



# MANUAL OF GOOD PRACTICES

**social integration of young migrants  
through participation**





contract number 2017-2-ES02-KA205-009820

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## INTRODUCTION

### BACKGROUND

This project is structured around two priority themes for the EU in the last decade: the exchange of good practices between member countries and initiatives to promote youth participation. In this case the project will focus on immigrant youth.

To help achieve these priorities, A PART OF EU aims to analyze specific and cross-sector initiatives that have focused on the participation, in order to identify those that have been good practice and can be replicated in other countries.

### WHO ARE WE?

A PART OF EU is carried forward by 4 partners:

- **Solidaridad sin Fronteras - SSF** is a non-governmental organization composed of interdisciplinary professionals. Our mission is to contribute to the development, integration and wellness of the most vulnerable groups, promoting tolerance, justice, and social responsibility with other organizations and public institutions. SSF promotes a wide range of projects, training activities, courses, seminars, studies and research, and public activities on social, political and cultural issues, defending the right to education and freedom of education. We promote collaborative actions with educational institutions and international organizations in social and educational fields, in order to contribute to social wellness, especially supporting immigrant, refugees, asylum seekers, families, youth and children, with greater difficulties in social integration.
- **The University of Nicosia (UNic)** is the largest private university in Cyprus. It is an independent, co-educational, equal opportunity institution of higher education, which offers a wide range of programs to students from around the world. The University offers undergraduate as well as graduate studies in business, science, education and the liberal arts. International in philosophy, the University hosts students from all over the world, in a multicultural learning environment, promoting friendship, cooperation and understanding. The University pursues excellence in education through research and high teaching standards, in a continually improving academic environment.

The University's research profile is grounded on a broad-based platform across a wide range of disciplines. It is supported by groups and programmes, dedicated research institutes and individual scholarship structured around and across our Schools. It has conducted and successfully completed a number of social research activities with different social and excluded groups. In particular it has concluded primary research on the area of Asylum and Migration as well as a number of different frontline intervention in the same area of interest.

- **Unione dei Comuni della Bassa Romagna** is a local public body composed by 9 municipalities (Alfonsine, Bagnacavallo, Bagnara di Romagna, Conselice, Cotignola, Fusignano, Lugo, Massa Lombarda and Sant'Agata sul Santerno). With more than 100.000 inhabitants living in above listed municipalities, Unione dei Comuni della Bassa Romagna is the largest union in Emilia Romagna Region and it is among the largest in the entire countries, capable of producing synergies of great relevance and plan services for the benefits of its citizens as well as business sector. The Union operates in an associated form on behalf of all participating municipalities in several sectors such as demographic coordination, labor litigation, tourism promotion, productive activities, environmental protection, social and healthcare protection. It is managing several policies and services on behalf of all municipalities: primary school education, assistances for elderly and disabled people, housing policies, civil protection, youth and immigration policies. The Union has 650 employees. In the last years a special emphasis has been put on young immigrants by implementing a number of actions with the idea to foster a well-aware integration based on full enhancement of youth activism. In this way foreign youngsters can find their place here as well as Italian young people as part of all the activities and projects that are linked to Radio Sonora, web radio of Low Romagna, Lugout-live student's Art exhibitions, Stay Tuned - course/contest for young speakers, volunteers boarding- competition promoting youth empowerment. Among the Union delegated functions there is the Youth coordination, an office dedicated to planning and implementation of activities for young people of the territory. This office deals with new projects for youth generations, Italian or with a different background, about common interests like music, entrepreneurship culture, the promotion of youth activism and talents.
- **Asociación Guaraní** is a non-profit organization composed of interdisciplinary professionals of different nationalities. Our mission is to develop projects of social-labor integration for

immigrants, refugees, asylum seekers and other groups at risk of social exclusion. Guaraní was founded in 2006. For more than ten years, has developed public projects and programs financed by the Community of Madrid, the Government of Spain and the European Social Fund ESF.

It has also developed professional non-formal education projects for groups at risk of social exclusion and has signed an agreement with the Paraguayan Government for the validation in Paraguay of the courses that Guaraní offers to its beneficiaries in Spain.

During these years, Guaraní has promoted numerous actions in coordination with the public administration and with social and educational entities, aimed at improving the employability and social integration of its target groups.

### **THEORETICAL APPROACH: WHAT DO WE MEAN BY PARTICIPATION?**

This project begins by adopting a sociological argument for the role of persons within local societies and availability of opportunities for active participation. The principle of human rights implies that the needs of each and every individual are of equal importance, that those needs must be made the basis for the planning of societies and that all resources must be employed in such a way as to ensure that every individual has equal opportunity for participation.

From this assertion, participating in the life of the community will make the groups with more risks of social exclusion (young, immigrants, refugee etc.) feel more fulfilled and therefore, more integrated in their environment.

Assuming this theoretical approach, it is necessary to make clear what we mean by the concept of participation and from what point of view we are going to approach it.

The point of view is that the concept of participation is not unique and is not only identified with political participation.

Participation is a dynamic process in which citizens engage voluntarily and consciously in the various aspects related to their daily lives.

From this point of view, two approaches emerge that will structure the way to identify good practices on the participation of young immigrants:

1. There are many areas of participation.
2. We participate in what we have close and affects our daily life. In other words, we participate primarily at the local or regional level.

## **PARTICIPATION AREAS**

As an innovative aspect, A PART OF EU analyzes good practices in promoting participation in 5 different but related social areas.

By identifying and exchanging good practices in these 5 areas of participation, a first step is taken to enable EU member countries to implement participation actions covering all areas that make young immigrants feel socially integrated.

This will prevent conflicts associated with the social exclusion of this group and its possible radicalization.

The 5 areas of participation for a young person to feel socially integrated according to A PART OF EU are:

1. Political and social participation
2. Participation through associationism and volunteering
3. Participation through training and access to employment
4. Participation through culture and sport
5. Participation through the family

## **HOW WE WORKED?**

The project, funded by the Erasmus+ programme, started in October 2017 and included 3 transnational meetings. The first preliminary meeting was held in Lugo, at the offices of the Union of Municipalities of Bassa Romagna. Each partner has been engaged in the search for good practices in a specific field:

- SSF: Political and Social participation
- UCBR: Participation through associationism and volunteering
- Guarani: Participation through training and access to employment
- UNic: Participation through culture and sport

As far as participation through the family is concerned, each partner has identified some good practices.

The criteria for the search for good practices were based on a geographical distribution of an international nature: at least one that was at non-European level and those at European level that were at different levels: national, regional, local or international.

After the identification of the good practices, the promoters and organisers of the projects were contacted in order to obtain additional information and a validation of the information found. The good practices were then presented to the other partners of the project during the second transnational meeting held in May 2018 in Cyprus, where they were evaluated and validated by the other partners.

The impact we want to have with this project is to make good practices available to social organisations, to raise awareness among policy makers of the need to develop actions to increase the participation of young migrants in order to prevent, in the EU, social conflicts associated with the exclusion and/or radicalization of this group.

The main guide purpose is to disseminate the good practices identified, so that they can be replicated in other regions of other EU member countries.

The project directly benefited the project partners and their associate partners who participated in an exchange of good practices at the transnational level. Indirectly it benefits local and regional governments of the EU that can replicate good practices presented in the final manual, and of course young immigrants from the EU who will benefit from the exchange of knowledge among the agents involved in developing actions to promote their social inclusion.





# POLITICAL AND SOCIAL PARTICIPATION

When it comes to social and political participation of young migrants in the European Union emerge more questions than clear answers: is it possible for a refugee or an asylum seeker to participate in political issues in Europe? Is this saw as an issue by the society? Which are the best ways to make real the social and political participation of these groups? Who would be against this? And most importantly: have we ever heard their opinions? Are we going to consult them?

The European Commission, the Council of Europe and other institutions have pointed out many times that social and political participation is a critical issue in terms of improving the inclusion of these groups. This is where the project focus on: migrant youth face lot of challenges for participating in society, but the situation concerning the participation of those who, due to the legal framework, have some social and political rights restricted, is even more challenging.

Below you will see 8 good inspiring examples of how to overcome these barriers and the best ways to make social and political participation of young migrants real. Some European countries have taken more steps to foster the social participation of these groups, while many others haven't or are trying to block it. There are also some examples of non-EU countries.

Title	<b>ACCESS Project (Active Citizenship: Enhancing Political Participation of Migrant Youth)</b>
Place of implementation	Helsinki (Finland), Barcelona (Spain), Marseille (France), Cluj (Romania) and Prague (Czech Republic)
Organisation	Municipalities of each city, youth councils, implemented by International Organization for Migration (IOM).
Timeframe	2013 - 2015
Level of implementation	Local / transnational
Webpage	<a href="http://www.accessyouth.eu/">http://www.accessyouth.eu/</a>
Summary of the GP	<p>Access Project was an initiative led by International Organization for Migration (IOM) in collaboration with 5 European municipalities: Barcelona, Cluj-Napoca, Helsinki, Marseille and Prague. The project was developed to achieve the following objectives:</p> <ul style="list-style-type: none"> <li>• To raise awareness among young people about the different forms of political and social participation.</li> <li>• Capacity building of migrant youth on political and social participation.</li> <li>• To have the opportunity to brainstorm and actively participate in influencing those areas most important for migrant youth.</li> <li>• Increase partnering municipalities' awareness of the benefits and limitations of their policies for involving migrant youth in decision-making processes.</li> <li>• Enable municipalities to work towards more profound ways of engaging migrant young people.</li> </ul> <p>In all partner cities, ACCESS Youth Teams implemented various activities which connected like-minded young people together to make an impact on policies and address the challenges faced by their communities.</p> <p>It was developed 4 thematic work groups in every participating</p>

### Short description of the organisation

country in issues such as migrant youth challenges in school, entrepreneurship, non-formal learning, unemployment, recreational activities. Then, they discussed about these topics with EU parliamentarians, municipality' representatives, other young people, etc., in organised consultative meetings. Finally, the project delivered peer-reviews and good practices for each municipality in order to enable the social and political participation of migrant youth.

Access was a project which aimed at raising awareness among young people about the different forms of political and social participation, providing the ways to actively participate in influencing those areas most important for migrant youth, as well as increasing the municipalities that took part of the project of the benefits and limitations of their policies for involving migrant youth in decision-making processes. The project involved 125 migrant youth and had a number of important effects at local level.

### Problems which aims to tackle

The project wanted to face the reality that migrant youth do not participate in the political sphere, due to many factors, but mainly because of the fact that if they don't have a legal status, they simply cannot participate in the social life of the hosting country in the EU. However, the project worked on the assumption that young people who are politically active at the local level are more likely to have a sense of European citizenship and identity and thereby contribute to the development of their societies. With the above limitations in mind, the project tried to generate spaces of social and political participation for young people shared with policy makers and decision takers, as a way to understand the importance and the procedures of the policy making and the possibilities that this kind of participant offer to mainstream the problems and needs of the young people in general and migrant youth in particular.

## Target groups

125 migrant young people, between 15-30 years old, took part in this project. Besides, almost 50 political actors participated in the activities of the project to discuss together the elements needed to foster and encourage third country national youth political participation.

Moreover, thanks to the peer-reviews and the materials developed within the framework of the project, together with the designation as a best practice project, the project reached indirectly to many other target groups.

## Elements of innovation

At the moment the project was designed and delivered, only few initiatives to boost and enable migrant youth social and political participation existed. The main innovation of the project is that it combined the creation of spaces of discussion between young people, specifically migrant youth, with the participation of the decision makers. Besides, the peer-review allowed the participant cities to have a clear assessment about what were their strengths and weaknesses in regards to the participation and inclusion of migrant youth, and the way to improve them.

## Results achieved

The project achieved interesting results, which varied according to the city. Below there are some examples:

- In Helsinki, ACCESS Youth Teams introduced and recommended the “anonymous job-search model” to prevent discrimination during governmental recruitment processes and to tackle youth unemployment.
- In Cluj Napoca were introduced the “racist-button” in few primary schools, where migrant children could report any discriminatory conduct anonymously.
- In Marseille, youth teams suggested the re-opening of youth centres and starting monthly meetings with municipality representatives.
- In Barcelona, youth teams worked on improving already existing channels and allowing for greater dissemination of participation activities, in order to make them more accessible to young people.



## How could this intervention be improved?

The peer reviews pointed out all the deficits that each city had regarding migrant youth and political participation.

This project could be improved by increasing the duration of the project, trying to create well-structured and continuous forums to mainstream migrant youth demands into local political agenda. Besides, the assessment noted that 18 months are not enough to execute all the aims of the project, especially regarding political participation, which was not in-depth discussed in the majority of cities.

## Prerequisites for the implementation of the GP

A project of this nature is not only easily adaptable to any European context, either for a single municipality or for a consortium, but also it would address a great challenge like the engagement of migrant youth and policy makers is. An Erasmus or Europe for Citizens projects could be good ways for this purpose.

In any case, it would be necessary to have, on the one hand, a clear political commitment to the engagement of migrant youth into the political and social actions, at local, regional and/or national level, and on the other hand, that youth migrant organisations, or more generally youth associations, show interest in joining to this kind of projects.

## Resources needed

This project was funded by European Commission, under the former Fund for the Integration of Third-country nationals, and co-funded by some of the participating municipalities (in the case of Barcelona), ministries (in the case of Finland and France), or the OIM (for Czech Republic). This points out the need of political commitment to develop a project of this nature.

20 Peer Advisors worked on an hourly contract from migrant background, which acted as well as mentors to younger migrants. Moreover, a number of members of the municipalities participated in the project.



Title BY-ME - Boosting Young Migrants' participation in European cities Project

Place of implementation Milan, Italy; Lisbon, Portugal; and Barcelona, Spain.

Organisation Coordinator: ICEI (Istituto Cooperazione Economica Internazionale), Italy Partners: Associação Lusofonia Cultura e Cidadania, Portugal; Federación de Entidades Latinoamericanas de Cataluña (FEDELATINA) Associated partners: Milan and Barcelona municipalities, Chamber of Commerce of Lisbon.

Timeframe 2015-2017

Level of implementation Local, transnational

Webpage <http://www.icei.it/icei/en/by-me/>

Contacts info@icei.it

Summary of the GP This project, financed under the Programme "Europe for Citizens", promoted a European partnership formed by a transnational network of organisations committed to citizens' participation and inclusion of young migrants and second-generation youth, usually excluded from decision-making processes. The objectives were to:

- a) Promote the participation of young citizens of foreign origin, through local activities
- b) Strengthen the role of young people of foreign origin in envisaging proposals on public policies that concern themselves.
- c) Strengthen local networks, promoting the inclusion of migrants' associations in these networks.
- d) Enhancing the exchange of experiences and good practices between the three European cities.

The project included activities for: enabling social and political participation of young migrants and second-generation youth with policy makers at local and European levels, public bodies, non-



Short description of the organisation

profit organizations and migrants' associations; developing research about the social participation of the target groups; and for sharing good practices existing in the 3 European cities, in a perspective of transnational.

BY-ME project promoted the participation of young migrants through local activities, as well as envisaging proposals on public policies that concern themselves, strengthened local networks, promoting the inclusion of migrants' associations in these networks, and enhanced the exchange of experiences and good practices between 3 European cities: Milan, Lisbon and Barcelona. More than 700 people from the 3 cities participated in the events of the project. The project achieved interesting results in terms of research, surveys and ways of dialogue between young migrants and policy makers at all levels.

Problems which aims to tackle

The three participating organisations identified the urgency and importance of implementing specific measures targeted to a group often not inclined to take part or directly are excluded because of their legal status on public debates and to social commitments, also because they are often victims of discrimination and exclusion, causing indifference and strongly negative attitudes to the local, regional, national and European institutions. The also perceived that these populations logically have something to say about the policies that affect them directly, but there was not such a space for doing it.

Target groups

The target groups of the action were young citizens from third countries' origin, between 18 and 29 years old. The project also involved local and regional civil servants, officers, operators, youth workers, social workers, etc. More than 700 people from the 3 cities of the consortium participated in the events of the project, the vast majority migrant youth.

Implementation of the technique

The implementation of the BY-ME project is a typical bottom-up process. The action started with a phase of local reflection and



## Elements of innovation

debate between young migrants and the staff of the partners. The project delivered 3 surveys, too, carried out by the same youths of foreign origin within their migrant communities, with the aim of assessing public policies and actions targeted to young people of foreign origin, and identifying proposals from the concerned youths to improve such policies. Then 3 workshop for structured dialogue were organized (one in each city). Those workshops provided the chance for a dialogue between youth, representatives of non-profit organizations and public bodies, on how to improve measures for the inclusion of young citizens. 3 international meetings were also carried out (one in each city) to analyse the outcomes of the surveys and workshops and make detailed proposals coming from young people's representatives, experts in the field, representatives of the civic society, political decisionmakers. Finally, the project concluded with an international workshop in Brussels, aimed to report the results of the project to the EU institutions, in the presence of international stakeholders.

The project mixed 3 types of actions: surveys carried out and forwarded to young migrants and second-generation youth, which is not a very common action; social research techniques and youth entertainment tools; and dialogue spaces between the target groups and policy makers at all levels.

## Results achieved

On the one hand, research studies identified weaknesses and possible improvements in policies and participation/inclusion measures addressed to young people of foreign origin, with a focus on the three specific areas (social policies, work integration and active citizenship). On the other hand, the project enabled to gather proposals coming from young people involved in the process of improving such policies, to be discussed in subsequent project activities. Besides, the project made possible to open a process of dialogue and discussion about the abovementioned topics with policy makers. People from different origin had the chance to travel and have their



## How could this intervention be improved?

## Prerequisites for the implementation of the GP

## Resources needed

voice in the topics they are affected by, which empowered them. Finally, it was possible to report the results of the project to the EU institutions, in the presence of international stakeholders.

As it happens with most of the projects developed on this topic, it enables the chance and creates the space for a structured dialogue between young migrants and representatives during its lifetime; however, when the project ends, and even when this project counted with the support of the municipalities, the formal structures disappear. A project of this nature should, therefore, have in mind the way not only to create these structures, but also to sustain them.

For a project of this nature it is a key prerequisite to count with the support of public bodies (at least at local/regional levels) and non-profit and other social organisations working on a daily basis with the target groups. BY-ME project was a European project, so the transferability of the project is clear, but it is important also that the cities involved share similar aims and intentions in regards to the improvement and enlargement of social participation of young migrants.

This kind of initiative requires a remarkable amount of money, given that there was a lot of transnational meetings at European level. For that reason this action should be granted with European funds. Regarding to human resources, each organisation devoted one coordinator and one project officer as permanent staff, regardless other collaborations (volunteers, other staff from the organisations, etc.).



Title	<b>CEMU - School of Democracy</b>
Place of implementation	Spain, Madrid Region, Leganés
Organisation	Ciudad Escuela Muchachos (Youngsters' City-School)
Timeframe	1970 - present time
Level of implementation	Local
Webpage	CEMU Webpage: <a href="http://www.cemu.es/">http://www.cemu.es/</a> CEMU' Memory 2016: <a href="https://issuu.com/cemu/docs/memoria_cemu_2016">https://issuu.com/cemu/docs/memoria_cemu_2016</a>
Contacts	Carmen Sánchez Grillo (psychologist): <a href="mailto:ptsc@colegiocemu.es">ptsc@colegiocemu.es</a>
Summary of the GP	<p>The goal of the School City is to reintegrate to the youngsters the means to restore the damage of their past and to take control of their life projects by being protagonists of their own social development, participating in every aspect of the daily activities of a “youngster city”.</p> <p>With this purpose, the city has its own public school, a student residency/hosting unit, a City Hall, a bank, a garden, a farm, a radio station, etc., managed by youngster. It has also its own Constitution, which establish that all the School of Democracy may stimulate the decision-making skills of youngsters and to empower the variety of children' personalities. Most of the functioning aspects of the School are established with the participation of youngsters, and they participate in the peaceful solution of any kind of discrimination or harassment. Children and youngsters from 17 countries live together in the city and they are involved in their partners' problems. In CEMU, every year it is democratically elected a “Municipal Corporation of Youngsters” to represent the voice of all students and residents in CEMU.</p> <p>The elected youngsters take different roles and responsibilities concerning the development and improvement of CEMU in order to</p>



### Short description of the organisation

contribute to build up a positive school culture. Some of the roles are Mayor, Councilor of Citizenship, Councilor of Finances, Promoter of Order, Councilor of Neighborhoods and Secretary of Audience. The Mayor for instance is responsible for guiding the Assembly that is celebrated weekly where students, educative and parents also participate. The Mayor also helps educators to mediate in conflicts between youngsters themselves or between youngsters and educators.

CEMU - School of Democracy is a program to engage youngsters at risk of exclusion (born in Spain, with migrant origin or third-country nationals) in most of the school decisions. School of Democracy has its own representation bodies, elected democratically by young pupils. CEMU is a “City-School” conceived and headed by Alberto Muñoz, “Uncle Alberto”, founded in 1970. It combines a School and a Residence for a number of students in risk of exclusion (most of them migrants).

### Problems which aims to tackle

The CEMU model is considered by technicians and professionals as a great and helpful alternative in cases of young people at risk, specifically to those who come from different cultures or from a third-country, which have a personal problem and need special educational guidelines. Most of the problems children face at CEMU are related to Domestic violence, child maltreatment, mental problems, Drug addiction, etc.

CEMU, as a model of inclusion and recovery of youngsters in situation of vulnerability, takes diverse student perspectives into account in decision-making processes, and encourage students to be involved at all levels, as part of a whole school approach. With this purpose, children are encouraged to take control of their own responsibilities, as a way of empowering them and to gain self-confidence, which in many cases is very low because of their social problems. By participating in most of the decisions concerning their own daily life, they acquire the tools needed to become citizens once they are ready to leave the School.



## Target groups

Two groups coexist in the city:

- External Group: Around 300 students from Early Childhood to Primary and Secondary Education. In addition, the School is provided with Compensatory Classrooms and Diversification Workshops.
- Residents: Children and adolescents who for different reasons cannot or do not want to live in the family home.

The entrance routes as resident in the School City are two: at the request of social service workers from Regional Bodies, who have custody or guardianship of minors; or at the express request of parents seeking a residential resource for their children.

Evaluation studies about CEMU - School of Democracy, as well as personal follow-up of each case (carried out annually) show that 80% of the girls and boys which participated in CEMU manage to integrate into society and exercise their rights: working, forming a family and/or belonging to social organizations (a large number of them maintain contact with CEMU, working or volunteering).

Thanks to the methods used in CEMU - School of Democracy, taking into account that they are youngsters, and considering all the activities as a “game”, in fact youngsters take charge of their own life almost without noticing. They are not treated as commonly are the children, but as subjects with the same rights -and duties- as adults. In this sense, they become conscious of what is social and political participation, its difficulties, to respect others’ opinions, and to take decisions based on a democratic way. This is even more crucial for young migrants, which are more likely to be set apart of political decisions (because of their lack of rights to act as citizen, among other reasons).

Most of the personnel working or volunteering at CEMU agree to point out the need to improve the way pupils coming from different cultural backgrounds, newcomers or third-country nationals are

## Results achieved

How could this intervention be improved?



## Prerequisites for the implementation of the GP

integrated in the daily life of School. This means by improving the way they learn Spanish, or integrate into the hosting unit and the School settings. They think it would be necessary to count with more intercultural mediators.

Several factors must be taken into account in order to guarantee the transferability of the CEMU project:

- The mentality and resistance of educators: applying a model like the one from CEMU requires the preparation and willingness of educators.
- Financing and political or social support: it is essential to count with political support at the local and / or regional level, so that the implementation of the model be supported and funds are obtained. Financial support from public, private and / or civil society institutions is an essential issue.
- Facilities: although the model is applicable without a hosting unit, in any case there must be enough space in the educational center for the different buildings.

Beyond these factors, it is considered that the CEMU model can be adopted by many educational institutions in Europe. Moreover, every year CEMU receives a number of educators, researchers, etc., to learn from this educational model.

## Resources needed

As previously mentioned, CEMU model requires public and/or private funding. The budget of CEMU is around €2 million.

In regards to human resources, it depends on the educational center’ context. As most of the tasks are carried out by the children themselves, there is no fundamental need to hire more staff than the usual need to run an educational center.



