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SUMMARY OF THE PROJECT “JOB CIRCUIT “

The project is going to develop a methodology called "Job Circuit" (job rotation including teambuilding, information of employment, experience of changing jobs) based on a successful limited project developed and tested in Norway in 2004.

The target groups of this project are VET school dropouts (early school leavers) and young unemployed people, 15 to 20 years old.

The project will develop a methodology for cooperation between the labour market (SME's), the education institutions and the social welfare structures creating possibilities for young people to find their way in life through guidance and cooperation.

The project will also have an eye on long-term unemployed young people between the ages of 20 and 25 who have not succeeded in finding either a job or education.

A range of public entities in collaboration with commerce and industry will design methods for guidance and vocational training in different firms over a period; job rotation. This will facilitate a smooth introduction and participation in the labour market for the young people of the target group who have not been able to find their place in the job market, traditional education systems, or in positive social activities.

One of the main goals of the project is cross-boarder and international exchange of experiences and practices. This will enable to develop a wide range of methods, tools and concepts that give clues on how to handle this marginalized group. The results will be disseminated to wide public entities and the private sector.

There is a trend across Europe that an alarming share of young people in the age group 15 – 20 years drop out of school due to learning problems or difficulties in entering themselves into the labour market. Their exclusion from working is caused by their age, improper attitudes and lacks of qualification. This can lead to destructive and asocial activities among these young people as we have been able to see in Paris and other cities across Europe in 2005.

Based on our small scale project we believe we can reach success based on individual follow-up and a job rotation concept called Job Circuit. There are 20–30 % of the young people in the age group 15 – 20 years in Norway who are in the danger of loosing the possibility to get competence and a certificate through the upper secondary school system despite of having a statutory right to education.

Developing of regional capacity to identify the young people having difficulties or who could have difficulties is another important aspect of the project.

Lack of comprehensive and flexible systems for vocational guidance and training combined with legislative frameworks which are not designed to secure adequate coordination and follow-up between responsible public entities and key players in the labour market impose the risk of transforming these young individuals into long term social service clients.

It is very important for the society to enable this target group to identify their capabilities, skills and interests in order to provide them with new opportunities and lead them back to the society.

During the project we will use our experience together with our European partners to find methods which could be used in most European Countries, finding the young people not registered in the education system or by labour authorities – the invisibles–.

The Job Circuit gives the target group teambuilding, information of employment, experience of changing jobs and employees – back to be visible.

The outcome of these processes will be:

- Networks of learning communities focusing on practical solutions
- Arenas (local, regional and international) for reflection
- Handbooks and "train the trainer" concepts that can be used for inspiration and guidance by any municipality, local authority, employment service, voluntary initiative etc.

Target groups:

The target group of this project is composed by VET school dropouts (early school leavers) and young unemployed people, 15 to 20 years old.

This is a hidden group, difficult to find and to pick up.

The project will also have an eye on long-term unemployed young people between the ages of 20 and 25 who have not succeeded in finding either a job or education.

All countries in Europe already have systems which offer guidance to pupils, students and unemployed, but they are often developed under other requirements and are not usually adapted to the challenges to young people ending the primary school and up to 20 years and to long term unemployed people from 20 to 25 years.

Only few people know how to reach the target group (early school leavers) with a good guidance.

There is currently some functioning practice in regards to Public Employment Authorities which "non-registered unemployed" adults can have access to, and make use of.

Young people having ended primary school, and who have always been students up to 20 years, do not have these possibilities and will have "no place to go" if they drop out of school or become unemployed after ending the School.

Target sectors:

There are big differences in the European countries based on cultural and social factors and the nourishment structure.

The target sectors for this project are to find a guidance of possibilities in different SME's for the young dropouts and unemployed.

The triple play solution based on the Job Circuit as cooperation between SME's, schools and officials will be the sectors which could help us to attain to our result.

Final and potential users:

The final potential users of this project results will be counsellors in public and private sectors, representatives from the private enterprises, political and administrative leaders.

