

**SUMMARY OF PROPOSALS FOR GOOD PRACTICES IN THE THEME “EDUCATION, LIFE-LONG LEARNING AND JOB MARKET”**  
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No.	TITLE Region Regional Facilitator(s)	BACKGROUND, PROBLEM/NEED	OBJECTIVES, GOALS, TARGETS	SUMMARY
18.	<b>Campus for the generations</b> Brandenburg angelika.stuke(at)stk.brandenburg.de	<p>Until 2020, the age group of the age between 55 and 65 years will increase sharply - by about a third - from now around 340.000 to then 450.000 people. Then this age group is the strongest with a share of 39% of the population at the employable age in BB.</p> <p>At the same time different studies (e.g. the demand analysis of skilled workers in Berlin and Brandenburg) show an increasing demand of qualified employees, which can't be met by available employees.</p> <p>It is obvious, that in the near future the production- and innovation-process are to be managed increasingly by aging and older labour force, especially under the condition of expanding pressure for innovations. For that ways and methods for qualifying and training have to be developed.</p>	<p>Development of new ways for training of older work force respectively of older and young work force. The creativity and innovation ability of the older people should be build up by this new methods.</p> <p>Improvement of job opportunities for aging employees</p>	<p>In the context of the programme "older unemployed/older work force - experience meets challenges" of the ministry for labour, social, family und women affaires (MASF) of the federal state Brandenburg (BB), aging unemployed skilled people shell show their abilities being involved in creative, scientific work ("working in creative projects"). For it they work on demanding tasks provided by firms, and they are supported by universities of BB. At the project "campus of the generations" taking place at the university of Potsdam, job-seeking older people are working together with students. That is the unique characteristic of that project. The participants of the teamwork present the results of their work at public events. Also the older participants are registered as auditors at the university of Potsdam. The aim is to develop new ways and methods of qualifying and training and to improve the job opportunities of aging unemployed people.</p>
19.	<b>Centre for Working World and Parental Leave</b> Brandenburg angelika.stuke(at)stk.brandenburg.de	<p>The use of maternity and parental leave provides employers with the challenge of compensating the temporary loss of skilled staff. Small companies can experience serious difficulties (for instance, if several employees fail simultaneously). Family leave often causes conflicts and friction in companies</p>	<p>Early and joint planning of maternity leave, parental leave and of the return to the job by employers and employees aiming to minimize conflicts in the company, to raise the awareness of employers for a better work-life balance, to increase the proportion of fathers in parental leave, reduction of dismissals related to pregnancy and</p>	<p>The "Centre for Working World and Parental Leave" advises employees and employers in the joint planning of maternity and parental leave and the bridging of the absences. Employees also receive advice on the practical and legal issues related to the protection of mothers, the birth of the child and planning the first months of life and the</p>

		and is even used as a reason for dismissal (bypassing the protection rules against dismissal for employees on maternity leave, for example through giving notice after their return to work). Women also still carry the main burden in terms of childcare and family matters, being significantly disadvantaged in their careers and retirement. The expected burden on employers by maternity- and parental leave related gaps often lead to non-recruitment of women of fertility age.	parental leave.	return to the job. Companies also receive advices on how to improve the operational compatibility of career and family. In cooperation with the Federal Employment Agency employers are supported in the procurement of suitable replacement staff for employees on parental leave or on maternity leave.
20.	<b>Network “ small primary schools”</b> Brandenburg angelika.stuke(at)stk.brandenburg.de	Since 1996/97 the number of pupils in sparsely populated areas has started to decline and the process is ongoing. On the local level more and more schools have only 8 or 10 pupils per form instead of 20 or 25 in the years before. Therefore Brandenburg has installed that pilot project, which is nevertheless orientated on the main principle "short distances for small legs". And there are more advantages, for instance for the villages like: - configuration and support of a social and culture center - enhancement of the attractiveness for new families relocating in villages - safeguarding of jobs for teachers and other working stuff in schools	- guarantee educational opportunities with a high quality in sparsely populated areas - development of social competences - more job satisfaction for teachers	As a result of the low fertility rate also the number of pupils in primary schools is declining. Instead of closing schools, some "small primary schools" were installed, firstly as a pilot project (1994-1997). Since 1997 nearly 45 "small primary schools" were established in Brandenburg. Their teaching concept contains: - teaching in mixed age groups - lessons in weekly scheduls - individualized instructions/ open learning - project work
21.	<b>JOBSTARTER project "Vocational Training Agency custom-fit"</b> Saxony dorit.mueller(at)sk.sachsen.de	They initiate a recruiting network for apprenticeship especially for SME. Smaller enterprises mostly don't have the time and capacity to find a suitable apprentice. Applications are often incomplete. The network does the preselection for them and recommend the "custom-fit" apprentice. They support the applicants writing applications and managing job interviews. The "Practiceday" enhances the regular internship-program fur pupils in 9th grade. It helps the pupils to get to know all professions which can be learned in the area. During the regular internship the pupils work two weeks in the same company. The new program includes	- 150 additional apprenticeships - Improvement of professional education chances for pupils with lower graduation - Recruiting Network - Extension of the regular internship-program fur pupils in 9th grade in 4 secondary schools	Görlitz is an administrative district in the east of Saxony with about 290.000 inhabitants. It is a declining area with a low population density and big problems with aging and migration. Companies are faced with a lack of potential apprentices. At the same time young people and well educated people are leaving this area to work outside Saxony. The Vocational Training Agency "Custom-fit" tries to bring enterprises and pupils together to show them a future in the region. They help pupils to get to know vocational possibilities in the region and make a save decision for the right vocational training.