Title	<b>Roma Youth Activism</b>
Place of implementation	Czech Republic
Organisation	Konexe
Timeframe	From 2012 - ongoing
Level of implementation	National
Webpage	<p>Facebook page (in English): <a href="https://www.facebook.com/konexeinenglish">https://www.facebook.com/konexeinenglish</a></p> <p>Facebook page (in Czech): <a href="https://www.facebook.com/Konexe/">https://www.facebook.com/Konexe/</a></p> <p>Webpage (in English): <a href="http://akana.cc/en/">http://akana.cc/en/</a></p>
Contacts	<a href="mailto:konexe.org@gmail.com">konexe.org@gmail.com</a>
Summary of the GP	<p>Konexe is an association that works with the aim of promoting Roma youth as actors and partners in society. The main objectives of their actions are to:</p> <ul style="list-style-type: none"> <li>• Provide training on non-violent procedures against racist expressions and actions and how to safely and peacefully deal with potentially violent situations against Roma youth</li> <li>• Conform self-autonomous and self-determining local groups of young Roma people to defend their rights and to act against any act of violence.</li> <li>• Support the communities with advice and assistance in organising and preparing for future demonstrations.</li> </ul> <p>To accomplish these objectives, the principal challenge is to activate and mobilize Roma youth, since these communities are</p>



#### Short description of the organisation

marginalised and criminalized by sectors of the Czech society. Nevertheless, Konexe treats Roma youth and equals: they are part of the organisation, they are listened and participate in all the actions. Konexe also develops long-term activities such as Roma Holocaust remembrance, advocacy for the victims of discrimination, support for the victims of forced evictions and the development of advocacy methods. They inform and advocacy in international organisations about the situation of Roma in the Czech Republic, such as the European Commission or the European Parliament.

Konexe is an association that works with the aim of promoting Roma youth as actors and partners in society by providing them with non-violent procedures against racist expressions and actions, conforming self-autonomous and self-determining local groups of young Roma people to defend their rights and supporting the communities with advice and assistance. Roma youth are taking the lead and participating in their own political and social matters.

#### Problems which aims to tackle

In the last few years, with the rise in the number of right-wing movements all over Europe, there have been increasing amounts of anti-gypsyism sentiment in those countries where these communities live.

The key work of Konexe is to help and empower youth Roma to provide by themselves active and immediate response to threats and unjust situations that affect them.

The majority of Roma in the Czech Republic are socially and economically disadvantaged due to its secular marginalisation. Many of the Roma youth face long-term unemployment and even when jobs are available to them they face discrimination. When an association like Konexe provides youth Roma with the tools and the ways to self-organise to respond pacifically the aggressions they suffer, they become more socially conscious and more participative. Thanks to this, Roma youth have the power by themselves to act, vindicate and put into the political agenda of Czech Republic the problems they are dealing with daily.



## Target groups

Konexe association is composed of Roma people, for Roma people. Currently they are more than 80 members; the vast majority of them are Roma, living in situations of social exclusion, but there are also non-Roma activists. Most of the Konexe activists are young. Due to their aims and composition, based on creating self-organised structures, their actions cover the entire Czech Republic.

## Implementation of the technique

When Konexe contacts with youth Roma communities or Konexe is contacted by them, they usually implement, firstly, the supporting actions, as well as the training activities, which normally take about 1-2 months. Then, they also support these communities in particular cases, such as when they have to face a demonstration or a racist aggression. In any case, they also provide from the very beginning psychological assistance and social coaching.

## Elements of innovation

One of the key aspects of Konexe is that as an organisation they reject social integrationist policies that target Roma groups. They believe that such policies objectify Roma people. Konexe works on promoting Roma groups as actors and partners in society; this does not mean that Roma communities should be “integrated” in the main society, but to co-operate and to coexist in a pacific and respectful way.

## Results achieved

The main result achieved by Konexe is that, thanks to their actions and methods, Roma youth are taking the lead and participating in their own political and social matters. Another key factor in Roma youth participation, and one that Konexe promotes and is insistent on, is that as an organisation they listen to the young Roma and respond to them as equals; this, more than anything, creates not just a sense of participation but allows the young Roma to actually live that participation. As the young people influence Konexe, they also see that they can have an influence and say in their communities. Thanks to the empowerment of Roma youth and the advocacy actions, they have successfully respond to racist aggressions, opinions and prejudices in the Czech society. The very last outcome of their actions was to close a pig-farm in the site of a Roma genocide that



## How could this intervention be improved?

took place during the Second World War. The protest took place for more than 6 years.

The actions fostered by Konexe are having an important impact at some local Roma communities, but there is still the challenge to coordinate among themselves and with other social organisations, in order to mainstream the demands of the Roma people, and also to extent these demands into the political agenda.

## Prerequisites for the implementation of the GP

There are many European countries wherein Roma people live, and in which they are commonly marginalised as well, so this kind of actions would work perfectly not only in those countries, but also in the general European context, since there are plenty of minorities which are excluded from the social and political life of the countries where they live. In this regards, these advocacy and empowerment actions of young people from diverse cultural background are a necessity in the current times.

## Resources needed

Konexe has no state funding and as such is financially reliant on NGOs and international donors. However, the organisation is promoting innovative approaches with a particular emphasis on youth participation and self-organisation, which, on the one hand, does not require a great amount of money and, on the other hand, the human resources are directly incorporated to the association on a volunteer basis.



Title	<b>Make your Mark</b>
Place of implementation	United Kingdom
Organisation	UK Youth Parliament
Timeframe	2009 - ongoing
Level of implementation	National
Webpage	<a href="http://www.ukyouthparliament.org.uk/makeyourmark/">http://www.ukyouthparliament.org.uk/makeyourmark/</a>
Contacts	info@ukyouthparliament.org.uk
Summary of the GP	<p>Every year the UK Youth Parliament holds a ballot called ‘Make Your Mark’, where all young people living in the UK are able to vote on what they think that members of the Youth Parliament should campaign on for the year ahead.</p> <p>The objective of the ballot is that British youth choose the main problems that affect them (from a list) in order to be mainstreamed to the House of Commons using the UK Youth representatives, in an annual shared session.</p> <p>With this annual democratic exercise the goal is that young people engage with the political realm and increase their political and social commitment. To achieve this compromise, the representatives of the UK Youth Parliament are periodically visiting their districts to collect the opinions of the youth.</p> <p>In 2017 the elected issues to be debated during 2018 were:</p> <ol style="list-style-type: none"> <li>1. A School Curriculum to prepare youth for life, covering topics such as finance, sex and relationships and politics.</li> <li>2. Better transport, cheaper and accessible for all</li> <li>3. Work Experience hubs for 11-18 years old</li> <li>4. Vote at 16</li> <li>5. Protect LGBT+ People</li> </ol> <p>This ballot is done every year through school, online and through the UK Youth Parliament grassroots offices.</p>



### Short description of the organisation

This initiative is having a remarkable success, since every year the number of participants increases.

Every year the UK Youth Parliament holds a ballot called ‘Make Your Mark’, where all young people living in the UK are able to vote on what they think that members of the Youth Parliament should campaign on for the year ahead. With this annual democratic exercise the goal is that young people engage with the political realm and increase their political and social commitment. This initiative is having a remarkable success, since every year the number of participants increases.

### Problems which aims to tackle

Youth are not very interested in politics for several reasons: lack of legitimacy, negative perceptions of politics and politicians (young or old), unawareness of policy procedures, lack of training in political issues, the perception that youth topics are not in the political agenda, but above all, the fact that they are not taking part of the political process, which make them to react with indifference to this realm.

UK Youth Parliament in general and Make Your Mark specifically try to address these issues and to engage youth into politics, since Make Your Mark gives a unique opportunity to reach out to young people who will be in the near future opinion formers and leaders.

### Target groups

The target group is young people living in the UK from 11 to 18 years old, approximately 6 million people. The participation in the Make your Mark ballot is absolutely free, and in 2017 more than 950,000 people voted.

### Results achieved

In general terms the results are very positive, since the participation in the ballot increased every year from 2009, when only 721 young people vote until 2016, when more than 978,000 people participated (16.6% of turnout). Since 2015 the number of young people participating is not increasing in such a remarkable way like from 2009 to 2014, and 2017 is the first year when less people participated, which may indicate a stabilisation or a fatigue.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

In any case this is one of the few examples of youth political participation; they have the chance to use their power to bring about social change through meaningful representation and campaigning. Besides, there is a formal political support from the three major UK political parties and from government Ministers, which has given You're your Mark and the Youth Parliament access to influence at a higher level. Some of the minor demands have been taken into consideration by the House of Commons and had lead to a legislative change, while most of the critical topics are continuing problems, such as lowering the age for voting to 16 or equal marriage. If this situation is not properly handle it can lead, again, to political disaffection among young people.

There should be developed more and stronger institutional mechanisms to transform the demands of the British youth into political reforms, bearing in mind that both Make your Mark and British Youth Parliament are advisory bodies.

This type of initiative needs a stronger support from political parties and institutions. In the case of UK support is guaranteed by the government and the principal political parties. Moreover there are also legal aspects which vary from a country to another, which makes harder to transfer this GP to other European contexts, but not impossible. In fact it is one of the best ways to promote youth participation in political and social issues.

British Youth Parliament and Make Your Mark initiative are public funded; currently they rely on the Ministry for Civil Society. The UK Youth Parliament has over 364 representatives.



Title

## Refugee and New Migrant Youth Program

Place of implementation

Perth, West Australia, Australia

Organisation

Centrecare - Catholic Migrant Centre, Perth, Western Australia

Timeframe

2004 - ongoing

Level of implementation

Local/regional

Webpage

<https://www.centrecare.com.au>

Contacts

[enquiries@centrecare.com.au](mailto:enquiries@centrecare.com.au)

Summary of the GP

The Refugee and New Migrant Youth Program provides young refugees who have arrived in Australia having humanitarian visas in the last six months to five years, with information on a range of settlement issues, such as employment, recreation, social participation and housing. The main objective of the program is to encourage and increase the social participation of refugee young people. The youth workers from “Centrecare” provide support and information to the refugees through:

- One-on-one assistance: Youth workers informally counsel the refugee youth and provide social assistance to help refugees access government and community services, in order to improve their social participation.
- Community information sessions: Youth workers deliver individual or collective talks at several to impart practical information on issues such as hygiene and nutrition, housing, stress management, self-esteem and ways of participation in the community social life.

The association also advocates on behalf of the refugees to help them access other government and community services.



Short description of the organisation

Other activities youth workers run are information sessions at a number of local schools that are partners in the project, in order to combat bias, stereotypes and prejudices against young refugees. Four school holiday camps are held every year to encourage social participation.

The Refugee and New Migrant Youth Program provides young refugees who have arrived in Australia having humanitarian visas in the last six months to five years, with information on a range of settlement issues, such as employment, recreation, social participation and housing. The main objective of the program is to encourage and increase the social participation of refugee young people. Participants in the program are young refugees or asylum seekers from a wide range of countries, between 12 and 20 years old. The program has been an empowering tool to help young refugees feel less segregated from the Australian community.

Problems which aims to tackle

The association identified a need to provide a service for newly arrived refugee youth who experience social isolation when they arrive in Australia, due to many factors: language barrier, poor public transport or lack of activities for youth in the areas where they live, etc.

Besides, through direct contact with refugees, it became evident to Centrecare that children were taking on responsibilities normally performed by adults because their English was much better than their parents'. The children were attending their parents' appointments with various agencies. As a result, they missed time for playing, school or any other communitarian activity.

Young girls, in particular, were expected to remain at home during the holidays to help look after younger siblings and help maintain the house. This led to further social isolation for the girls.

Refugee youth also lack financial resources and, as a result, are even more prone to social isolation. They need assistance to access recreational opportunities outside of school.



## Target groups

Participants in the program are young refugees or asylum seekers from a wide range of countries, mainly Myanmar, Afghanistan, Iran, the Democratic Republic of Congo, Sudan, Eritrea, Burundi and Iraq. They have been in Australia for between two months and five years. They are between 12 and 20 years old. The figures of youth supported by the program varies from one year to another, but the average is above 500 people per year.

## Results achieved

The Centrecare activities have been an empowering tool to help young refugees feel less segregated from the Australian community. There has been a marked increase in the levels of confidence of the young people who, with improved English skills, are communicating more with people from other cultural backgrounds. Thanks to the individual counselling there has been an improvement on the level of community engagement of the target groups, both with Australian people and people from their own or different background. Since the implementation of the program there has been also a significant change in some teachers, who were reluctant to engage the refugees at classroom and discuss refugee youth issues with other students.

## How could this intervention be improved?

The scope of the project was to help 12 to 20 year old refugees, but this has been proved as a barrier, since there are clearly eight to 11 year old refugees who also need assistance. The association is trying to raise more funds to cover this population. This program needs the collaboration of schools, community' halls, or any other venue to carry out the activities, which is a certain limitation, as they depend on the availability of these spaces. Besides, it would be interesting to provide a space in social centres to improve social interaction between the youth.

## Prerequisites for the implementation of the GP

The program was able to fully function because it received strong support from a number of institutions, such as schools, teachers, the community, and Police Multicultural Liaison Officers of Perth. Despite it is an action that it has been held in Australia, it is fully



## Resources needed

transferable to the European context, as it intends to engage the young refugees with the whole hosting community, which is addressed as one of the principal needs for this population. Local or regional support from the institutions is essential for the adoption and further implementation of this Good Practice.

The program has received annual funding from the Australian Government Department of Immigration and Citizenship since July 2004. Since most of the activities are held at the Centrecare or at schools and social services facilities, it is not needed a great amount for carrying out the program. Nevertheless, the main expense refers to the staff working with the refugees, which vary from 3 to 5 persons full-time devoted to the activities of the program.



Title	<b>RESYPA - Revitalize the spirit of youth participation: Join us!</b>
Place of implementation	Germany
Organisation	MIGRAFRICA
Timeframe	1 August 2015 - 30 September 2016 (1 year)
Level of implementation	National
Webpage	<a href="http://www.migrafrica.org">www.migrafrica.org</a> <a href="https://www.facebook.com/migrafrica">www.facebook.com/migrafrica</a>
Contacts	<a href="mailto:info@migrafrica.org">info@migrafrica.org</a>
Summary of the GP	<p>The project “RESYPA - Revitalize the spirit of youth participation: Join us!” was an Erasmus + Project aimed at structuring the dialogue between young migrants with few chances and political decision-makers at the local, national and European levels. The project was implemented in Germany.</p> <p>The main objective of the project was to bridge the gap in participation of African diaspora youth in the structured dialogue, allowing the local African Diaspora young people to influence the process of construction of youth policies at local, national and European levels. It also empowered local migrant leaders and local youth associations in Germany working with African diaspora young people.</p> <p>The project RESYPA made possible that migrant youth had the chance, first, to be trained and to discuss about several themes that affect them, such as political and social participation, migratory norms, employment and entrepreneurship, among others; and second, to have their say in front of political representatives at local, regional, national and European levels.</p> <p>It also developed strategies, fundamental measures and a set of</p>



### Short description of the organisation

recommendations aimed to improve their social inclusion.

The project “RESYPA - Revitalize the spirit of youth participation: Join us!” was an Erasmus + Project developed in Germany and aimed at structuring the dialogue between young migrants with few chances and political decision-makers at the local, national and European levels. RESYPA involved 318 young people from diverse origin, mostly from Africa, as well as the participation of 46 local community youth leaders.

Young African migrants had the opportunity to discuss with policy makers and decision takers about many topics related to political and social participation.

### Problems which aims to tackle

African young migrants face many problems at the moment they arrive at the hosting country (in this case, Germany), and then, when they stay there: legal status, migratory laws, asylum process, racism and xenophobia, lack of opportunities in education and the labour market, and social exclusion, to quote some.

Giving them the place to meet themselves, get to know with other people, firstly, and then, providing them with tools and techniques to have a structured dialogue with policy makers and decision takers gave them the chance to introduce the aforementioned topics in the agenda.

### Target groups

The project RESYPA involved 318 young people from diverse origin, mostly from Africa, including some others youth groups and youth organizations, as well as organisations that work with migrant youth and community that need special intervention in terms of social-economic participation.

It also involved the participation of 46 local community youth leaders and leaders linked to youth associations working with the community and descendants of Africans with German citizenship.

### Elements of innovation

There are only few projects aimed at giving young migrants the chance to have their say in political and social issues. The innovation of the RESYPA project resides in the methodologies developed to



## Results achieved

train the young migrants in regards to speech techniques, social and political concepts and preparation for the meetings with policy makers and political decision takers. It also opened that window, which is usually banned for people with political and social rights restricted.

Young African migrants had the opportunity to discuss with policy makers and decision takers about many topics related to political participation, such as: asylum process and changing the laws at European level; integration, in terms of lack of participation and ways of getting involved in the social life of the hosting country; social and political participation, namely better social and political participation and inclusion into the current state and national youth council structures and institutions, as well as regular meetings with policy makers and implementing agencies.

It raised also some of the issues that young African Diaspora women face in Germany.

The participants improved their organizational skills, social competences and their knowledge regarding political and social participation.

In addition, it involved counseling and advisory meetings on promotion of structured dialogue, social inclusion, intercultural dialogue, youth participation, active and democratic citizenship.

## How could this intervention be improved?

Despite the improvements and the empowerment process that the participant young migrants had, the project ended because of the funds, and there was not possible to create a more structured and regular platform for the dialogue between migrants and politicians. For the sustainability of the project it might be a good idea to increase the links with other youth organisations and political parties, so as to raise these topics to the political agenda.

## Prerequisites for the implementation of the GP

The RESYPA project is fully transferable to any other European context. Nevertheless, it is important to have an organisation or groups of organisations with the capabilities to engage migrant youth and to raise funds for this kind of action. Besides, openness from the



## Resources needed

political agents at local and regional levels should be a prerequisite; at least some willingness to collaborate and consciousness to see this like a policy problem.

The project was funded by the Erasmus + Program for a period of one year, and then it discontinued. This means that it is important to raise or to have minimum funds to make the project real and sustainable; nevertheless, the amount would not be very high because of the aims of the project.

In terms of human resources, it should be enough to count with one-two persons full-time.



Title

## Youth Councils in Spain

Place of implementation

Spain, at national, regional and local levels

Organisation

Consortium of social organisations

Timeframe

1983 - currently

Level of implementation

Spain, at national, regional and local levels

Webpage

Youth Council of Spain: [www.cje.org/](http://www.cje.org/)  
Youth Council of Madrid Region: [www.madrid.org](http://www.madrid.org)  
[consejojuventudcm@madrid.org](mailto:consejojuventudcm@madrid.org)

Contacts

[secretaria.cjcm@gmail.com](mailto:secretaria.cjcm@gmail.com)

Summary of the GP

Youth Councils are platforms of youth organisations, created in conformity with the national law for Youth Councils (1983). The main objective of Youth Councils is to encourage the participation of youth in the political, social, economic and cultural development of the country. The specific objectives are to:

- Collaborate with social agents (public bodies, private companies, media, organisations, trade unions, etc.) to achieve a global youth policy that acts on to the problems and concerns of young people.
- Act as channel to mainstream the proposals and demands of youth towards social agents.
- Sensitize public opinion on the specific problems of youth.
- Conduct research to point out the social issues faced by youth in Spain.
- Represent Spanish youth in international youth organizations.



- Provide services and support to youth organisations.

Youth Councils are conceived as plural platforms, composed by organisations from different sensibilities and ideologies that shape the reality of the youth associations, with the important role to transfer the proposals, claims and demands that arise from these organisations to the public administrations, social agents and the media, as a way to exercise by youth full citizenship in society, social commitment, equal opportunities, dialogue and respect for diversity.

Short description of the organisation

Youth Councils in Spain are platforms of youth organisations, from different sensibilities and ideologies, to encourage the participation of youth in the political, social, economic and cultural development of the country, and to act as one to mainstream the main problems that affect youth in Spain. These councils debate and propose solutions to public and private actors for a number of problems, such as youth unemployment, youth public policies, health, migration, among others. Migrants associations take part in the Youth Councils.

Problems which aims to tackle

In general terms, associationism in Spain is very low comparing to other EU-countries, but it is even lower in regards to youth associationism. Youth Councils are conceived as a way to join forces and act as one to mainstream the main problems that affect youth in Spain.

At local and regional levels Youth Councils try to participate in the design of policies that directly or indirectly affect young people and to present alternatives ways of solving the problems they are affected. As legal entities they have the right to be heard, and some of their demands are usually accepted, provided that they are “assumable” to political parties or public bodies.

In this regards, chronic problems in Spain and ways of solution are treated by the Youth Councils, such as: youth unemployment, housing, youth public policies, health, migration, sexual diversity, development, among many others.

However, at national level, the Youth Council faces more issues when mainstreaming their proposals in the National Congress. Most



## Target groups

of the times Youth Council and the current national government are not in the same page. As a result, and using the economic crisis as a pretext, many of the regional youth councils are not funded by public administration and some of them were closed.

At regional level they are formed by youth organisations, represented by a number of delegates in accordance with the size of each organisation, while at national level it is formed by the Youth Councils of Regions and the largest youth organizations, i.e., Red Cross, scouting groups, youth political organisations, NGO's and migrant associations. At present 60 youth entities are part of the national Youth Council, and the Youth Council of Madrid Region is composed by 15 members (SSF is member). Some migrant organisations are full-fledged members or they are represented in most of the regional councils and at the national youth council.

## Results achieved

After its 35 years of existence, Youth Councils have become the most important actors representing young people in Spain, advocating for their rights and providing solutions for policies in regards to the problems that affect young people in Spain. As consultative bodies, they have the right to be heard whenever a law proposal in issues related to youth is discussed at national and regional parliaments. In that sense, their impact is huge and sensible. However, some regional governments and political parties are trying to blur their roles by cutting off their funds. As a result, both national and regional councils are losing their relative lobbying powers.

## How could this intervention be improved?

Some of the members of the councils as well as migrant or LGTB organisations have criticised the way that organisations are elected to act as full-members: currently the eligibility criteria is based only on the number of members of the organisations; however, those organisations are trying to change this to include gender and race approaches, so that these organisations would acquire more representation and this would reflect the existing diversity among Spanish youth.



## Prerequisites for the implementation of the GP

A number of European countries have already Youth Councils or similar consultative bodies, and most of them work well and have impact on youth policies, so these councils would work very well in another European Contexts.

For that end, the first thing needed is the willingness of the main youth organisations in the country. Undoubtedly, this kind of initiative requires political commitment at any level and a consensus between political parties to foster these programs.

## Resources needed

These youth councils are commonly public funded, but they are also funded by quotas payed by the full-member associations, private sector and donations. Currently, National Youth Council in Spain represents only 0,08% of the whole budget for the Ministry of Education; the amount of the regional councils are similar. Concerning human resources, the Councils are governed by a permanent committee, which is elected by the organisations. In the case of the National Youth Council in Spain there is an administrator and permanent staff.





# PARTICIPATION THROUGH ASSOCIATIONISM AND VOLUNTEERING

The good practices identified in this section are mainly related to the involvement of young people, within which foreign young people are also included.

Associations and volunteering are important means of involving young people as they are areas that use typically informal methods, a methodology that allows a greater involvement of young people. It is based on their specific interests in an area in which they do not feel compelled to do something, but are themselves willing to do something about it. Feeling yourself the protagonists of what you do is undoubtedly one of the best ways to make a person aware and at ease.

This section is important for the project because, together with all the others, it creates a complete picture of how you can have youth participation. The contribution given by this section is crucial because the associationism is today a very growing reality in all areas, going to fill gaps where public bodies, cooperatives or companies can not get.

Title	<b>E!State Liberi!</b>
Place of implementation	Italy
Organisation	Libera
Timeframe	2005 - ongoing
Level of implementation	National
Webpage	<a href="http://www.libera.it/schede-22-e_state_liberi">http://www.libera.it/schede-22-e_state_liberi</a> <a href="https://www.facebook.com/estateliberi/">https://www.facebook.com/estateliberi/</a>
Contacts	Tel: 06/69770347-35-45 E-mail: <a href="mailto:estateliberi@libera.it">estateliberi@libera.it</a>

#### Summary of the GP

E!State Liberi! Are camps of commitment and training on confiscated assets, it is a project aimed at the enhancement and promotion of social reuse of confiscated goods and seized from mafias, as well as training participants on issues of social anti-mafia and knowledge of the territories involved, through a week of camp life, immersed in experiences of social commitment and deepening. If on the one hand E!State Liberi! is a project of fundamental importance for the realities that manage confiscated and seized assets, because it is possible to address an important contribution to these realities in terms of participation and promotion, on the other hand, the real protagonists are the thousands of young people and adults, who every summer voluntarily decide to dedicate a week of their holidays to accompany the daily commitment of social cooperatives and associations in the territorial networks of social anti-mafia. In the 46 localities involved, divided between 13 different regions, the project has a positive impact on the territories involved every year, bringing presence and active participation in contexts where cultural change is promoted.

Libera is a network of associations, social cooperatives, movements

#### Short description of the organisation



#### Problems which aims to tackle

and groups, schools, trade unions, dioceses and parishes, scout groups, involved in a commitment not only “against” the mafias, corruption, crime phenomena and those who feed them, but deeply “for”: for social justice, for the search for truth, for the protection of rights, for transparent politics, for democratic legality based on equality, for a living and shared memory, for citizenship that is equal to the spirit and hopes of the Constitution.

Libera does not directly manage the assets confiscated from organized crime, but promotes training and participatory planning interventions useful to make them resources able to trigger processes of local development and increase social cohesion. E!State Liberi! was born from the desire to reuse land belonging to the mafias precisely to combat this type of behaviour, carrying out camps in these territories that involve young volunteers in a process of training in legality.

