobs that do not match their talents
- at the same time, 40% of employers cannot find people with the right skills to fill their vacancies and with mind-sets and competences to look for new opportunities.

REASON AND OBJECTIVE OF THE PROPOSAL

IP4J project would like to develop, test and introduce a brand-new approach to the work-based learning for low-skilled and migrants starting from the career orientation/guidance and providing practical VISUAL training tools (booklet, videos, APP) for jobs in demand on the market.

The proposal is based on the introduction of creative and novel ways for the initial and continuous VET thanks to the intensive use of ICT in order to stimulate the accessibility to the training materials for a vocational system and to increase the occupational chances.

It is about the development of some innovative tools ready to be used by VET providers and trainers dealing with low-skilled and migrant students.

The project idea is coming from another Erasmus+ VET project Innovation in VET for Jobs and Employment (IV4J) named as “Good Practice” by the German National Agency and involving the coordinator and the Italian partner. During this project, it came out the evidence of a strong need to use practical training tools such as videos and visual Open Educational Resources.

OUTCOMES/OUTPUTS

The PROJECT PARTNERSHIP will:

- Realize a TOOLKIT for a more effective ORIENTATION AND GUIDANCE FOR LOW-SKILLED AND MIGRANTS able to support to identify the useful skills and select the best individual career pathways in accordance with the market and employment real needs;
- Develop a series of visual and interactive BOOKLETS conceived as Open Educational Resources about real market needs such as Kitchen Help, Gardening and landscape care, Cleaning Services, Handicraft and artistic products;
- Release some interesting and practical VIDEO TUTORIALS CONTAINING clear and detailed DIY instructions to be published in a YouTube project channel;
- Produce an APP for ANDROID devices to permit access to the training materials also for mobile learners;
- Research and collect in a handbook the BEST PRACTICES about effective ways to orient and train low-skilled and migrant across Europe;

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- Built-up a NETWORK OF EXPERTS with a new PROFESSIONAL PROFILE limited to project partners' staff as "European Innovative and Practical Trainer for low-skilled and migrants" recognized under the ECVET and EUROPASS systems;
- Launch a WEBSITE integrated with Social Networks containing a DATABASE OF MATERIALS TRANSLATED in different languages to promote and encourage extensive exploitation and dissemination;
- Arrange a series of MULTIPLIER EVENTS with the participation of a large number of stakeholders to foster the dissemination and exploitation of PROJECT Intellectual Outputs and results;
- Distribute some materials to increase the dissemination such as LEAFLETS and NEWSLETTERS;
- Publish a large series of OPEN EDUCATIONAL RESOURCES in ISSUU digital platform and on different European portals

IMPACT ENVISAGED

The partnership is composed of partners coming from different countries and their stakeholders, with the synergic power to reach a very large and diverse audience.

The project's outcomes are going to be released as OER in 6 different European National languages with an evident benefit in terms of dissemination and exploitation of the project results.

The double-route for the project results is:

- Equip the VET teachers, trainers and mentors with practical and engaging tools/materials ready to be used in the training of low-skilled and migrants
- Recognize and validate the knowledge within partner staff thanks to the ECVET system and a Memorandum of Understanding to create a "European Innovative and Practical Trainer for low-skilled and migrants" profile.

PARTNERS

- FA-MAGDEBURG, Germany
- SC-ROGEPA, Romania
- MIDSTOD SIMENNTUNAR A SUDURNESJUM, Iceland
- EURO-NET, Italy
- INERCIA DIGITAL, Spain

Document background

The document contains the result of the Good practice (GP) research under the project lifetime.

The research about good practice examples is about successful cases of innovation in inclusive approaches for low-skilled and migrants in Europe. From all partners we choose one "Best" example as you see here "Best Practice examples" of all European partners.

It is composed by the Best example (selected by project partners) from each country with the following focus: inclusive approaches for low-skilled and migrants together with its implementation.

CRITERIA used to select GPs:

- Transformative (i.e. in terms of change in the inclusion for low-skilled and migrants and therefore the creation of more chances for them to be employed)
- Transferability (i.e. being replicable)

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- Sustainability (i.e. capable of enduring)

BP 1 – How Volkswagen is helping Refugees

How it works

“The integration of refugees is and remains a major social challenge. Volkswagen Group, with its employees and cooperation partners does not just sell cars. With its commitment, it makes an important contribution to this common task,” says Group CFO Frank Witter, who is also the patron of Volkswagen Group Refugee Aid.