We will provide information to these officials for obtaining contact with the target group, and give them help and guidance.

The needs:

In most European countries, there is a discrepancy between young people having problem with their education and their possibility of vocational education and training (VET).

Some countries have systems to give these young people a limited bid, other countries have not.

According to the information from the Eurostat there are 16.9% of the population aged 18 to 24 with at most lower secondary education and not in further education or training in EU (15 countries).

The triple play will take care of the needs of the target group and put them into a local Job Circuit project designed for the group.

We need to find a comprehensive regional system for vocational guidance and training based on a close co-operation between public administration, the Follow-up Services, the Confederation of Business and Industry, the Labour Union, public employment service and private businesses common to the regions nourishment structure.

We need to have a good relationship to businesses, the industry and enterprises which will be the most important co-operator during the test phase in this project in all of the participating countries.

It will be in this area that we will find the innovative aspects in the project, and all participating countries will have focus on using the enterprises as learning area.

The triple play will be used to identify the target group and its needs for further Job Circuit activities.

The specific aims:

The specific aims of the project are to improve the skills and the competencies of young people via work linked vocational training and apprenticeship promoting employability and facilitating vocational integration and reintegration via a Job Circuit solution.

In a society where this young people are in a high risk zone and some of them very likely in trouble, we will develop and test comprehensive regional systems for these groups of young people, in a way that gives the young people new possibilities independent of their Nationality, social and cultural background.

We will develop, and find guidance models for cross sector cooperation at management and organizational levels, and a method which companies and SME's can use in the development of their own career guidance to this group of young people, through a partnership model to contribute to increase knowledge about career and education guidance.

It will be in this area that we will find the innovative aspects in the project, and all participating countries will have focus on using the enterprises as learning area.

It is important to achieve important common political goals within the EU/OECD area.

Related to the Call for proposals, our pilot project will focus on the following:

- to define types of participant and obtain an overview of annual needs
- to obtain knowledge on how to recruit potential participants
- co-operating participating enterprises in order to cover sufficient types of work, and to meet the demand finding enterprises
- to provide participants with the opportunity to experience with different enterprises, tasks and environments Job Circuit
- to provide them with the opportunity to develop a contact network along with personal guidance
- to improve the competences of participants as they experience several changes of workplace by holding "theme meetings" where the workplace is discussed and where personal development and social understanding are emphasised
- to map positive and negative consequences for participants and society starting from the participants initial situation
- to highlight how cooperation between the municipal health sector, the state, the Follow-up Service, the private sectors, social partners, the Labour Union and the Directorate of Labour can be improved. This will be organized via the triple play idea and the Job Circuit.

The project must be based on proper analyses of the main education and training needs in the particular sector, and how this relates to the objectives.

Also in view of new employment possibilities, we shall provide fostering cooperation between vocational training institutions and particularly SME's.

Implementation of project results must be anticipated from the very start.

This implies a consideration of the nature of these results, on the partner to be involved to achieve them and how the project may achieve permanent impact.

Key planners must be involved from the very start.

The crosscutting element of qualification and competence development must be taken into account when developing projects at sector level.

This dimension must live side by side with a target sector focus, and should be clearly addressed by the projects promoters.

THE PROMOTION OF SOCIAL DIALOGUE IN VOCATIONAL TRAINING

Job Circuit makes clear the need of a triple play model in view of new employment possibilities in attention to fostering cooperation between vocational training institutions, SME's and social welfare.

To find the target group we must have a very close cooperation between the schools, the social welfare and the employment service.

The project will improve the skills and the competencies of people, especially young people, through work linked vocational training and apprenticeship promoting employability and facilitating vocational integration and reintegration.

Many of the young people are not registered in any registry because of their young age, they are invisible.

To develop a practice to facilitate access to labour market for these people just ending their primary school and up to 20 years, we have involved the labour market, national and international, together with the confederation of enterprises national and international.

These are the most important co-operators in every country, and they have to join as partners in the different countries.

Their problem has been the cooperation across their own areas and borders.