#### Target groups

Different types of camps: for individuals, groups, minors, families, thematic fields and business fields. The camps for the very young from 14 to 17 years old are very important, with hundreds of places offered. Always in the minors’ field, the association’s commitment in the involvement on the E!State Liberi! of the youngsters “put to the test”. For many young people, these experiences are an enrichment of their own path of redemption from the errors committed and emancipation from their social / cultural contexts of origin. In summer 2017, it saw 2915 people, including young and old, commit a week of their holidays to a project of community, solidarity and discovery.

#### Implementation of the technique

After a slow trial that led to assign to Libera some territories confiscated from the mafias, in 2005 start in Sicily and Calabria “The camp of legality - Libera Terra Project” the first voluntary camps and training on confiscated land organized by Libera and Legambiente. Every year, through close collaboration with the cooperatives that manage the confiscated land, projects are created tailored to each



## Results achieved

camp of work. Thanks to an online form anyone interested can search for a field by region and type, and register.

Over the years, thanks also to Libera's commitment to the fight against all types of mafia, the confiscated land is increasingly. For a lot of people the E!State Liberi! produces a moment of growth that "changes the way we see the world" by uniting group life, concrete and collective commitment to a goal, knowledge of a new reality.

Together with the participants, the protagonists of this project are the many realities present in the territories. Places sometimes abandoned or told with the wrong lens, rich in potential that thanks to the small contribution of participation enhance their energy and transform the present.

There are many experiences in which the participants, at the first contact with Libera, returning from the camps begin to engage daily in the association, in their home territory.

## How could this intervention be improved?

The intervention could be improved by giving greater visibility and making children in all schools aware of this possibility. Based on the data collected from previous years' experiences, a communication campaign could be built up to allow an ever greater knowledge of this opportunity.

Moreover, the possibility of making these camps could be extended to other seasonal periods, as well as providing "class" camps directly for schools.

## Prerequisites for the implementation of the GP

The main prerequisite for adoption is the presence of a place that has been confiscated from mafias or organised crime.

The action could be extended to other territories, perhaps by creating international camps, so as to make not only Italian citizens aware of the importance of commitment and the fight for legality, but also European and non-European citizens.

## Resources needed

Libera is an association that implies an association quote, the E!State Liberi! camps require a camp quote, very small one, but in this way the association can sustain itself.



Title	<b>In&amp;Out - Boosting disadvantaged youth and migrant integration through cultural and volunteering activities</b>
Place of implementation	Guadalupa, Spain, Sweden, Italy
Organisation	Five European partner organizations - ADILES (Guadeloupe - French West Indies), BEECOM (Italy), JARIT (Spain), DUG (Sweden) and CESIE (Italy)
Timeframe	01/11/2017 - ongoing (31/10/2019)
Level of implementation	transnational
Webpage	<a href="http://www.inandoutproject.eu/">http://www.inandoutproject.eu/</a>
Contacts	ka2inandout@gmail.com
Summary of the GP	<p>In&amp;Out Strategic Partnership project, has the main objective to promote volunteering and culture as an effective tool for the integration of youth with fewer opportunities and young migrants in Europe, by developing methodologies adapted to their local context, by sharing best practices and strengthening the networking and cooperation of European and Caribbean professionals on these issues.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>- foster active citizenship and participation of migrants and young people in diverse and tolerant societies</li> <li>- create and provide youth workers methodological tools to strengthen their support to this target group</li> <li>- promote a cross-border network to improve the identification, exchange and dissemination of knowledge, best practices and approaches linked to integration through cultural and volunteering activities.</li> </ul> <p>Activities:</p> <ul style="list-style-type: none"> <li>- Realize an international training for professionals with theoretic and empiric contributions about migration and young migrant support through volunteering and cultural activities.</li> </ul>



### Short description of the organisation

- Engagement of young migrant and youngsters from disadvantaged contexts through dance, narration, art labs to enhance participation and integration and fight prejudices promoting human rights respect.

The coordinator of the project is ADILES, the Association for the Development of Initiatives of European Island Regions, a non-profit organization based in Guadeloupe (RUP France). ADILES is a collaborative project built on an observation: the difficulty for youth workers located in the regions European islanders to put their professional practices into practice and to develop their activities and cooperation projects in a sustainable manner in relation to other territories.

The other partner organizations are Bee.com (Italy), Dansare Utan Gränser (Sweden), Jarit (Spain) and CESIE (Italy).

### Problems which aims to tackle

The five European partner organizations involved in In&Out are directly concerned by unemployment and migrant crisis.

One of the main problem that this project aims to tackle is the integration of migrants that usually are not an active part of their communities.

But an other big problem is the low preparation of youth worker that do not have the tools to involve young migrants.

### Target groups

The project will involve 20 total participants from the five partners of the project in the first step of the project (training course).

Among these participant there will be youth workers, educators and facilitators from France, Italy, Sweden and Spain.

Each approach and methodology that will come out of this project will be used at a local level for laboratories that is going to involve local communities of the 5 partners.

### Implementation of the technique

The project will take place in the different countries partner of the project, starting with a training course in Italy. The methodologies and tools that will come out from the project are the following:

- A Virtual Learning Resource Center where the professionals and youth workers will find all the pedagogical material, online support,



## Elements of innovation

good practices...

- E-learning modules for youth workers based on the Reciprocal Maieutic Approach, facilitating self-expression.
- A Storytelling T-kit for the use of multimedia techniques such as video photography and blogging in storytelling workshops.
- Dance workshops methodology, where dance is used as a tool for empowerment.
- Art laboratories methodology, as a support for young migrants to facilitate an art workshop, using a multidisciplinary approach and especially art as a tool of inclusion.
- A Referential Guide for youth workers, educators, and facilitators accompanying young migrants and Young people with fewer opportunities in their integration process. It will identify case studies and best practices to facilitate understanding of the issues related to integration and active participation of young migrants and youth.

Doing an international project about this topic will help all the participant in finding more ways to discover and maybe solve it. A good comparison of ideas, tools and methodologies is the better way to solve a problem.

## Results achieved

Since the project is just started, there are only expected results and those are:

- Open Educational Resource (OER) tool for young people and youth workers whose aim is to exchange tools, methodologies and approaches around the accompaniment of young people migrants.
- Youth workers e-learning modules to support users' learning on young migrant integration through volunteering and cultural activities.
- RMA, Storytelling, dance and art workshop toolkits to support users learning on young migrants integration through the creation and experimentation.
- In&Out Reference Guide for educators, facilitators and trainers accompanying young migrants and young people with less opportunities in their integration process.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

The intervention can be improved widening the range of people involved in the project, and the partners of the project.

As the project is at an international one the transferability of the it, it's not a problem. The specific condition to transfer In&Out is the problem that the project itself aims to tackle. So first of all the migrant "problem" and the fact that they are not an active part of their communities. But this is a problem that nowadays involve a lot of european and non european countries.

The project is co-funded by the Erasmus+ programme of the European Union in the Key Action 2 Strategic Partnership in the field of Youth.



Title	<b>NOIGIOVANI</b>
Place of implementation	Italy, Emilia Romagna, Imola (BO)
Organisation	NOIGIOVANI
Timeframe	2012 - ongoing
Level of implementation	local
Webpage	www.noigiovani.net
Contacts	info@noigiovani.net
Summary of the GP	<p>The operative path of the Association defines itself through needs and proposals coming from associated and other groups in the territory.</p> <p>Projects has different objectives:</p> <ul style="list-style-type: none"> <li>- create a contact network</li> <li>- promote, through this network, existing and non existing entrepreneurial projects</li> <li>- realize events about actual themes, meetings, events with experts</li> <li>- create, sustain, develop ideas and projects</li> <li>- furnish methods and occasion to develop young people's talents with the perspective of a qualified and professional job placement.</li> </ul> <p>Through the membership card we want to create a real network of useful contacts for a better integration with the territory, offering collaborations, discounts with shops run by young people and pubs.</p>
Short description of the organisation	<p>NOIGIOVANI is a youth association, born from some youngsters from Imola that wanted to express themselves in their context.</p> <p>Create, sustain, develop and realize: ideas, projects, programs through researches, meetings, confronts and relationships that can allow the link among youngsters and their territory.</p> <p>A network grew up to develop single and group projects, to give voice, spaces and opportunities to not only young people.</p>



### Problems which aims to tackle

NOIGIOVANI was born from the need to revive their city and create opportunities for young people who live here. One of the main projects of the Association is RestArt, an urban regeneration project created to improve degraded areas of the city. A moment where music, art and sport converge towards a single goal, the possibility of living the urban place not only as a point of passage or stop, but create a place in which the user can feel part of, welcomed and that he can personalize, thus increasing the quality of perception of the same.

### Target groups

The association NOIGIOVANI is mainly aimed at young people, between 18 and 30 years of age, but it carries out activities for the entire community. Organizing public events open to all.

### Implementation of the technique

The association was born from a small group of young people and has expanded over time involving more and more associates. It started from a single initial project (RestArt) and then expanded to other initiatives and events. The tools used are mainly social networks and the website that allow more easily to reach the target population.

### Elements of innovation

Unlike many other initiatives in the area aimed at young people, this one starts totally from the will of young people that want to take action for their future and their city. This is a characteristic that can often be common among the thoughts of many, but that rarely succeeds in becoming a reality and above all in lasting over time.

### Results achieved

Since its foundation, NOIGIOVANI has always enjoyed the support and recognition of local institutions and other local realities. But even more important results are due to the recognition outside one's own city not only locally but also internationally. The RestArt initiative is now in its fourth edition, and the works of art created during these initiatives have received formal and non-formal recognition. The network that from the beginning has been part of the Association's mission has produced many collaborations that have allowed the realization of as many events.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

The extension of the initiative to other territories could certainly be a way of improving this initiative. Although the fundamental part of the same is its link with the territory. In this sense, the same model adapted to other realities could be proposed, not forgetting the importance of starting from below.

The main prerequisite for adoption is a strong willingness to start from below, hence a total absence of enforcement. Even the needs that come from the territory in this sense can be considered as fundamental elements for the export of good practice to any other area.

NOIGIOVANI is financed by donations from anyone who believes in the importance of this project, and through the events that are held. The association has twelve main members who are involved in the main activities, and many other collaborators and volunteers who contribute to the success of the events organized by NOIGIOVANI.



Title	<b>Officina Immaginata</b>
Place of implementation	Italy, Emilia-Romagna, Imola (BO)
Organisation	Officina Immaginata
Timeframe	2013 - ongoing
Level of implementation	local
Webpage	<a href="https://www.facebook.com/OfficinaImmaginata/">https://www.facebook.com/OfficinaImmaginata/</a>
Contacts	Tel: +39 345 966 8725 E-mail: officinaimmaginata@gmail.com
Summary of the GP	<p>Officina Immaginata is a social cooperative operating in the field of social planning, educational services and cultural animation. The purpose of the Association is social innovation, that is realization of new ideas that meet social needs and at the same time create new social relations, in view of the integral and supportive development of the person.</p> <p>Officina Immaginata is currently also a cooperative and its most important activities consist of after-school activities in the Pedagna di Imola district, Fontanelice and San Patrizio; activities that are carried out in schools, especially against school drop-out, but not only, also on different types of topics, and finally tutoring activities for certain children, including disabled children.</p> <p>The idea started with the OCA (Oratorio Cittadino Adolescenti - Oratory Citizen Teenagers) which starts from an ecclesial initiative, but consists of a lay educational proposal, aimed at all adolescents.</p>
Short description of the organisation	<p>Officina Immaginata is a social promotion association founded in January 2013 to carry out activities of social utility to members or third parties in the fields of social planning, educational services and cultural animation.</p> <p>The aim of the association is social innovation, that is the realization</p>



#### Problems which aims to tackle

of new ideas that meet social needs and at the same time create new social relationships, in view of the integral and supportive development of the person.

The whole project starts from the diocesan team of the Policoro Project about a year earlier, when the need is identified to propose summer post-Summer Youth (summer camps organized by the parish). Six young people have been involved for years in educational service in various ecclesial associations, now eager to experiment in the workplace.

Activities that are carried out in schools, especially against school drop-out, but not only, also on different types of topics, and finally tutoring activities for certain children, including disabled children.

#### Target groups

The 7 founding members are 5 men and 2 women aged between 24 and 28 years. The activities carried out by the Association are more for young people, children and adults.

#### Implementation of the technique

The project was born from the initial will of the founding members to create and build activities for young people and not only in the city, with particular regard to disadvantaged people. First it was born as an association then from the association was born the cooperative.

#### Results achieved

The proposal of the OCA starts from an ecclesial initiative, but consists of a lay educational proposal, aimed at all adolescents. In Following the strong success achieved, young people continue to in the development of an “entrepreneurial” project that will lead them to spend in this area. New young people are involved who share this passion and bring new ideas, all under the coordination of the Policoro Project.

Officina Immaginata is also a cooperative and its the most important activities are after-school activities; in the activities that are carried out in schools, especially against early school leaving, but not only, also with regard to various types of issues, and finally activities of mentoring of certain children, including disabled children.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

As regards cultural activities, Officina Imagined tries to collaborate and maintain networks with other actors and associations of the territory, in the realization of events and in the opening of spaces that are usable by the community, such as the Legality Library, inaugurated in 2015, in collaboration above all with Free, in which you tried to create a space, renovated thanks to work a volunteer of many young people from Imola, in whom to place publications about the themes of the fight against the mafia and legality, and consultable by anyone make a request, but that it be not only a library, but also a place a space for young people and beyond.

One way to improve this initiative would be to widen the ties with other territories and therefore increase its activities in other territories.

The strength of Officina Immaginata is the cohesion of the group. The young people who founded the association and then the cooperative were and are friends with a common goal. This is therefore one of the fundamental elements for the establishment of a practice like this.

Furthermore, another fundamental requirement is the establishment of a good network between the various stakeholders involved in the subjects covered by the action, which has made it possible to continue to grow this reality over the years.

Officina Immaginata is self-financing through the individual laboratories it runs in schools and other contexts.

There are currently about twenty people involved in the project, but there are many volunteers who work around the cooperative and they vary according to the projects and initiatives implemented.



Title	<b>OpenBiblio</b>
Place of implementation	Alfonsine (RA), Italy
Organisation	OpenBiblio
Timeframe	October 2012 - ongoing
Level of implementation	local
Webpage	<a href="https://www.facebook.com/OpenBiblioAlfonsine/">https://www.facebook.com/OpenBiblioAlfonsine/</a>
Contacts	E-mail: <a href="mailto:info.openbiblio@gmail.com">info.openbiblio@gmail.com</a> Tel. 347 839 6096
Summary of the GP	<p>This association was born initially in 2005 with one main objective: promote the development and the diffusion of culture, particularly regarding university student, thought study groups, notes exchange and other materials regarding studies.</p> <p>The association has a good relationship with the Municipality and the library itself that, through shared rules, permit the autonomous use of the library during the normal closure of it (during the evening and on Sundays).</p> <p>Beside the fruition of those spaces, OpenBiblio organizes cultural and social services and activities like for example animated readings for children and books presentations.</p> <p>OpenBiblio is a virtuous and rare example of cooperation among youngsters of the territory in the same sense.</p>
Short description of the organisation	<p>OpenBiblio association allows to:</p> <ul style="list-style-type: none"> <li>- use library spaces even when the library is closed</li> <li>- being part of the organization of the events.</li> </ul>
Problems which aims to tackle	The problem that this association aims to tackle is the problem that a lot of students deal with: the difficulty of studying at home and during moments that usually see the library closed.



Target groups	Nowadays OpenBiblio is formed by a dynamic group of students, from the university and the high school. The association counts about 40 associated not only from Alfonsine, but also from cities nearby like Mezzano, Ravenna, Piangipane, Santerno. A great part of the associated are into scientific studies and a lot of off-site students use the library as a meeting point to share ambitions and dreams.
Implementation of the technique	OpenBiblio started as a simple association to keep the library open in moments that usually is closed. After that the association grew up with different activities: organization of events, the use of the Facebook group and a Whatsapp group to organize the opening of the library.
Elements of innovation	Active youngsters to keep the library open.
Results achieved	<p>The results achieved with this association are a lot and in different fields. The great collaboration with the municipality helped a lot the realization of the ideas of all the people involved in the association. Books presentations, animated lectures for children and the review "Pagine e note" (pages and notes) are just few of the events organized by the association.</p> <p>The increasing of the people involved in OpenBiblio is an other big result, also because a lot of people are not from Alfonsine, but from other cities nearby.</p>
How could this intervention be improved?	<p>The intervention could be improved enlarging the number of associated, and from different ages. The people involved in the association are only youngsters from 18 to 26 more or less, maybe involving more people from different ages could help in keeping the library open more hours.</p> <p>Also involving other people can help in developing new ideas for the events organized by the association.</p>
Prerequisites for the implementation of the GP	This GP doesn't need specific elements for the adoption, only a library and a group of people that wants to keep the library open in specific moments.



## Resources needed

The other prerequisite for the adoption is a municipality that trusts the people of the city, because they have to give them the keys of the library.

This action could work well in any other european contest.

Everything is volunteer, so there are no financial resources needed. Human resources instead are needed because everything is about volunteering.



Title

## Operation Groundswell

Place of implementation

Canada, Toronto

Organisation

Operation Groundswell

Timeframe

2006 - ongoing

Level of implementation

National and Transnational

Webpage

[www.operationgroundswell.com](http://www.operationgroundswell.com)

Contacts

Tel: 1-888-422-0164

E-mail: [mail@operationgroundswell.com](mailto:mail@operationgroundswell.com)

Summary of the GP

Is volunteering abroad helping or harming the developing world? Is there a way to contribute to development while also critiquing it? We wanted to understand why global poverty plagues much of the world while billions of dollars are poured into development projects around the globe. We learned that governments, charities, and international institutions often push their agenda without consulting the communities they are 'developing.'

We realized that a project has significantly higher impact if it is undertaken in collaboration with the community. Not as a handout, not as charity - but in solidarity.

We began talking to local NGOs and community leaders about what their real needs were. We created partnerships with local charities, community leaders, and local governments. We combined community service with an educational program that taught team members the context needed to understand local challenges before solving them.

Short description of the organisation

Operation Groundswell is about backpacking with a purpose. With ethical travel at the crux of Operation Groundswell's philosophy, it designs financially accessible programs that tell a story, addressing key challenges unique to each region and community we work with, told from diverse local perspectives. Each of the programs has a



Problems which aims to tackle

dynamic blend of solidarity-based community service, meaningful learning experiences, and off the beaten path adventure.

This organization wants to help local communities all around the world to develop themselves. OG does all their activities with backpackers volunteers.

Target groups

From one pilot program to West Africa, Operation Groundswell grown to run a total of 162 programs to 18 countries around the world. It bring cool, caring people together who want to explore the world while actively shaping it. We're sparking a movement of globally active and socially conscious backpackers. We call them backpacktivists.

Implementation of the technique

OG has four main activities:

-Redefining Volunteering

Forges deep partnerships with local NGOs and charities to work with them on community-requested projects.

-Planned Daily Excursions

Daily details are thoughtfully organized by experienced program leaders.

-Educational Programming

OG facilitates meaningful discussions and workshops that will challenge to think critically about what it means to truly make a difference.

-Immersive Experience

Immersion builds cultural competency and empathy - the key qualities in all global citizens.

Elements of innovation

It's a form of volunteering that permit to fully enjoy the experience of the volunteers and to reach different countries and integrate different cultures.

Results achieved

Operation Groundswell grown to run a total of 162 programs to 18 countries around the world. It bring cool, caring people together who want to explore the world while actively shaping it.



Over fifty people close to OG told which values best represent the organization. They built the Backpackivist Manifesto: a working document used to inform everything OG do. These values epitomize a true backpackivist - travelers who are socially, environmentally, and politically aware of their impact in the places that they travel to and live in.

The 9 points of the Manifesto are the following:

PREPARED TO CHANGE  
FULL LIFE LIVIN'  
CONSCIENTIOUS  
RESPECT  
HUMILITY  
SOLIDARITY  
GROUP FOCUSED  
THIRST FOR LEARNING  
LEADERSHIP

The intervention is already really complete, it provides different activities for people interested in this field.

The OG can be easily implemented in any other context with no specific elements or condition.  
The action will work well in any other European contest.

OG believes that their programs should be available to all - regardless of economic background or situation. That's why they've set up a number of financial support options to best serve backpackivists' needs.  
Financial Needs Grant can cover 15-25% of the 35- or 40-day program fee and is available for anyone experiencing financial strain, including individuals from low-income households, students, and recent graduates.  
Most of the programmes are supported by fundraising, in wich this organization is really an expert.

An OG program can become part of an independent study course, making it possible to receive academic credit and access financial scholarships.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

Title	<b>Radio Sonora</b>
Place of implementation	Italy, Emilia-Romagna, Unione dei Comuni della Bassa Romagna
Organisation	Sonora Social Club association
Timeframe	2012 - ongoing
Level of implementation	Local and European
Webpage	<a href="http://www.radiosonora.it">www.radiosonora.it</a>
Contacts	<a href="mailto:radiosonora.info@gmail.com">radiosonora.info@gmail.com</a> tel. 335 8002382

Summary of the GP

Radio Web Sonora is an Italian community web radio. Founded in 2009 by the administration of Unione dei Comuni della Bassa Romagna. The aim of this project is to create a place where ideas can be exchanged and people of all ages can develop their creativity and self-expression. It's a chance to establish new social relationships, a cultural innovation open to everyone. After 7 years of activity, the radio counts on more than 60 programs and involves more than 150 volunteers. Radio Sonora is actively engaged in many cultural and musical events, both locally and nationally. It also cooperates with local schools to get young students involved, giving them a chance to discuss society-related topics which are relevant to them. A public organization, "Associazione Sonora Club", has been created in 2012 by a group of radio's speakers, as a radiofonic managing board, responsible for all of radio's local projects. It is a cultural association whose aim is to manage and promote cultural events related to the field of music, theatre, cinema, radio and figurative arts. Everyone can become a member of the association and contribute to Radio Sonora, a great chance to share their point of view, ideas and passions.



Short description of the organisation

Radio Web Sonora was founded in 2009. It is open to everyone, a place where young people and adults can get together and experiment with web radio broadcasting and new media. The aim is to create a place where ideas can be exchanged and people of all ages can develop their creativity and self-expression. It's a chance to establish new social relationships, a cultural innovation open to everyone. In 2012, a group of radio's speakers established "Sonora Social Club". It is a cultural association whose aim is to manage and promote cultural events related to the field of music, theatre, cinema, radio and figurative arts.

Problems which aims to tackle

This long-running project started with the idea of involving more people from this territory. The aim is to tackle a lack in youth participation and volunteerism: during our activities we found that, often times, the youth policies carried out by local municipalities or associations do not successfully engage young people. This project strongly believe that a way to get more participation can be through the community web radio.

Target groups

Radio Sonora is open to all the inhabitant of Unione dei Comuni della Bassa Romagna and not only. The target group is from 10/11 years old people to adults, with a special interest for youngsters from 14 to 30 y.o.. People involved are interested in communication, arts, music and become an active part of their community. After 7 years of activity, the radio involves more than 150 volunteers.

Implementation of the technique

The web radio started with few participants from different range of ages, and through the years the number of volunteers increased. During the years Radio Sonora and Sonora Social Club, always in collaboration with the youth coordination office of UCBR, managed a lot of other different projects, musical and cultural ones like "RadioTellers", StradeBlu, Musica Nelle Aie, RIOT Fest and other paths in the cities of UCBR, like courses in the school to bring in here non formal education (Stay Tuned), exhibitions, workshops



## Results achieved

participation.  
Among the different projects, Radio Sonora focused a lot on entrepreneurial culture with projects like Ingranaggi Festival and Eroi d'Impresa, or involving and working with vulnerable people or minorances (Albratross, Oltre lo specchio).

Radio Sonora during those 9 years of activity reached a lot of the objectives that were set at the very beginning: get the people of the territory being involved in social life, giving more cultural and artistic events and projects to the UCRB territory and involving people from different fields and origin to get to know each other and to live their territory.

This is just the beginning, the hard work is not finished. For initiatives and projects like this the main ingredient is the willing from the people that live it, to carry on the project with enthusiasm and new ideas, the willing to get more and more people know the project and feeling involved in it, and a part of it.

## How could this intervention be improved?

This project could be improved enlarging the project to a larger area, or exporting it in other territories.

## Prerequisites for the implementation of the GP

This action will work well in any other territory, but to be a real community web radio it has to be linked with the territory that hosts it. This project isn't created to be large and impersonal, it deals with people and relationships.

The main element to export this kind of project is a strong local institution that believes in this kind of projects.

## Resources needed

Radio Sonora works with one artistic director and two other people that deals with administration, recordings and other collateral projects.

Most of the work is done by volunteers: all the speakers and the djs are volunteers.

The financial resources come from regional, local or european founds.