Ariane Kilian, Head of Volkswagen Group Refugee Aid, emphasizes: “When we started our work in 2015, the focus was on emergency aid. Today, sustainable educational and vocational programs must help refugees to gradually find their way into German society and gain a foothold in the employment market.”

Through its brands, the Volkswagen Group is offering language courses to more than 1,400 refugees. About 340 people have taken part in brief internships and job-shadowing programs. An additional 870 refugees were able to attend occupational orientation programs and to undergo skills evaluation. In addition, the Volkswagen Group's Refugee Assistance Program is financing 100 scholarships for the online education course at Kiron University for refugees.

The three focal points of Volkswagen's commitment are “encounter,” “education” and “integration,” which include providing meeting opportunities, language courses, internship placements and career starts by means of entry qualifications and the provision of trainee positions.

Volkswagen Group has so far supported 5,000 individuals with its Refugee Aid initiative.

“With sustainable educational and vocational programs, we contribute to the gradual arrival of refugees into German society and on the labour market.”



Geographical Area:

Germany

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

**VW supports 5000
Refugees**

Implementation:

National

Reasons for Success:

Project of integration

Links: [Refugee support at Volkswagen \(volkswagenag.com\)](https://www.volkswagenag.com/refugee-support)

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1. Entry qualification in Wolfsburg

Since 2015, the Volkswagen Group has been helping refugees in various ways. One example is in Kassel and Wolfsburg, where participants are preparing for training by completing an entry qualification.

In Wolfsburg, the entry qualification is implemented through a cooperation between Volkswagen, the Employment Agency and the Job Center together with the responsible Chamber of Industry and Commerce in Lüneburg-Wolfsburg, the Chamber of Skilled Crafts, the RVA and regional companies. To start the qualification, the refugees first complete a two-month intensive language course. In the process, they fill in gaps in their education resulting from war and flight from their country, and they also learn the unwritten rules of the working world. The participants then receive eight weeks of theoretical and practical vocational preparation at the Volkswagen plant before undergoing a six-month internship at a regional partner company. The aim of the project is a subsequent training at the internship company.

[Entry qualification: How Volkswagen is helping refugees \(volkswagenag.com\)](https://www.volkswagenag.com/en/news/stories/2018/07/refugee-aid-hanno-shows-matran-the-way-to-college.html)

2. A Recipe for Goodwill

“With activities like our joint cooking sessions, we are creating a platform where Volkswagen employees and refugees can get to know one another in a casual setting.”

What’s special: Carmen, Mohammed and Ilse are not whipping up something in their kitchen at home. Rather, they are preparing food in the Autostadt in Wolfsburg. Their close encounter in the kitchen is one aspect of the Volkswagen Group’s Refugee Assistance Program that is designed to bring together Germans and immigrants. The chefs include six employees of the automaker and the same number of refugees from a range of other countries who have found homes in the Wolfsburg area.

With activities like joint cooking sessions, they created a platform where Volkswagen employees and refugees could get to know one another in a casual setting. Before Christmas, tickets could be won in the company’s intranet for get-togethers between employees and refugees. Regional partners supported the program by providing free tickets for approximately 300 people – including an ice hockey game, the scientific adventure world Phaeno and the cooking course in the Autostadt in Wolfsburg. “Our events always take place in small groups. That way everybody can talk with each other,” Maria Mende says. “Our aim is to break down inhibitions. Once the ice is broken, everything else generally takes care of itself.”

The mood is relaxed and natural. Mohammed comes from the Sudan and just started learning German a few months ago. But with the help of some humorous gestures and Carmen’s simple choice of words, he can already understand a lot. “Cooking together is like singing together – it always works out somehow and brings people together”

3. Hanno shows Matran the way to college

<https://www.volkswagenag.com/en/news/stories/2018/07/refugee-aid-hanno-shows-matran-the-way-to-college.html>

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Matran is 24 years old, studied computer science in Sudan and fled from his homeland to Germany. Hanno Teiwes is 27 years old, has earned a master's degree and is working on his dissertation. The two strangers were brought together by Volkswagen's guide program.

