

TO INCLUSION

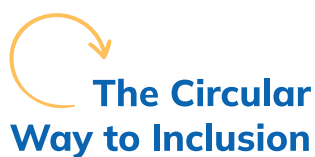
THE CIRCULAR WAY

GUIDE OF BEST PRACTICES

YOUTH INCLUSION AT SOCIAL/LABOUR MARKET LEVEL



YOUTH EMPOWERMENT THROUGH CIRCULAR ECONOMY



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the European Union

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GUIDE OF BEST PRACTICES ON YOUTH INCLUSION AT SOCIAL/LABOUR MARKET LEVEL

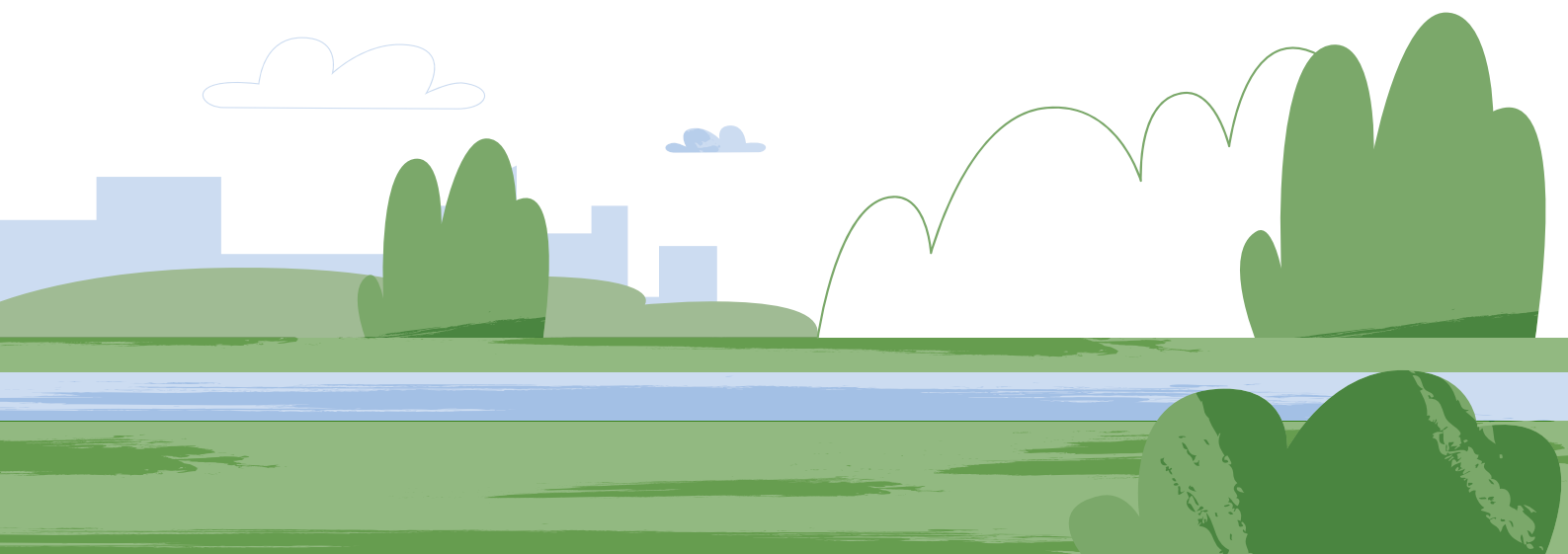
INTRODUCTION

This Guide is a compilation of factsheets describing various social inclusion best practices across Europe. These include both profit and non-profit initiatives, from small-scale start-ups to established NGOs, addressing a variety of topics in different sectors, but always addressing the inclusion of youngsters at social and labor market level.

The objective of these factsheets is to show concrete and successful examples of youngsters' integration and involvement in society, especially addressing those with fewer opportunities.

Youth workers can use these factsheets to select relevant examples to share with youngsters and inspire them to join similar initiatives in their country or even replicate them in their own city.

Each factsheet contains basic information about the initiative, and a list of the skills/competences that youngsters can gain by getting involved. It also offers actionable insights and practical tips on its implementation.



MARKETING DIXITAL E COOPERATIVISMO



@fundaciopaideia

Target Group:

16-29 years old.