Our project targets directly these players giving them a map or more exactly a model to cooperate in a network to pick up the target group. Also young long term unemployed people (20 – 25 years) will be a part of the target group.

The project will work out a method on an international base to know how we can obtain this. The psychosocial aspects will always be a part of the project, and the Job Circuit will also take care of this part.

One of its goals is to find a safe way between the schools and the labour market, so we can take care of these young people all the way from picking up information about possible dropouts, and into a job rotation, Job Circuit period, to find a suitable job.

The young ones will have the opportunity to try different jobs in this Job Circuit period to find what they seek, and they will have backing from their own mentor, the enterprises and the Labour Union to obtain this.

INNOVATIVE ASPECTS OF THE PROJECT

The original part of the project Job Circuit is a new way breaking down the borders between the different actors which all have responsibility for the target group.

To introduce a playground for triple play players, to pick up the target group, and then give them an opportunity to be involved in a Job Circuit, we will organize a program which gives them support, job training and social training in different companies, teaching them how to make their own CV, seek for jobs, job interview and changing job.

In Norway, today, in concern to resolve the challenges linked to dropouts as well as to those who reject upper secondary education, the national government states that the regions as regional development actors shall develop good models with respect to central authorized frameworks.

Through good projects and new practice at this level, the national political governments and administrative organizations will receive good qualitative and useful input which will lead to improved national policies within the professional area.

By carrying out this project, we mean that both national and international levels we can contribute with the following:

- to Analyse existing dropout guidance policies and methods with focus on our target group
- to present project results which clarify roles and responsibilities on national, regional and local levels
- to present project results which will ensure that more young people (dropouts) are given the opportunity and knowledge to make better choices
- to inspire and further develop regions as regional development actors
- to encourage the national level to a larger degree to implement strategic and inspirational leadership, for the benefit of the individual, economy and society

Bulgaria will have, in this case, a special interest in this program because of their special problems with roman people, their many small SME's and dissemination of the results.

We know that the Job Circuit will give new processes and products in response to existing problems, and promote new forms of cooperation/networking between the national players.

The partner organizations will focus on their national culture and social background, but at the same time look to their partners to find a common European solution as far as possible.

The most important areas cooperation in the project deals with:

- to analyse the regional differences, educational, cultural and living
- to evaluate if the system can be adjusted for use in the countries represented by our partners
- to clarify roles and the division of responsibility for the various involved partners with descriptions and an explanation about how their cooperation should be concretized
- to systematize and to put "Best Practice" into use by using methods based, for example, on Swedish partner or our earlier test project used, for the target group dropouts and unemployed young people

In addition, the partners will contribute with their input.

For the target group, develop a step methodology:

- a method to locate the young people (Pick up the invisibles)
- a method for job training and job rotation (Job Circuit)
- a method to learn about and approach the labour market
- a method to follow up the individuals (mentors)
- a method for career guidance

Related to the target group we will:

- test our guidance working tools (Job Circuit)
- develop working procedures together with the Labour Union and the Confederation of enterprise, schools and labour authorities (Triple play)
- build a Website for discussions and chat
- complete a handbook for use for the officials

RESULTS AND IMPACT

We expect following results of the Job Circuit project:

- a new and innovative teaching/training method (The Job Circuit)
- a development of a methodology for cooperation between the labour market (SME's), the education institutions and the social welfare structures creating possibilities for young people to find their way in life through guidance and cooperation.
- finishing for the end of 2008
- a new cooperation between officials
- English and partner countries own language
- a website, a documentation, a CD-Rom
- possibility to download information via web and all the partners and their contacts

VALORISATION (DISSEMINATION AND EXPLOITATION OF RESULTS)

Networks of learning communities are focusing on sharing their knowledge and experience on practical solutions and are interested in finding the best way to get a good result.

The municipalities have their own organizations which will be involved.

The research foundation has its own organization and its own network which will be used to reach most possible international target groups.

Handbooks and "train the trainer" concepts can be used for inspiration and guidance by any municipality, local authority, unemployment office, voluntary initiative etc. in addressing this important personal and societal problem.