		three internships in three different companies in order to get to know different professions. For the 5 days in one company they installed a mentoring program.		
22.	<b>JSP-Junior-Senior-Program</b> Saxony dorit.mueller(at)sk.sachen.de	MAHLE Behr Industry develops innovative cooling and air conditioning systems for the industry that are used in vehicles such as trains, ships, buses or tractors, and in large engines, high-performance electronics, battery modules and the aviation industry. In addition, motorcycle components are a part of the company's business activities. MAHLE Behr Industry in Reichenbach employs around 390 people in administration and production (product range: Cooling systems for buses, construction and agricultural machinery, assembly of cooling and air conditioning systems for railway vehicles, heat exchangers for refrigeration and air conditioning and Motorcycle components such as rims and wheels)	MAHLE Behr Industry Reichenbach GmbH has a average age of 44 years. A lot of employees retire in the next 5 years. Beside vocational education programs they initiated the Junior-Senior-Program with learning in-tandem, where young and older members of staff actively learn with and from each other. Older staff members pass on their experience and knowledge while younger employees provide an insight into new technologies and methods.	The Junior-Senior Program of MAHLE Behr Industry Reichenbach GmbH. In the context of this program, young and older members of staff actively learn with and from each other. Older staff members pass on their experience while younger employees provide an insight into new technologies and methods.
23.	<b>"Learning West" Castlebar, Co. Mayo</b> West Region mmolloy(at)galwaycoco.ie	There are a large number of multinational, SMEs and indigenous industries based in the urban area of Castlebar and the surrounding rural areas. From 2000 onwards companies both large and small, were experiencing high costs associated with staff training and upskilling often requiring employees to travel abroad thereby impacting negatively on the competitiveness and sustainability of the local economy. In many cases, courses most particularly in the areas of ICT, Health & Safety, Quality Control, Interpersonal skills, Sales/Marketing Skills, Human Resources were being duplicated at inevitable high costs to local industry while some of the smaller indigenous industries were not investing at all. In addition there was a lack of a strong sense of a business community and commonality in the region.	Micro:Foster training and promote life-long learning, develop workers and employees at all levels, encourage and support employees to stay in the West Region, promote relevant training required to compete in the knowledge economy, foster a sense of business community, work with training and educational institutions to address the needs of members. Macro: Create a Climate of "measured" excellence in the region, complement existing formal training activities with additional innovative and new forms of learning, counteract the disadvantage of the West Region's peripheral location and reduce the sense of isolation experienced by member companies, support small indigenous and micro-enterprises particularly those based in small towns and rural areas, develop and consolidate "Learning West" into a "Best Practice" model for a Regional Training Network with measurable impact and return on	"Learning West" is a network of private enterprises based in the West Region which was set up in 2005 to promote and facilitate training and development. Its goal is to create a Climate of Training Excellence to become a model of Best Practice for a Regional Training Network thereby providing a unique opportunity for enterprises, management and staff to rapidly up-skill workers and employees to provide career progression and employability and respond to specific competitive challenges .It aims to give employers and workers an opportunity to rapidly improve, realign or revise current skills base. It currently has a high degree of participation among member companies in the Mayo and North Galway Area and is helping members leverage off each other, share expertise, leverage cost efficiencies, deliver relevant flexible training and through the involvement of the network, support each other in many ways not imaginable previously to many member companies.

			investment.	
24.	<b>Computer skills for the new employment of the job seekers in age over 40</b> Central Bohemia linkoval(at)kr-s.cz	The project is intended only for unemployed people aged over 40, who are graduated with the second school or advanced education. Age limit is set down, because persons in this age left the school education before the computer technology and PC work was established there. Presently, it's necessity to manage computer technology for the most of professions. Even at less qualified jobs is the PC skill demanded. The courses are of high efficiency, unemployed people gain reputable skills, lift, use in personal life, development of personalities. It should be created 12 new jobs during the project and the project should help the clients to find a job.	The project should contribute to gain the basic computer skills and to support the personality development at the unemployed people through the complex care (balance diagnosis, individual counselling, juridical minimum, labour protection, personage development). The objectives are 1640 successful course leavers, 1250 successfully promoted persons, 12 new created jobs. The main goal is to help unemployed people to find a job.	At the present time computer skill is demanded in all working fields. People over 40 years old have problems to find a job because they mostly don't manage computer skill. The reason is, that they had left the school education before the teaching of computer technology and PC work was established there. Therefore, this project should support the generation of people over 40 to be able to cope better with the demanding requirements of labour market nowadays.