Title	<b>Student Volunteering Week</b>
Place of implementation	United Kingdom
Organisation	Partnership between Student Volunteering Network, Student Hubs and NUS
Timeframe	2001-ongoing
Level of implementation	National
Webpage	<a href="http://www.studentvolunteeringweek.org">www.studentvolunteeringweek.org</a>
Contacts	<a href="mailto:info@studentvolunteeringweek.org">info@studentvolunteeringweek.org</a>

Summary of the GP

Student Volunteering Week 2018 is themed around ‘Student Civic Engagement’ and how student volunteering benefits this in the following ways:

- Improves student wellbeing
- Develops students’ employability
- Contributes positively to civic life on and off campus

This is a unique week-long opportunity where the whole of the country will be getting involved. SVW gives you a great platform, whether you’re a student, university, college, students’ union, charity or social enterprise this is your chance to get to showcase your innovative projects and events. We hope you use this time to promote student volunteering and share your ideas, best practice and challenges with the rest of the sector.

Getting involved offers a great chance for students to develop their skills while forming key social action partnerships in local communities.

Short description of the organisation

Student Volunteering Network is a peer support network for anyone employed by a UK higher or further education institution to support student volunteering activity. Student Hubs believes that students have the power and potential to



Problems which aims to tackle

shape a better world. Inspiring, connecting and supporting students to get involved and make a difference while they’re at university. National Union of Students is a voluntary membership organisation that makes a real difference to the lives of students and its member students’ unions. The mission is to promote, defend and extend the rights of students and to develop and champion strong students’ unions.

Volunteering can play a significant role in helping international students integrate into their new communities. Volunteering is an excellent way for international students to get to know their local area and the UK. By giving their time to charitable projects, students can meet people in the wider community and learn about the needs of those living around the corner from their institutions. Volunteering can help to gain a better understanding of the issues in the community and gives an opportunity for foreign people to learn about British culture. Volunteering is also an excellent way for international and domestic students to get to know students from a wide variety of backgrounds. Some programmes are focused on a series of events and volunteering opportunities focused on tackling loneliness in both the young and the old. They are specifically targeting international students, who often feel isolated at university. In addition to integration, volunteering helps international students to develop valuable skills for life and work. Overall, volunteering as an international student provides access to new friends, knowledge, skills and other opportunities.

Target groups

In 2017 students and staff from 60 Higher and Further Education Institutions led 298 events. Getting involved offers a great chance for students to develop their skills while forming key social action partnerships in local communities. SVW creates a great platform, it’s for students, universities, colleges, students’ unions, charity or social enterprises this is a chance to get to showcase your innovative projects and events.



## Implementation of the technique

SVW take place every year, it's a week dedicated to volunteering activities all around the UK. It involves colleges and universities and every voluntary activity is spread through the website and the social media network of the SVW.

Staff use the SVN mailbase and frequent regional meetings to share best practice and collaborate on activities throughout the year. This is a unique week-long opportunity where the whole of the country will be getting involved.

## Results achieved

Volunteering can help students to develop a broad range of teamwork and leadership skills, and enhance their employability. Research by the Chartered Institute of Personnel and Development (CIPD) found that 67 per cent of employers noted that entry-level candidates with voluntary experience demonstrated greater employability skills and 51 per cent of graduates under the age of 30 in paid work said that volunteering helped them to secure employment.

So Student Civic Engagement:

- Improves student wellbeing
- Develops students' employability
- Contributes positively to civic life on and off campus

Volunteering is an excellent way for international students to get to know their local area and the UK. By giving their time to charitable projects, students can meet people in the wider community and learn about the needs of those living around the corner from their institutions.

SVW gives the opportunity to interact with people from different backgrounds, and learn about other perspectives.

## How could this intervention be improved?

This intervention could be improved widening the SVW to other European and non European countries.

Another way of improving this program could be the organization of many Student Volunteering weeks during the year, maybe starting



## Prerequisites for the implementation of the GP

with two and then increasing till three and then four. In this way youngsters could have many occasions to try volunteering.

The Student Volunteering Week could work well in any other European Country because it's a way to open the volunteering world to young people that nowadays are not so often orientated in this way.

One of the main condition that must be present to allow the implementation of the good practice is a good network among the schools, and between the schools and the associations, local communities and institutions.

The local condition to allow the transfer is a good and flourishing associative network.

## Resources needed

The staff of the Student Voluntary Network is composed by 15 people, including a chairman and two vice-chair, web developers, policy and best practice officers, network development officers, comms and social media officers, student volunteering week officers.



Title

## YoungER Card

Place of implementation

Regione Emilia Romagna Region (Italy)

Organisation

Regione Emilia Romagna Region (Italy)

Timeframe

09/2013 - ongoing

Level of implementation

Regional

Webpage

<https://www.youngercard.it/>

Contacts

[youngercardstaff@regione.emilia-romagna.it](mailto:youngercardstaff@regione.emilia-romagna.it)

Summary of the GP

YoungERcard is the new Emilia Romagna card for the young people between 14 and 29 years old, living, studying or working in the region.

The main objective is to foster links, attention and solidarity behaviors between young people, responsible consumption, sense of community and belonging.

The card is distributed for free, and gives to their owners a lot of benefits for cultural and sportive services (theaters, cinemas, gyms...) and discounts in different stores.

YoungEr Card also encourages the youngsters to become Young Protagonists, investing part of their time in interesting volunteer projects.

The projects are organized in collaboration with local entities, associations, universities, schools, sport clubs, social cooperatives...

Activities can be related to different fields: educational, artistic, recreational, social, sports, cultural, environmental.

Short description of the organisation

Emilia-Romagna is an administrative Region of Northeast Italy comprising the historical regions of Emilia and Romagna. Its capital is Bologna. It has an area of 22,446 km<sup>2</sup>, and about 4.4 million inhabitants.

Emilia-Romagna is one of the wealthiest and most developed regions



Problems which aims to tackle

in Europe, with the third highest GDP per capita in Italy. Bologna, its capital, has one of Italy's highest quality of life indices and advanced social services.

YoungERcard is promoted by the youth policies department of the region.

This project wants to deal with two main problems detected in the area: the lack of volunteering among young people and the lack of belonging feeling to the territory.

About this second one, the idea of creating a card for all the people living in the region independently about their citizenship, can give to the young people more sense of belonging.

About the volunteering, YoungER card gives to all the associations and organizations of the small areas the power of creating projects that can get the world of volunteering and youngsters closer.

Target groups

The project is for boys and girls between 14 and 29 years old.

In the last 5 years 25 583 girls and 18 813 boys registered to YoungER Card, of which 17 285 (40%) are between 14 and 19 years old and 25 922 (60%) are between 20 and 29 years old.

All those youngsters are living, working (2 435) or studying (39 818) in the region. A lot of them are unemployed (1 398) or unoccupied (746).

The Young Protagonists that took part in the volunteering projects are until now 3 244.

Implementation of the technique

The project is carried out with the dialogue between the region and the local institutions at a high level, and between the local institutions and the commercial activities, the associations and the services at a lower level.

Another channel to communicate mostly with the young people and the target group is the web. YoungER Card has a website (50 000 annual medium number of accesses), a Facebook page (with 2 338 likes) and a Twitter account (with 267 followers).

Results achieved

YoungER Card allows the young people of Emilia Romagna to better



How could this intervention be improved?

know their territory, to create relationships with other people, and be an active part of the economic, cultural, sportive and environmental reality in which they live, creating relationships with local institutions, making them protagonists and responsible. The relationship with the institutions is also lead through the distribution of the card that take place in youth centers, Info Youth desks, libraries and youth policies offices.

This project is open to everybody, and gives the same opportunities to all.

Another important aspect is the communication one: with the on-line portal everyone from every part of the region can contribute in enriching the project, a youngster can subscribe, find the benefits, the volunteering projects and look for the distribution points.

The volunteers have an active part in their local communities, collaborating with local associations and cooperatives particularly in the social area (children, old people...).

The main issue of this project is to coordinate in a good way all the large territory of the region, with different realities.

The problems that the local institution aims to tackle are first of all the agreements with the stores and services. For the local institutions it's not always so easy to lead on the agreements.

Another issue is the involvement of the association for the other dimension of the project: the youth activism.

YoungER Card it's a complicated machine, with different objectives all in one project. The region Emilia Romagna operate with continuous monitoring, debates and reflections with territories YoungER Card can have a lot of new implementation, first of all it's a dynamic action that looks for a continuous change, as the young generations are.

There is also a new idea about an improving of this project, like a dialogue with the schools for the "school-job alternation" or in which way YoungER Card can be a tool of integration for young immigrants and asylum seekers.

This project can be adopted and implemented in another European



Prerequisites for the im

plementation of the GP

Resources needed

country, the elements and condition needed are first of all political disposition at the basic level. YoungER Card needs this will to start. Another important condition is the existing networks in the territory. A network that connects institutions, local entities, associations, universities, schools, sportif clubs, social cooperatives...

To implement such a big project you need, apart from the financial resources, a lot of human resources.

The region has a dedicated office: the culture, youth policies and legality department that manages all the works. A dedicated staff that take care of the web site, a technical coordination and also a designer for all the graphic aspect that permits the recognizability of the project.

This regarding the central coordination, but in every local territory it's needed a functionary that manages his/her area.

The project involves 132 municipalities, 20 Unions of municipalities and 350 trained and enabled operators.



Title **GIVE** Grassroots Integration through Voluntary Experiences

Place of implementation Austria, Great Britain, Ireland, and the Netherland

Organisation IOM Missions

Timeframe December 2012 - May 2014

Level of implementation National and transnational

Webpage <http://www.iomvienna.at/en/give-%E2%80%93-grassroots-integration-through-volunteering-experience>

Contacts Katharina BENEDETTA  
Tel.: +43 1 585 33 22-19  
E-Mail: [kbenedetter@iom.int](mailto:kbenedetter@iom.int).

Summary of the GP

According to the volunteer expert agencies and key integration NGOs, migrants mainly volunteer within a fairly narrow framework, often within their own diaspora. The GIVE project will establish and strengthen mechanisms for engaging migrants in community volunteering in project participating countries through a range of activities, including awareness raising, information provision, training and sensitization both amongst potential migrant participants, volunteer hosting organisations, and Migrant Led Organisations as well as NGOs.

The overall objective of GIVE is to enhance immigrant participation in aspects of collective life, and to support the creation of inclusive neighbourhoods and bottom up initiatives for local participation. The programme will also contribute to enhanced public perception of migration and diversity through a public awareness campaign.

Short description of the organisation

International Organization for Migration (IOM) is committed to the principle that humane and orderly migration benefits migrants and societies.

As the leading international organization for migration, IOM acts with



Problems which aims to tackle

- its partners in the international community to:
- Assist in meeting the growing operational challenges of migration management;
  - Advance understanding of migration issues;
  - Encourage social and economic development through migration;
  - Uphold the human dignity and well-being of migrants.

In the current climate of economic recession in Europe, racism and xenophobia are real threats to social cohesion and migrant integration. Community civic spirit is an important building block which promotes integration when communities have a participatory inclusive approach. Through the GIVE project migrant volunteering can be promoted and facilitated at a local community level and thus can promote integration at the most local grassroots level via building inclusive neighbourhood. The project GIVE aims to achieve better integration of third country national migrants within local communities.

Target groups

Target group is formed by migrants that live in the areas of interest. In Austria, Caritas Graz was in charge of matching interested migrants with relevant volunteering organizations, and 148 contacts were established between potential volunteers and organizations in the frame of the project. In general, Austrian volunteering organizations expressed their high interest in integrating migrants into their volunteer teams.

Implementation of the technique

GIVE provides a good foundation for developing strong recruitment processes for migrant volunteers, following these steps:

- Research
- Migrant led strategy development
- Face-to-face Communication
- Advertising Opportunities
- Translation
- Streamlined recruitment
- Networking
- Terminology & Presumptions



## Results achieved

### - Overall Objective

As one outcome during the project implementation, a toolkit with additional support activities has been developed and piloted in the four countries implementing the project (Austria, Great Britain, Ireland, and the Netherlands). The project toolkit and final project website had been disseminated and made accessible on an EU wide basis to share the key findings and prompt replicated as well as adapted approaches.

In general, Austrian volunteering organizations expressed their high interest in integrating migrants into their volunteer teams. Therefore, the project team is optimistic about having been able to raise consciousness and thus having initiated a long-term process within the organizations. The project was formally concluded during the final conference in Dublin on 30 April 2014, which was organized by IOM Dublin and proved the widespread interest in using volunteering as integration tool.

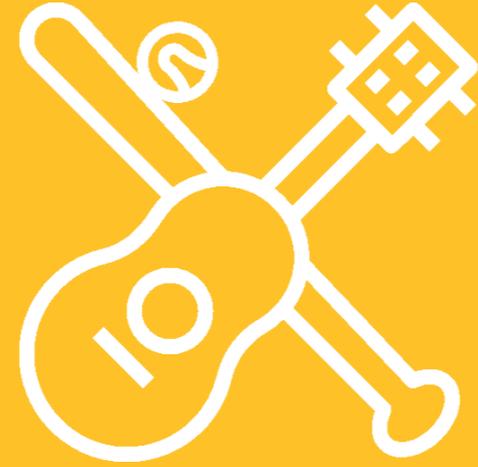
## Prerequisites for the implementation of the GP

There are no particular prerequisites for the adoption of this GP, only the will from the institutions and the society to improve the voluntary field. The action will work well in an other european context because volunteering promotes integration when communities have a participatory inclusive approach.

## Resources needed

The project is co-financed by the European Integration Fund and the Austrian Federal Ministry of Europe, Integration and Foreign Affairs.





# PARTICIPATION THROUGH SPORT AND CULTURE

This section gathers good practices examples in the area of culture and sports that which are used to support the social inclusion of young migrants.

Culture is being understood as the way who someone understands the ‘world’ surrounding them, the way perceptions, appreciation, classification, and distinguish are expressed. Young people are the shapers of the future and important drivers of cultural change. Their responses to the changing world, and their unique ways of explaining and communicating their experience, can help transform their culture and prepare their societies to meet new challenges.

Sport is a universal element in all cultures. It may include any form of physical activity, casual or organised participation, which aims at expressing or improving physical fitness and mental well-being, forming social relationships or obtaining results in competition at all levels. Sports activities are popular with young people as they provide opportunities for social interaction through which they can develop the knowledge, skills and attitudes necessary for their full participation in civil society.

The opportunities for culture and sport to act as a tool for social inclusion are presented through a number of good practices in the following section. It is anticipated that by situating the topic of culture and sport in a broader policy context, it will provide additional opportunities for migrants and refugees to be integrated within local societies. It can bring people together, no matter what their origin, background, religious beliefs or economic status. It can also provide a unique way of bringing new arrivals and their host communities together as they can create a unique, universal and safe arena for cultural exchange, individual and community development, while can also assist other areas of integration such as education and employment.

Title	<b>A suitcase of flavours</b> (Original title: Μια Βαλίτσα γεύσεις)
Place of implementation	Cyprus
Organisation	Sigma Radio-TV ltd in collaboration with the Research Foundation of University of Nicosia (UNRF)
Timeframe	2015- to present
Level of implementation	National
Webpage	<a href="http://www.sigmatv.com/shows/miavalitsageusis">http://www.sigmatv.com/shows/miavalitsageusis</a>
Contacts	Mr. Antonis Karatzias Head of European Programmes Unit Tel: 00357 22580580 Email: karatziasa@dias.com.cy

#### Summary of the GP

The aim of this project is to travel the world through gastronomy. It aims to develop a sense of acceptance of diversity and the reduction of Cypriots' misperceptions for foreign cultures. The "tour guides" of this project are the well-known chef George Tsoulis, the actress Christina Kyriakou and the TCN citizens, who live on the island.

Challenge and goals:  
The acquaintance with the gastronomic culture of both TCN and Cypriot people and the influences that gastronomy has received from the direct and indirect interaction of other cultures. In particular, the show highlights the coexistence of different cultures through cooking. The audience (regardless of cultural background) acquires knowledge related to the preparation of various dishes. At the same time, it is promoting the reduction of possible misconceptions that prevail regarding the different cultures.

#### Short description of the organisation

'The project is co-funded by the European Asylum, Migration and Integration Fund and the Republic of Cyprus, under an Action



#### Problems which aims to tackle

entitled: 'Understanding the Civilization of Foreign Countries through Cooking'.

'A suitcase of flavours' is a cooking TV programme. The main aim of the Action is the production of a series of cooking shows from a number of different countries whose citizens are living in the Republic of Cyprus as a way to introduce the various civilizations under cultural, historical, educational aspects to the local society. Gastronomy is an integral part of a culture. With the recipes' presentation, people of Cyprus have the opportunity to learn how to prepare various dishes and/ or teas, while learning the culinary habits and traditions around world.

This TV program aims to tackle the misconceptions that prevail regarding the different cultures and xenophobia.

#### Target groups

TV show on Cypriot Chanel for people of different age, religion, culture etc., that live in Cyprus.

#### Elements of innovation

Addressed to everyone who loves cooking, travel, learning about other cultures and "tasting" new flavors! The tour guides participating in this show are the citizens of TCN, who live on the island.

#### Results achieved

The success of the project can be proved by the very high audience rate and by the fact that the TV program was renewed for the next season.

#### How could this intervention be improved?

Attempt to match the two kitchens/cultures by working on stereotypes and common grounds.

#### Prerequisites for the implementation of the GP

The specific idea has been awarded at European level, as it attempts to use the food as integration tool. Under this perspective it can be transferred to other countries, taking under consideration the majority of different ethnic groups that are living there.

#### Resources needed

This project requires the following funds:



- a) Administration costs
- b) Staff costs
- c) Filming costs
- d) Advertisement and dissemination



Title	<b>Conversation Club</b>
Place of implementation	United Kingdom
Organisation	Sheffield refugee friendship group and STAR (Student Action for Refugees) and the newly established Drop in Centre (Sheffield Asylum Team)
Timeframe	Spring 2002 - to present
Level of implementation	Every Wednesday at Victoria Hall Every Friday at Central United Reform Church
Webpage	<a href="http://www.conversationclub.org.uk">http://www.conversationclub.org.uk</a>
Contacts	Tel: 07807 584657 (they have no office in Sheffield)
Summary of the GP	<p>Conversation Club's purpose is primarily to generate conversation and so, incidentally, help people to improve their English. However, they had considered for some time that a logical extension of this, was to run informal English classes as well.</p> <p>And so, many refugees and asylum seekers are either not eligible for publicly funded classes or find the idea of going to college rather frightening. For those reasons, CC is trying to provide a safe environment for asylum seekers and refugees for a few hours each week.</p> <p>How? Every Wednesday and Friday, at Victoria Hall and Central United Reform Church, about 5 or 6 volunteers are sitting down with about 5 or 6 refugees to talk and play games, drink tea and get to know each other.</p> <p>There was no particular brief and training.</p> <p>Conversation Club explored a variety of approaches to help language practice and confidence building and gives new arrivals a chance to find out about the city and what it could offer them.</p> <p>The activities are spreading into the whole of the Sheffield</p>

### Short description of the organisation

community:

1. Walks into the Peak District
2. Local schools invite CC's members to talk to their students.
3. Encourage the many skills of their members by producing newsletters, film discussions, forming links with other community groups.
4. Broaden horizons by organizing cultural outings (ex. Museums, films, other cities, archeology sites, exhibitions).

Conversation Club is a charity. Offers English practice and some basic English teaching together with quite a lot of orientation and cultural input plus fun, welcome and friendship.

To their volunteers, it provides an opportunity to get to know people from around the world, to develop understanding and empathy with refugee issues, and to make a positive contribution.

### Problems which aims to tackle

The focus is on the interaction between refugees and local people via friendly, informal, face - to - face conversation, having no particular structure. It also aims to develop understanding and empathy among refugees and native people as to create connections and networks of acceptance.

### Target groups

The Centers provide their services to the following groups of people:

- Refugees/Asylum Seekers (there are "women only" sessions)
- People that want to be volunteers

### Elements of innovation

The informal type of learning provides the necessary freedom to the service users to interact and learn under no pressure. Participants are trying to improve their English language skills, build confidence and talk about their host city and what it could offer them.

### Results achieved

The Conversation Club has become so popular, that they extended a 2nd session run every Friday afternoon, and later they made women only sessions, every Thursday.

After this notability, they extended their activities to weekend walks, museum visits, football and cinema visits.

Prerequisites for the implementation of the GP

Resources needed

From Annual - Report (2016), the electronic data base (which was set up in 2011), resulted to a total of 314 people

The specific action is fully transferable to other countries.

For the setup of such services, the funding should include:

- a) cost of accommodation
- b) cost of transportation
- c) staff salaries
- d) advertisement/publicity

Title	<b>From Neighbours to Citizens: the Barcelona Interculturality Plan</b>
Place of implementation	Spain
Organisation	Barcelona City Council
Timeframe	2008
Level of implementation	National
Webpage	<a href="http://ajuntament.barcelona.cat/bcnacciointercultural/en/">http://ajuntament.barcelona.cat/bcnacciointercultural/en/</a>
Contacts	projectesinterculturals @bcn.cat
Summary of the GP	<p>Intercultural Projects is the line of action of the Barcelona Interculturality Programme that provides support for the development of projects promoted by organisations, grassroots associations, public facilities, City Council and city districts. Barcelona is a city where a lot of projects and activities are developed that include an intercultural dimension. These projects are generated by:</p> <ul style="list-style-type: none"> <li>• The 10 city districts via their decision-making and economic management of public facilities and services, according to Barcelona's decentralisation model.</li> <li>• The city's strong fabric of civil society organizations Barcelona City Council itself.</li> </ul> <p>We provide funding and technical support to intercultural projects promoted by city districts. This is the case, for instance, of support provided to:</p> <ul style="list-style-type: none"> <li>• Neighbour Associations Service, in the districts of Nou Barris and Sant Martí.</li> <li>• XEIX Programme, which works for the inclusion of Chinese and Pakistani shopkeepers in the network of district organisations of Eixample and Sant Antoni.</li> <li>• Do d'Acords, intercultural children's orchestra of the Sants-</li> </ul>



#### Short description of the organisation

Montjuïc district.

- La Cruilla Comuna, awareness-raising activities about cultural diversity in secondary schools of the Sarrià-Sant Gervasi district. We provide funding and technical support to the intercultural projects of organisations and grassroots associations. By means of an annual line of public grant funding. We promote intercultural actions together with organisations, services and public facilities in the neighbourhoods, such as:
  - Activities with public district facilities, creating proposals with community centres, cultural centres, youth centres, and others.
  - Intercultural action in the neighbourhoods: intercultural initiatives created with social agents working in the neighbourhoods (community development plans, networks of community organisations and so on).
  - Sounds of Intercultural Barcelona: workshops organised with community centres and the UPF Phonos Foundation, in order to collectively create the sound map of the city's cultural diversity.
  - Imagine Barcelona. Intercultural Collection: aims to raise awareness and reflect on cultural diversity in high schools.
  - Rossinyol Project: through social mentoring as an educational tool, unlikely encounters take place for trust and friendship between culturally diverse teenagers (mentee) and university students (mentor).
  - Barcelona Asia Choir and Forum Theatre Workshops: proposals for cultural creation that work with the diversity of backgrounds of participants and achieve positive outcomes based on common goals.

Intended to serve as a road-map for the Council's desire to address the challenges of "coexistence in diversity in Barcelona, the City Council promotes a set of actions for fostering interculturality. These actions are part of the Barcelona Interculturality Programme. Emphasis is given on the relationships and interaction between citizens, a fundamental and integrated part of city practice across all departments and services.

The Interculturality Programme aims to:

- Create and promote opportunities for fostering dialogue and intercultural relations.



## Problems which aims to tackle

- Raise awareness among citizens and work towards removing obstacles that hinder this dialogue and intercultural relations.
- Foster knowledge of the city's cultural diversity.
- Create opportunities for building shared intercultural actions and projects.

The Barcelona Interculturality Plan was developed in three stages. The first stage included studies that defined the plan's concepts and goals as well as an analysis of how Barcelona fared regarding diversity. The second was participatory, based on public opinion surveys ("Five Questions on the Plan") for both city departments and citizens; survey themes included: "valuation of diversity, difficulties identified for interaction, factors facilitating interaction, common elements shared by all Barcelona residents, and identification of real spaces of interculturality in the city." Finally, all inputs were brought together to form the core content of the plan itself.

The public consultation was a critical part of drafting the plan. A new website ([www.interculturalitat.cat](http://www.interculturalitat.cat)) was designed to host public discussion on the plan and to let visitors follow its development through news updates. Submissions ranged from 1,200 fresh ideas for the Mayor from students aged 14-18 to in-depth interviews with experts to interviews with 170 people across all sectors of the city. A key outcome of the consultative process was a 'strategic commitment to interaction' in all municipal policy – from economic promotion to education. Putting interaction at the centre of the Plan was identified as key to building a shared sense of belonging and a common set of civic values.

Based on previous shared assessments, we define precise areas of action, and work together with agents in these neighbourhoods to collectively build and manage models of living together based on an intercultural perspective.

Generally, the particularities and needs of the neighbourhood and district of intervention are always present in our work.

