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PORTUGUESE NATIONAL STUDY on strategic non-formal and informal competences of social and educational professionals



Exchanging practices to recognize and validate competences of social and educational professionals.



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Introduction

Research activities that were carried out to prepare the report on Portugal

Four types of activities:

- Documental research on the subject at a national, European and global level;
- Interviews with relevant people on the subject (in a political, technical, professional or personal point of view);
- Online survey targeting educators and social workers;
- Case study – a project with NEETs as a main topic.

1. NEET SITUATION – PORTUGUESE OVERVIEW

NEEF definition: population aged between 15 and 24 that is not employed or in any kind of educational or training activity.

The simple clarification of the youth unemployment indicators is not enough to express the true nature of all the problems with which youngsters have currently to deal: irregular professional experiences, interchange between working periods and educational/ training periods, long-term precarity of labour relations, non formal modalities of training and self-employment.

Life paths of young people become full of «indeterminacies, ambiguities and anomalies» (PAIS, 2012)

The concept of NEET covers not only the conventional unemployed young people, but also other situations, like inactive young people due to health situations, disabilities or motherhood, imprisoned, non-paid volunteers, in self-training or in any kind of informal activities.

1.2 EUROPEAN MAPPING OF YOUNG NEET

In the last years, as a result of the economic crisis, there has been a clear growth of the NEET population in Portugal (about 20% between 2004 and 2013) resulting in a total of

14.1% of NEET population of young people aged between 15-24 years old (slightly above the EU average of 13%). This trend occurs mainly because of the increase of unemployed young people (from 5.7% to 9.2%). In fact, the proportion of Portuguese NEET young people who are inactive has proved consistently lower than the European average in this condition, and even decreased slightly between 2004 and 2012 (from 5.4% to 4.8%) (source: Eurostat; see Figure 1).

Figure 1 - Young NEET between 15 and 24 by labour status

COUNTRIES	UNEMPLOYED	INACTIVE
ITALY	9,7	12,5
BULGARY	7,3	14,3
SPAIN	13,3	5,4
PORTUGAL	9,2	4,8
EUROPEAN UNION	6,9	6,1

Fonte: Eurostat

"Contrary to the commonly shared view that the NEET situation would be a voluntary and individual choice of idle youth, Eurostat data showed a strong growth among Portuguese NEET young people in the last decade, of the feeling that 'we want to work': from 2004 and 2013 the percentage of NEET young people who expressed this desire increased from 7% to 12%" (ROWLAND et al, 2014: 6). On the other hand, the number of Portuguese youth in NEET situation that say they don't want to work has decreased (from 4,2% to 2%), in line with the European average (source: idem; see Figure 2).

Figure 2 - Portuguese and European Union Young NEET between 15 and 24 years old by labour status

	Unemployed	Inactive		
	2004	2013	2004	2013
Portugal	5,70%	9,20%	5,40%	4,80%
European Union	6,40%	6,90%	6,40%	6,10%

Fonte: Eurostat

	Want to work	Don't want to work		
	2004	2013	2004	2013
Portugal	7,00%	12,00%	4,20%	2,00%
European Union	9,00%	9,60%	3,80%	3,40%

Fonte: Eurostat

This data expresses perfectly all the labor constraints to which the young Portuguese have been recently subjected, in a labor market where employment opportunities structure is in full compression, is little receptive to the inclusion of young workers and

can intensify attitudes of discouragement to the job search.

1.2 NATIONAL MAPPING OF YOUNG NEET

The increasing of youth rate between 15 and 24 years in NEET status has been transversal to all areas of the country, with an average national growth of 2.9% between 2003 and 2013 (source: National Institute of Statistics). The autonomous regions of the Azores and Madeira, currently have the highest rates of young people NEET in the country (24% and 21% respectively) and they had a bigger increase between 2003 and 2013 when compared to the national average and the other regions of the country (8.5 per cent in the Azores and 5.2 in the case of Madeira). In the specific case of the autonomous regions of the Azores and Madeira, the growth of NEET young people increased dramatically after 2010, when the economic crisis was installed officially in Portugal (17% to 24% in the Azores and from 15% to 21% in the case of Madeira) highlighting the greater vulnerability of young people in these regions (see Figure 3).