Regarding Dissemination, from the start of the project we will create a dedicated website used for information, discussions, chat and work package results during the project.

Every partner/country will have their own reference group according to their own local project. There will be arranged meetings and conferences.

In Norway the OTD will disseminate the project through the organisation. OTD will cooperate with the Follow-up service in Østfold county, social welfare service in Rakkestad Municipality, the Labour Office, the Labour Union and the NHO and the other partners to secure a strategy for dissemination on national levels.

This will be done by innovative work within the organizations, taking part in conferences, meetings and user panels.

Municipality of Kubrat, will disseminate the project through the National association of the municipalities of Bulgaria, with close cooperation with Social welfare service, Labour office, Labour union and different NGO which will secure the dissemination on national level. Through innovative methods the project information will be used by teachers, study counsellors, careers guidance counsellors at employment offices, pupils and students.

The Institute for Rehabilitation, Republic of Slovenia, and the Labour Office in Nachod, Czech Republic according to their social, cultural and educational background, will run similar project plan as in Norway.

This will make it possible to validate the project in the same way with different social, Cultural and educational backgrounds.

The Swedish entry will disseminate the project through its national network everywhere in the Baltic region, with special interest and attention to the psychical aspects.

Promotor, Improve Mentor Management AS will make an education plan, and be responsible for the teach teacher strategy.

The project will be evaluated by trained research competence within Østfold Research Foundation during the active project period and as a final evaluation.

These evaluations will be based on questionnaires (by the use of internet if appropriated) and interviews (single and group interviews).

Evaluation reports will be produced and presented at seminars and/or workshops.

The reports will also be accessible through the internet and the international research foundation leaflets and seminars.

IMPACT

We expect Job Circuit can be a considerable contribution to prevent young people from dropping out of the education system, or a way to get them into another form of education or other constructive activities.

Expected impact for the target group:

- most of these young people are non registered unemployed.
- participants lacking motivation or interest for upper secondary education have the alternative of a training period
- there will be a positive effect on the psychological health of participants. The problems of poverty social security clients easily fall into will be counteracted

Expected impact for the potential users:

- It will give employer the possibility to find new employees
- Career and Guidance systems and practice Guidance result will be a closer and better cooperation between educational institutions and the industry
- Results and documentations for potential users will be available at the projects website.

A professional guidance system must be flexible.

The final results will be integrated as a part of the partners training practices in their countries and their networks.

Dependent on the partner's network, the project will establish a forum where the cooperating partner's utility value will be clarified.

The guidance must be integrated into the individual training plan, take place at school and workplaces according to agreements between all the partners involved.

The project will be a distributor of knowledge and information for the partners at the national level for all partner countries.

The partners will commit to completing a strategy on how to push for political change and influence at the national level.

Acceptance of the result at the national and international level will be an acceptance of the concept and a warranty for implementation in the future.

The Job Circuit project will give us experience to find different approaches toward different individuals based on the analysis of their situation, based on cultural and social background.

The Job Circuit will clarify the different roles of the offices and the councillors. We believe it is very important to have a close relationship to these young people.

Final plan after ending the project:

Educating people "teach the teachers" who will work further in each of the partners organizations; Dropouts are a well known problem in most countries but very few countries have career guidance guiding these young people into a possible job situation.

All European countries are faced with the same challenges which the project focuses on. In addition, many are interested in this topic at regional, local and individual levels.

Every day reminds us about these topics, and we have been able to see the results of the frustration in Paris, and what extreme way it can take.

Therefore, we expect that the result of the Job Circuit project must be transferable to all European countries with various social and cultural backgrounds.

It is possible to develop a common competency program for all chancellors.
The project will look to best practice in all the partner countries.

Our action plan for these sections:

We will arrange conferences with the partners in the project, – and other actors – who are relevant to the goals of the project.

This conference is to be held shortly after the end of the project.

The result of the project will be a tool which can inspire other institutions, municipalities and SME's to take part of the Job Circuit.