More specifically:

Promote and support the intercultural projects being developed by contributing technical, communication and training resources,



amongst others.

- Encourage and support the creation of new projects with an intercultural approach by contributing technical, communication and training resources.
- Provide the neighbourhoods with resources from the Barcelona Interculturality Programme by adapting to their needs and particularities.
- Work side by side with city resources and services already in place in the neighbourhoods by providing support and advice, mainstreaming the intercultural perspective by means of technical support, training support and so on.
- Foster intercultural action in community centres and strengthen their role as promoters of intercultural life in the neighbourhood by encouraging participation and attracting a diversity of publics to different city areas.
- Mainstream our intercultural programme and take it into the neighbourhoods with local public facilities by means of different proposals for action, resources and tools provided by the Barcelona Interculturality Programme.

All Barcelona residents

A key outcome of the consultative process was a 'strategic commitment to interaction' in all municipal policy – from economic promotion to education. Putting interaction at the centre of the Plan was identified as key to building a shared sense of belonging and a common set of civic values.

The Barcelona Interculturality Plan provides a detailed list of principles, strategies and targets for implementation ranging from the promotion of trilingualism (Catalan, Spanish and the language or origin) to ensuring that new immigrants have easy access to entrepreneurial start-up and business incubation support. The BCN Anti-Rumour campaign addresses discrimination directly while inclusionary policy ensures local services support the ordinary pleasures of daily life, such as sporting and recreational facilities. Barcelona City Council's commitment to interculturality - from



## Results achieved

Council leadership and voice to its action plan, budget allocation for implementation, dedicated cross-departmental co-ordination structure and systems for accountability - is paying off. In August 2011, the Council of Europe ranked Barcelona 6th among 29 cities in its Intercultural Cities Index.

The Barcelona Interculturality Plan was developed in three stages (2008-2010). The first stage included studies that defined the plan's concepts and goals as well as an analysis of how Barcelona fared regarding diversity. The second was participatory, based on public opinion surveys ("Five Questions on the Plan") for both city departments and citizens; survey themes included: "valuation of diversity, difficulties identified for interaction, factors facilitating interaction, common elements shared by all Barcelona residents, and identification of real spaces of interculturality in the city." Finally, all inputs were brought together to form the core content of the plan itself.

The public consultation was a critical part of drafting the plan. A new website ([www.interculturalitat.cat](http://www.interculturalitat.cat)) was designed to host public discussion on the plan and to let visitors follow its development through news updates. Submissions ranged from 1,200 fresh ideas for the Mayor from students aged 14-18 to in-depth interviews with experts to interviews with 170 people across all sectors of the city. Social media like Facebook helped get the word out while nearly 40 public working sessions were held in different territorial and sectoral councils with over 400 participants.

- Enlist local leadership to gain support for your campaign.
- Ensure your public consultation process includes all sectors, ages and institutions by using a range of communication strategies and channels, from social media to face-to-face meetings.
- Provide mechanisms for getting feedback on the consultation process and its findings.
- A public commitment to inclusion means benchmarking the current situation, monitoring and accountability.
- Human resources (trainers, coaches and admin staff)



- Related Infrastructure
- Strategic planning
- Publicity
- Collaboration with other organisations to deliver intercultural actions



Title	<b>H.O.P.E &amp; BUS programs</b>
Place of implementation	Cologne/ Dusseldorf/ Bonn, Germany
Organisation	Rheinflanke
Level of implementation	Shelters all over Cologne. Rheinflake socialises with the people via low-threshold football courses in emergency accommodation in Cologne
Webpage	<a href="http://www.rheinflanke.de/h-o-p-e/">http://www.rheinflanke.de/h-o-p-e/</a> (German) <a href="http://ec.europa.eu/assets/eac/sport/library/documents/streetworldfootball-refugees_en.pdf">http://ec.europa.eu/assets/eac/sport/library/documents/streetworldfootball-refugees_en.pdf</a> (pg. 4, English) (Germany)
Contacts	Coordinator: Helmut Diedrich helmut.diedrich@rheinflanke.de Tel :0159 04 02 4171.
Summary of the GP	<p><b>H.O.P.E:</b> The aim of the project is to help the participants live an independent, self- determined life integrated in society. Participants are usually asylum seekers or refugees who strive to improve their daily life, by being actively integrated in the local society.</p> <p>The project aims at providing services, such as health care, visits to the authorities, language courses and general pre- vocational educations schemes. Rheinflanke wanted to ‘answer’ to these needs so socializes with the people via low-threshold football courses in emergency accommodation settings.</p> <p>In addition, the project, established a football team, which takes part in the lowest German division. The team mostly consists of refugees, but also German players and players with different backgrounds.</p> <p>Through practice and matches they aim to promote social skills and communal spirit.</p> <p><b>BUS:</b> The goal of this project is mainly to improve the tense</p>



#### Short description of the organisation

atmosphere in emergency accommodation areas. By doing so, the BUS project takes pressure off of the social workers employed in these places.

In general, this project is a low- threshold project catered to refugees in emergency accommodation. Therefore, their major need is a distraction from their everyday lives and their traumatic experiences as well as reasonable leisure activities and socializing. Since football as a sport is known all over the world, it is a great way to get people involved, that’s why the organization visits the camps equipped with footballs and goals to play small field matches.

Rheinflake is a youth aid specialist that ensures the participation of young people in sport continues grow. They run two programs for refugees. The first one is a football- based project called H.O.P.E., where the organization provides regular sports to refugees and the second one uses an old US school bus fitted with sports equipment to visit refugee camps.

To both of them, they provide practical help, including doctor’s visits, language classes, and internships, amongst others.

The project has established a football team, which now plays under the umbrella of Spielvereinigung Arminia 09 Koln eV in the Kreisliga D.

#### Problems which aims to tackle

**H.O.P.E:** The participants build trust and the organisation gets to know them and their personal needs to be able to provide individual support.

**BUS:** Improvement in social and language skills. Children, in particular, learn to abide by the rules and are able to play again, an ability they have often lost in times of war. Some participants also got involved as volunteers and lend support in instructing groups

#### Target groups

Refugees and Asylum Seekers who live in shelters or camps.

#### Elements of innovation

Reinflanke actively supports young people in their personal development to become responsible citizens in their society.



## Results achieved

Their focus is on linking street football activities to educational opportunities.

The organization is a social services provider with the mission of creating long-term and sustainable social projects for disadvantaged young people, particularly those with migration backgrounds.

There is an improvement in social and language skills for the service users. The participants tend to be happier because they gain new perspectives in life in safe environments.

Thanks to the BUS project, children in particular learn to abide by the rules and are able to play again, an ability they have often lost in times of war.

Some participants also got involved as volunteers and lend support in instructing groups.

## Prerequisites for the implementation of the GP

The specific action is fully transferable to other countries.

Projects like this offer important opportunities for young people to meet and learn from each other.

Definitely the national conditions, legislation, procedures and rights need to be taken under consideration for the development of such projects in the other countries.

In addition to that, critical elements for the successful implementation of similar projects are:

- a) Clear vision, mission, purpose and objectives.
- b) Administrative procedures.
- c) Selection of appropriate staff.
- d) Provision of comprehensive training.

## Resources needed

For the setup of such project, the funding should include:

- a) cost of renting
- b) Office infrastructure (desks, pcs, etc.)
- c) staff salaries (frontline and back office)
- d) translators' salaries
- e) advertisement/publicity
- f) digital media cost



Title	<b>Meet your Neighbors - A lesson of community cohesion</b>
Place of implementation	United Kingdom
Organisation	Blackburn with Darwen Borough Council in a unique partnership with Department for Communities and Local Government, Unison North West and the Improvement and Development Agency
Timeframe	February 2007
Level of implementation	Teenage girls from three North West schools (Tauheedul Islam Girls High School, Blackburn, Moor Park Business and Enterprise High School, Preston and Upton Hall School FJC, Wirra), in a hotel.
Webpage	<a href="http://citiesofmigration.ca/wp-content/uploads/2012/11/meet-your-neighbours.pdf">http://citiesofmigration.ca/wp-content/uploads/2012/11/meet-your-neighbours.pdf</a>
Contacts	Blackburn with Darwen Borough Council <a href="http://www.blackburn.gov.uk">www.blackburn.gov.uk</a> tel. 01254 585617 email. <a href="mailto:rosalind.davies@blackburn.gov.uk">rosalind.davies@blackburn.gov.uk</a>
Summary of the GP	<p>The aim of the project: To bring girls from different backgrounds together to learn from each other, to engage with each other, to talk together about their different beliefs and cultural traditions; but most of all to discover the many things they had in common.</p> <p>The project is based on 'Community cohesion', which focuses on the principles that everyone is a core part of the community, have equal opportunities to live in peace and security, enjoy a decent standard of living, share resources, and equal opportunities in life and wellbeing.</p> <p>Challenges and goals: Designed to bust myths, create understanding, build friendships across communities and to build bridges across faith groups through intercultural dialogue.</p> <p>18 teenage girls from three different schools - one Islamic, one Roman Catholic and one secular- left the comforts of their familiar surrounding for a weekend away in Darwen, Lancashire, where they</p>

Short description of the organisation	<p>The idea began from the acknowledgement that in some places today, despite all efforts for inclusion in the areas of education, work and leisure, many people, still, do not have the opportunity to interact with those from different backgrounds to themselves. 'Meet your Neighbors' attempts to engage young girls from very different backgrounds to meet, engage, share experiences and develop friendships.</p>
Problems which aims to tackle	<p>The project aims to combat racism and intolerance of difference; creed, color, gender, ability, age, sexuality, race or background By involving teenage girls into active engagement activities, including a two days away trip, attempts to break down barriers and stereotypes.</p>
Target groups	<p>18 teenage girls (aged 14-15 years) from three different ethnic schools around the North West and from different ethnic and cultural backgrounds, accompanied by a teacher from each of the schools.</p>
Elements of innovation	<p>City and community leaders learned that opinions are often shaped by misconceptions and stereotypes and that it is important that people from different backgrounds have the opportunity to meet. Open and honest dialogue builds understanding and relationships across perceived differences and, by focusing on shared experiences, interests and aspirations, it is possible to move beyond previously held preconceptions.</p>
Results achieved	<p>The success of the project, and its capacity for fostering lasting</p>

## Prerequisites for the implementation of the GP

inter-faith friendships, is evident in the fact that the girls who participated in 2007 initiated a reunion later that summer. The program was rolled out again in 2008, but this time with 24 boys from four different schools. The boys would not take so well to a program which relies on social mixing and conversation however, feedback was overwhelmingly positive. The project produced a toolkit that can be used by other local authorities and has potential for building lasting links between schools.

The specific action is fully transferable to other countries. The philosophy behind it is to promote social justice and cohesion nationally.

Schools, all over the world are multi-cultural so projects like this offer important opportunities for young people to meet and learn from each other.

Making it work for other young communities (ex. Schools)/ programming a residential like this:

1. Clear vision, mission, purpose and objectives.
2. Selection of appropriate staff. Teachers who act as 'mentors' rather than leaders create opportunities for students to open up and actively participate
3. No 'correct' answers or 'sensible' questions. Students and young people are more likely to contribute to open, honest debate.
4. Take care that participants are students who will share what they have learned confidently with their peers on return.
5. Selecting schools- different demographics
6. Adopt a low-key introduction to the issues of racism and cohesion.

For the setup of such centers, the funding should include:

- a) cost of accommodation
- b) cost of transportation
- c) staff salaries
- d) advertisement/publicity

## Resources needed



Title	<b>Muslim girls fence</b>
Place of implementation	United Kingdom
Organisation	Collaboration between Maslaha and British Fencing and Sport England.
Level of implementation	10 week pilot project between December 2015 and March 2016 and has been expanding ever since. School projects and Community projects
Webpage	<a href="http://www.muslimgirls_fence.org/about.html">http://www.muslimgirls_fence.org/about.html</a> <a href="http://www.maslaha.org">www.maslaha.org</a> <a href="http://citiesofmigration.ca/good_idea/muslim-girls-fence/">http://citiesofmigration.ca/good_idea/muslim-girls-fence/</a>
Contacts	Email: <a href="mailto:info@maslaha.org">info@maslaha.org</a>
Summary of the GP	<p>Muslim Girls Fence is about getting girls into sports. However, the idea shifts further down than attempting to involve women into sports. The main aim is to combat stereotypes about girls and Muslims by building resilience and creating more confidence to them. The title also refers to the attempt of eliminating stereotypes related to masculine and skin colour (i.e. male and white) which dominate elite sports, by creating the necessary infrastructure and interest to people with diverse cultural and ethnic backgrounds. The specific idea is currently implemented in schools and local communities.</p> <ul style="list-style-type: none"> <li>• School projects: Every school that works on this project receives ten weeks of weekly fencing sessions alongside immersive Maslaha workshops exploring identity and self-expression and challenging stereotyping.</li> </ul> <p>The girls are encouraged to become their own story tellers, to speak for themselves instead of being spoken about.</p> <ul style="list-style-type: none"> <li>• Community projects: They offer fencing and swordplay sessions for Muslim women across the UK, in cities including London, Birmingham and Doncaster and Glasgow</li> </ul>



#### Short description of the organisation

While the project is focused on tackling misconceptions of Muslim girls, they would like non-Muslim girls to participate also, as they believe that breaking down harmful misconceptions of what it is to be a Muslim is relevant to young people of all backgrounds.

The project challenges misconceptions, builds confidence and empowers young Muslim women to lift their aspirations as they enter an adult world, on the basis of both faith and gender. It also attempts to break down conceptions of fencing as a white-dominated, elite sport that is not accessible to young people of diverse cultural and ethnic backgrounds.

#### Problems which aims to tackle

The project aims to tackle negative stereotypes and inequalities among British Muslim women, in particular nowadays as Islamophobia has a strong gendered dimension with 58% of reported cases of discrimination in the UK concerning women.

#### Target groups

Muslim girls and women

#### Elements of innovation

- Innovative action is the chosen sport. Fencing is a sport that builds confidence, resilience and self-worth but it has stereotypes as a male and white-dominated elite sport not accessible to young people of racialized backgrounds.
- 'Uniquely accommodating' for Muslim women (Ibtihaj Muhammad, a hijab-wearing Muslim woman who represented the US Olympic fencing team in 2016).

#### Results achieved

- In 2016, the novice fencers eagerly participated in London's Women of the World Festival, where they spoke to national and international media about the project.
- Muslim Girls Fence will expand to six locations in London and Birmingham over the next two years.
- The project has been picked up widely by the national and international media.



Prerequisites for the implementation of the GP

The specific action is fully transferable to other countries. The philosophy behind it is to choose a sport or activity that takes people out of their comfort zone, but ensure it's a safe space for participation. Partners have to make it fun! For youth to be involved, deep meaning may keep them there, but making it fun and interesting will get them out to begin with. At the end, marginalized groups, including young people, value the opportunity to have their voices heard, so it's a clever element to create space and time for participant voices. If somebody knows a school, community group or fencing club that might like to get involved with this project or have suggestions for new content, there is a section on their website to contact.

Resources needed

For the setup of such centers, the funding should include:

- a) cost of renting
- b) infrastructure (clothes, sport equipment, etc.)
- c) staff salaries
- d) translators' salaries
- e) advertisement/publicity
- f) digital media cost



Title	<b>Rising You(th)</b>
Place of implementation	Belgium
Organisation	Vertical Club - Belgium
Timeframe	September 2015 until September 2017
Level of implementation	National
Webpage	<a href="http://nature.be/en/home/">http://nature.be/en/home/</a> <a href="http://nature.be/en/climbing-club/">http://nature.be/en/climbing-club/</a>
Contacts	Phone: +32 16 35 66 70 [available every Tuesday from 09:00 until 16:30 h.] Mobile: +32 495 36 77 55 E-mail: <a href="mailto:info@nature.be">info[at]nature.be</a> Address: Hoegaardsestraat 214/1 - 3000 Leuven - Belgium
Summary of the GP	The main purpose is to break the isolation of young refugees and integrating them through sport. Youths are given climbing lessons, improving skills and self-fulfillment, with the potential opportunity of employment. The organisation promotes entrepreneurship and development of young people. Rising You(th) provides a win-win situation, refugees are integrated into society through employment, increasing confidence and self-esteem whilst contributing to the economy. Using multiple organisations with different skill sets allows the programme to draw on strengths of different organisations.
Short description of the organisation	Rising You(th), a project run by Nature and Minor Ndako, aims to create opportunities for migrants and refugees through attracting those with an interest in climbing. Refugees over the age of 14 years old are invited to come alone or bring friends, creating a multicultural integrated society within Brussels. Sessions are free to ensure that the programme is inclusive of all groups, often



#### Problems which aims to tackle

refugees flee war zones and as a result can be cash poor. Rising You(th) offer refugees the opportunity to train and receive a climbing qualification; Rope Access. Once qualified Rising You(th) provides employment opportunities to work at height, cleaning windows, restore electricity pylons, working in difficult to access places to name a but a few opportunities. These employment opportunities integrate the refugees as they receive employment and Belgium receives a skilled worker.

This project aims specifically, but not exclusively, towards disadvantaged young people. In inclusive programmes, the project uses the richness of diversity to create and enhance social networks between young people with very different social or cultural backgrounds. Exclusive programs for target groups allow to adapt the project's approach to the very specific needs of youngsters living in public institutions. With this appreciative approach we strive to make the difference for those youngsters.

#### Target groups

Young refugees and migrants as well as other disadvantaged groups of young people.

#### Elements of innovation

Through intense trainings candidates have a guaranteed employment when all aspects are successfully completed. Since September 2015, the project held a climbing club with special attention to young refugees, called Vertical Club. There, the organisers expose that passion for heights and professional training ('Rise Rope Access Training') and high employment ('Height Potentials'). The first trainings and job placements started in early 2017. They noticed from earlier projects within Nature through contacts with young refugees that youths are very undertaking and resilient, and that they are extremely motivated to do challenging jobs. Oftentimes, there are plenty of speedbumps along the way and between motivation and a job. With the 'Rising Youth' operation, they tap into that passion and eagerness and accompany them through a short and intense module of two months in search of a high-rise job. There are still a lot of refugees who do not immediately find a suitable job.



## Prerequisites for the implementation of the GP

The VDAB (the public employment service) promotes the project to this target group because it offers useful spending of people's free time (such as climbing as a sport) through Vertical Club as well as to improve or start the integration, and to guide young refugees to a job in which they are happy and through which they can further develop themselves.

The idea that can be transferred is that sport can be used as a tool to draw people into engagement with wider reaching qualifications or to achieve social outcomes.

Adopting this philosophy qualified trainers need to be employed as well as infrastructure needs to be installed.

Young people with a migration background are invited to come along to free climbing sessions and to bring their friends. Locals have also to be invited as to create a mutual inter-exchange environment. Apart from leisure time, qualifications can also be gained as increasing self-confidence and empowerment on achieving into their lives.

This GP to be able to be transferred to other countries, needs primarily to adopt a similar idea which will match to the local conditions and ethnicity groups. Climbing is a sport activity that is becoming attractive to several age groups with different levels of mobile abilities.

- Human resources (trainers, coaches and admin staff)
- Related Infrastructure
- Strategic planning
- Publicity relative to the age group you want to attract
- Collaboration with other organisations to deliver entrepreneurship training

## Resources needed



Title	<b>Sport Dans La Ville</b>
Place of implementation	France
Organisation	Sport dans la Ville NGO
Timeframe	Founded in 1998 - ongoing
Level of implementation	Lyon/Grenoble/Paris/ Saint- Etienne/ Chambéry/ Roubaix
Webpage	<a href="https://www.sportdanslaville.com/">https://www.sportdanslaville.com/</a>
Contacts	Offices: Lyon/ Paris/ Grenoble/ Saint-Etienne/ Hauts - De- France/ Chambéry Email: <a href="mailto:contact@sportdanslaville.com">contact@sportdanslaville.com</a>

#### Summary of the GP

Sport dans la Ville’s sports centers are located in the heart of disadvantaged urban neighborhoods in Lyon, Saint-Etienne, Grenoble and Paris and enable kids to play sports for free.

They accept people from 7 to 25 years old and this personalized long-term relationship is the key to success for the youth. They are present throughout their childhood and teenage years to guide them in the best way possible until they reach their adult life.

So the aim is to develop their desire for success and work and to excel in their lives.

Activities: Sport dans la Ville offers free sport sessions to the association children: Football/soccer, basketball, rugby. They have programs for girls: Rugby, tennis, dance, football/soccer, and basketball.

Sport sessions are organized on Wednesdays and Saturdays, led by Sport dans la Ville sport instructors. The instructors conduct the sessions and spread values such as respect, team spirit, attendance, politeness and personal investment, which are all essential to their future professional integration.

Sport dans la Ville relies on its sport programs to help young people charter a path to success. Based on this fieldwork, Sport dans la



#### Short description of the organisation

Ville created the Job dans la Ville program to lead youth through training and employment. This is co-financed by the European Social Fund under the national operational programme “Employment and inclusion” (2014-2020)

- Individual support and training
- Mentoring
- Professional experiences
- Professional group visits
- Skill- building workshops

Another, interesting programme created in 2007, is Entrepreneurs dans la Ville. It is a Business Development Program for people aged 20 to 35 years old to develop their own companies. This programme offers workshops, pedagogical training, mentoring by CEOs and other events and networking for a life - time community integration.

Generally, offering to children cultural activities, in partnership with their cultural partners (museums, concerts, movie, theaters) and other sportive activities such as football and basketball games and meet professional athletes. As well they organize winter and summer camps like ski camps in the Alps, biking camps and other thematic workshops like cooking, painting and theater. Besides, they take part in international exchange programs with their partner organizations so some children have the chance to discover the world.

Sport dans la Ville is an NGO which targets underprivileged children, many of whom are from migration backgrounds. Sport dans la Ville intends to meet youth within their neighborhoods to have a stronger and greater impact.

They organize vacations and summer camps to support the development of each child and to offer them new experiences and new worlds.

The project attempts to tackle the problem of migrants’ social exclusion, by creating an healthy environment where young migrants can exercise and learn. The aim of the various activities organized is to assist individuals and groups from disadvantaged neighborhoods.



## Target groups

SDV provide their services to the following groups of people: from 7 to 25 years old (migrants and local children), from disadvantaged neighborhoods.

## Elements of innovation

This personalized long-term relationship (from 7 to 25 years old) is the key to success for the youth.

The approach of these centers is to have close contact to create a trustworthy relationship with the member, inside of disadvantaged neighborhoods.

For the vacations and camps, Sport dans la Ville's staff observes the children's attendance and behavior to select the most deserving children.

## Results achieved

- Job dans la Ville has gathered over 950 young people from the age of 14.
- 5,500 enrolled youth in the sport programs
- 36 sports centers in France
- +17% increase in participants
- 82% of their graduates find long-term employment or enter a recognized training program
- To support success in the classroom, Sport dans la Ville launched Apprenti' Bus in 2009, enabling 120 children to participate in weekly workshops housed in retrofitted school buses. With an innovative and creative approach to learning, children strengthen their reading, writing and communication skills, reaping rewards in school and beyond.
- From Entrepreneurs dans la Ville (last 10 years):
  - 215 entrepreneurs followed the program
  - 160 job creations
  - 40% of women

## Resources needed

For the setup of such services, the funding should include:

- a) cost of accommodation
- b) cost of transportation
- c) staff salaries
- d) advertisement/publicity



Title	<b>Sport Welcomes Refugees - Social Inclusion of newly arrived migrants in and through sport</b>
Place of implementation	Austria/ Rep. of Ireland/ Portugal/ Germany/ Finland/ Hungary/ Greece
Organisation	SPIN (Sport Inclusion Network)
Timeframe	1 January 2017 - 31 December 18 (24 months)
Level of implementation	Erasmus+ (7 countries included)
Webpage	<a href="http://www.swr.sportinclusion.net">http://www.swr.sportinclusion.net</a> (Italian) <a href="http://www.fair-play.info/en/home/news/news/detail/News/sport-welcomes-refugees-kicks-off/">http://www.fair-play.info/en/home/news/news/detail/News/sport-welcomes-refugees-kicks-off/</a> <a href="http://www.b-b-e.de/fileadmin/inhalte/aktuelles/2017/07/enl-6-17-wachter-beitrag.pdf">http://www.b-b-e.de/fileadmin/inhalte/aktuelles/2017/07/enl-6-17-wachter-beitrag.pdf</a>
Contacts	Vienna Institute for International Dialogue and Cooperation Mollwaldplatz 5/3 1040 Vienna/ Austria Tel: +43 1 713 35 94 Fax: +43 1 713359473 Email: office@vidc.org
Summary of the GP	<p>The project aims to provide knowledge, training and qualification to work with the new target groups. It will enhance the social inclusion and participation of newly arrived migrants on different levels of sport (formal and informal) through training, awareness-raising and capacity- building of sport stakeholders. The project lays also a focus on involving female refugees.</p> <p>The project is designed to achieve the following specific objectives:</p> <ul style="list-style-type: none"> <li>• Facilitate grass-roots sports participation of refugees, asylum seekers and other migrants through training of sport coaches and capacity building of mainstream sport clubs</li> <li>• To generate evidence-based knowledge about the needs of sport</li> </ul>



organizations and sport multipliers (coaches, instructors) how to best integrate newly arrived migrants into sport

- Further develop a European framework for quality criteria regarding intercultural openness and inclusion of refugees and migrants in sport clubs.
- To capacity-build and empower migrants and refugee initiatives to challenge exclusion and discrimination and harness the role of migrants as volunteers (coaches, administrators, referees) in sport clubs
- Develop educational tools and raise awareness among sport stakeholders about issues of exclusion and discrimination and how practically foster social inclusion in sport organizations

#### Activities:

1. Towards an Evidence base: Assessing Needs, Developing Quality Criteria and Good Practice
  - Assessment of the needs of sport educators in view of the actual challenges
  - Description and analysis of Good Practice examples in Europe
  - Developing of quality criteria for projects including refugees in/ through sports
2. Training and Qualification of Sport Educators and Club
  - Training Programme for Sport Coaches and Sport Instructors
  - Online- Platform: Sport Clubs open doors for refugees and migrants
3. Respect Refugees- Campaigning and Raising Public Awareness
  - Refugees Welcome Event during the European Week of Sport
  - Refugee Welcome Events during FARE Action Weeks
4. Capacity building of Sport Initiatives with newly arrived Migrants
  - Get structured- Network Meeting: "Grassroots Initiatives meet the organized Sport"
  - Basic Packages - Providing support for Sport Initiatives working with newly arrived migrants
5. European Networking and Policy Development
  - Public Meeting at the European Parliament (Sept. 18, European Week of Sport)

European Conference: The Role of Sport in Building a Diverse and



### Short description of the organisation

Inclusive Europe.