Figure 3 - Young NEET between 15 and 24 years old in Portugal by region.

Portuguese regions	2003	2013
North	11,9	14,1
Center	7,7	9,7
Lisboa	12	15,1
Alentejo	11,6	15,8
Algarve	11,7	14,5
Azores	15,5	24
Madeira	15,8	21
Portugal	11,2	14,1

With lower values than in the autonomous regions, Alentejo and Lisbon are the regions with the highest rates of NEET young people in the Mainland (15.8% and 15.1% respectively). They are also the continental regions where young people NEET rates have increased above the national average (4.2 and 3.1 percentage points respectively). The region of the Middle Country, has consistently had the lowest rate of NEET in Portugal in this period and it is also the region where the NEET population has grown lower in the last 10 years (increasing only 2%). Finally, Algarve and the North region

have an evolution on NEET population similar to the National trends (14.5% and 14.1%, respectively).

The NEET rate actually reaches its highest value among young people in When considering the age group between 25-29 years or even 30-34 years, NEET rates became higher (20.8% and 18.9%). These are very high numbers if we consider that we are talking about 1/5 of the Portuguese young adults population.

In several regions of the country, the growth of young people NEET rate between 2003 and 2013 has not been linear, and there have been many fluctuations in time and space. Indeed, a youngster can come in and go out of the NEET status very often.

1.3 SOCIAL COMPOSITION OF YOUNG NEET IN PORTUGAL

The risk of exposure to NEET situation of young people is largely associated with the level of education obtained. In fact, there is a decrease in NEET rates, as the education level of young people increases (19.6% for primary education, 15.2% for secondary education and 14.8% for higher education). This means that, although NEET have also increased among graduates of higher education, qualifications do constitute a protective factor. On the other hand, this risk is also more visible among women, considering the fact that they have a higher NEET rate than men at all levels of education. It should also be noted that the difference between the sexes increases in direct proportion to the increase in the level of education, reflecting a greater difficulty in entering the labor market by women with higher education levels, when compared to their male counterparts with the same levels of education. When taking into account gender differences in the age structure of NEET, it appears that the younger women, between the ages of 15-19, are slightly more protected when compared to boys of the same age: the male rate is higher in this case (8%). However, this risk is deteriorates progressively for women as they get older, and the NEET rate is considerably higher for women between 30-34 years (20.4%) than for men in the same age (17.3%) (ROWLAND et al, 2014: 8-10; see Figure 4 and 5).

Figure 4 - Young NEET between 15 and 24 years old in Portugal by gender and scholar level.

Scholar level	Men	Women	Total
Primary and Lower Secondary	19,20%	20,20%	19,60%
Secondary	13,80%	16,40%	15,20%
Higher Education	12,00%	16,30%	14,80%
Total	16,40%	17,90%	17,10%

Figure 5 - Figure 4 - Young NEET between 15 and 24 years old in Portugal by gender and age.

	Men	Women	Total
15-19 years old	8,00%	6,60%	7,30%
20-24 years old	20,30%	21,00%	20,60%
25-29 years old	22,20%	19,50%	20,80%
30-34 years old	17,30%	20,40%	18,90%

1.4 CONCLUSIONS

- The NEET population is composed, in part, by a profile of young people who would like to work but who are 'discouraged' in job search;
- Low-skilled young people remain the most vulnerable to NEET condition;
- With regard to gender differences, women has a higher vulnerability and female NEET rate increases substantially as age increases;
- In regional terms, the autonomous regions of Azores and Madeira stand out noticeably with the highest of Portuguese young people in NEET status. Although with a lower incidence than in the islands, Alentejo, Lisbon and Algarve stand out on the mainland, because they have young NEET rates above the national average.

1.5 CHALLENGES

- Reduce the risks: risk of NEET growth; risk of increasing regional disparities; risk of divestment or suspension of already implemented ground-programs;
- Understand youth vulnerabilities: the concept of NEET and public policies. The concept of NEET proves to be a useful tool to support the development of public policies for young people, whose main advantage over other indicators, is that it condenses a set of vulnerabilities that particularly affects the youth population. NEET are not a homogeneous audience, to which global policy measures can be addressed, but rather a heterogeneous group of individuals with different live experiences and problems, requiring also different answers. Therefore this diversity embodied in the concept of NEET, allows public authorities to design flexible policies, more suitable to serve the needs of each territory and the NEET population specific profile.