25.	<b>Regional University Network in North Karelia</b> North Karelia erja.lehikoinen(at)pohjois-karjala.fi	First, as a result of the structural development of the North Karelia University of Applied Sciences, education provided in the region (Kitee, Lieksa, Nurmes and Outokumpu) became concentrated in the Joensuu campus. This weakened the opportunities for education elsewhere in the region. Second, due to changes in population structure, it was found necessary to ensure that skilled labour force would stay also in sparsely populated peripheral areas. The emphasis was directed towards the improvement of skills of adult population as well as development of counselling for adults to make it easily accessible. Third, the conditions for small and medium sized companies to carry out their activities were to be improved by bringing the know-how and services of higher education nearby.	Adult education offers equal study opportunities for adults in North Karelia. Higher education will be easily accessible to the inhabitants of the region as well as to industry and commerce, and the public sector. New ways of studying will be developed in co-operation with the institutions of higher education. The second aim is to create a supportive network of consulting and counseling services for adult students in North Karelia. The partners are employment authorities and educational institutions. The consulting and counseling services offer help and support in planning the studies. The third aim is to support the development of industry and commerce, and the public sector by making the know-how and services of higher education easily accessible. The development plans for industry and commerce are designed and executed in close co-operation with regional development companies.	The Regional University Network in North Karelia is a co-operational network that answers the training and development needs of sparsely populated areas in North Karelia. The partners are North Karelia University of Applied Sciences, University of Eastern Finland, HUMAK University of Applied Sciences (Joensuu campus), and North Karelia Summer University. The starting point of the Regional University is the structural development of the institutions of higher education in the area. Its aim is to support co-operation between the institutions and to centralise them into larger, more efficient units. Another starting point is the decree on regional development governing higher education.
26.	<b>Community College of the Joensuu Area</b> North Karelia erja.lehikoinen(at)pohjois-karjala.fi	The Community College of the Joensuu Area is a regional non-profit organisation operating in five municipalities. The organisation was established through a	A rationale for the re-organisation was to guarantee equal opportunities for lifelong learning and, thus, to maintain the quality of life in the neighbouring rural communities	The Community College of the Joensuu Area is a regional non-profit organisation operating in five municipalities. Its functions are regulated by the act and decree on adult

		<p>merger between seven independent municipal centres in 2006. Apart from legislation its functions are regulated by an agreement between the governing body (City of Joensuu) and four neighbouring municipalities.</p>	<p>with a declining and ageing population.</p>	<p>education and an agreement between the governing body (City of Joensuu) and four neighbouring municipalities. The objective is to meet the educational needs and wishes of the residents in its operating environment and, consequently, to contribute to the quality of life in communities with a declining and ageing population, through voluntary, non-vocational, leisure-oriented education. The main tools in the pursuit are the regional agreement promoting equality of opportunity and accessibility; legislation and funding giving the centre autonomy as to its activities; the residents having a voice in the planning process; the organisation structure allowing a cost-effective use of resources; and the permanent staff in charge of their own areas of education to secure long-term curriculum development.</p>
27.	<p><b>North Karelia Martha District Association</b> North Karelia erja.lehikoinen(at)pohjois-karjala.fi</p>	<p>The organization was founded in 1899 to provide civic education to people with the help of women. Its activities in North Karelia started the same year. In the 1920s and 1930s, after Finland had gained its independence, the Martha organization grew to become the biggest organization in home economics counselling. The Second World War forced the organization to devise ways to fend off material shortages. The first peace years were time for active rebuilding. From the 1950s, activities focused more and more on home economics, i.e., use of time, money and energy. In the 1960s, people strove to keep up with the mechanization of home economics; environment and the home region as well as the importance of work were emphasized. In the 1970s, as many health problems became more widespread, the focus of attention moved to personal health (e.g., participation in the North Karelia project). The 1980s started with the Becoming Young with Youngsters theme and with gardening, communication and Health-Martha training programs. During the recession</p>	<p>Marthas form an integrated and innovative organization for home economics counselling, promoting the well-being of homes and families. The organization is active as a civic and regional force, both nationally and internationally. Marthas' activities are open and foster cooperation. Being a member of Marthas is well-thought-of. The Martha organization produces quality counselling services and products for current topics and interests. Its organization and finances are in good shape. Its values are Finnishness and internationality, well-being at home, sense of community, openness and reliability.</p>	<p>The North Karelia Martha District Association is one of the 16 regional district associations belonging to the National Martha Association and its area of operations is the region of North Karelia. The district association is further divided into local Martha associations and activity groups. Each member, known as Martha, belongs to one or another Martha association. The key activities of the Martha Association are home economics counselling and organizational activities. The district association supports Martha activities in its own region and carries the responsibility for the implementation of home economics counselling. International activities as well as activities in the area of culture and tradition bring diversity to its range of activities. Long-term study is also possible with Marthas (from a hobby badge to an expert pass). Communication is used to support the realization of the aims of the organization, strengthen the outcomes of counselling, visibility in media and access to knowledge for the general public. All interested parties are welcome to participate in open counselling events. Activities are organized also for special groups, such as families with children, aging persons and immigrants.</p>

		period, in the 1990's, Marthas' counselling concentrated on finance and debt management. Activities are constantly being developed and focused.		