The effort sponsored by Volkswagen Group's Refugee Assistance Program helps refugees enter Germany's system of higher education. The guides are Volkswagen employees: The Ph.d. candidates help refugees to find their way. They know what institutions of higher learning expect from students, what campus life is like – and what sort of hurdles students face before and during their studies.

The guides and refugees share a pizza and get to know each other in the process. Matran and Hanno Teiwes are one of the 16 tandems in the program. The aim is for them to evolve into a good team over the next six months.

Matran has already gone through a lot in his life. Much more than most of us can actually imagine. For this reason, it is hard to believe that something could weigh on his mind so much.

Matran said about his flight in a boat across the Mediterranean and his odyssey across Europe by bus, train and foot. He says that he must have had a guardian angel – because he reached a refuge center in Braunschweig in the summer of 2015. Safe and sound. He also tells us about his new home: a village located between Braunschweig and Hanover. He is still living there along with other refugees.

“The first months were hard,” Matran says. He could not speak a word of German and knew no one. He simply waited. For what? “For things to move forward.”

The story began when Matran visited Wolfsburg a few days before Christmas. He had a good time during this two-day visit: He gained a lot of new impressions of the country where he was now living, and he got to know many people. Including: Hanno Teiwes, whom he met for the first time in a pizzeria.

Matran's main goal in life right now is to attend college. His chances are good: He has a high school diploma and has already completed an IT degree. He intends to learn German so well that he will be able to go to college. Matran recounts one of the lessons he has learned during the process. He says that he wanted to attend an important preparatory course, but that he did not bother to sign up until a day after the registration deadline.

“I didn't realize that one day more or less could make a difference,” Matran says. “These are the things that Hanno is teaching me.”

Source of the materials:

<https://www.volkswagenag.com/en/news/stories/2020/01/volkswagen-supports-5-000-refugees.html#>

<https://www.volkswagenag.com/en/news/stories/2019/02/filing-rasping-drilling-how-volkswagen-is-helping-refugees.html>

<https://www.volkswagenag.com/en/news/stories/2017/01/a-recipe-for-goodwill.html#helping-refugees.html>

<https://www.volkswagenag.com/en/news/stories/2020/01/volkswagen-supports-5-000-refugees.html>

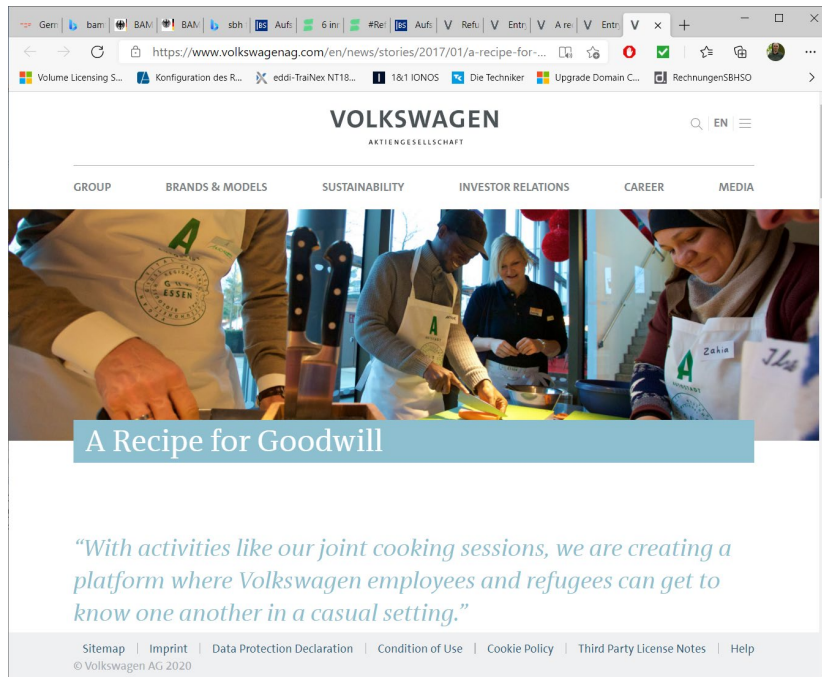
<https://www.volkswagenag.com/en/news/stories/2018/07/refugee-aid-hanno-shows-matran-the-way-to-college.html>