Following 2015 when refugees had been crossing the EU borders many sport clubs, associations and informal groups started to provide sport and leisure activities to the newly arrived migrants. Sport organizations are confronted with a new situation where experience and the best practices are lacking. Moreover, many grass-root sport initiatives experience dwindling support. There is not only a lack of sporting facilities and resources, but also a lack of knowledge, training and qualification how to deal with the new target groups. The “Sport Welcomes Refugees” project is co-funded under the ERASMUS+ Sport Programme/ Collaborative partnerships in the sport field and Not-for-profit European sport events. It aims to a) facilitate grass-roots sports participation of migrants in sport clubs b) generate knowledge about the needs of the target group as well as the sport organizations that are working with them c) assist to the migrants integration into the local societies

### Problems which aims to tackle

SWR aims for a friendly and activate environment to the refugees, not only to provide entertainment but to help them interact with local and from different backgrounds people.

### Target groups

This project uses the terms “newly arrived migrants” and “refugees” to refer to all people on the move who have yet to complete the legal process of claiming asylum. This group includes people fleeing war-torn countries such as Syria, who are likely to be granted refugee status, as well as people who are seeking jobs and better lives, who governments are likely to rule are economic migrants.

### Elements of innovation

SWR provide social inclusion of newly arrived migrants in and through sport. It is a project with ice-breaking activities that help newly arrived migrants and refugees interact with local and from different backgrounds people.

It is innovative due to their adoption of empowerment strategies at the level of sports.



### Results achieved

Via these ice-breaking activities the target group will build competences and relationships, which will in turn enable them to interact with greater meaning, understanding and success in other contexts within the host society e.g. in school, family and employment.

The achieved results in general are the provision of a social interactional and entertaining environment.

### Prerequisites for the implementation of the GP

The specific action is fully transferable to other countries.

### Resources needed

For the setup of such services, the funding should include:

- a) cost of accommodation
- b) cost of transportation
- c) staff salaries
- d) advertisement/publicity



Title	<b>Wor(th)ship. Tassos Vrettos</b>
Place of implementation	Athens, Greece
Organisation	Organization: Benaki Museum Golden Sponsor: Onassis Foundation
Timeframe	22/11/2015 - 31/01/2016 Founded in 2012 with the collaboration of groups of Buddhists, Muslims, Hindus, Spiritualists and Christians of various denominations and multiple ethnic origins (and with the utmost respect for their identities).
Level of implementation	Athens. Benaki Museum
Webpage	<a href="https://www.benaki.gr/index.php?option=com_events&amp;view=event&amp;type=0&amp;id=4371&amp;lang=en">https://www.benaki.gr/index.php?option=com_events&amp;view=event&amp;type=0&amp;id=4371&amp;lang=en</a>
Contacts	138 Pireos & Andronikou St., 118 54 Athens TEL: 210 345 3111 FAX: 210 345 3743
Summary of the GP	The English title of the show, “Wor(th)ship. Tassos Vrettos”, echoes the Greek title’s untranslatable pun between “topoi [places] and tropoi [ways] of worship” and reflects the etymology of worship from the old English word worthship, i.e. the act of ascribing worth. The photographer records an invisible network within the city: basements and rented flats, apartment blocks and garages, playing fields and outdoor public spaces, squares and courtyards, structures made at hoc in temporary or permanent addresses for groups of Buddhists, Muslims, Hindus, Spiritualists and Christians of various denominations and multiple ethnic origins (Ethiopian, Afghan, Egyptian, Pakistani, Nigerian, Senegalese, etc.). Composer Mihalīs Kalkanīs responded to the invitation of Vrettos to record in sound an indicative sample of what was captured by the lens, and then musically process this material to be presented in the



#### Short description of the organisation

show in specially designed audio installations. The exhibition and the accompanying bilingual catalogue (published by the Benaki Museum) present a total of 44 of those places of worship in Greater Athens. The publication features texts by Greek and foreign historians, anthropologists, philosophers, religiologists, political scientists and curators.

Over the years, immigrants from various religious backgrounds have founded places of worship in Athens, the vast majority of which were illegal, and thus secret, tucked away in dark basements, garages and unmarked shops with painted windows. There are dozens of these makeshift churches, mosques and temples all around Attica, from right in the heart of the city to the small satellite towns surrounding the capital, yet only a few have acquired the necessary permit from the state for their operation.

The photographic ‘fieldwork’ of Tassos Vrettos among the makeshift places of worship of migrants and refugees in and around Athens is presented for the first time at the Pireos St Annex of the Benaki Museum (2015) and reflects the etymology of worship from the old English word worthship, i.e. the act of ascribing worth.

#### Problems which aims to tackle

The project does not stop at the level of the foreign migrants’ and refugees’ arrival and survival or their ‘forwarding’ to their final destination; it extends radically to delve into the area of a primordial experience which remains invisible as it brings together people from diverse origins and backgrounds when they are forced to turn what little and precarious they find and collect into places and ways, into states of worship.

The artist had to gain the trust of religious groups to be allowed to visit some of these places of worships, and document the rites, prayers and other events that are organised.

#### Target groups

Migrant and refugees in and around Athens

#### Elements of innovation

The unique collection of anthropological material with its eloquent social, political but also aesthetic connotations is innovative in the



Implementation of the technique

sense of the various relationships that were sought and cultivated before it could be recorded in photographs. The project shifts beyond the level of the foreign migrants' and refugees' arrival and survival or their 'forwarding' to their final destination; it extends radically to delve into the area of a primordial experience which remains invisible as it brings together people from diverse origins and backgrounds when they are forced to turn what little and precarious they find and collect into places and ways, into states of worship.

Results achieved

Peaceful, moving and full of empathy, these images are a real eye-opener for most Athenians, who are often oblivious of the sheer amount of different cultures and social groups that have made their city their home.

Prerequisites for the implementation of the GP

The specific action is fully transferable to other countries. In a country like Greece, where a powerful Church actively lobbies against religious and cultural diversity, and rising far-right groups seek to oppress immigrants and other minorities, to observe any religious belief other than Orthodox Christianity is often in itself an act of resistance. Similar attitudes are also observed to other European countries, as lately negative religion thoughts have been raised at higher political level.

Resources needed

For the setup of such services, the funding should include:

- a) cost of accommodation
- b) cost of transportation
- c) staff salaries
- d) advertisement/publicity





# PARTICIPATION THROUGH TRAINING AND ACCESS TO EMPLOYMENT

Access to training and employment is one of the key factors in the social integration of youth in all countries. This area is even more important in the case of young immigrants, refugees and asylum seekers since they are people who do not have other auxiliary support networks that can replace the uprooting caused by labor exclusion.

The promotion of employment and vocational training for young people is one of the EU's priorities. In the European Council, many measures have been discussed and financed in the last five years to guarantee new ways of access to training and employment through youth mobility and the participation of the social partners.

Social agents, particularly regional and local governments and NGOs, have received these funding channels and have transformed it into innovative practices to enhance social integration and the participation of young people with fewer resources.

In this manual, we present a selection of 8 different practices developed in countries outside and within the EU but that share a common characteristic that has contributed to its effectiveness and good results: the analysis of the reality of labor markets and the specific needs of young immigrants as a starting point for the development of an innovative initiative with clear and measurable objectives.

Title	<b>Auf Linie 150</b>
Place of implementation	Austria, Salzburg, St.Gilgen & Salzburg
Organisation	Partnership between BFI Salzburg BildungsGmbH (lead) & Rettet das Kind Salzburg
Timeframe	4.4.2016 - 31.12.2019
Level of implementation	regional
Webpage	<a href="https://www.bfi-sbg.at/uber-uns/bildungsprojekte/auf_linie_150">https://www.bfi-sbg.at/uber-uns/bildungsprojekte/auf_linie_150</a>
Contacts	Mag. Katrin Paulusberger (Project leader, BFI) Heidi Kreulach (Coordinator, Rettet das Kind)

#### Summary of the GP

This GP is a pilot project of BFI and Rettet das Kind that provides professional guidance, preparation and education of young asylum seekers (especially of minors). This is made in the areas of woods, metal, service, catering and trading professions. The project should provide a practical and theoretical (1/3 of the time) prequalification for a later entrance in an apprenticeship. The practical qualification is made in workshops and a kitchen in St. Gilgen and a food product market in Salzburg. This is the part of Rettet das Kind, whereas the social education work and a part of the theoretical training is provided by the BFI Salzburg. The main goal is the integration of the young people in the labor market in the areas where there is a lack of skilled workers and ending their NEETs-status.

#### Short description of the organisation

The BFI Salzburg BildungsGmbH is the education organization of the chamber of labor Salzburg. We enable our clients and customers a low-levelled access to professional training and education. Our offers pervade a high societal and economic benefit for the whole region. At once, we offer individual perspectives for our participants. Guided by the principle, that education should be affordable for everybody,



#### Problems which aims to tackle

the BFI provides since 1963 many offers in professional education and training in many different sectors.

- getting enough interested young people which fulfill the requirements (especially in German language)
- change in the external preconditions (e.g. the change in the asylum politics through the new government)
- changes in the list of defined professions with a lack of skilled workers (re-orientation necessary)
- participants don't earn money for attendance

#### Target groups

The main target group are asylum seekers (4 month after starting the procedure), from 15 to 25 years old, living in Salzburg. The German skills should be on minimum level A2 and there should be a minimum on school-education (e.g. secondary modern school). A minimum of 214 people should pass the project, 50% should successfully complete it by ending the NEETs-status.

#### Implementation of the technique

The GP is structured in 5 phases:  
1: Clearing of minor asylum seekers in St. Gilgen, which live in an accommodation nearby. (5 month)  
2-4: professional qualification (12 month each+ possibility of 4 month abandonment stage)  
5: abandonment stage (4 month)

#### Elements of innovation

Asylum seekers under 25 can start an apprenticeship in professions which are defined by a lack of skilled workers. If there is a change in this list (made for every federal state in Austria separately; happened already twice), we have to adopt the project.

#### Results achieved

In phase 1 (04-08.16) 61 persons were cleared and got a profile of their competences.  
In phase 2 (09.16-08.17) 36 persons got a professional pre-qualification and 14 of those started a regular apprenticeship and 8 of them switched in a school. So 63,8 % could end their NEETs-status.  
In phase 3 (09.17-now) already 6 persons could find an apprenticeship



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

or started going to school. In the actual phase participated already 41 persons, so there is a higher dynamic in the group - overriding based on the asylum procedure.

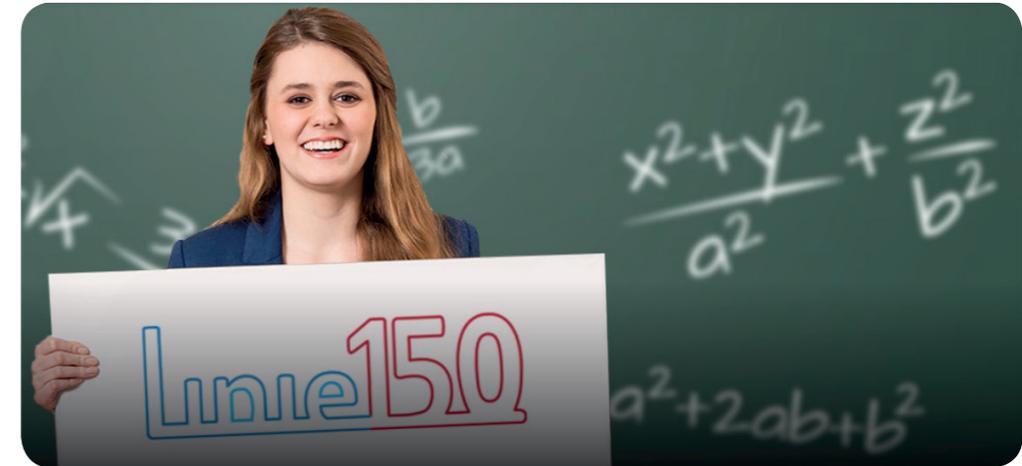
Our main problem are the changing surrounding conditions and the high insecurity of/for the target group, so they cannot focus on the training. The risk to be deported is also a problem for the enterprises, where the young people make their apprenticeship.

- Political and social conditions should be more open.
- Legal possibilities to stay in the country during a apprenticeship (like the system 3+2 in Germany, where asylum seekers can't be deported during an apprenticeship 3+2 years)
- Commitment in the whole society about the integration of refugees.

Financial: 1.950.000 Euros for the whole project term.

Human resources: there are 4 different education areas, in which are 1-2 skilled workers with an additional pedagogical education each as well as one qualified social education worker each. Both are necessary for a complete support of the clients.

Qualified trainers make the theoretical training in the subjects German language and communication, math, ICT and political education. This prepares the participants for the vocational school.



Title	<b>Duo for a Job</b>
Place of implementation	Belgium. Three cities: Brussels, Liege, Antwerp
Organisation	Duo for a Job
Timeframe	2013 - ongoing
Level of implementation	National
Webpage	<a href="http://www.duoforajob.be">www.duoforajob.be</a>
Contacts	Lange Winkelhaakstraat, 26. 2060 Antwerp 32 (0) 3 231 69 35 <a href="mailto:antwerpen@duoforajob.be">antwerpen@duoforajob.be</a>
Summary of the GP	<p>Through its mentoring programme, DUO for a JOB encourages the exchange of experiences between people from different generations and cultures thus facilitating the future employment of young people while recognizing the value of our elder's experience.</p> <p>DUO for a JOB aims at erasing disparities and inequality of access to the labour market for young people from immigrant backgrounds.</p> <p>By 2020, DUO for a JOB aims at:</p> <ul style="list-style-type: none"> <li>• Offering to over 2000 participants, both young and less young, an opportunity to experience a unique encounter between cultures and generations;</li> <li>• Training 1500 mentors in how to pass on knowledge, to listen and to embrace difference; and</li> <li>• Maintaining the level of the current rates of access/return to work of the programme, which is twice as high as the "natural" insertion rate.</li> </ul> <p>Mentoring process is marked by a series of steps from initial recruitment by the organization until the end of the duo. These stages are:</p> <ol style="list-style-type: none"> <li>1- Info session (for mentors and mentees).</li> <li>2- Individual interview (for mentors and mentees).</li> <li>3- Training for mentors.</li> </ol>



### Short description of the organisation

- 4- Setting up a duo.
- 5- The first meeting.
- 6- Signing the agreement and the charter.
- 7- Mentoring period.
- 8- Assessment.

DUO for a JOB matches young job seekers with an immigrant background with people over 50 years old who have a professional experience in related fields and who can accompany and support them in their job search.

The young person and his/her mentor meet for a minimum of two hours a week over a period of six months (flexible arrangements can be made to accommodate their respective agendas).

Provides services in Brussels, Liège and Antwerp.

DUO FOR A JOB is an association that receives funding from private sponsors, public subsidies, foundations, private donations and corporations.

### Problems which aims to tackle

**YOUTH UNEMPLOYMENT:** Youth unemployment in Brussels is very high (38,3%). The unemployment rate among young people from immigrant backgrounds is higher than it is among young people of Belgian origin. This difference is mainly due to their particular difficulties in integrating into the labour market.

**LABOUR INTEGRATION OF REFUGEES:** In 2016 18.710 people applied to the Immigration Service for Asylum in Belgium. The acceptance rate is 63,5%. The majority of refugees are men aged between 16 and 30, and hence of an age to enter the employment and training market.

### Target groups

**MENTEES:** Young immigrants and asylum seekers with residence authorization and language skills.

In 2016 the youngsters hosted by the programme were:

- 488 young people between 18 and 33 years old.
- 239 women. 249 men.

Educational level

- 43% with education not certified in Belgium.



- 22% with secondary education.
- 15% with higher education.
- 12% with university studies.

Status

- Family reunion 36%.
- Refugee 24%.
- Belgian nationalized 18%
- Other limited permit 17%
- Student 3%
- Subsidiary protection 2%

Origin: A majority of mentees were from Africa. In particular from Morocco, Guinea, the DRC, Cameroon and Rwanda. There was also a significant presence of Syrians and Afghans.

STEP 1: Information session

STEP 2: Individual interview: If participants express their interest to go on with the mentoring program, an interview is held with each candidate (mentor and mentee) to get to know them better.

STEP 3: Training for mentors: An initial 4-days training is mandatory for all future mentors. Its goal is to provide the “basic tools” of accompaniment.

STEP 4: Setting up a duo.

STEP 5: The first meeting.

STEP 6: Agreement.

STEP 7: Mentoring period.

STEP 8: Assessment.

MENTORING TOOLS:

- Practice interviews.
- CV review.
- “Youthstart” training.
- Housing guide.
- Speech therapy.
- CV workshops.
- Software CRM for administrative tasks.

The difference between this project and other projects that work

Results achieved

with mentors is that in duo for a job the mentor is free to define the professional project together with the young person to whom he orients.

After a previous training, there are no limits for the mentor to put all his professional background into practice at the service of mentees. The objectives are defined according to the needs and aspirations of the mentee that arise dynamically during the meetings. This makes DUO FOR A JOB a dynamic project that can achieve results that seemed unattainable initially.

RESULTS SINCE THE START OF ACTIVITY (2016 data):

- 332 concluded Duos.
- 66% positive outcomes over 6 months.
  - 44% employment rate.
  - 22% rate of access to placements and training.
- 73% positive outcomes over 12 months.
  - 53% employment rate.
  - 20% rate of access to placements and training.

Details of the positive outcomes:

- Temporary contract: 33%
- Job seeking: 27%
- Permanent contract: 20%
- Skills training: 12%
- Vocational placement: 5%
- Return to education: 2%
- Self-employment: 1%

Satisfaction expressed by participants in the programme:

MENTEES:

- Not satisfied: 5%
- More or less satisfied: 5%
- Satisfied: 37%
- Very satisfied: 53%

MENTORS:

- Not satisfied: 3%
- More or less satisfied: 6%
- Satisfied: 45%

How could this intervention be improved

Prerequisites for the implementation of the GP

Resources needed

- Very satisfied: 46%
- 94% of mentors re-enroll in the next years.

We believe that an action that would improve the intervention of DUO for a JOB would be the establishment of agreements with large companies that offer specific training to mentees once the mentoring has been completed and needs to acquire specific skills have been detected.

This would complete the action of the mentors and increase the employability of the mentees.

This practice is replicable in all EU countries.

At a regional level, the conditions for a replicable practice are:

- A high percentage of young immigrants.
- A high percentage of highly qualified employment in order to have trained mentors.
- Levels of medium or high youth unemployment
- A labor market that offers insertion opportunities in different sectors.

It is also considered important that in the region or country in particular, there is a tradition of social responsibility in companies to sponsor this type of actions.

This type of programme needs the involvement of the private sector to obtain financing and achieve good insertion results.

The volume of human and economic resources needed depends on the level of implementation in which this programme could be adopted and on the conditions of the region in which the good practice is replicated.

These are the critical factors to bear in mind:

- The number of young people with whom you want to work.
- The conditions of the labor market in the region and its real possibilities for insertion.
- The tradition of volunteering in the region (to find mentors).
- The background of working with young people.
- The public financing system.



- The tradition of social responsibility of the private sector.



Title	<b>First Professional Experience</b>
Place of implementation	Spain, Madrid
Organisation	Federación de Plataformas Sociales Pindari
Timeframe	We are currently running the third edition. The project first started on 01-10-2014 and is secured until 30-04-2020
Level of implementation	Mainly at regional level (Community of Madrid) but has also been transferred to Valencia.
Webpage	<a href="http://pinardi.com/primeraexperienciaprofesional/">http://pinardi.com/primeraexperienciaprofesional/</a>
Contacts	Javier Doval (jdoval@pinardi.com)
Summary of the GP	<p>FPE is a collaborative model based in public/social/private partnership, created in 2014 to increase employment opportunities for youth at social risk. It focuses on a work-based learning approach where leading companies in the tourism, catering and logistics sectors offer training and mentoring in the workplace. It provides:</p> <ul style="list-style-type: none"> <li>• An introduction to the world of work and to a particular industry.</li> <li>• General and job-specific competences and knowledge, as well as occupational networks</li> <li>• A sense of progress and accomplishment, the possibility of making choices, fostering their confidence and commitment.</li> <li>• The motivation to obtain an academic qualification, engage in further training or return to formal studies.</li> </ul>
Short description of the organisation	<p>Pinardi is a non-profit organisation born in Madrid in 2001 in order to provide people at social risk with comprehensive education, as a tool for the individual's holistic development. Our main fields of intervention are the Educational Area and the Labour Integration Area.</p> <p>First professional experience is a project born with the vocation to respond to the problem of youth unemployment by offering a work</p>



#### Problems which aims to tackle

alternative in the hospitality and logistics sectors. The project is based on comprehensive attention to the young and the acquisition of experience and training above the average level of the market seeking a higher quality insertion.

In Spain, the unemployment rate is 18'2%; the youth unemployment rate for those younger than 25 is 40'5%, out of which, 38'5% are long-term unemployed; the unemployment rate among those who have not completed compulsory secondary education is 64'2% and the young VET students rate is 4%.

School dropout and the continuing economic crisis are determining factors behind one of the highest youth unemployment rates in Europe: 54.69%, among youth aged 16 to 19 years and 39.27% among youths aged 20 to 24 years (Eurostat, 2016 TIII). Spain has nearly double the number of early school leavers compared to the European average (21.9% vs 11%).

The highest level of education acquired plays a large role in employment outcomes with 12% of those with tertiary degrees out of work, while 19% and 29% of those with upper-secondary degrees and below, respectively, are unemployed.

33% of employers in Spain reported that applicants' lack of appropriate entry level skills cause significant problems to businesses, at the same time Spain's youth show high rates of distrust towards post-secondary education.

#### Target groups

18-25-year-olds in situations of social vulnerability. The most common risk factors are: personal, educational, family-related, social and work-related.

So far, 272 have been reached and trained. For this coming edition, 300 additional young people are expected to be taking part in the project.

#### Implementation of the technique

The main activities are:

1. SELECTION PROCESS, both by Pinardi and HR department at the company.
2. WORK-BASED TRAINING within the company, supported by a



## Elements of innovation

professional mentor in the workplace. Concurrently, Pinardi provides training in soft skills, English and financial education.

3. PROFESSIONAL DEVELOPMENT. Follow up program to improve the job prospects of those who have already completed the first phase.

4. COMPREHENSIVE SUPPORT. Educational mentoring from Pinardi and use of other resources available in the organization.

- The work-based learning approach.
- The strong role of the companies, involved in the co-design, implementation and impact assessment of the process, as well as in the professional mentoring and delivery of workshops on labour skills.
- The opportunity to develop the participants' full potential based on a career plan.
- Preparation to obtain an official academic certificate or access formal VET/higher studies, enabling participants to work and study at the same time to access future qualified positions through tailored solutions.

## Results achieved

- 237 participants trained through a work-based learning approach.
- Over 60% employment rate.
- 54% of the participants engaged in Professional Development are employed in a more qualified position after completion.
- 7 large companies and 6 SMEs in the catering, restoration, hospitality and logistics sectors committed with the project.

## How could this intervention be improved?

We are currently working together with Accenture Foundation and Institute of Family Studies at Comillas Pontifical University in order to assess the social and economic impact the project is having and to formalize FPE (First Professional Experience) methodology into academic modules that can be used to train other associations and scale the project.