2.INTERVIEWS

2.1 PLANIFICATION

Interviews made in portuguese research. The following people were interviewed:

1. Ana Branco Lopes - President of the National Youth Council
2. Vitor Pinheiro - Executive Director of the Youth Guarantee Program
3. Carlos Franco. Vice-President of the CNJ - National Confederation of Young Farmers and Rural Development
4. Sandra Afonso - President of APES- Portuguese Association for Social Education
5. Vanda Vieira - Training technician in Professional Training Centre of Commerce. Project researcher of the NEETS at Risk Project.

The political relevance of the interviews, is due in the first instance to the Executive Director of the Youth Guarantee Program, with whom it was possible to make a systematic approach to the exclusion of young people in Portugal and in the European Community and a very specific delimitation of the activities related to the NEET phenomenon.

In the voluntary sector we listened to two leaders of organizations active in youth policies: the President of the CNJ - National Youth Council (which brings together youth organizations nationally representative) and the vice - president of CNJDR (the National Confederation of Young Farmers and Rural development). In this plan the greatest difficulty was precisely to define objectively the issue of NEET and to face the lack of accuracy of official information on the matter.

At a professional level, the president of APES representing the social educators admitted that the NEET approach in its specificity does not exist in an organized way and there may be specific situations involving social educators, but they are little known or rare.

The interview with a researcher on the phenomenon, the technique of CECOIA Vanda Viera that streamlines the Project Neets at Risk " EARLY identification, INDIVIDUALIZED targeting and TAILORED intervention for young people at risk of NEET - flexible pathways and an effective methodology for the transition into the labor market and a specific approach to young people NEET situation.

2.2 . INTERVIEWS CONCLUSIONS

From the interview with Joana Branco Lopes, President of the CNJ - National Youth Council, the following should be highlighted:

- since the employment crisis in Europe began to affect young europeans that the symptoms of this phenomenon NEET came to the evidence. The problem is both general and specific. There is no solution to youth unemployment in particular, but resources can be mobilized to facilitate access to employment for young people, notably by adapting the education system to the professional demands of our times;

there is no care in separating the information on young people that we can associate with NEET condition from the rest. There's no specific information on the NEET, even the Youth Warranty programme doesn't make available any specific data about the NEET participating in the programme. This has been a battle of CNJ near the official bodies;

At this time the Youth Guarantee Programme ensures a professional STAGE. But little else;

the intervention system and support for young people, despite much talk about networks and cooperation there is a contempt for the work of the practitioners in the field. The most active youth organizations, such as PAR (Social Responses), the ANJI-DJAP (Diaspora), JOC (Catholic Youth), FNAJ (local development), among others, have a sense that everything has to be asked, asked, almost "begged" so we can act in a decentralized manner and with the direct involvement of young people.

We have many reservations about the communication and marketing campaign that publicized the Youth Guarantee programme, because it deals exclusively with the issues of employment. But this is only a part of the problems of NEETs. This campaign is still working at an European level, it aims to get applications and little else. It takes very little to what is required in view of the existing problems.

Regarding the powers of operators, we CNJ, will launch a process of skills validation for association leaders which can also focus in these more practical aspects of working with NEET. It is something to consider maybe we can fit it in the training activities that we'll develop in the short term.

The European Youth Forum will address issues related to the involvement of representative bodies of the companies in this process to support young people's access to employment and strengthen the role of youth organizations in the business world and the Third Sector organizations.

The interview with Victor Moura Pinheiro (VMP), Executive Director of the

Youth Guarantee Program, addressed five main points:

1. The relationship between the Youth Warranty programme and the NEET situations;
2. The opinion on the situation of NEETs and the causes that are in its origin;
3. The activities of the actors and their skills;
4. Validation of the Youth Permanent Observatory Report;
5. Invitation to accompany the Comwork process.