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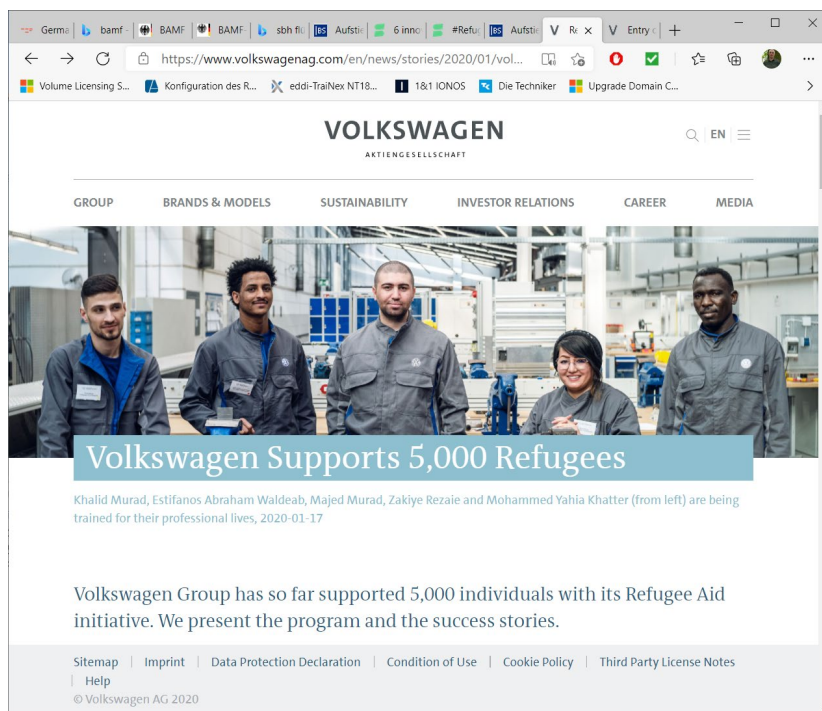
A Recipe for



Goodwill

Copy from [Volkswagen Group Homepage \(volkswagenag.com\)](https://www.volkswagenag.com)

Refugees in practic



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BP 2 – “In campo! Senza caporale”

How it works

“In campo! Senza caporale” is a project about a successful way to fight against the illegal hiring of migrants in the agriculture sector in South Italy.

The project was promoted by the Terra! non-profit organization with the aim of connecting sustainable companies and foreign workers residing in agricultural activities. A project that in last two years has held together training, internship and supply chain transparency, involving migrant children and five organic farms of the Capitanata (near Foggia in Apulia Region).

In fact, most of the children lived in the Borgo Tre Titoli ghetto, and thanks to the project they were able to benefit from a real housing in Cerignola, support professional training in agriculture and create - together with the partner farmers - a transparent production that represents the path of inclusion.

One of the farming industry involved is a social cooperative named Altereco that aims to a social agriculture environment aimed to involve people low-skilled and at risk of social exclusion. The land was confiscated from the Mafia and the pilot project was involving migrants and starting from the training and caring on the field.

After the success of the initiative, a second project was funded with €385k: Il fresco profumo della libertà (Fresh scent of Liberty). It aims to enhance social farming activities on 8 hectares of land confiscated from organized crime in Cerignola (province of Foggia) through the cultivation and processing of fruit and vegetables and the start of a social tourism business. It is also planned to create a social garden, the setting up of a solidarity shop and the implementation of a series of activities to promote the area, favouring the social and working inclusion of six people at a disadvantage.

The initiative involves the renovation of two existing buildings within the 8 hectares of land. In the first, it will be created a Social Garden and in the second a Bed and Breakfast.