Good practice:

- > Formation in digital marketing and cooperativism for youngsters of rural areas.
- > Promote self-employment

Links:

<https://www.paideia.es/formacion-marketing-dixital/>

Name of the project:

Marketing Dixital e Cooperativismo

Name of the organisations:

- > Fundación Paideia Galiza
- > Escuela de Organización Industrial

Description:

During the training course, cooperative business ideas in the Digital Marketing sector will be developed in groups. The two most outstanding proposals will receive support for the start-up of their cooperative business during the first year of its existence, including establishment costs and the payment of salaries and social costs during the year 2022. In addition, the selected proposals will receive specialized mentoring for the development of the project.

AERESS: FOR A SOCIAL, SOLIDARITY AND GREEN ECONOMY



Country:

Spain

Target Group:

Unemployed young between 16-25 years old.

Good practice:

- > Labour market integration of people at risk exclusion.
- > Waste recovery and recycling.
- > Networking between social organizations, businesses and governmental institutions

Links:

<https://aerness.org/>

Name of the project:

Aerness: for a social, solidarity and green economy

Name of the organisations:

- > NGO Aresses

Description:

Integrated waste management activities: collection, sorting, repair and sale in shops, etc. generate training and work itineraries focused on improving employability and offering opportunities for vulnerable people to enter the labour market.

The phases of socio-labour inclusion are:

- > Initial employability diagnosis: skills, potential and areas for improvement.
Personalised plan and training for employment: skills training, vocational training for employment, pre-employment training, intermediation and employment guidance.
- > Labour market: labour market insertion itinerary.

HARVESTER WOMEN



Country:

Spain

Target Group:

Women in a situation of social exclusion

Good practice:

- > Generate self-employment formulas through the circular economy for groups with fewer opportunities.

Links:

<https://mullerescolleiteiras.blogspot.com/>



Name of the project:

Mulleres Colleiteiras (Harvester Women)

Name of the organisations:

- > Mulleres Colleiteiras

Description:

The primary goal of the "Mulleres Colleiteiras" project is to involve socially excluded women in the collection, storage, valorization, and reutilization of used domestic oil. By doing so, the project aims to empower these women to join the formal self-employment sector. Additionally, the initiative provides an effective solution to the issue of oil spills in kitchens and promotes the responsible use of this valuable resource.

YOUNG CHANGE-MAKERS



Name of the project:

Young Change-Makers

Name of the organisations:

> Impact Hub Liepāja

Description:

Liepāja's energy efficiency week was opened with the "Young Change-Makers" project for young people, in which young people aged 16 to 30 participated in practical training with Latvian and Swedish circular economy, sustainability and energy efficiency experts. In the training, young people were invited to think about the creation of a business and how to realize it through the prism of sustainability/circular economy.

Country:

Latvia

Target Group:

16-30 year olds

Good practice:

- > Starting business
- > Entrepreneurship in circular economy
- > Sustainability

Links:

<http://liepaja.impacthub.net/izglitiba/form/>

GET EMPLOYED IN GREEN



@ASOCIACIONDELOA

Name of the project:

Emprégate en Verde (get employed in green)

Name of the organisations:

- > Asociación Deloa
- > Escuela de Organización Industrial
- > O Fogar do Santiso

Description:

The objectives of this project were:

- > Promote interest in innovative projects based on environmental sustainability and circular economy through hands-on experience.
- > Facilitate self-awareness and skill development through practical training in various professional sectors.

It was carried out with a group of 15 young people between 16 and 29 years old who were neither studying nor working. The majority lacked higher education and came from rural municipalities.

The training took place over 3 months and was structured around 3 training modules: Job skills and career guidance, visits to local companies and initiatives related to circular and sustainable economy, and practical training in 4 different sectors, alternating each week between organic farming, bakery, cooking, and service.

Rotating through different trades facilitates self-awareness and the development of various important skills for job placement.

Country:

Spain

Target Group:

Young people between the ages of 16 and 29 who were not studying or working at the time of the training.

Good practice:

- > Practical training in a company
- > Employment opportunities
- > Understanding circular economy as a successful business methodology
- > Self-awareness and development of different competencies necessary for job placement.

