

# **“Project Catalogue”**

## **Best practice examples**

..... Could be inspiration for similar projects under Stand I or Stand II

# **“Kick in the door”**

**– a project about developing competences among social workers**

## Background:

- In a Danish region the municipalities recognised that there was a need for education and training for local job providers working with disadvantaged groups.
- The local job providers were seen to lack skills in relation to understanding and meeting the needs of disadvantaged groups. The jobs providers also often had only a vague understanding of the needs of businesses.



## Situation – problem

- Mismatch between the needs of the employers and the skill of the employees, particularly where the potential employees came from disadvantaged groups.
- Lack no formal or certified education programmes for social workers (or job providers) in this area.

# Project Purpose

**Long term objectives are:**

- To support the integration of disadvantaged groups into the local labour market

# Project Purpose

## Short term objectives are:

- To train social workers/job providers to assess the needs and skills of disadvantaged groups
- To train social workers/job providers to analyse the needs of the labour market
- To develop enhanced levels of contact with local businesses

# Target group

1. **The primary target group** is social workers, working at local jobcentres with disadvantaged individuals and groups.
2. **The secondary target group** is disadvantaged groups and individuals for example people with disabilities, ethnic minorities, the long term unemployed, etc.

# Activities

1. Development of innovative participatory training programme based on projects/cases from participants own work life.
2. Recruitment of participants (Selection criteria developed by the Project Partners)
3. Delivery of the training programme:

# Training programme

- 2 days workshop introducing the different tools and techniques + teambuilding
- 2 days seminar: information sharing and feedback/coaching from trainers + input from employers organisations/business on their needs
- 4 X 2 day seminars (with 2 months between): presentations on experience with their projects + feedback /coaching from trainers + input from employers
- Examination of participants through practical assessment of their responses to a series of predefined scenarios



# Partners

- Training Company providing training for professionals
- The Regional Council
- 9 municipalities
- Representatives from the employers organisations

## **“Increased production and improvement of ecological beef”.**

A pilot project for develop a concept for production, product development and marketing of ecological beef from cast cows and bullocks.

# Background

Due to positive business prospects farmers in a Danish region were very interested in producing more and better ecological products for slaughtering, but that the farmers had neither the space available nor the financial resources for rebuilding the stables.

# Purpose of the project

To promote business development in rural areas by combining the presently non-used capacity of cast cows and bullocks with the increased demand for ecological quality products.

# Activities

Implementation of a feasibility study as basis for development of a future business plan, regarding the following:

1. Production and product work package.
2. Turn-over work package.
3. Organisational work package.
4. Financial work package.

# Results

A well worked-out concept to be used for the establishment of facilities in the rural areas within production, product development and marketing of ecological beef.

For example joint operations which:

- Fix and control the quality level,
- Buy cast cows/bullocks at the right time,
- Propose joint slaughtering facilities,
- Market and sell the ecological beef under a joint logo/name/concept.

# Partners/project organisation

The project organisation consisted of three elements:

- A **project consortium** consisting of relevant executing parties (A Technical College, A Business and Tourist Information Center and Farmers' Advisory Center)
- A **steering committee** consisting the project partners and of the Farmers' Board in the region.
- A **consulting forum** consisting of interested parties in relation to the pilot project (slaughterhouse, farmers, consumer organisations etc.)

## **”Winners of the future”**

.....**Competence development** project for staff and management in Small and Medium Enterprises (SMEs) in Western part of Denmark.

Implemented by the Regional Development Agency in partnership with 8 SMEs from a Danish Region.



# Project Purpose

Improve the competencies of employees, middle managers and management in order to enable them to actively participate in a constructive dialogue regarding the strategic planning and development of their businesses.

**Employees** should develop their qualifications, the degree and number of skills should be increased.

**Employers** should gather know-how which should enable them to actively participate, on their own terms, in the elaboration of the company's strategy plan.