About the part 1., to better understand the functioning of the Youth Guarantee program certain concepts were clarified and some references detailed related to youth unemployment, as follows:

a) there is (i) migration of young people to several countries, but there are also new residents in Portugal, from other countries that create companies and even appear in the news (see the FORBES and some Start - ups in Lisbon and Braga);

b) the concept of unemployed includes several situations like not having a job, but also young people who are not able to take up a job or who are not available (some have a kind of support activities to their family that could be considered employment);

- In Portugal, the harmony between the Youth Guarantee Program and young people in NEET situation is total. Low qualifications and early school leaving (17%) remain central issues. The great difficulty is to handle with the big pressure of the media on the unemployment of graduates and skilled workers, situation that has a very negative impact promoting demotivation and linear thinking which translates into the question: continue to study what for?

- The Youth Guarantee is based on several pillars:

a) help young people to make their planning (identifying opportunities, organizing their information.);

b) close the gap of lack of necessary information, ie, inducing the need for information (the young person needs to know he needs it);

c) combat the idle cycles (promote activities for this purpose - volunteership, etc.).

At the methodological level there should be proactive Dynamics: go after, searching, meeting ... instead of waiting.

In this approach it is essential to create a good Partnership Network (there are currently over 800 partners with us). The network plays a central role in all global and local policy intervention.

The CPCJ Network assures up to the age of 18 years the identification of many cases and works the situation of those who do not know if they need help or not.

Portugal has some differences with the other countries, specifically in the intervention up to 30 years and develops very specific nature of actions especially in the field of

Marketing of Professions;

About NEET, a differentiation must be stated. Young people make their own choices, and these can not easily be countered, as in the case of those who opt for a passive attitude and sit waiting. Nevertheless, there are many others who adhere to proactive measures such as internships. There are sectors such as Tourism who need manpower and knowing that there is a mismatch between training and the needs of businesses, the willingness of young people to participate in offers of this kind is essential for arising of more consistent opportunities. Also in the Agrifood Industry there have been identified needs that are not met by conventional job offer.

Several developments in methodologies have been registered lately. Presently, training offers have in regard the participant life story. They don't show a catalog of courses as the solution to people's problems (solution is designed by the supply side). The logic is now more focused on a collaborative decision (technician - participant). It has been considered more consistently the fact that there are big numbers of dropouts from the training courses, precisely because there has not been a good matching between the expectations and desires of the young and the course that was proposed at a certain time.

There are several projects that can be considered successful. For example the project of TESE (NGO) that encourages young people to make contact with concrete realities of the local business world is clearly indicative of modes of action open to the community that are alternative to attack the problem from the offices. In this context we should value the skills of the actors related to the creation and management of networks and particularly of companies and organizations with economic activities. Another international experience is the CDI Committee for Democracy in Information Technology that mobilizes young people from a technological approach to learning initiatives that have an inclusive dimension in the social plan. It is a very rich experience in risk prevention of illiteracy, school dropout and lack of interest in future employment.

About the Permanent Observatory of the Youth report we can say that it contains the essential characteristics of the NEET in Portugal. What the report sets out very clearly is that the approach to NEET situations can not and should not be limited to the issue of employment or to employability.

Interview with Carlos Franco Vice - President of the CNJ National Federation of Young Farmers and Rural Development.

The NEET phenomenon is not entirely new. There is a similar situation that has existed for several years which corresponds to the status of permanent Intern.

These new forms of relationship of young people to the labor market are the result of the increasing casualization of labor relations that have been softened favoring the employer.

There is a Labour Theory betting on detachment of young people from the labor market. Traditionally there has always been the effort to combine studies with work, see the situation of working students. Now it is intended that the dominant mode is the provision of services.

In this plan the NEET are the youth of uncertainty. They do not know what they can count on. This is its key feature.

The trial of professions has always existed but now it has become a way of life.

About the conexions of this phenomenon to the "School ineffectiveness" it should be emphasized that there is a weakness in society that encourages school leavers. First of all by the aggravation of the situation of unemployment of new graduates. Furthermore the increase in education costs in recent years. Look at tuition fees in higher education and school materials in other levels of education.

In this sense we can consider that the aggregation of social and cultural weaknesses, with the absence of incentives for students and costs of education, as the key - factors that produce a separation with the school system and consequently to employment.