28.	<b>Developing elearning strategies in sparsely populated area</b> Kainuu matti.nissinen(at)kainuu.fi	In 2004 Kainuu Vocational College started in a project called 'Verkossa kokien'. We built elearning models through three training pilots. In 2007 after the project we continued working with the strategy and refined elearning methods. In 2009 we started our own elearning development project where we used experiences from the previous project. In 2010 developed methods and models were put into everyday practice.	Promoting the use of ICT in labour force training. Implementing elearning on a degree based training, improving elearning skills and spreading the good practices. Creating common grounds for regional agents. Creating support models for elearning.	In 2004 Kainuu Vocational College started in a project called 'Verkossa kokien'. We built elearning models through three training pilots. In 2007 after the project we continued working with the strategy and refined elearning methods. In 2009 we started our own elearning development project where we used experiences from the previous project. In 2010 developed methods and models were put into everyday practice.
29.	<b>Health Enhancing Physical Activity and Nutrition Counselling</b> Kainuu matti.nissinen(at)kainuu.fi	In Kainuu the socioeconomic health differences are greater than in other parts of Finland especially among the adult population. These differences affect their working skills and ability to function in life until retirement. In the long run this creates increasing problems in Finnish health care.	The aim of the TELIRANE project is to reduce the differences through PA and nutrition counselling. The project consists of a new physical activity and nutrition counselling model for Finnish adults. Its purpose was to promote and influence client's self-experienced health, physical activity behaviour as well as factors of health related fitness.	The aim of the TELIRANE project is to narrow the health differences among the adult population of Kainuu.. Implementation of the the project contains personal physical activity (PA) and nutrition counselling with five appointments.
30.	<b>Liikunta Vasu – Research and development project and operational model</b> Kainuu matti.nissinen(at)kainuu.fi	The Liikunta Vasu model has been developed in early childhood education in the city of Kajaani. The publishment of the recommendations for physical activity / education (Ministry of Social and Health Affairs) for the purposes of ECE, and the objective to establish those recommendations in daily life created a need for the Liikunta Vasu model. The strategic choices by the the organization of early childhood education in Kajaani, and the previous measures for producing content created the foundation for the process-like development of the model. The center for children's health and physical education (University of Oulu/ unit of teacher training in Kajaani) has done development work and research on early childhood education since the beginning of the 1990s. A number of development interventions in the field of physical education have taken place in	The objective of the Liikunta Vasu operational model is to enrich the knowledge and skills base of the personnel, increase the motivation and commitment of employees, create further possibilities for daily physical activities and education for children in early childhood education, and work out together a Liikunta Vasu model in every municipality and day care center, as well as in private child day care. The essence of the plan are the actions carried out by the unit or private childminder in order to create opportunities for physical activity / education for children. The goal is to instill the process as an integral part of daily operations in day care. The long-term goal of the model is to support children's development, learning, and wellbeing through physical activities. The commitment of the various parties included in the model, and analyzing the ways of doing things in the organization	LiikuntaVasu (Fitness Basket) is a development model for ECE (early childhood education) in which comprehensive developmental actions based on the strategies of the organization and the challenges of the operational environment are carried out using a network-based approach. In the process, both the internal knowledge base of the organization and external experts are utilised. The central goal of the Liikunta Vasu model is to popularise the national recommendations for physical activity/ education set out in the plan for early childhood education (The Ministry of Social Affairs and Health 2005) as an integral part of daily operations of ECE.  Throughout the process, the persons involved gain personal experience in carrying out a comprehensive education and development project. The model can also be

		early childhood education in Kajaani. Thus, the Liikunta Visu model continued the long tradition of cooperation. Kainuun Liikunta, the Sports Association of Kainuu, joined the process as a new cooperation partner.	ensure that the development actions will be established as a vital part of early childhood education, so that all children in day care will be able to enjoy diverse physical education that has set its goals high.	applied in other sectors of development.
31.	<b>Active silver</b> Galicia daniel.lopez(at)xunta.es	The 31% of the population of Terra Chá's area - primarily the council of Vilalba- is older than 65 years of age. Vilalba's Sociocommunitarian Centre of Xunta de Galicia has been carrying out for some time activities that promote an active ageing of its population. Since 2007 the Centre has been developing two elderly volunteering programs in collaboration with ASVIGAL and "La Caixa" Foundation; the first one is aimed at disabled people (ASUBÍOS Program) and the other is aimed at a prison's inmates (Nelson Mandela Program). The ASUBÍOS Program involves both training and access to new technologies that did not exist in the area for people with physical disabilities (from the Assotiation Benjamín Paz), or with psychological, blind or deaf disabilities (from the Council's Occupational Centre). On the other hand, the Nelson Mandela Program offers this resource to inmates of a nearby prison. The latter are also trained by participants of the ASUBÍOS Program (disable people).	<ul style="list-style-type: none"> <li>- To contribute towards a reduction of the so-called "digital gap" of people with disabilities, inmates and the elderly</li> <li>-To encourage the social participation of the elderly</li> <li>- To improve/encourage social interaction through intergenerational solidarity activities that consist of knowledge and life experience transfers</li> <li>- To take care of the area's needs through the development of volunteering activities that are useful for the people in the community</li> </ul>	In Vilalba and surrounding areas (North East of Galicia, inland) intergenerational solidarity activities related to ITC training have been carried out. These activities are integrated within the active ageing programs jointly promoted by a public and non-profit private bodies partnership. The experience focuses on the improvement and encouragement of aspects within this county's aged population: computing skills and active social participation. In order to achieve this a few IT training courses have been scheduled for the elderly at Vilalba's Sociocommunitarian Centre with the technical and financial support of "La Caixa" Foundation. Some of the elderly students collaborate with the Galician Volunteering Group ASVIGAL. Once the students had undertaken the training courses, they transfer their knowledge to disadvantaged people: young handicapped from the area on a voluntary basis, and at different learning levels. They also do the same with the inmates of Teixeiro's Prison.