## Prerequisites for the implementation of the GP

The applicability of the project is based on the following:

- The project has not only been developed in medium and large companies, but also SMEs, which ensures its applicability in different business contexts at different levels.



## Resources needed

- The sectors where it has been launched have been expanded since its implementation, covering not only hotels and restaurants but also customer service and logistics.
  - It is a project aimed at people with a low level of qualification, more technical and specialized. Therefore, participants are not required to have achieved a certain level of education.
- The main prerequisite for its implementation on another context would be the assumption of the model by a social organisation that has been previously trained and the commitment of a company willing to take part.

For the following 2.5 years, we expect to have a total number of 7 professionals working for the project, all of them active in the field of social work, psychology, education... They will be covering the following functions:

- CEO, part-time
  - 1 coordinator of project management area, part-time
  - 1 project manager, full-time
  - 1 psychologist in charge of “Professional Development” program, full-time
  - 2 counsellors in charge of delivery of workshops on soft-skills and monitoring of beneficiaries, full-time
  - 1 academic trainer, full-time
- The funds come mostly from private funders and also have additional funds from the public administration.



Title	<b>Los Fogones de Tomillo</b>
Place of implementation	Madrid, Spain
Organisation	Tomillo Foundation
Timeframe	2017-ongoing
Level of implementation	Local
Webpage	<a href="http://www.losfogonesdetomillo.org">http://www.losfogonesdetomillo.org</a>
Contacts	lucia.velasco@tomillo.org
Summary of the GP	<p>The Good Practice of Tomillo is a social learning process whose fundamental goal is to provide real labor opportunities for youth at risk of exclusion in the different professions in the catering industry. This goal serves to inspire the configuration of its activities consisting of providing a catering service to businesses and social entities that wish to organize events. The Good Practice is composed of four fundamental pillars, from which we derive our values and which differentiates us: we want the contracting to be done online, to facilitate interaction and improve the comfort of our clients; Sustainability by using organic, locally grown products which respect producers by paying them fairly as much as possible and in collaboration with other entities (Huertos de Soria, Mercados de Madrid, etc.); inclusivity, so that vulnerable youth can integrate into society and finally; quality of products and services as an identity signal and confidence boost.</p>
Short description of the organisation	<p>Tomillo Foundation is a private, non-profit, independent and secular entity established in 1983 aiming to contribute on social improvement and individual development. It relies on 283 professionals and conducts the majority of its activities in the Usera District, a disadvantaged area in the south of Madrid. Its principal actions emphasize on the support of school performance</p>



Problems which aims to tackle

improvement in youth, organized training with businesses, management and measurement of social innovation impact.

Issues to be tackled are mainly:

1. Youth unemployment: currently, unemployment in Spain among youth ages 15-24 is approximately 38.6%. In particular, those with basic secondary education have a rate of around 45%. This obligates public actors and entities in the third-sector to find innovative solutions to incorporate youth into the labor market in a way that the market is not capable of doing on its own.
2. The disconnection between the education system and the reality of the labor market: one of the critical elements in the education system of professional training is that youth who obtain a degree do not acquire sufficient work experience to be able to integrate into the labor market, which creates difficulty in their transitions. The initiative intends to provide youth with real work experience where they can execute what was learned in the educational stage in a protected environment. This leads to increased motivation and to empowerment so they can achieve professional success.

Target groups

The Good Practices of Tomillo is an initiative that focusses on the improvement of employability and the acquisition of skills related to professions in the catering industry for youth at risk of social exclusion. It involves boys and girls between 17 and 25, with limited work experience and qualifications, performing by courses offered by Tomillo. Likewise, it strives to cover necessities from events' businesses and entities, with a total of 200 participants.

Implementation of the technique

The idea began with the necessity to find jobs for youth that fit the profile of a catering business of regulated and non-regulated training in Tomillo. On this basis, tasks involved contracts for youth, conduct research and get in contact with providers, configure menus and provide services of preparing food and waiters. Also, forming ties with other entities that rely on these services. The initiative uses a web portal and an e-commerce platform where clients can contract these services.



## Elements of innovation

Very few social enterprises provide catering services. In this case, it deals with a self-sustainable activity that fulfills the function of providing a learning and employment opportunity including the improvement of personal and labour competencies. In addition to combining a social goal related to these youth, many of them from impoverished environments of social exclusion, the initiative also commits to ecologic sustainability and the use of quality, local products.

## Results achieved

Since June 2017, 13 services and a labor exchange of approximately 20 youth was conformed, of whom 8 youth were contracted as kitchen helpers and 4 waiters. All services involved a total of approximately 600 participants. We have worked with a variety of agents, from the environmental sector to the private sector and third-sectors. They include, among others, the foundations of the Sabadell Bank and Mahou-San Miguel, CECA, the Institute of Women for the Equality of Opportunities, and multi-agent events like Foro Demos 2017.

## How could this intervention be improved?

Room for improvement is detected in:

- Management of reservations through the web portal and the e-commerce platform.
- Creation of a mobile application generating a community for youth workers and spread the initiative to potential client.
- Provision of services with 2-3 services per week. The challenge is generating the mechanisms to achieve it.
- Amplify and consolidate the labor exchange for the youth.
- The selection of providers.
- Develop training programs with specialized training when youth are not in the job.

## Prerequisites for the implementation of the GP

Key to the implementation of the initiative is support for a training cycle which provide context over the basis of which the actions should be developed. This aspect is essential as the initiative seeks to provide real labour market experience for youth coming from basic training cycles, constituting a space for learning for all of its



## Resources needed

participants. Moreover, a connection to the education system needs to be present.

Apart from the fact that the initiative intends to reach sustainability and economic sufficiency, there exist some resources that could significantly improve its impact:

- Provide a kitchen that allows for an increase in service capacity to 2 or 3 weekly events
- Design and develop an educational program that will provide specific training to workers in the labor exchange during the time in which they do not find themselves carrying out services



Title	<b>PERCORSI</b> “Percorsi per la formazione, il lavoro e l’integrazione dei giovani migranti” (Paths for training, employment and integration of young migrants)
Place of implementation	ITALIA, Sicilia, Palermo
Organisation	SEND job agency and international mobility centre
Timeframe	From October 2017 till today (Ongoing paths)
Level of implementation	Local / National
Webpage	<a href="http://www.sendsicilia.it/main/portfolio/dettaglio.jsp?i=120">http://www.sendsicilia.it/main/portfolio/dettaglio.jsp?i=120</a>  <a href="https://www.anpalservizi.it/bandi/bandi-chiusi/-/asset_publisher/zDZUTca19G7j/content/percorsi-di-integrazione-socio-lavorativa-per-minori-non-accompagnati-e-giovani-migranti?inheritRedirect=false">https://www.anpalservizi.it/bandi/bandi-chiusi/-/asset_publisher/zDZUTca19G7j/content/percorsi-di-integrazione-socio-lavorativa-per-minori-non-accompagnati-e-giovani-migranti?inheritRedirect=false</a>
Contacts	Valentina Tornabene : tornabene@sendsicilia.it

#### Summary of the GP

PERCORSI is an initiative funded by the Migration Policies Fund through the former Italia Lavoro, today ANPAL Servizi S.p. A., for the implementation of integrated paths of social and employment integration of young migrants, (unaccompanied minors UAMs) in order to stimulate their job placement and facilitating their regular stay in our country, Italy.

PERCORSI is a project that allows the 30 young migrants involved in the project to access to a three-months career guidance and life orientation path together with a five-month internship experience in local hosting companies.

The aim of the intervention is the realization of integrated paths of social-work inclusion based on the instrument of the “individual dowry”, with which - together with a grant - the provision of a series of support services envisaged for the enhancement and development of skills is guaranteed, as well as the working insertion and accompaniment to autonomy (on-the-job training, internships),



through the construction of personalized intervention plans.

Challenge: Young migrants alone are young people who, according to Italian law, have the right to hosting and be beneficiaries of projects of integration and support for autonomy until the age of majority. The particularity of the target of unaccompanied foreign minors who arrive in Italy is more insistent on the need to launch structured integration paths that allow their regular stay in our country. The legal regularity in the transition to adult age calls into question a broader reflection on the overall inclusion policies aimed at this target and on the ability, on the part of minors and young people, to independently choose inclusion pathways and life trajectories more appropriate to their needs and desires.

In this context, ANPAL Servizi spa, former Italia Lavoro implements, on behalf of the Ministry of Labor - Directorate General for Immigration and Integration Policies - the project entitled “PERCORSI for training, work and integration of young migrants”, which aims to to develop a pilot action aimed at experimenting with a model of intervention for integration, empowerment and work-related integration of unaccompanied foreign minors in transition to adulthood and young migrants, with a view to a subsequent initiative based on the Migration Asylum Fund and Integration (FAMI) and European Social Fund (ESF).

The project PERCORSI is devoted to 30 beneficiaries - the limited number is imposed by the National Note - and each promoting institution is asked to develop the following services:

Implementation of PERCORSI

- 1.Reception and acceptance
- 2.Training and internship in the company
- 3.Employment Services

Reception and management

PIP: definition of personalized intervention plan - Presentation of the path - First cognitive interview - Proposal of companies for training - Preparation of administrative documents.

As part of the Reception services, we carried out individual cognitive interviews, involving about 35 + 7 young migrants alone, some spontaneously presented, while many were indicated by the communities involved.



During the interviews, in addition to checking the documents necessary for participation in the project, the profiling and taking charge of the candidate was carried out. The first through the analysis of previous professional and training experiences, professional interests and motivation to join the path. The second through the consensual adhesion of the young person. During the same meetings it was possible to identify the professional profiles and training needs of each participant in order to start the identification of the companies where they can carry out the internship.

After defining the production sectors, we have proposed the profiles of young people to about 50 companies. The research of the hosting company took place through an awareness campaign already launched in the previous months, to a targeted communication with the companies that are already part of our parterre of host organizations.

At the end of this phase, 33 + 7 requests for Nulla Osta, authorisations, were prepared. In this phase also missing requests and other applications rejected were submitted, with reference to migrants who have been transferred, escaped from the communities during the service provision period, or not being issued the residence permit within the deadlines of the application or or not being issued the Young Migrant's Certificate from the Municipality that had taken them as minors.

Activities:

Training and internship in the company

Definition of the training project - Tutoring and support to on-the-job training - First placement in the company - coaching, monitoring and support for the trainee.

We followed the 30 young people (23 concluded + 7 on going) through the services of training and tutoring, guidance and job placement by carrying out informative and specialist orientation sessions and individual meetings for a total of 64 hours per participant.

The traineeships, carried out with the aim of developing and improving the professional skills of the participants, as well as bringing young people closer to certain professional profiles, have



been implemented in the following areas:

- “restaurant operator: food preparation and cooking”
- “Childcare Assistant”
- “Motor vehicle repair technician: handcrafted mechanics, repairers and maintenance of cars and similar”
- “Operator of assembly and maintenance of pleasure boats”
- “Carpenter”
- “Operator for promotion and reception services: receptionists, hotel and similar doorkeepers”
- “Warehouse worker”
- “Turning Mechanic”
- “Gardening and horticultural worker: farmers and agricultural workers”
- “Assistant Cultural Mediator”
- “gardening worker”
- “Footwear Operator: Artisans of handmade artistic work of textiles, leather and the like”

Employment Services

Orientation and training for active job search; Cv realization and motivational letter; information on contracts and the labor market; simulations on how to manage a job interview; identification, companies to send applications to. Development of personal and transversal resources through the use of tests and tools. Activities aimed at reflecting on the current state of work transition and on some key socio-psychological dimensions as a temporal perspective resilience and coping. Business Scouting and Job Search: Promotion of selection interviews with potential companies interested in the candidate; company visits; publication of the profile in the main national job demand / supply portals. Profile promotion at companies in the SEND database.

These activities aim to reflect on the current state of work transition and on some key socio-psychological dimensions such as temporal perspective resilience and coping.



## Short description of the organisation

SEND is a job agency and international mobility centre, authorized in 2014 by the Ministry of Labour and Social Policies and the Sicily Region, regional department of labor, employment, orientation, services and training activities.

Place of interconnection between Sicily and the European area, through cooperation with schools, universities, nonprofit organizations, SMEs and public administrations, SEND intervenes with its activities in several sectors of production and service, putting into mutual access to the local context with the European one.

SEND is active in the support of job access of students, unemployed, young people seeking their first job, NEET but also workers, professionals and managers SMEs, in Sicily and in Europe, in particular, the UK, Ireland, Germany, Netherlands, Portugal, Spain, France, Poland, Czech Republic, Greece, Turkey.

SEND since 2005 is engaged in the development and recognition of skills and enhancing employability through the creation of career guidance, training on the job and internships, in Italy and abroad, to facilitate entry into the labor market and encourage social / work inclusiveness of all individuals, especially targets at high risk of exclusion, such as, women, children, the disabled, LGBTQ people, Sinti and Roma, people with addictions, prisoners, ex - prisoners and their families, people with psychological problems and any other kind of socio/economic and territorial disadvantage.

SEND is EUROGUIDANCE contact point - Network of National Dissemination for publications and documentation of orientation and transnational mobility.

The network promotes mobility for study and training in Europe, helping guidance counselors and individual users to a better understanding of the opportunities available in the European Union developing a European dimension.

SEND has developed internships & placements through the incoming programs in Palermo for about 850 international participants and on the contrary has promoted about 1400 outgoing programs for Italian participants towards the European countries.

SEND is provided with a database including more than 2000 organizations, working in cooperation of about 500 private companies

## Problems which aims to tackle

and other organizations at local level, and more than 1500 foreign partners in areas such as tourism, art and culture, green economy, food industry, fashion, administration, trade, marketing, technology, engineering, ICT, aesthetics, environment, agriculture, social services, education and training.

In its recent history, SEND is experiencing career guidance activities and is working on employability paths aimed at young migrants alone. In particular SEND has created a partnership of local and national level including through agreements with different housing communities in Palermo, non-profit organizations, foundations, schools, and in particular CPIA Provincial Centres for Adult Education. SEND is striving to run accompanying activities and labour inclusion of migrants, adult and young migrants alone, not only through contacts with companies, but also through the development of an individual educational and professional plan where attention is given to basic and professional skills.

The phenomenon of the arrival of unaccompanied foreign minors (hereinafter MSNA) is constantly growing and affects all the States of the European Union. The data on the flow of the last few years make it clear that the arrival of MSNA now represents a structural and non-conjunctural element of the migratory paths towards Europe and our country in particular. Precisely for this reason the European Commission underlined the need to strengthen the EU strategy on the rights of minors and presented an Action Plan on unaccompanied minors (2010-2014) in which, after reporting the lack of data on the phenomenon at the disposal of the Member States, proposes three main lines of action: prevention, definition of regional protection programs, reinforcement of reception and identification of lasting solutions for work and social integration.

In Italy the presence of unaccompanied foreign minors in the last decade has steadily increased.

At March 30, 2017 there were 15548 unaccompanied foreign minors in Italy, of whom 38.3% are in Sicily. The main nationalities are Egypt (14.8%), Albania (10.8), Gambia (13.9%), Eritrea (7.2%), Nigeria 6.1% and Somalia 5.5%. These are mainly male minors (95.1%) and over the

age of 16 (83%); 55.9% are seventeen years old. Since the “Mare Nostrum” operation, the port of Palermo has become one of the landing places for ships used in rescues. Sicily is the territory with the largest percentage of reception centers, the decree of the President of the Region n. 600 of August 13, 2014 defines the structural and organizational standards for the highly specialized centers of high specialization for UAMs, to which is added the recent legislation of February 2016 that has issued new standards for second reception centers also within the SPRAR (Law GURS No. 9 of 26/02/2016). Despite what established by the regional standards very often the permanence in the centers of first reception extends beyond the foreseen time limits, reaching a duration of 6 months, with the effect of delaying the start of individual projects for the integration of the MSNA. Subsequently, the transfer to second-hand reception centers should take place: places designated to offer a residential service that guarantees support for the process of social inclusion in the Italian context.

Unaccompanied minors in transition to adulthood, who at the time of starting the traineeship have completed their sixteenth year of age and are unemployed; young migrants, who entered as unaccompanied minors, who have not reached the age of 23 on the date of the start of the traineeship, including applicants and holders of humanitarian or international protection, in conditions of unemployment or unemployment.

The resources allocated to the financing of the “individual gifts” of social-work inclusion as per this Notice are equal to € 4.800.000,00 in 2015 plus an additional € 4.250.000,00 in 2016 for the insertion of about 1800 MSNA.

The orientation path was structured in individual meetings for a total duration of 18 hours.

Several topics were discussed and the tools used during the meetings, below we try to provide a brief description:

- Evaluation of the self-image: a card image associated with an adjective describing it. Using a scale of 1 (not at all) to 5 (a lot),



## Target groups

## Implementation of the technique

participant can consider himself similar to a given image.

- Analysis of professional sectors: using a series of images (taken from the 3IP questionnaire) the various professional sectors and the individual professions present within them are presented to the students. This activity allows them to know and / or reflect on professional paths that until then are considered not possible.
- Possible training courses: the possible school choices at the end of lower secondary school (Licei, Technical and Professional Institutes, IEFP Paths) are illustrated. Particular attention is paid to the link that may exist between a specific training path and a given profession;
- Organization of knowledge: through the tool “Metaphors of knowledge” a game of 32 cards used in multiple contexts, it is possible to analyze the different ways that individuals take to organize their knowledge.
- Interests, values and fears about the future: during the meetings, using the interview tool, the professional interests of the participants are investigated, on the values that each of them consider fundamental, within their professional sphere and lastly on fears (professional or otherwise) related to their future;
- Analysis of professional skills: one by one the working experiences of the young people are analyzed. For each one the attention is placed on the activities that need to be carried out concretely, on what kind of tools / equipment they have to use, on the personal characteristics put into play to carry out their work and on the skills and competences developed at the end of the experience;
- Self-assessment of basic skills: through a simple interview / interview, a summary evaluation of linguistic and digital skills is carried out;
- Evaluation of coping skills: through the workshop “How we deal with situations” (forms + group discussion) the topic of coping has been addressed, that is the way in which the individual reacts to stressful situations. Each participant has to choose between a series of imaginary situations provided by the operator (eg I can not complete the work I am doing), he is then asked to identify himself with the same and describe the emotions felt, the reason that he has



brought when the problem arises and the possible strategies to be adopted to solve it at best.

- Tools for the active research of work: we try to provide participant with a series of tools that would allow him to independently search for an occupation taking advantage of both traditional channels and those available on the Internet. Part of this activity is dedicated to the writing of the CV and the motivational letter through the Europass website.
- Reconstruction of the migratory path: through a guided interview, we investigate the participant's experience of his living in the city, the aspects that are positively affecting him, the difficulties (and how they are eventually faced) and on projects and hopes for the future;
- Drafting of a professional project: by making a summary of the data collected during the various meetings, a detailed path (step to be followed and times to be observed) is outlined with the participant, which if followed should lead to achieve the desired goal.

At the end of the project each participants is provided with:

- A final report of the orientation path;
- Your updated CV;
- A certificate of participation.

Specifically, the report can be described as a photograph of the professional and training status of the participants including the main features that emerged or the skills acquired during the experience, personal data and those relating to identification documents; the description of basic, linguistic and digital skills; an in-depth and detailed description of professional technical and relational capacities. Some suggestions were also added to improve the process of job placement or vocational training and study.

The report is therefore designed to give back to the participant a compendium through which to acquire more and more a greater awareness of their situation and autonomy of choice. In this sense the report tries to respond to the need to outline a "life and professional project" through which giving indications for a short and medium-term perspective to be shared with the young person.

The card was delivered and accompanied by a final individual



interview and only on consent of the young person was forwarded to the community of reference.

At the end of the PERCORSI project, all 23 paths were positively concluded at 100% and 7 are still on going.

About 30% of the young migrants continued working, having the opportunity to remain in the labor market. In particular:

- 3 hired by the same company;
- 5 hired by a NEW company other than the internship one;
- 1 undertaken a granted volunteer experience;
- 1 selected for the national civil service

Data for job placement is a partial datum given the short period of time elapsed since the conclusion of the last traineeship that ended on 6 August 2017.

The PERCORSI project was an opportunity for SEND to attempt to adapt the procedures previously adopted to a new type of user with specific characteristics, such as young age, a different culture of origin, communication difficulties related to the language, with all limits that this could entail.

The challenge, we can safely say, has been positively overcome! The initial obstacles have in fact turned into opportunities over time for both parties involved, operators and young people.

SEND has been enriched humanly and professionally, the boys have instead had the opportunity to take advantage of a tailor-made "sewing" service with the aim of making it faster to enter the world of work.

The traineeship has allowed, in some cases, to strengthen the professional skills of young people, in others to provide the first "tastings" of a possible trade or to take a first step towards the world of work. For everyone it was an experience that gave momentum after many months of immobility and almost total inactivity. The PERCORSI project for many of them meant a real chance to enter the world of work and become slowly autonomous and independent.

The specialist guidance service for young migrants alone prepared by SEND did not stop!

In March 2017, the "RAGAZZI HARRAGA" project was launched,



involving 400 single migrant youngsters who arrived in Palermo and today “Giocherenda”.

In short, from a purely technical-professional point of view, the main positive effect has been that of expanding the user base to which to provide its services, but in activities such as those envisaged by the project, the human value of experience that allowed operators to deal with a reality often known only through newspapers and televisions. Regarding the critical issues encountered, these can be summarized as follows:

- Need to adapt the tools used to a target characterized by strong linguistic and cultural differences. It has often been necessary to use tools normally used with much younger children (eg The card for self-assessment, designed for elementary school children, we have been given not only to young people attending school average but also larger than an Italian pupil equal degree).
- To make some children (in any case a minority) understand the importance that could have for them an orientation path carried out in a conscious way and an apprenticeship training addressed with the utmost commitment;
- The linguistic hurdle: even if you use a mediator, cultural and linguistic, who conducts the intervention (the counselor) has the constant impression that something can escape it.

Fortunately, our work has a strong connotation of relationship and collaboration! And with this vision we want to conclude our report. The PERCORSI activities could be realized thanks to the strong motivation of the people involved, the sense of solidarity and humanity that emerged spontaneously and naturally even in a deprived and poor territory like that of Palermo. We have had the good fortune to collaborate with people ready to commit themselves to give a chance of growth to a few young people without ever having been on our side an effort of conviction.

In this account of our work experience we want to thank once again the young migrants who have come into play and are guided through this totally new experience for them. We want to thank the host companies because they have made themselves available to collaborate in a field that, at least in popular sentiment, is often

How could this intervention be improved?

described in menacing and short-sighted tones. These companies have allowed us to carry out activities aimed at a strongly discriminated group and for this reason we believe that they can be distinguished for having taken an active role and social responsibility towards an epoch-making phenomenon that involves our territory. We thank the communities and the operators without which many complicated situations could not be clarified or dissolve and we want to thank the representatives of all the institutions that step by step we contacted because beyond the complexity of the organizational system developed they have done their best personally to facilitate the handling of files in the best possible way. Lastly, thanks to the SEND counselors who accepted the challenge and were continuously involved and dedicated to carrying out the activities and achieving positive results for the young people involved in this project.

The innovation of the project idea lies in the definition of (1) a reception system in which the social, work and housing dimensions are integrated and coordinated in a single intervention. The three dimensions of action of the project see (2) together subjects of the public, private social and productive system cooperate to improve the system of reception and integration of the MSNA. Each design dimension has specific elements of innovation, and all are based on the active participation of young people. The social dimension: introduces a new methodology and technology for data collection and storage; experiments the participatory mapping (IFAD) method with the active involvement of all subjects for the mapping of services (minors, operators, institutions, third sector operators, companies); builds specific know-how to community operators to facilitate the emergence of skills and the construction of individual reception and inclusion projects according to the intervention model experimented by CIAI in Lombardy. The working dimension: experiments and launches the first active employment policy specifically aimed at MSNA, envisages a trans-regional collaboration between Sicily and Lombardy and the active and voluntary involvement of private companies; launches a campaign to raise awareness of the

stereotypes and prejudices that hinder the employment of MSNAs in the production world at national level. The housing dimension: launches the first experience of temporary social housing shared between MSNA and international students, with the guarantee of long-term sustainable management (University of Palermo); supports the housing solution with an educational and working opportunity thanks to the direct experimentation of the management of the accommodation that will have visibility at international / European level.

Create an intervention system based on the interaction and cooperation of various public and private actors. SEND has undertaken institutional relations with officials and delegates of all those offices that in various capacities have competence in the field of protection of immigrant minors and job placement, or different municipal, regional and national public offices, including:

- The technical assistance of Italia Lavoro / Anpal, at the Central level in Rome and regional in Palermo;
- The Nomad and Immigration Office and Department of Social Services of the City of Palermo;
- The Municipality of Bolognetta, the Municipality of San Giuseppe Jato, the Municipality of Ragusa, the Municipality of Augusta, the Municipality of Cefalù, the Municipality of Messina;
- The Palermo Police Headquarters;
- The Center for Employment of Palermo that of Partinico.