About solutions, spontaneous emigration has been the main answer to the phenomenon. It is in fact the only true cyclical response that allows attacking the three central questions posed: insecurity, dependency and lack of prospects.

A specific analysis allows deepen topics such as:

- the youth of the post-industrial generation of peripheral belts of large urban centers without prospects, in tune with the mood of many of his family members who lost their jobs and had no retraining alternatives; with the closure of factories a deep connection was broken in the local working culture, that was based on the perspective of the families of successive generations working in local companies and project a shared future.

- the football cheerleading and anti-social behavior which are based in an indirect confrontation of prospects adopting very informal ways to express an evil - social being (garfitti, urban vandalism, gangs); the logic is more survival than seeking to change life direction or influence social developments.

In the field of real possibilities to act in favor of "reintegration" or "realignment in society" there is a perception that the country has given up on them, fact which will entail a progressive increase self - marginalization, in opposition with the announced efforts to support them and concerns about their future.

The interview with President of APES Association for the Promotion of Social

Education Sandra Afonso allows to withdraw the following notes:

The APES has not yet truly established an operational bridge with the issue of NEET but will do so very briefly with the holding of a meeting of social educators on the subject;

The idea that is transmitted by the most active social educators is that there are now specific methodologies to work the NEET situations but in the education plan are mobilized primarily techniques that have been consolidated in TEIP Programs - Educational Territories of Priority Intervention. Some schools have integrated in their TEIP social educators teams in which case these experiences will be relevant to the topic;

To approach young people in a comprehensive way and not just by the side of the job is a line of conduct which the APES advocates, and here the human being considered as a whole and not just as mere worker or unemployed. A holistic approach based on a project of life and a search for solutions interdependent is not compatible with the hyper-specialized performances focused on one or another aspect of the situation called NEET.

The interview with Vanda Vieira, the coordinator of Neets at Risk project at CECO, provided the following elements:

Vanda Vieira, CECO, vanda.vieira@ceco.pt

Trainer in the Vocational Training Centre of Commerce. Researcher at NEETS Risks Project.

a. NEETS phenomenon (or NEETS condition)

According to Eurofound, the European Centre for Change defines the term NEET as able "to describe young people who are not involved in any form of employment, education or training. The term came into the political debate in recent years due to the disproportionate impact of the recession on young people (under 30 years old). The unemployment rate for those under thirty is almost double the average 'rate.

b. NEETS qualities (in common)

Among the factors and characteristics associated with the NEET phenomenon, we include:

- Young people with low levels of education are three times more likely to be NEET than those with higher education and twice as likely than those with secondary education, according to the OECD report (2014);
- Immigrant youth are 70% more likely to become NEET compared to other young

people;

- Young people with poor health or disabilities that have a probability of more than 40% being NEET than those who have good health;
- People living in remote areas and small towns have up to 1.5 times more likely to be NEET compared to those living in medium to large cities;
- Young people from low-income families are more likely to become NEET than others.

c. Negative/ positive features

Negative:

The Eurofound report (2012) identifies two main risk factors associated with NEET: Handicap and malaise (...) the concept of "discontent" on the other hand, refers to how young people lose interest in school, leading to low levels of attendance, truancy, behavior that leads to exclusion from school and often school dropouts.

Positive:

A partnership between schools and industry as an essential component of compulsory education - business involvement is a necessity in this area so that they can convey their experiences and knowledge (as in the case of Portugal). Young people at the age of completion of compulsory education and training who are attending upper secondary schools or vocational training centers in the province of Vicenza and requiring transfer to another provider institution or VET as they need to rethink their choices and change their education or via vocational training if they no longer match their training needs and route of initial training (such as the example of "passaggi": ACCORDO DI RETE Istituti Città di VICENZA ("passaggi: Network Agreement between schools in Vicenza", Italy)).

d. Causes and social conditioning

According to Dr Thomas Spielhofer and Dr Kerstin Junge, the Tavistock Institute, UK: "There is strong evidence from the literature highlighting how each person becomes NEET. Raffo and Reeves (2000), for example, argued that social capital plays a crucial role in the social exclusion of young people in transition from school to work. Through qualitative research on marginalized British youth, they provided evidence of how inadequate social resources limit the chances of young people at risk in a later stage of his life.

e. Type of actions

At this time, the CECOIA is promoting Project Risks, oriented towards the NEET. The project combines the development of an effective methodology to identify young people

at risk of becoming NEET (Not in Education, Employment or Training), an innovative intervention based on existing good practices tested in Portugal, Italy and Spain to prevent young people becoming NEET; and an impact analysis to measure the results of those pilots at regional / national level.