32.	<b>Preschool at Home</b> Galicia daniel.lopez(at)xunta.es	Educational resources are lower in rural areas and, as a consequence, they record lower education rates than more equipped areas. Preschool at Home was started by the charitable organisation "Cáritas Galicia" in 1977 to compensate this inequality and increase awareness of the abilities and development of knowledge in children during early life phases. In fact, "Education is the best way to fight against exclusion" would be one of the basic principles of this programme. At the start, it was a pilot experience developed in four rural areas. Weekly guidance meetings were hold	At present, Preschool at Home is developed by "Fundación Preescolar na Casa" (Preschool at Home Foundation) whose purpose is "to promote culture in childhood and to reinforce the families educational abilities through educational spaces to support them in the growing up adventure and the educational challenge". Preschool at Home aims: <ul style="list-style-type: none"> <li>- To contribute towards the creation of a Family Preschool Education Culture</li> <li>- To encourage the involvement of families in the growing up and development processes of their children</li> <li>- To improve parents' abilities, attitudes and</li> </ul>	Preschool at Home is an educational programme for families with children aged 0 to 6 years old, specifically for those living in scattered rural areas. This programme aims to support families with upbringing their kids and to provide education in order to fully develop childrens' abilities in early stages of life. This programme addresses several aspects: parents' needs - which are related to the educator role-, needs of isolated children and those associated to the community - as active agent in the education of the infant population. On the one hand, the programme attempts to compensate the inequalities in the access to Preschool Education resources

		with the parents, appropriate educational materials were provided to them and meetings with other parents and children were successfully organised over three decades. During this period all activities were improved by increasing the number of professionals in the programme. Additionally, social media started to collaborate by broadcasting spaces since 1990.	practices in upbringing their children - To create new facilities for families to meet up in order to promote the exchange of information and experiences amongst them - To prepare, publish and distribute pedagogical support material for families - To contribute towards the development of the Galician language and culture - To promote local communities and increase the value of rural areas as a right educational context	in rural areas. On the other hand, the activities fit within the development of children's abilities towards his/her environment, by considering the specific characteristics of the rural environment and subsequently reinforcing the liaison of the child with the living area.
33.	<b>Service Centre LifeLong Learning Limburg</b> lmj.van.den.ham(at)prvlimburg.nl	How can a region deal with a shrinkage of around 30% of the pupils/students and the potential labour population in the near future, and still offer a sound climate for investors and attractive living conditions for its population. In the transition of a region with labour intensive industries towards a knowledge economy, it is essential to have a infrastructure for life long learning. The region will be served by the up-grading of the labour population and by the increase of labour participation. To do so it is necessary for educational institutions to join forces and offer univocal transparent methods for businesses as well as for individuals. Further it is important to stimulate marketdriven cooperation between government, labourforces and knowledgeinstitutions. And also to take into concern that labour-supply is adjusted to labour-demand.	1 active job/career management in coherence with strategic human resource management of businesses 2upgrading of the quality of the recognition of prior learning and the accreditation of prior learning 3 implementation of e-portfolio 4 flexibilisation of educational system 5 learning communities	The stimulation of the knowledge economy is served by taking lifelong learning on to a higher level. The service centre lifelong learning does so by combining expertise in the field, developing expertise and consequently sharing the expertise with businesses and institutions. The partners develop a transparent and univocal set 'accreditation of prior learning', develop a vision on the needs of flexibilisation of learning paths, a virtual on-line network as well as a platform for information and knowledge exchange between the projectpartners. Furthermore they develop an e-portfolio and criteria for effective active career/job management. The products are tested in on going and related projects with businesses and companies.