Geographical Area:

Italy

Criteria:

**Transformative,
Sustainability**

What:

Farming experience for migrants to fight illegal hiring and use lands confiscated from the Mafia

Implementation:

Local

Reasons for Success:

Use of confiscated land

Links:

<https://www.esperienzeconilsud.it/profumodiliberta/scheda-del-progetto/>

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Source of the materials:

<https://www.esperienzeconilsud.it/profumodiliberta/2021/01/26/in-campo-senza-caporale-su-terra-aut-unesperienza-formativa-e-di-riscatto/>

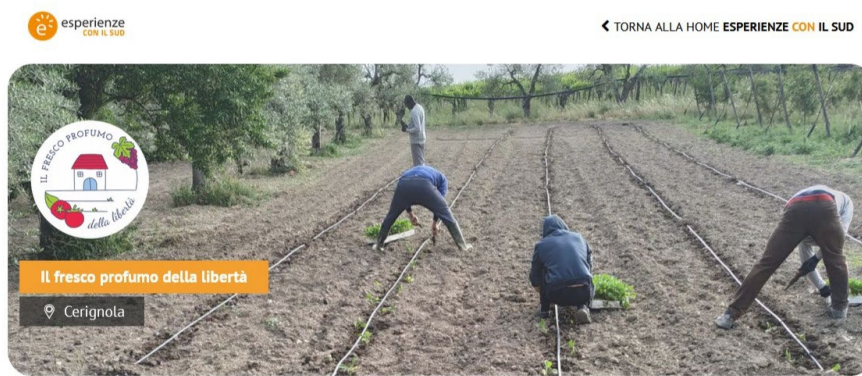
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From the website



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Some of the
participants



copy 15.02.2021 from <https://www.esperienzeconilsud.it/profumodiliberta/2021/01/26/in-campo-senza-caporale-su-terra-aut-unesperienza-formativa-e-di-riscatto/>

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BP 3 - Vocational training in fish industry

How it works

The aim of the project is to draw out the basics in each of the 12 components of the fish processing course curriculum. The educational program was set up in a short video and saved to YouTube and open to all.

The teaching material is intended as a basis information for a fish processing course but is also useful as individual subject of which material fits in the business world. It will be useful for companies where they can request from their employees that they adopt selected section, for example as part of novice education or retraining or, for example efforts for quality, cleaning, communication and such like.

Factors such as economy, rights and obligations are important to all those who are working as unskilled labour and the wage issues of this group are reviewed. Also concerning ergonomics, the environment, multiculturalism and communication, as well as safety issues. Other factors are more specialized and belong more to the fish processing industry as most employees are of foreign origin.

Topic of the elements of the videos: Vocational training in fish - at any time

Elements:

1. Fish processing, fishing, processing and marketing
2. Work facilities and physical activity
3. Workplace safety
4. Hygiene and bacterial growth
5. Internal control in a fish processing company
6. The economy, the staff and the wage system
7. Cooperation and communication in the workplace
8. Multiculturalism
9. First aid
10. Self-empowerment
11. Environment and responsible fishing
12. Quality and handling of food - from fishing to processing.



Geographical Area:

Iceland

Criteria:

**Transferability,
Sustainability,
Transformative,**

What:

Vocational training in fish industry

Implementation:

National, Regional

Reasons for Success:

Supports the vocational training of staff training

Links: https://frae.is/wp-content/uploads/2017/11/Grunnamskeid-fyrir-fiskvinnslufolk-2-utgafa-2016_enska-002-.pdf

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The videos are made from a curriculum that is basic course for fish processors.

The curriculum can be found in Icelandic, English, Thai and Polish.

Source of the materials:

Curriculum: https://frae.is/wp-content/uploads/2017/11/Grunnamskeid-fyrir-fiskvinnslufolk-2-utgafa-2016_enska-002-.pdf

Videos:

<https://www.youtube.com/watch?v=wVHfgZ6xw8&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp>

<https://www.youtube.com/watch?v=CWKP1V6RTI8&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=2>

<https://www.youtube.com/watch?v=OwGDpPAciIQ&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=3>

<https://www.youtube.com/watch?v=kFBV9Zu-HMA&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=6>

<https://www.youtube.com/watch?v=cgFJqghIG5c&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=7>

https://www.youtube.com/watch?v=bhQc8Up_bU4&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=8

<https://www.youtube.com/watch?v=KcTaoaS4BkU&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=9>