## Sub-objectives

- Improve skills in planning, structuring, implementation and assessment of change
- Develop expertise in how to integrate both employees and employers in drawing up proposals for an educational planning function which will help employees with continuous competence development
- Establish a network regarding educational planning, competence development and exchange of experiences for information sharing and synergies

# Activities

## A. Implementation of training modules

1. "Educational planning and competence development for employees"
2. "Team training"
3. "Focus on development of future scenarios"
4. "Employees of the future"
5. "The future starts in 60 seconds – do you want to be one of the winners"
6. "How do we turn the future into an operative element in strategic planning"

## B. Follow-up by consultants in the individual company

Presentation and evaluation of the completed strategy plan in the individual company

## Activities ..... Continued

In between the individual training modules, the participants received training in the companies. This training was built on the participants' practical participation in solving specific projects.

In the companies, the participants received theoretical training to the extent which was necessary in order to solve specific tasks, but the important element was that the participants themselves spend time perfecting their theoretic skills regarding planning, structuring, implementation and assessment of a change and development project.

# Results

- Through a combination of theoretical training and practical work (project participation), the participants obtained skills in planning, structuring, implementing and assessing the impact of change and development projects in the company.
- The participants thus increased their general, professional and personal skills in such a manner that they found it easier to handle change processes and changes in the organisation of work.

# Impact

- Employees improve their chances of staying in the labour market
- Better physical and mental working environment
- Better chances of placing the marginal groups of the labour market
- Better possibility of retaining employees
- Employees improve their ability to adapt to social and structural changes
- Increased productivity/income through well-educated employees

# **“Womens entrepreneurship”**

Personal competence development project for unemployed women

8 week preparation and introductory training courses for return to the labour market + 6 months traineeships at enterprises.

# Background/situation

Target group is unskilled women workers 25 - 40 years old.

- Target group threatened by exclusion of the labour market
- Target group threatened by decreasing personal income
- Lack of professional skills (To work with new technology and multi functions)
- Lack of personal skills (Frustration, lack of self-esteem, negative attitude to life)
- Insufficient knowledge about the new rules of the game on the labour market
- Participation in several "traditional" retraining courses without success



# Wishes for the future

- Increased probability of the target group (unskilled women workers 25 - 40 years old) to get a permanent position
- A new framework for integration of people facing total exclusion tested
- Social responsibility in enterprises increased
- Target group's personal skills to have a permanent position developed
- Target group's professional skills to start working developed
- Enterprises prepared to facilitate the re-integration of target group
- Skills to work in an enterprise obtained

# Project objective

- **Long-term objective:** Combat long-term unemployment for people above 24 who face social exclusion from the labour market.
- **Short-term objective:** Increase probability of permanent employment for a group of 25-40 year old women in a ESF-eligible region

# Activities

1. Establish steering committee
2. Establish contact to enterprises
3. Identify the possibilities for on-the-job training
4. Identify and selecting mentors
5. Organise and conduct a two week training course for mentors
6. Selection of target group
7. Identifying individual needs
8. Organising and conducting an 8 week preparatory and introductory training course for target group

# Activities

9. Organising a two day seminar for mentors and enterprise managers
10. Target group participate in a 6 months traineeship
11. Contact to enterprises and mentors on a regular basis
12. Mentors to assist target individuals in their introduction to work life
13. Provide assistance for a definite Personal Plan for the individuals
14. Assisting individuals up to 6 months after completion of traineeships
15. Evaluation of all stakeholders in the project

# Results

- Clear future plans for all target individuals established
- Permanent positions identified for target group
- Traineeships completed successfully for target group
- Mentors at enterprises trained to facilitate job re-entry for target group
- Professional skills developed and enhanced for target group to hold a permanent position
- Personal and social skills developed and enhanced for target group to hold a permanent position

# Partners

- Employment Service
- Local labour Offices
- NGO
- Training Institute