Links:

<https://www.deloa.es/es/noticia-empegate-en-verde/>

<https://fogardosantiso.es/es/2022/04/21/fogar-do-santiso-deloa-y-la-eoi-forman-a-jovenes-desempleados-en-oficios-vinculados-a-la-agricultura-y-la-restauracion>

RADI, LIEKU NERADOT!



Country:

Latvia

Target Group:

13-19 year olds

Good practice:

- > Lectures about circular economy
- > Young people inclusion

Links:

<https://www.urda.lv/jaunumi/izveidota-video-lekciju-serija-par-aprites-ekonomiku-jauniesiem>

Name of the project:

Radi, lieku neradot!

Name of the organisations:

- > Daibes ilgtspējas centrs

Description:

Association "Daibes ilgtspējas centrs" of the campaign "Radi, lieku neradot!" has developed a series of video lectures, which provides an insight into environmental topics and the circular economy in a way and symbols that young people can understand, with the involvement of inspiring industry activists. Lectures are intended for 13-19-year-olds (grades 7-12). The lectures are built on the basis of the basic principles of competence education, which means that teachers will be able to easily integrate the updated environmental topics and tasks into their subjects.

During the lectures, young people will not only learn about the basic principles of the circular economy, but will be invited to actively participate with the help of various tasks. In order not to miss out on practical experience, in addition to the classes, online conversations are also planned, where well-known environmental activists will share their experiences and views on life.

MOVE IDA – BEWEGT DURCH IDA



Country:

Germany

Target Group:

16-30 years old

Good practice:

- > Get out of the comfort zone
- > Get to know different cultures
- > Change social environment
- > Learning by doing

Links:

<https://minor-kontor.de/move-ida-bewegt-durch-ida/>

Name of the project:

move IdA – bewegt durch IdA

Name of the organisations:

- > Minor

Description:

Unemployed young people and young adults have the opportunity to enhance their job prospects and improve their access to the overall job and training market by participating in a two-month company internship in Sweden, Spain, or the Netherlands. This international experience aims to provide them with job-related perspectives and directly increase their chances of success.

The project's objective is to enhance personal skills (such as self-efficacy, intercultural skills, and motivation) through overseas work experience and the resulting change in environment. By engaging in work experience abroad, participants develop alternative

life plans that reduce reliance on social benefits. Individual coaching during the post-program period improves the likelihood of successful placement.

The project staff provide pedagogical and organizational support to the participants throughout the entire process. This includes pre-departure preparation, on-site accompaniment during the overseas experience, post-program follow-up, and assistance with integration into work or training.

ENPLEGU BERDEA EZAGUTZEN



Name of the project:

Enplegu Berdea Ezagutzen

Name of the organisations:

- > Garapen

Description:

The main objectives of this project are:

- > To contribute to the definition of the professional objective of the most vulnerable young people, offering them the possibility of knowing and putting into practice their abilities, skills and interests in different areas of the circular economy, in the green field, through training in 4 thematic areas (green trade, organic farming, waste management and renewable energy).
- > To improve and/or contribute to the definition of the professional objective of the participating people, guiding them towards the opportunities derived from the sustainability of the market.
- > To Adjust employment expectations to market reality.
- > To Accompany in the personal development of each participant, in self-knowledge.
- > To Carry out tailor-made training in different subject areas that contributes to the definition of the professional objective. Facilitate self-knowledge and the development of skills.

Country:

Spain

Target Group:

16-30 years old, unemployed and with low educational level

Good practice:

- > Training at workplace
- > Sustainable economy as an entrepreneurial alternative
- > Awareness

Links:

<https://garapen.net/> (<https://garapen.net/>)

DO IT YOURSELF



Name of the project:

DO IT YOURSELF

Name of the organisations:

> Keep The Change

Description:

MAIN AIM - develop social media literacy, business development skills, cooperation skills, critical thinking, leadership, and generate new ideas, show what Erasmus+ are about.

During these 11 days 30 young participants created their own business ideas, talked about business plans, learned where to create a good CV, found out how to use different digital tools (Canva, google drive, photo and video editing apps etc.). We did personality tests to find out more about ourselves.

We had almost 40 different sessions led by all our participants. Almost 40 different energizers to lift up our mood and prepare for sessions. Thank you Agija Jirgena for that

Group work, Individual work, working in international groups, national groups - all of that only in 11 days.