<https://www.youtube.com/watch?v=ubTOWawUjjE&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=10>

<https://www.youtube.com/watch?v=MtzeafAnW48&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=11>

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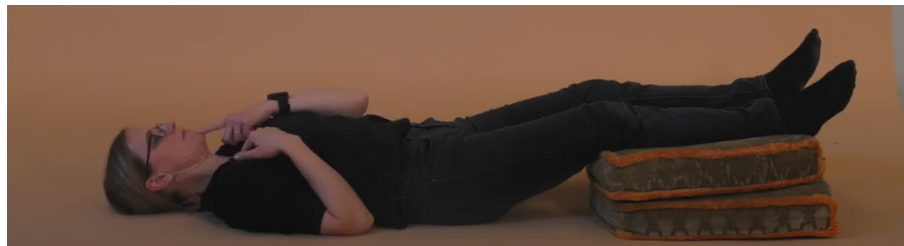
Safety at the
workplace



Copy 18.02.21 from

<https://www.youtube.com/watch?v=OwGDpPAciIQ&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=3>

Posture



Copy 18.02.21 from

<https://www.youtube.com/watch?v=CWKP1V6RTI8&list=PL09lrHEwWtx6noQo-vCZNJkApnlyZ-rRp&index=2>

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BP 4 - ERACIS

How it works

This initiative has been launched from the Department of Equality and Social Policies in the Community of Andalusia.

The project aim is to improve the labour insertion of people who are at risk of social exclusion through integrated itinerants. This project will give them different resources with the intention of helping them to access to different areas like education, health, social services and jobs, etc.

The main phases of this initiative are:

- Elaboration of a diagnosis and identification of disadvantaged areas in Andalusia. The diagnosis will be related to exclusion and inequality and it will help professionals to understand the quality of life of these people.
- Design and preparation of a regional strategy for integral intervention in disadvantaged areas of Andalusia.
- Spaces of work:
 - Inter-administrative commission: formed by people representing the equality and policies ministries.
 - Advisory committee: Made up of experts from university field, community intervention and public administration
 - Commission of expert people.
- Training for professionals. The development of an International Seminar and two workshops about intervention in Andalusia.
- Elaboration of local plans.
- Managements of financial aspects.

Eracis in Seville-Poligono Sur

Poligono Sur is an area in Seville city which does not have a good communication with the city center. There are people from different backgrounds, especially people of gypsy ethnicity. Youth population which resides in this area have not got job or studies as they leave school early, so we can consider that most of the citizens who live in Poligono Sur has got low skills.

To make this initiative possible in this area, social workers had meetings and pass questionnaires around to know those people needs.



Geographical Area:

Spain

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

**Inclusion of disadvantages
people in Andalusia**

Implementation:

Regional

Reasons for Success:

Pilot experiment

Links:

<https://www.juntadeandalucia.es/organismos/igualdad politicassocialesyconciliacion/areas/inclusion/paginas/dis-eño-ejecucion-estrategias.html>

<https://www.sevilla.org/servicios/servicios-sociales/publicaciones/plan-local-de-intervencion-en-zonas-desfavorecidas/plan->

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This programme started in 2019 and it will end in 2022.

The impact or results will be:

- Support people in their journey to find a job according to their skills: 6875 people
- Out-of-area recruitment measures: 100 people
- Advice and training: 100 people
- Specific training: 100 people
- Training for parents: 60 people
- Develop educational programmes: 600 people
- Develop economic and educational measures to ensure a better future for those people who left school early: 1000 people

Source of the materials:

<https://www.juntadeandalucia.es/organismos/igualdadpoliticassocialesyconciliacion/areas/inclusion/paginas/diseño-ejecucion-estrategias.html>

<https://www.sevilla.org/servicios/servicios-sociales/publicaciones/plan-local-de-intervencion-en-zonas-desfavorecidas/plan-local-de-intervencion-en-zonas-desfavorecidas.pdf>

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Photos, pictures, logos



16.02.21 from <https://integracionparalavida.org/blog/programa-de-ayuda-integral-inpavi-malaga/>



16.02.21 from <https://fundacionmornese.com/nuestro-proyecto-eracis-trabaja-en-tu-cv/>

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BP 5 - MigraNET

How it works

MigraNET is a project aimed to improve the living conditions of migrants and strengthen the capacity of local institutions in 9 counties in northwestern Romania: Maramureş, Satu-Mare, Sălaj, Cluj, Bistriţa Năsăud, Mureş, Harghita, Sibiu, Alba. The implementation period of the project was from 2016 - 2017. Beneficiaries were refugees (beneficiaries of protection), those who came to Romania with a work or study permit and for foreigners from countries outside the European Union that have reached a state of vulnerability in their native countries.