It's an Erasmus + project, and we are an international partnership of Portugal (CECOA, JFAlcântara and CEPCEP UCP), Italy (CPV), Germany (ISOB), Spain (FMA) and the UK (Tavistock Institute). The project aims to solve the problems faced by those who are not in education, employment or training (NEET) using a precautionary approach: Youth identification at risk of becoming NEET providing flexible interventions based on tailored learning paths and training and connection with the labor market.

The main results of the project are: the guidelines for early detection of potential NEETs; an individualized segmentation methodology and tailored intervention with those at risk of becoming NEET; a guide entitled "Model for early identification, aiming an individualized and tailored support intervention for potential NEETs: flexible paths and an effective methodology for the transition to the labor market." We will measure the impact of the proposed model for a number of approaches, tools and experts, including the results of pilot tests of Portugal, Spain and Italy, taking into consideration various intertwined variables, contextualizing its results and anticipating the challenges and opportunities it offers for NEETs, employers, training centers / schools, job counseling services and the potential social partners.

f. Guidance

During the project, the consortium will:

- (1) Identify the risk factors for young people becoming NEET and identify possible intervention measures at local / regional / national and European level;
- (2) Test / adapt a model of individualized segmentation and TAILORED/ FLEXIBLE intervention for young people at risk of becoming NEET. The focal point of the methodology is to identify a particular group of at-risk youth in each regional unit and mobilize the resources and community social capital to organize flexible and individualized pathways to each individual (support, training opportunities, mentoring, guidance etc.) in order to avoid a situation of chronic NEET, involving all relevant actors. We are developing guidelines for the implementation of the pilot project in partner countries.

As part of the pilot application sessions, mentoring and training directed to (1) enhance the development of employability skills and ease the transition from school / vocational training for the work will be performed and (2) provide opportunities for work experience.

h. individual workers.

The Risk Project aims to develop an effective front-end strategy to address the NEET issue within the EU, focusing on prevention rather than corrective action and support a transition "soft" of potential NEET from the vocational training system to the labor market, by improving their employability skills and competencies. To overcome this shortcoming, the project voyages (2005-2007) was created in Spain to promote job placement among young people with special difficulties in accessing the labor market due to their lack of professional skills. The priority target group was young people between 16 and 21 years and an early drop-out background. The goal is to experience qualification procedures for employment through new theoretical and practical training systems that work together with local companies.

i. Success Causes

Higher professional involvement in schools; the employer's schools and curriculum; consultation of young people who are open to learning or undecided about their future.

1. The need to adapt
2. Type of job profiles
3. Repertoires of Skills

Interview with Project Coordinator (IN) TSE / Oikos

a) WHAT ARE NEET?

"We did research on the current scientific literature when we designed the project, but then, by implementing the project, we discovered that contrary to what states the scientific literature on the subject, NEET are not a uniform group."

"NEET are people that share the circumstantial fact that they are not doing anything in a certain moment, but apart from that each one of them has a specific situation and characteristics and different reasons that led them to that condition."

"So it is not an operative concept to talk of NEET (in general) as a homogenous group and this is the basis for some of the mistakes we made in our intervention. There is no NEET profile, but NEET profiles. This is something I say with much certainty."

"Another hypothesis is the very fluctuation in the lives of young people (sudden transition / volatile contexts) for which the rigidity of the activities is not prepared. You have to design different activities that fit the specific needs of young people."

b) FIELD-WORK EXPERIENCE WITH NEET

"Oikos works with schools, training students for global citizenship and prevention of labor exploitation. In this context we realized that many of the young people contacted neither would consider going to university, or seemed prepared to integrate the labor market ... Specifically, there were skills, soft skills, that needed to be acquired ... Despite all that, those youngsters would be left on their own, once they leave school. The social ties would be broken and they would fall into an emptiness."