34.	<b>Xperience Parkstad Limburg</b> lmj.van.den.ham(at)prvlimburg.nl	Parkstad has a tradition of labour-industry. That is why the average educational level of the working class and the labour participation in Parkstad is below the average Dutch level. The structural declining, an average low educational level of the inhabitants and a changing combination between young and old inhabitants are factors which set a large pressure on the social services and the socio-economic perspective of the region. That's why it is necessary to invest in a well educated working class	cooperation between the employers and students in so called learning-working companies. life long learning for professionals, teachers making it easier to take a next step in your education education in environmental and sustainable objectives students and companies working on an innovative concept of the district of the future campus will be sustainably build internships for students in innovative companies sharing knowledge between educational systems and between companies and education fine-tuning of the guidance in study selection between the	Xperience Parkstad is a cooperation between four educational institutions in Parkstad ( Arcus College for vocational education, Zuyd University, Open University in the Netherlands and the Foundation for secondary education Parkstad Limburg). The goal of this cooperation is to form a covering educational campus to improve the quality of education on secondary, vocational and university level in a shrinking area. This means that all different educational programs and projects of the institutions will cooperate in order to form a sustainable educational campus with innovative educational



		<p>population. In order to cooperate between the several educational systems Xperience Parkstad tries to attract young people by offering an unique, effective and innovative educational system with excellent facilities. In this way the institutions can build on a more effective management but also try to fade the obstacles between practical and theoretical education. To reserve an educational infrastructure of good quality, it is necessary to concentrate expensive facilities in one location.</p>	<p>educational institutions sharing knowledge on didactic level professionalising of employees and lifelong learning</p>	<p>programs. This is also possible because the buildings of the separate institutions are situated in each others neighbourhood and it is also possible to use each others facilities and be more effective. Each institution will maintain its own identity and culture but the campus will be complementary so it will be possible to have good facilities for education, research, meetings, events, sports and leisure.</p>
35.	<p><b>Career guidance for young persons in compulsory schooling</b> Veneto sandra.rainero(at)venetolavoro.it elisa.boscolo(at)regione.veneto.it</p>	<p>School experience, difficulties, lack of motivation and self-esteem.</p>	<p>The objective is to implement actions which promote the individual success and success at school, despite the existence of serious family problems, or a negative school report, or where there are difficult cognitive factors which haven't been identified. The target reached has been an increase in school attendance and an improved class formation, as well as a higher number of students who obtained qualifications.</p>	<p>The application of good practice during the counselling phase includes the following procedures:</p> <ul style="list-style-type: none"> <li>-admission of the user and screening of training application</li> <li>-preliminary interview and assessment of motivation with parents of the girl/boy present</li> <li>-counselling and guidance for curriculum and/or vocational choice</li> <li>-counselling and guidance to evaluate training options of the PTC and relative areas of interest</li> <li>-support in necessary procedures to convalidate admissions to one of the three areas</li> <li>-evaluation of the opportunities of placement or need for more counselling</li> <li>-individual interviews with students of attending the PTC who show they risk dropping out of school</li> <li>-individual interviews with students of attending the PTC who have difficulties relating to others or have particular relationship difficulties.</li> <li>-liaison and counselling with network social health operators (social workers, cultural mediators, junior high and high school teachers)</li> </ul>
36.	<p><b>Directive for continuous training using ESF vouchers</b> Veneto sandra.rainero(at)venetolavoro.it elisa.boscolo(at)regione.veneto.it</p>	<p>The Directive extends the voucher system to the ESF. The voucher is a ticket which covers (partially or completely) the cost of a training programme within the realm of</p>	<p>The general objective of the Directive is to develop systems of continuous training and to support the re-adaptability of workers. Among the specific objectives which the Directive sets out to meet is to address the</p>	<p>The Directive for continuous training using training vouchers obtained over the counter on a monthly basis, has made the training voucher system available to workers and firms, enabling them to gain access to</p>

		<p>continuous training. The cost cover is total for weak subjects (over 40-year old unemployed people without any form of income; workers who have lost their jobs or have been made redundant, and workers in mobility). Moreover, considering the global economic crisis, the voucher system has been extended to act as support, i.e. as financial support at a max. cost per hour of €5 to cover training hours, based on the number of hours of training undertaken. This support voucher is given to over 40-year old unemployed people without any other form of income.</p>	<p>needs of the most vulnerable groups: to construct a system of careers guidance and support for the request for vouchers and certification for skills acquired; to promote a system of continuous improvement through the assessment of the effect of continuous training with vouchers; it looks towards the possibility of total financing for workers in disadvantaged situations; to support subjects who are victims of economic crisis, and who have no form of income or income support, through the use of support vouchers with the aim of motivating new areas of professional development to support productive systems deemed strategic for regional development.</p>	<p>continuous training. As well as training vouchers, support vouchers for firms to pay for consultancy and integrated training activities have also been introduced; the support voucher gives over 40-year old unemployed people the possibility of receiving financed training support. The Directive has shown a continuous increase in demand for vouchers as well as in the training proposals made available by companies and organizations. This testifies the positive reaction of these employment bodies to the voucher system. The Directive has also enabled the voucher system to be extended to the European Social Fund (ESF), a system already put in place on a wide scale by the Veneto Region, also in other contexts.</p>
37.	<p><b>EHLE - Empowering Health learning for Elderly</b> Veneto sandra.rainero(at)venetolavoro.it elisa.boscolo(at)regione.veneto.it</p>	<p>Information on medication, food, use of alcohol, tobacco and physical activity is given to older adults.</p>	<p>Developing a training system (EHLE) addressed to all professional and people working directly with older persons. The training concept was structured into 4 "knowledge modules": food and nutrition; use of medications; physical activity; daily habits (tobacco, alcohol, other risk factors)</p>	<p>It's never too late to learn With the Grundtvig Program, The Local health Unit n.16 of the Veneto Region has worked to give a second chance for adults out of or excluded from the public education system. The project focused on understand how messages on healthy lifestyle were perceived in different groups within society and how to address the most vulnerable and less educated. In addition it tried to understand how information on medication, food, use of alcohol, tobacco and physical activity is given to older adults.</p>