The project was implemented by the League for the Defence of Human Rights (LADO) Cluj branch, in partnership with the Directorate of Social and Medical Assistance (DASM) Cluj-Napoca, the Professional Non-Governmental Association of Social Assistance (ASSOC) Baia Mare and the International Organization for Migration (IOM) - Office in Romania.

For a period of eight months, three course modules took place, each lasting 80 hours. Romanian language and cultural orientation courses were held three times a week where the beneficiaries had the opportunity, among other things, to learn the Romanian language, to find out what rights and obligations they have in Romania and/or Europe, to receive guidance for access to the labour market, facilitate access housing as well as health and social services. In addition to these courses, the beneficiaries were involved in socio-cultural and recreational activities in the communities of residence, such as the visit to the Pharmacy Museum in Cluj, at the lake Tarniţa and at the Grigorescu City Hall.

The project also provided payment for health insurance, any sort of medical attention, psychological services, legal services, financial incentives for those who frequently participated in project activities and coverage of supplies (money for food and basic needs) and travel expenses.



Geographical Area:

Romania

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

MigraNET aims to provide the best education, social assistance and integration in Romanian society.

Implementation:

Regional

Reasons for Success:

Pilot experiment

Links:

<https://romania.iom.int/sites/default/files/documents/04-06-19/Raport%20final%20OIM-%20BO.pdf>

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Objectives of the project:

- Facilitating the integration of at least 120 immigrants;
- Strengthening the capacity of local institutions in the 9 implementing counties;
- Creating bridges between different institutions with responsibilities in the field of migration.

Main outcomes:

- * A network of 5 one-stop-shop Centers;
- * 2 Regional Integration Centers in Cluj-Napoca and Baia Mare;
- * 3 counselling points in Sibiu, Târgu Mureş and Şomcuta Mare
- * Improving the accessibility and quality of services offered to migrants.
- * Improving cooperation mechanisms and interinstitutional assistance.

In this context, 25 volunteers and 10 intercultural mediators contributed to the access of migrant communities and to create a bridge between them and local authorities and institutions as well as NGOs.

Source of the materials:

<https://romania.iom.int/sites/default/files/documents/04-06-19/Raport%20final%20OIM-%20RO.pdf>

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Photos, pictures, logos

Project coordinators



Cultural Evening



Photos

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BP 6 - “Integration-qualification-transfer of innovations for vulnerable groups on the labour market”

How it works

The project took place with **Rogepa** as the main coordinator, alongside the 3 other main partners: The Technical University of Cluj-Napoca, the Baia Mare branch and *Internationales Zentrum für Innovation, Qualifizierung und Gewerbeförderung* from Germany.

The main objective was facilitating access to the labour market of vulnerable groups from the North-West, Center and West regions of Romania by participating in innovative, personalized training, counselling and informative services implemented in order to avoid the social exclusion and risk of poverty of 700 people.

To achieve this goal, the project organized vocational training programs to develop key and professional skills to several occupations.

Counselling and career guidance services were also provided.

One of the main purposes of the project was to reduce the risk of poverty for low qualified people affected by structural changes in the regions concerned, such as: the Roma population and people with disabilities living in rural or urban areas.



Geographical Area:

Romania

Criteria:

**Transferability,
Transformative,
Sustainability**

What:

**Provide and facilitate
access, for groups of risk,
to the labour market**

Implementation:

International

Reasons for Success:

**Providing educational
needs and labour market
opportunities**

Links:

<http://www.roqepa.com/>

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Another goal was to provide support for the integration on the labour market of vulnerable groups and to bring learning and employment opportunities closer to the needs and possibilities of the target groups by using innovative methods.