"After that we thought of the project (IN) EET- support for young employability in Braga. We built the project from the knowledge we had of the youngsters and methodologies already experimented by the projects we researched."

c) INNOVATIVE AND GOOD PRACTICES

Work on prevention rather than remediation

It is extremely difficult to reach young people who have already left the system ... there is no interest from schools to continue monitoring these young people after they have finished their training ... so it depends of their own initiative to remain connected to the system.. there is no initiative of the institutions in this matter ... nor is there a formal mechanism at this level.

What makes sense is to have a preventive attitude towards NEET situation, which means not intervening as someone is already under NEET situation, but proactively seek to work a set of skills that could prevent it from falling in this situation.

Network diagnosis

Where are they? Where do we find? There is no reason to enroll in Job Centre, there is no support from social security; there is no evidence of any associative participation.

At a local level it did not seem to exist an identification mechanism of these young people, so we decided to create a network of partners [with the technical and political institutions] allowing us to reach these young people who institutionally are not anywhere ... they are invisible in an institutional point of view ...

The first contact with the young is crucial ... In the enrollment it is not enough to put a

name and a phone number... we try to know a little more about the person and to stimulate a reflection by the person concerning their own answers ... and this is also a form of selecting the proper participants to the activities.

d) KEY COMPETENCIES NEEDED TO WORK WITH NEET

The profile of people that embraces a project is related to the profile of skills that the technicians control ... it is no coincidence that a project is structured in this way or that way... other skills profile of the individuals concerned would certainly lead to structuring a different project that could encompass other young profile NEET

Specific skills: teamwork - multidisciplinary teams (law, sociology, psychology, plus some technical profiles (about job search, marketing, etc).

Because NEET are isolated people, it makes sense to have the opportunity to share with others and work together, but then there has to be a balance of this with a lot of individualized work.

2. ONLINE SURVEY FOCUSED ON PROFESSIONALS

A survey of focused on social intervention professionals has been launched for the degree of sensitivity and knowledge that can exist in the professionals who perform actions on the ground about NEETs.

NEEF or NEET what to do and how to do?

Aim of the survey - presentation

In the ambit of the European study being carried out under the program COMWORK www.cpmworkproject.org (led by the University of Rome - UNIROMA3), participated by Universidade of Valladolid (Spain) and the Myths box (in Portugal) some questions about the NEEF (young Neither Jobs nor education, nor Training) that justify this questionnaire to professionals Social Intervention to whether: Know this reality of NEEF
The degree of importance they attach them in the future evolution of social conditions in Portugal:
May provide clues on policy measures and specific action bases for these specific public

The questions asked the following way:

In addition to public and generic references to NEEF (young people who are not in employment, education or training) has already contacted directly and personally with this issue?

I've read the text (s) / document (s) on the subject
 I have taken part in meeting / workshop / conference on
 I have participated in discussions / reflection on this theme

If contacted directly, pursuant above, how would you evaluate the phenomenon of NEEF?

Option 1 - passenger and transitory phenomenon that will mitigate the progressive output crisis situation
 Option 2 - It is a hard reality that will only be resolved if there are strong investments in social interventions
 Option 3 - This is a situation that will worsen because the crisis will remain and the compensation of social interventions will always be insufficient

If you have worked (social intervention) in situations involving young NEEF that policy recommendations, methodological and technical advance can to support processes aimed at inclusion of NEEF young?

Option 1 Create a young RSI NEEF
 Option 2 Facilitate, fiscal and legal level, temporarily informal flexible professional activities
 Option 3 facilitate the voluntary reception of NEEF in companies and other organizations under the slogan "choose what you want to do and we support you"
 Option 4 Creating alternative courses in the training schools and centers self-run by NEEF
 Option 5 promoting local actions against party and to facilitate communication and cooperation in supporting the young
 Option 6 Create self-help type groups between NEEF

If you know successful experiences in supporting the inclusion of these young NEEF please mention them

At a Subsidiary Research Laboratory on NEEF be made, will be interested / in participating actively?

3. CASE STUDY

<u>GENERAL INFORMATION</u>
Project Name: (IN) EET
Local: Braga / Braga district (North of Portugal)
Funding: Active Citizenship Programme (EEA Grants)
Promoters: OIKOS and Gulbenkian Foundation
Partners: Braga Municipality; Portuguese Institute of Sports and Youth.
Starting: October 2014; Ends: March 2016
Number of youngsters involved: 150 subscribers; 35 active participants.