38.	<p><b>Provincial Network of Labour Services and Human Resources Development</b> Veneto sandra.rainero(at)venetolavoro.it elisa.boscolo(at)regione.veneto.it</p>	<p>The lack of coordination and knowledge of the different services provided by the different local actors in the field of labour and human resource development. The need of having a clear mapping of services provided by local actors .</p>	<p>The objective in the strategy of the Network is developed by all stakeholders, as an action shared area as much as possible, able to adopt a systemic approach in the management of the labour services and human resource development that are disseminated to all the local actors through the Portal of Labour Provincial. In details sheared of: - Measures aimed employment guidance, assistance to job seekers and enterprises seeking workers - Public recruitment and placement; -The realization of internships / placements /</p>	<p>The Provincial Network of Labour Services and Human Resources Development born as an innovative tool proposed by the Province of Padua for its territory, in order to generate specific system actions supporting the employment and training services, carried out thanks to the synergies expressed by the public and private entities active in the territory involved in labour and training issues. The local stakeholders were involved as carriers of contributions in terms of expertise, facilities and services, coordinated by the Province of Padua. The network is governed by a protocol</p>

			<p>work experiences;</p> <ul style="list-style-type: none"> <li>- The promotion of international mobility between EU countries and the European Economic Area;</li> <li>- Awareness-raising work integration of disabled people and disadvantaged groups, through support services and targeted employment;</li> <li>- Analysis of needs</li> </ul>	<p>framework, signed by the local actors and by specific operational protocols signed by the Province of Padua and by each stakeholders involved, specially crafted to manage relationships and facilitate the integration between the network partners..</p>
39.	<p><b>Web Employment Portal Padua Province</b> Veneto sandra.rainero(at)venetolavoro.it elisa.boscolo(at)regione.veneto.it</p>	<p>Before the implementation of the Web Employment Portal, the employees and enterprises could access to the services provided by the Padua Province Employment agencies only go personally to the regional offices. This involved an extension of the waiting time at the counter. In addition, some workers target (eg university graduates) preferred looking for a job in other ways ( private employment agencies, web insertions etc.).</p> <p>Advantages: Reduction of the influx of people at the counter of the Centres; -Reduced response time to enterprises demands and those of workers; -Use of online services from a wide range of people that never use these services before; -Increased the visibility of services, particularly for jobs offers and training offers; -Workers can apply real-time, 24 hours 24 from anywhere ..</p>	<p>The main objective is the simplification and improve the acces of the public employment agency services (PES). For use the services , job seekers and enterprises must register themselves on line. The inscription includes the assumption by the PES of the new user, access to the service for labour matching demand and supply or training services, acquisition of documents and certificates on line. After filling in the CV job seekers can access to the vacancies available in the section. Adherence to the job or internship provides and selected, automatically send their application. The job seekers may, after the registration, send their requests for workers and / or trainees who will then be published in the on line section, stating the name or not, asking the pre-selected or sent directly to the candidates, asking or the distribution of vacancies at provincial, national or European level. The employees and entepriees will acces to these services by internet acces from anywhere.</p>	<p>The web employment Portal give on-line information of some of the main services offered by the Employment Agencies of Padua province on behalf of workers and employers. The Portal allow online access from home of the following services :</p> <ul style="list-style-type: none"> <li>- Registration of the anagraphyc details of the unemployed;</li> <li>- Release of the Commitment of services ;</li> <li>- Update of the curricula in the system of labour match demand and supply "IDO";</li> <li>- Consultation and commitment to job and internship offers</li> <li>- requests for information, brochures etc.;</li> <li>- entry applications for employment / internship by companies and employment agencies;</li> <li>- access to all information related to all the initiatives and activities undertaken by the partners of the Employment services network.</li> </ul> <p>The portal allows unemployed people to found offers of the job / internship and training in real time (e.g. apply for a job or training course) all day time 24 hours and from anywhere</p>
40.	<p><b>Third Age Art Academy</b> Lower Silesia a.pierzchalska(at)dops.wroc.pl</p>	<p>Elderly people are usually treaten as someone of marginal importance. they have problem with sharing the cultural life. Very often elderly people are thought as difficult, passive, not articulate and not flexible persons. The Art lets people to prompt their creativity, develop seniors inventiveness, imagination and sensitivity and fight back the process of their social exclusion. TAAA intends to help the seniors to develop their artistic hobbies in unexpensive way.</p>	<p>The program aims to fight back social exclusion of elderly people within life long learning proccess by stimulating their activity in the field of Art and lerning new skills (computer, English).</p>	<p>Three years course of Art education for the seniors (adults)- fine arts, painting, the story of art, sculpture, ceramics, photography, graphic arts, fabric art, decoupage, workshop of making the wove paper. Additionally - computer lessons and English lessons for the beginners and for advanced people.</p>

41.	<b>Exchange of the experience and transinternational meetings (WIST)</b> Lower Silesia a.pierzchalska(at)dops.wroc.pl	Lack of necessary experience, need of increasing professional skills and qualifications within regional work offices staff. Exchange of experience with Czech work offices (by introducing the system of their work and Czech law regulation concerning job market) for helping Polish staff.	Proper realizing the object of human resources development in Polish self-government offices. Help for Lower Silesian citizens, who intend to find a job in Czech Republic or set up some private business there. Supporting and comparable analysis of curricula, education methods and certification requirements in Czech Republic and Poland. - improving the quality and innovation of professional training on educating people and job training - encourage for learning foreign languages - development of the work offices staff's work quality	WIST was realized within Leonardo da Vinci Programme, come into being for supporting and increasing of the qualifications of the people responsible for professional trainings system, by introducing new methods of educating. The shape of the project was discussed during preparatory meetings. The project's beneficiers were acquainted with Bohemian history and tradition. Their language skills were improved by on-line English lessons. Beneficiers could exchange the experiences by a few days lasting visits in Czech Work Offices in order to increase their skills and qualifications. the project had ended with the seminar which disseminated its results.