Within this project, 11 training programs were offered, for: mathematical skills, science and technology; entrepreneurial skills; cultural expression skills; computer skills; social and civic competences; mechanical working; working at the agrotourism household; basic computer skills; language skills;

A total of 719 “low skilled” people belonging to the three target groups took part in all these activities: 258 Roma people, 210 people with disabilities, 252 people from other vulnerable groups (people from poor rural areas or isolated communities).

The courses were realized as follows:

- Mechanical shaper - 4 courses / 8 groups / 114 trainees. In the sector: Forestry, Logging, Pulp and Paper.
- Trade worker - 10 courses / 16 groups / 231 trainees. Domain: Trade and services
- Agrotourism household worker -4 courses / 9 groups / 148 trainees. Domain: Agriculture, fishing and hunting.
- Construction worker – 1 course / 2 groups / 27 trainees. Domain: Constructions.
- Data entry, processing, validation operator - 2 courses / 2 groups / 33 trainees. Domain: Administrative officials.

The main outputs of this project were:

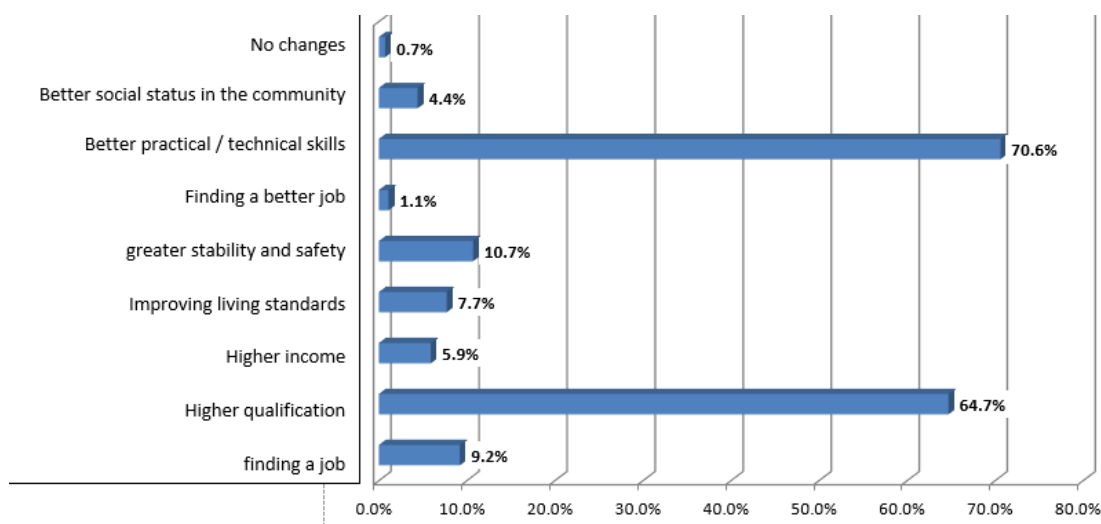
- The trainer's guide for people with special needs;
- The vocational and counselling guidance;
- A guide for creating multimedia materials for training people with special needs;
(<https://www.dropbox.com/sh/0kleup7u4j6ew5i/AACeMs84fzNSv1T2TUEKIWrCa?preview=dumbraveni2.mov>)

Modular training packages for the 8 key competencies and 4 key qualifications, adapted for people with special needs and online learning. These packages consist in short about informative

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videos regarding the occupations the courses were based on, such as how to **Asked what changes the participation in the training programs and in the orientation and counselling activities carried out within the project brought in their lives, most of the subjects answered “technical / practical skills” (70.6%) and “higher qualification” (64.7%).** Chart: Distribution of subjects according to the changes that the training programs have determined in the students' lives



Project presentation:

<https://www.dropbox.com/sh/0kleup7u4j6ew5i/AACeMs84fzNSv1T2TUEKIWrCa?preview=final64099.mp4>

Source of the materials:

<http://www.rogepa.org/>

<https://www.dropbox.com/sh/0kleup7u4j6ew5i/AACeMs84fzNSv1T2TUEKIWrCa>

Photos, pictures, logos

Learning key skills



Study visit to
Germany



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Credits

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