Now we know cultural differences and also similarities in all 4 countries - Latvia, Georgia, Poland and Lithuania. We now know what the traditional food tastes like in each of these countries.

But most importantly - each participant now has more friends, bigger confidence in themselves, an open mind and better understanding of tens and hundreds of things.

Country:

Latvia

Target Group:

Young people

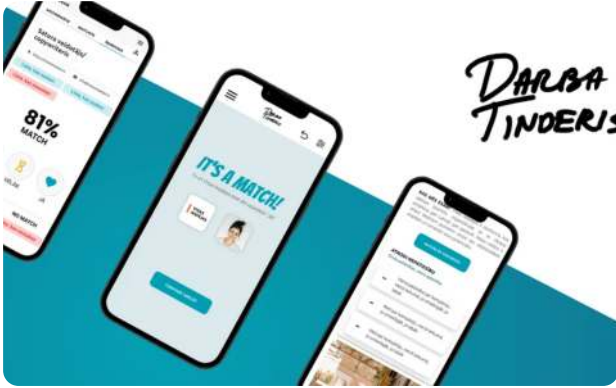
Good practice:

- > Inclusion
- > Turn a hobby into a business

Links:

<https://fb.watch/lcc0upEnpb/>

DARBA TINDERIS (JOB TINDER)



Country:

Latvia

Target Group:

Young people

Good practice:

- > Labor inclusion
- > A more efficient way to search for a job

Links:

<https://visasiespejas.lv/job/darba-tinderis>

Name of the project:

Darba tinderis (Job tinder)

Name of the organisations:

- > Visas iespējas

Description:

We, "Visas iespējas", have created an unprecedented solution for job seekers in Latvia - Job Tinder, which will help you significantly facilitate the job search process.

Darba tinderis (Job tinder) is an online platform: darbatinderis.lv, where it will be possible to view job vacancies, apply for them and conveniently arrange a meeting with a potential employer. Jobseekers registered at the job tinder festival will search for the best match with an employer within 3 weeks. The event will take place online, so any resident of Latvia is invited to register and participate, regardless of place of residence and availability of time.

Job tinder is created on the principle of the dating platform "Tinder", only in this case the user (job seeker) creates his profile and notes his interests, skills and what kind of job he is looking for. The user will be able to see vacancies in which interest has been mutual - both from the job seeker's side and from the company's representative. Such a solution is innovative in Latvia - it speeds up and facilitates the job search process for both job seekers and employers.

GREEN TECH CLUSTER



Name of the project:

Green Tech Cluster

Name of the organisations:

> Green Tech Cluster

Description:

The main goal of BE the Future is to increase the awareness of self-employment as a possible career direction for young women from Sweden, Estonia and Latvia, creating a positive attitude towards entrepreneurship and encouraging them to test their ideas in real life. Starting a business can be an effective way for young people to enter the labor market. Although young people often have the necessary ambition to start a business, this will not always translate into a successful business start-up. The three-year project envisages the promotion of entrepreneurial thinking by creating peer-to-peer cooperation networks in which to share experience and resources. Including giving the teams the opportunity to meet inspiring mentors and listen to their instructions and advice for successful business development. The goal of the project is to prepare, train and support 225 young aspiring entrepreneurs from three countries by creating and developing student companies. By the end of the project, at least 50 student companies will be created, which will be able to implement business in practice.

Country:

Latvia

Target Group:

Girls aged 15-18 years

Good practice:

- > Entrepreneurial thinking
- > Networking
- > Sustainability
- > Labor inclusion

Links:

<https://greentechlatvia.eu/lv/esi-nakotne/?cn-reloaded=1>

HOPE21



Country:

Latvia

Target Group:

15-21 year olds

Good practice:

- > Youths with fewer possibilities inclusion
- > Labor inclusion

Links:

<https://houseofhope.lv/lv/hope21>

Name of the project:

HOPE21

Name of the organisations:

- > HOUSE OF HOPE

Description:

HOPE21 is a scholarship program for disadvantaged youth between the ages of 15 and 21. Our goal is to find motivation in young people to finish school, build character and be important parts of society. Young people receive a monthly stipend (20-50 eur). Young people are inspected by one of the youth workers, they participate in youth center meetings, but most importantly, they are helpful and take responsibility for the activities of the youth center.

We build character through active participation and positive relationships.