42.	<b>Third Age University</b> Lower Silesia a.pierzchalska(at)dops.wroc.pl	Need of education system accessible for each elderly person. Need of supporting elderly people efforts to avoid social exclusion, to keep them intellectually and physically fit. Need of avoiding boredom and feelings of uselessness.	Preventing of ageing's negative effects in individual and social dimension.	Third Age University exists within University of Wroclaw, educates elderly people in the scope of foreign languages, new technics, general knowledge, health, gerontology and history of the region. TAU supports tourism and physical fitness. intends to prevent ageing of the society by promoting healthy, developing style of living.
43.	<b>Stop to the passivity - be succesful woman</b> Lower Silesia a.pierzchalska(at)dops.wroc.pl	Project planned according to the "Ranking of scarce and surpluses jobs in Lower Silesian Voivodship in the first term of 2007" in order to its result, which showed the scarce of following jobs: telemarketer, office worker, administrative worker.	Adapting qualifications and skills unemployed women to the Lower Silesian Voivodship's job market. Increasing the level of capability to being employed and making conditions to stimulate their professional activity.	Project realised within European Social Fund, Human Capital Operational Programme 2007-2013, Priority VI ,Measure 6.1. Supporting women staying unemployed at the regional job market. Project financed completely by ESF. Main object: adapting qualifications and skills unemployed women to the Lower Silesian Voivodship's job market. Increasing the level of capability to being employed and making conditions to stimulate their professional activity.
44.	<b>Entrepreneurship in rural areas - a chance for employment</b> CENTRU marius.duca(at)adrcentru.ro	Due to the economic inefficiency of the subsistence agriculture , employment rate in the rural communities of Centru Region is decreasing continuously. Many people living in rural areas who used to be employed in the subsistence agriculture sector had to quit this activity over the last years. Even if these persons are willing to shift their occupation, the most important barrier for them is the lack of competencies and skills	- enhancing the competencies and skills of people living in rural areas in order to facilitate their insertion/reinsertion in the non-agriculture fields of the labour market. - developing and enhancing the entrepreneurship competencies and abilities of the people from rural areas - consultancy services and technical assistance for the persons who intend to initiate a business in order to ensure the long term sustainability of the non-	The project is based on the partnership between the lead partner, i.e. Agency of Employment of Sibiu county and other 3 county agencies and 2 companies with a good expertise in the fields of training and human resources development. This project provides complex services that will contribute to the raising of the employment rate in the rural areas. The beneficiaries of the project will participate to a full chain of activities: from information and job consultation to

		necessary for filling new jobs . They also lack the basic knowledge necessary for starting up their own business or becoming self employed in non-agricultural activities.	agriculture activities in the rural areas.	assistance and consultancy services for setting up a business or becoming self employed in non-agricultural activities. The results of the project will be disseminated to all County Agencies for Employment in Romania, which will create a multiplicative effect.
45.	<b>New opportunities for employment in rural areas through telework</b> CENTRU marius.duca(at)adrcentru.ro	Due to the economic inefficiency of the subsistence agriculture , employment rate in rural communities of Centru Region is decreasing continuously. This downturn in employment will lead to a rapid exodus of young people from rural areas and will accentuate the demographic decline.	<ul style="list-style-type: none"> <li>- to facilitate the access of young people from rural areas to the job market</li> <li>- to provide training in various fields (IT field, foreign languages, accountancy, communication, entrepreneurship)</li> <li>- to support young people to start-up a business or to become self-employed in non- agricultural activities.</li> </ul>	10 telework centres will be set up in 5 counties of Centru Region. In these centres around 800 young people will be trained and afterwards they will be assisted in finding a job or starting a business.
46.	<b>The second change</b> CENTRU marius.duca(at)adrcentru.ro	There is a significant number of people of working age who didn't manage to complete their education (especially persons belonging to roma communities). These persons have serious difficulties when they try to find a job.	Integration in the labour market of the work force affected by the economic restructuring processes by helping them to complete their education (through lifelong learning projects).	The project ensures the integration in the labour market of those persons which did not complete their basic education. The specific modality for achieving this goal is by offering them the opportunity to attend courses and help them complete their education.