Characterization of young people involved: majority are girls; age limit set: 30 years;

25/26 average age; most are graduates or recent graduates.

MAIN GOAL

Empowering young NEET employability in the district of Braga, helping them to change their situation and integrating them socially and professionally.

METHODOLOGICAL PRINCIPLES

Adapting to the needs of young people. The activities are designed to answer to common needs of young people, such as those directed to train their personal, social and working skills (the soft skills). Young people don't have to participate in all activities. They can negotiate their route with the coaching staff.

Individualized support. The employability of every young person active in the project, is evaluated, their training needs are considered and, according to their own perceived needs, a plan is built in which it is defined the type of support to be provided, using different types of activity. There are skills that are transversal and are worked with all young people, but there are specific skills that best respond to the specific route that it set by himself.

INTERVENTION DIMENSIONS

Guidance to training solutions in the working place, such as internships, volunteer projects or hiring by enterprises; (Includes TRYOURSELF activity);

Jobsearching, including the training of active job search techniques, presentation and communication, mentoring actions or networking sessions; (Includes the ENABLEYOURSELF and VALUEYOURSELF activities and IN CONTACT STEPS);

Entrepreneurship training, including entrepreneurship workshops and technical assistance for self-employment; (Includes ENTREPRISEYOURSELF activities, LAUNCH UP and IN THE FOOTSTEPS OF...).

FIELD ACTIVITIES

DISCOVER YOURSELF workshop

Grupal coaching workshop, lasting 25 hours, in order to help participants define career goals and find practical and appropriate strategies to achieve them.

ENABLE YOURSELF workshop

Creating adequate tools for job search, lasts 20 hours. Aims to present some tools that young people could use in order to favor their job search process (Linkedin, creative CV or professional web page).

VALUE YOURSELF Workshop

Personal Marketing workshops, lasting 30 hours, which have the intention, following the previous activities, of deepening the preparation plans for the realization of professional goals and the training of communication skills, that can be applied in job interview practical situations and pitches show.

ENTREPRENEURSHIP

Training for the creation of self-employment by conducting two workshops about entrepreneurship, in partnership with the Industrial Association of Minho. Subsequently there will be technical assistance in this area.

OTHER ACTIONS

Personalized support to young people who have integrated the actions of the project, through several face meetings follow-up.

SUCCESS STORIES

Case 1: Graduated young woman that was a long-term unemployed, participated in the coaching group. She began by making a self-assessment and then took the course of seeking employment, where she worked the CV and the personal marketing techniques. Later we accompanied her in job search (elaborating CVs and preparing for interviews). Luckily she managed to find work in her training area. It was necessary to overcome some difficulties that she revealed in empathy and interpersonal relationship.

Case 2: Young woman with the Secondary grade, she was a long-term unemployed. She worked with us the participation in Active Employment Measures (based in workplace training). She is now completing her probationary period.

EVALUATION OF THE PROJECT (what was done so far)

Positive:

"When we address the institutional partners we were received very enthusiastically. They considered that the project would face a relevant component, which presently does not have an answer and so it made perfect sense"

"We were not crazy when we think that the NEET was a problem that should be worked in this community"

Negative:

"When we ask for the support towards the dissemination and forwarding of these young people the local institutions were not so enthusiastic".

"150 youngsters have enrolled, but only about 35 effectively participated in the activities. Eventually the degree of formalization of activities and rigidity of the training process is not suitable for everyone."

Communication improvements. "Meeting the language that is familiar to the NEET (shape the language to their own desires and interests)".

"Unable to reach those young people who initially motivated the realisation of the project: problematic young people with few skills to overcome the challenges of the job market. We were able to reach those NEET with higher education and more favorable social and familiar situations".

WORK TO BE DONE IN THE FUTURE

- 1) Convince schools and local organizations working with youngsters that this preventive strategy makes sense;
- 2) Create a follow-up mechanism of secondary school students that allows institutions to assess their employability;
- 3) Longer duration of the project, with a better definition of the NEET profile that we want to work with.

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