HÂP FOR ALLE started a scholarship program in the Baltic countries in January 2012. In the winter of 2014, it was decided to develop the scholarship program further, creating a more versatile program in which young people should be more involved and take responsibility. This is how the HOPE21 program was born. In 2014, six of the HOUSE OF HOPE young people became scholarship laureates for the first time. In February 2015, thanks to HÂP FOR ALLE, 10 more scholarships were awarded to HOUSE OF HOPE young people. Currently, there are 24 young people in Latvia who have been awarded this scholarship. Also in Tallinn, Estonia there are currently 14 HOPE21 scholarship holders.

ARTISTIC YOUTH RESIDENCY



@ASOCIACIONDELOA

Country:

Spain

Target Group:

Young people between 16 and 29 years old with an interest in musical creation.

Good practice:

- > Appealing topic for young people

Links:

<https://www.deloa.es/es/residencia-artistica/>

Name of the project:

Residencia Artística Xuvenil (Artistic Youth Residency)

Name of the organisations:

- > Asociación Deloa
- > Escuela de Organización Industrial

Description:

This training allows the participants to get to know the music industry and give them the tools to develop their artistic projects. In addition, they will have the opportunity to get to know each other and form work groups, creating a musical laboratory. At the same time, the skills for employment will be worked on in training carried out by professionals in the communication, coaching, personnel selection and job orientation sectors, preparing them for their future employability.

This project aims to work with young people through an appealing topic for them. The main objective with most of the participants was to return to the educational system to get a basic academic qualification.

FUNDACIÓN EXIT PROJECTS



Country:

Spain

Target Group:

Unemployed young between 16-25 years old.

Good practice:

- > Reduce school dropout through innovative and adapted training that promotes access to employment.
- > Training at workplace.
- > Soft skills

Links:

<https://fundacionexit.org/>

Name of the project:

Fundación Exit

Name of the organisations:

Fundación Exit

Description:

To generate opportunities for young people in vulnerable situations through:

- > **Guidance and motivation** for young in vulnerable situations in the 4th year of ESO and FP so that they continue with their training. Work with vocation, motivation, abilities and future prospects.
- > **Creating training proposals** between the educational model and company , especially in sectors with greater employment opportunities.
- > **Work with training itineraries**, especially for young people who need access to the labor market but don't have two years to study vocational training. The training is designed with the collaboration of the companies, matching the needs of the market to maximize the possibilities of hiring. Follow-up by professionals linked to the business, educational and social world.

Examples of specialised training in collaboration with companies:

- > Dual training in hospitality with Fundación Mahou San Miguel,
- > Alarm installation technicians with Movistar Prosegur Alarms and Fundación Prosegur.
- > Home energy installation technicians with Fundación Mutua Madrileña and Agremia.

PROJECTS “DEVELOPMENT OF THE INNOVATION CENTER IN THE CITY OF LIEPĀJA” PROGRAM “DIGITAL PRODUCTION”



Name of the project:

Projects “Development of the innovation center in the city of Liepāja” program “Digital production”

Name of the organisations:

Zinātnes un izglītības inovāciju centrs

Description:

The "Digital Manufacturing" program includes five lessons - "Practical Project Management", "2D Computer Aided Design", "3D Computer Aided Design", "Printed Circuit Board Assembly" and "Equipment Demonstrations". During the lessons, the students got hands-on experience with various digital manufacturing equipment, such as a small CNC milling machine, laser cutter and vacuum forming machine, learned digital design in programs such as Tinkercad and Inkscape, and learned soldering skills. It is the practical operation that has been the main emphasis in the implementation of the program. Promoting young people's ability to use digital production equipment will broaden horizons, showing that choosing a career in STEM fields is a sustainable choice, taking into account the trends in the world and the demand for specialists both in Latvia and Europe. An important aspect that the program addresses is the fact that the design stage determines for 80% of the life cycle of a product and the design stage is vital to ensure product viability.

Country:

Latvia

Target Group:

11-18 year olds

Good practice:

- > Digital production
- > Skills in STEM fields
- > Digital design
- > Sustainable design
- > Labor inclusion

Links:

<https://ziic.liepaja.edu.lv/aktualitates/tehnologiju-koprades-telpa-istenota-eez-n-projekta-nosledzosa-interesu-izglitibas-programma-digitala-razosana/>



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