The institutions have been involved in order to produce the documents necessary for the certification of the status of Unaccompanied Foreign Minor, MSNA, for the elaboration of the PIP, the personalized intervention plan, that is the document that describes all the phases of implementation of the PERCORSI project, for the request for activation of the internship, according to regional regulations, and the approval of the financing of the path relative to each participant through the issue of “nulla osta” (the authorization) by Italia Lavoro.

The amount of the “individual dowry” is determined at the maximum amount of € 5,000.00 divided as follows:

- a. € 2,000.00 in favor of the beneficiary / proponent subject to each path of social and work insertion and integration lasting 64 hours (€ 31.25 / hour x 64 hours = € 2.000.00)
- b. € 500.00 in favor of the host subject the internship as a contribution for the company tutoring of 16 hours (€ 31.25 / hour x 16 hours = € 500.00)
- c. € 2,500.00 in favor of the recipient, as freelance allowance for the internship (€ 500.00 per month for a maximum total of € 2,500.00 gross for each trainee for the five month internship). In the case of internships set up in regions where the regional legislation provides for the obligation to pay a training allowance of more than € 500.00, it will be the responsibility of the proposing subject to ensure that the recognition of the difference is guaranteed. between what is provided by Italia Lavoro and the requirements of specific regional regulations. Italia Lavoro will not pay a monthly frequency / scholarship allowance of a value higher than that specified in this Notice.

Title	<b>Promoting integration for young migrants (PRIME)</b>
Place of implementation	Sweden, Östergötland and Linköping and Latvia, Riga.
Organisation	The Research & Development center in municipality of Linköping which works with 9 municipalities in the region of Östergötland and the organization “Creative ideas” in Riga, Latvia.
Timeframe	01/09/2017 - 31/08/2019
Level of implementation	Transnational
Webpage	<a href="http://www.linkoping.se/utforarwebben/vard-stod-och-omsorg/forskning-och-utveckling/pagaende-projekt/">http://www.linkoping.se/utforarwebben/vard-stod-och-omsorg/forskning-och-utveckling/pagaende-projekt/</a> and <a href="http://www.creativeideas.lv">www.creativeideas.lv</a>
Contacts	Sweden Johanna Palmstierna <a href="mailto:johanna.palmstierna@linkoping.se">johanna.palmstierna@linkoping.se</a> Latvia: Sanita Putnina, email: <a href="mailto:putnina.sanita@gmail.com">putnina.sanita@gmail.com</a>

Summary of the GP

The goal of the project is to establish a regional network for a wide variety of organizations working with young migrants. The project aims to identify effective intervention strategies that are known to work to improve student participation and increase the completion of the school for “students at risk.”

The objectives are:

- Design a comprehensive training program to empower the target group / support their social inclusion in their new society.
- Develop and test a holistic training program for 50 people.

Throughout the program, young people will have a case manager who, together with the individual, will prepare a 5-month training plan.

During this program, the beneficiary may try activities that correspond to their objectives and needs, such as being invited to a place of work. During the five months the young person will have a mentor (a private person, an organization or a place of work) to develop language skills, knowledge in Swedish society and to expand



Short description of the organisation

Problems which aims to tackle

Target groups

Implementation of the technique

their social network.

R & D center is a research and development center for 9 of 13 municipalities of the region of Östergötland and the university of Linköping. About 25 persons work at R& D center and the center should with reference to new/ actual research and coming development in society support cooperation between research and practice. This through supporting the conditions for a long lasting development of knowledge and through meeting actual and coming needs in the social services.

Challenge in the program will be to find established Swedes that want to be mentor in the training program. Another challenge is to make the training program both individually and general so that it fits one person but can be used by several. Another problem can be to start the program in the middle of april- august as a lot of workplaces and individuals are in vacations during June to August, but especially during July.

- 18-24 years old
  - Low educational level, lacking a High School degree, lacking education to apply for an ordinary High School programme, attending the “Introduction programme”, attending courses in Swedish for immigrants, KOMVUX and/or unemployed.
  - Low/poor attendance rate in educational programmes and/or activities
  - Few or no native Swedes in their social network.
  - Temporary or residence permit
- There will be 30 beneficiaries in Sweden and 20 in Latvia.

- Workshop with youth in order to listen to needs.
- Making an perception map of each beneficiary in order to see level of social inclusion before program and after.
- A plan for the 5 month training program is made.
- Contact and recruitment of mentor in organization or in workplace is made.



#### Elements of innovation

- Mentor meet beneficiary at least twice a month and share language, knowledge about Sweden and hobby/ work experience or study experience in order to come closer to goal higher level of social inclusion.
- The beneficiary is able to test activities alone, together with mentor or with other youth in order to highten the level of understanding of Swedish society.
- Network of mentors and beneficiaries meet at least 3 times during training program.

The elements of innovation is that this program should be a mix of different activities already made, but put together for an holistic approach/ a package with different pieces that can be put together differently depending om the persons. We think of synergie effects between different actual activities.

#### Results achieved

Yet we have just started the project so no effects can be measured, but we have met a lot of people content with the idea of a holistic program. We hope to find a model that can make difference in the lives of the 50 beneficiaries in the project and of others that can be part of the program after the project if this will be a successful way of working with young migrants.

#### How could this intervention be improved?

Through experience of what is working and what is not working. As we have done the mapping process, but not yet started the testing process we don't yet know what can be improved.

#### Prerequisites for the implementation of the GP

In order to have the implementation, there need to be interest from both beneficiaries and from established swedes/ organizations or workplaces otherwise no special conditions are needed. Actually the target group can vary. In Sweden we have a lot of young migrants from outside of Europe that has come as asylum seekers and in Latvia the target group differ a bit, but still the training program should also be able to be used by socially excluded no matter who they are as the mentor concept and the concept of trying different activities and being part of a network and having someone following



#### Resources needed

your situation and following up the activities in the program could be general.

R & D center finance quite much of the project with own staff and staff in the municipality of Linköping as there are persons working with the unaccompanied minors, but they need to have a widener network and a widener spread of activities in order to succeed better with young migrants in social exclusion. The project has three roles that are needed in order to implement the program: a project manager 20%; a training coordinator 45% and a case manager 25% during a year ( the two training programs). Before this period there has been a mapping process with a researcher 20% doing the mapping of the needs of the target group and the gaps in the supporting system during 5 months in order to have a good ground in order to design a good model for the training program.



Title	<b>See me - How to recognize professional qualifications of young immigrants</b>
Place of implementation	Helsinki, Uusimaa, Finland
Organisation	Diakonia College of Finland
Timeframe	1.8.2015-31.7.2017
Level of implementation	Local
Webpage	<a href="https://www.sdo.fi/sdo/projektit-ja-hankkeet/projekti-hanke/see-me-esr-maahanmuuttajataustaisten-nuorten-osaamisen-tunnistamishanke-hameen-ely-keskus-1-8-15-31-7-17/">https://www.sdo.fi/sdo/projektit-ja-hankkeet/projekti-hanke/see-me-esr-maahanmuuttajataustaisten-nuorten-osaamisen-tunnistamishanke-hameen-ely-keskus-1-8-15-31-7-17/</a> <a href="http://arjenarkki.fi/sites/default/files/attachments/good_practices/maahanmuuttajataustaisten_nuorten_osaamisen_tunnistamishanke_esr_s20289_hankejulkaisu.pdf">http://arjenarkki.fi/sites/default/files/attachments/good_practices/maahanmuuttajataustaisten_nuorten_osaamisen_tunnistamishanke_esr_s20289_hankejulkaisu.pdf</a>
Contacts	Project coordinator Vesa Silander: vesa.silander@sdo.fi
Summary of the GP	The challenge was to create one place where immigrants can get help to all their issues that make the employment or the education difficult.
Short description of the organisation	The Diakonia College of Finland offers vocational training in social services, health and sport, humanities and education, tourism, catering and domestic services at Helsinki, Lahti, Oulu and Ylitornio. We offer preparatory education for upper secondary vocational education and training. We also offer further training for professionals. The Ministry of Education and Culture has given The Diakonia College of Finland the task of education for special needs. We offer comprehensive school for adults and voluntary cultural and educational activities. The Diakonia College of Finland has about 2200 students and over 200 professionals. About 40% of our students are immigrants.



Problems which aims to tackle	Young immigrants do not manage to get an education or an employment.
Target groups	Target was 80 young immigrants. Major groups of immigrants in Helsinki are from Russia, Estonia, Somalia, Irak and China.
Implementation of the technique	The project started by teaching participants basics of the Finnish Society, education system and vocational studies. They worked with their own narrative and made a video presentation and plan for their studies and future. You find out nonformal skills by writing. It is a long process. When you conduct writing, your key questions are: "What have you done?", "How you have done it?" and "Why you have done it?" This process gives good material for applications. They produced material for The Book of Cultures. Participants saved their CVs, presentations, certificates, evaluations, work experience documents, courses and diplomas, etc. to ePortfolio ( <a href="http://herringbarrel.blogspot.fi/2017/03/how-to-use-cloud-for-eportfolio.html">http://herringbarrel.blogspot.fi/2017/03/how-to-use-cloud-for-eportfolio.html</a> ). The project utilized self-valuation and independent work was practiced. In the morning they were conducted as a class and in the afternoons they did independent work. Every day or every week participants were asked what will they do on that day and do they think about their day - and if they are satisfied with their work and results.
Results achieved	As a result of the project there have been 80 immigrants that have taken part in the process. On average, people that participated in the group were in it for 50 days. 71% of the participants were female. This was little over the target (62,5%). The average age was 32 years. Average age for females was over 33 and for males under 29. About 43% of participants are now studying. 41% of the participants had a Somalian background.
How could this intervention be improved?	In the project we solved a lot of technical issues immigrants had (for example email password problems). If the skills were better, many



Prerequisites for the implementation of the GP

Resources needed

tasks we gave to immigrants could be done in a web-based platform. We were partly forced to focus on teaching basic skills.

This good practice works in a European context. You need professionals who are ready to listen and solve problems.

You need professionals who have good social skills, knowledge of the society, the labour market and the education system. In this project we had 1½-2 persons who were working for two years on the project.



Title	<b>Youth Pathways and Placement Project (YPPP)</b>
Place of implementation	Western Sydney, NSW, Australia
Organisation	Settlement Services International Limited (SSI)
Timeframe	June 2017 - June 2019
Level of implementation	Local
Webpage	<a href="https://www.ssi.org.au/services/employment">https://www.ssi.org.au/services/employment</a>
Contacts	Director - Employment & Enterprise, Terry Wilson - <a href="mailto:twilson@ssi.org.au">twilson@ssi.org.au</a> Youth Employment & Social Enterprise Manager, Leanne Hung - <a href="mailto:lhung@ssi.org.au">lhung@ssi.org.au</a>

Summary of the GP

YPPP is a short term work experience and capacity building program for disadvantaged young adults aged 15-24 in the Western Sydney region. This program is funded by the Australian Department of Jobs and Small Business as part of the Empowering YOUTH Initiatives. The main objective is to provide 3-months paid work experience combined with personalized employment readiness support to transition participants into sustainable employment. This program provides early intervention for disadvantaged youth who need intense support to achieve their first paid role who would otherwise risk becoming entrenched in a cycle of long-term unemployment. As a large demographic of participants are from a refugee background, English proficiency remains a key challenge and barrier to employment.

During the program, participants will receive 3 months of paid work experience in a choice of retail & administration based roles. They will undergo tailored work readiness support including mock interviews, resume and cover letter writing, obtaining corporate attire and be referred to existing vacancies.



Short description of the organisation

SSI is a community organisation and social business that supports newcomers and other Australians to achieve their full potential. We work with all people who have experienced vulnerability, including refugees, people seeking asylum and culturally and linguistically diverse communities, to build capacity and enable them to overcome inequality. In the 2016-2017 financial year, SSI settled over 10,000 refugees from Syria and Iraq and provided 1,083 new arrivals with employment support.

Problems which aims to tackle

1. The lack of local work experience. This is one of the biggest barriers to employment. This is even more difficult for youth from a disadvantaged background who face additional vocational and non-vocational barriers. Failure to participate in productive activities such as employment may result in a life-long constraint on their capacity to gain skills or remain in sustainable employment in the long run. This program provides work experience to these disadvantaged groups in a safe-to-fail environment in order to gain skills relevant to the local labour market and have a reference to include in their resume which will enhance their employability into sustainable employment.
2. Confidence and capacity-building. Being a productive member within a normal work environment will improve participant confidence and capacity to communicate, engage in team work and connect with colleagues and community as well as their ability to independently seek out information and support.

Target groups

This program aims to support participants who would normally face additional barriers to employment. They would include:

- Refugees or new arrivals
- Young parents
- Early school leavers
- People with disability
- People with non-vocational barriers including being in out-of-home-care or be in in or exiting juvenile justice.

This project is specifically targeted at the Western Sydney area which



## Implementation of the technique

statistically is a low socio-economic area. This project will provide over 120 youth with work experience opportunities across two years.

1. Intake and Assessment: Eligible participants are invited to an information session to find out more about the project. Interested participants are invited to a one-on-one interview with assigned placement officer for assessment. There will be 4 intakes of a minimum of 30 participants every 6 months over 2 years.
2. Successful participants are assigned a short-term placement location that are in line with participant career aspirations and current skill set. An Employment Pathway Plan is created to identify growth and development areas over the course of the next 3 months and transition pathways into external employment.
3. Participant enter their work experience placement for 2 days a week over the next 3 months. Participant will also be involved in weekly group training & mind, body wellness activities to enhance skill development and social engagement with peers. Participant will also meet with placement officer on a weekly basis for feedback.
4. Nearing the end of the placement phase, participant will be actively referred to employment opportunities in local area within area of skill development.

## Elements of innovation

The short term work experience locations are SSI's social enterprises which are purpose-built to provide employment opportunities and training to disadvantaged groups. They include The Staples Bag, SSI's low cost supermarket offering retail and customer service training and The Experience Centre, which provides administration and office-based roles for participants.

The creation of these enterprises facilitates the availability of a wide range of readily available work experience opportunities for disadvantaged youth in a safe-to-fail environment. As participants are paid staff, they work on productive tasks which are reflective of the normal work environment and contribute to the output of the organization.



## Results achieved

From the first cohort of 37 participants, 30 participants have gone to successfully obtain sustained roles in administration, IT and retail as a direct result of their short-term placements. The roles obtained are also correlated with the experience gained from their work experience. Participants placed in The Experience Centre have secured employment in administration-based roles in local businesses, non-profits and large corporates including Google, UNHCR, and local wholesale and distribution companies. Participants placed at The Staples Bag have gone on to secure employment in retail-based roles at Woolworths (Supermarket) and Booktopia. 23 of the 30 employed participants obtained employment with direct assistance of SSI's Business Development Managers into managed vacancies whilst 7 participants found employment independently. Both statistics reflect the program's varied areas of support. As part of the program, participants receive assistance from recruitment staff into managed vacancies whilst also gaining the confidence during their short-term placement to independently seek employment opportunities.

The intensive work-readiness component also allows for support staff to identify employment barriers early into the client's placement. This allows for support workers to offer targeted support to address barriers and include referrals to additional education and training, mentoring and counselling.

## How could this intervention be improved?

This intervention could be improved by the development of a greater network of employers who would be willing to offer short-term placements to participants with the view of employment at the end of placement. This facilitates the delivery of the short-term placement with a direct transition into employment, and reduces the lag time that may occur for some participants between the end of placement and employment which could impact participant confidence and momentum gained from the work experience placement.

1. The initiative is to operate in a low socio-economic area with a high concentration of unemployment (with a focus on youth).



## Resources needed

2. The availability of employers who are willing to offer placements to participants without the risk of exploitation. Preferred work placement locations would be non-profit organisations.
3. The work experience opportunity needs to develop vocational and work-readiness skills that are relevant to the local labour market and be linked to local employment opportunities.
1. This initiative requires an organisation with recruitment specialists who will be able to facilitate the transfer of participants into existing employer networks and managed vacancies.
2. Organisations who are willing and have capacity to bring on work experience participants from challenging backgrounds including potential learning difficulties and provide training and mentoring opportunities.
3. Trained staff who are able to professionally handle participants with mental and emotional barriers to employment at the placement location.
4. Trained support workers (up to 2) to provide ongoing support to participants throughout this initiative.





# PARTICIPATION THROUGH FAMILY

Finding good practices in participation of young migrants through family is a real challenge, since many factors has to be taken into account: in general, there are not many ways of enabling participation of families with their children in the public sphere, mainly at schools, local bodies and with the support of social organisations; besides, it is very problematic to engage families from these groups into the aforementioned institutions, due to their legal status and other barriers such as the language, but also due to some reluctance or not perceiving the importance of sharing and participating in the public sphere as an important issue by the families and youngsters.

As in the other areas identified in this manual, or even more, the role of NGOs is key when it comes to encouraging the participation of immigrant families. These institutions are the spaces where immigrant families meet others with similar needs to their own, which facilitates the creation of shared exchange and leisure spaces.

One of the greatest difficulties in promoting the participation of young people through families is that for the family to be integrated into society, all its members must feel integrated.

For this reason, these actions need to implement a comprehensive intervention that addresses all the areas that facilitate the social integration of all family members.

In this section you will find six good practices which will help to enable the participation of young migrants through family.

Title	<b>Art-Lab</b>
Place of implementation	Italy, Emilia-Romagna, Conselice
Organisation	Art-Lab
Timeframe	2017 - ongoing
Level of implementation	local
Webpage	<a href="https://www.facebook.com/artlabconselice/">https://www.facebook.com/artlabconselice/</a>
Contacts	<a href="https://www.facebook.com/artlabconselice/">https://www.facebook.com/artlabconselice/</a>
Summary of the GP	<p>Art Lab is:  The overthrow of an outdated educational paradigm and the enhancement of group work for the cultivation of divergent forms of thought.  Valorization of aesthetic experiences that bring our senses to their maximum involvement that make children feel totally alive.  A metaphysical space in which to educate children to a sense of identity, belonging to their own community, so that they can keep alive and to transmit their cultural heritage.  A space in which to experiment and make available to the territory its talent and expertise in the various artistic disciplines.  A real and virtual place in which to conceive, realize and promote cultural promotion actions (music, theatre, photography...etc.).  A physical and defined space, hopefully one day, available to the community, in which to “do” for the community, for its artistic and cultural development, in which to offer young people alternative experiences.</p>
Short description of the organisation	Art Lab dreams of making a difference within its own small community that over the years has seen its cultural context progressively impoverished, recovering from the low talent and skills to enrich and return to the territory added value. Art Lab wants



Problems which aims to tackle

to make Conselice a hotbed of talents, a permanent laboratory of experimentation, a space for design and innovation.

Art Lab was created to try to revive culturally the small villages in the countryside that often in today’s society tend to be lived more and more as dormitory countries and not so much as centers to live. This is done by promoting sociality through the theatrical experience, which requires the group to identify forms of close collaboration and to structure a cooperative work regime. Through the enhancement of the skills and talents of the community and the promotion of a context of inclusion.

Target groups

The project involves young people, children and families from the territory of Conselice, and is open to all those who wish to be part of it. It is based on the family institution as the main means of involvement, in collaboration with various realities of the territory. Operating in a small town, he can easily reach the entire community.

Implementation of the technique

After the first experiences and projects of school/family theatre maturing during the years of primary school, first within the class group and then at the level of parallel classes in an open class dimension, the work done, the consolidated relationships and the transition to a new and different order of school have brought out in the group the desire and the will to put the “Musical” experience into a system, making it evolve and mature.

The group of parents, teachers and pupils who have participated in the previous musical projects intends to grow the experience gained by taking it out of the school boundary and bringing it to a dimension of community experience.

Results achieved

The stage experience left the group with a feeling of excitement, the theatre turned out to be an adrenaline-filled experience that pervaded those who experienced it even in the following days, weeks and months. Today Art Lab wants to collect and convey that positive energy, strength, spirit and motivation of the group in a new project.



How could this intervention be improved?

Prerequisites for the implementation of the GP

Resources needed

What is needed to carry out the project is to create synergies and collaborations with the territory because the realization of an ambitious project must involve an entire community.

The starting theme of the new projects is always closely linked to the experience and the themes that are of great interest to parents and children. Each year, the theme is closely linked to the parents' experiences and the experiences of the children.

Objectives that Art Lab proposes for the future are: to obtain physical spaces for afternoon and evening activities in favour of children and teenagers and their families, characterized by their artistic and cultural value, in which to promote and bring out talents and skills, in which everyone can find their own space and their own way, in which they can profitably engage their free time, in which they can offer an alternative to the lack of proposals.

To establish profitable relationships with educational agencies in the area and the context of associations in order to enhance the potential already existing and put them into operation.

To make young people protagonists, teaching them to cultivate experiences and passions and then give them back and make them available to the community.

Prerequisites for the adoption of this practice are: the presence of a community context that sees the need for a reinvigoration of cultural activities first of all. Secondly, but no less important, a not inconsiderable bottom-up thrust. The strong point of this project is in fact the willingness of parents to want to create something for and with their children, as well as a community sense that involves all actors in the town.

The project involves 15 project leaders (parents) and their families. It is difficult to define the exact number of actors involved as the whole community is involved in public events and initiatives.



Title	<b>CONVIVE: Proyecto para la integración de las familias inmigrantes de la Comunidad de Madrid.</b>
Place of implementation	Spain, Region of Madrid, Madrid.
Organisation	Guaraní NGO
Timeframe	01/12/2017 - 30/11/2018 Ongoing
Level of implementation	Regional
Webpage	<a href="http://www.asociacionguarani.com">www.asociacionguarani.com</a>
Contacts	José Gutiérrez: <a href="mailto:proyectos@guarani.org.es">proyectos@guarani.org.es</a>

#### Summary of the GP

CONVIVE is a continuity Project aimed at promoting the reception and integration of migrant families in the region of Madrid through an intervention based on attending the different areas that cause more difficulties in the integration of the family as a group and of each of its members individually.

The work methodology is to develop an integral intervention that combines group and individual activities to attend five work areas: 1-Co-responsibility; 2-Woman; 3-Children; 4-Family leisure; 5-transversal aspects of migrant families.

The identification of these areas has been due to the results obtained by the CONVIVE Project in its previous editions.

#### MAIN OBJECTIVES:

- 1 To promote an equal co-responsibility among family members.
- 2 To generate leisure spaces that promote social integration of the families.
- 3 To develop specific interventions to reduce the vulnerability of minors and women and to promote their integration.
- 4 To develop specific interventions to meet the administrative and Psychosocial needs of migrant families.

#### MAIN ACTIVITIES:

- 1 School of parents.



#### Short description of the organisation

- 2 Family meetings.
- 3 Group and individual interventions with women.
- 4 Leisure activities.
- 5 Psychosocial interventions.
- 6 Much more...

GUARANÍ is a non-profit organization composed of interdisciplinary team. Our mission is to develop projects of socio-labor integration for immigrants, refugees, asylum seekers and other groups at risk of social exclusion. It was founded in 2006. Since then, has developed public projects and programs financed by the Government of Madrid and of Spain and by the UE. During these years, Guaraní has promoted numerous actions in coordination with the public administration and with social entities, aimed at improving the employability and social integration of its target groups.

#### Problems which aims to tackle

The analysis of the work done since 2011 in the “family area” of Guaraní NGO, shows that the most important problems for the integration of migrant families in the region of Madrid are:

- 1 Co-responsibility area: In most of the cases attended in these years, we have been able to verify that the distribution of homework generates conflicts in migrant families and hinders a full social integration of some of its members (usually female members).
- 2 Woman area: Migrant women heads of household have many needs of integration. We can group these needs into family, Labor and Social needs.
  - Family needs: caused by the lack of co-responsibility.
  - Labor needs: the precarious working conditions create difficulties in labor conciliation and problems in family relationships.
  - Social needs: all these conditions are incompatible with a proactive and full social life.
- 3 Children area: children of migrant families usually have two types of integration needs that.
  - Leisure needs: due to working conditions, the time for family leisure and free time for parents to play with their children is inadequate in most cases.



## Target groups

- Educational needs: caused by curricular gaps.

- Migrant families.
- Migrant Women heads of household.
- Migrant Men with family.
- Minors.

Most of families will be from Hispanic countries and will be formed by between three and five members.

We expect more participation from mothers and children than from fathers.

### NUMBER OF BENEFICIARIES:

In this edition we hope to work with 100 migrant families.

It's the data we have reached in previous editions.

## Implementation of the technique

Our approach is an “integral intervention” capable of attending all the family’s integration needs.

To make this possible we must take into account some factors:

- 1- We must have a general perspective of the family situation to plan an effective intervention.
- 2- Beneficiaries must have an active role in the planning and development of the intervention.
- 3- We must have adequate human resources to be able to plan an integral intervention in several areas.
- 4- The intervention must allow monitoring of all the actions carried out.

In order to make this project possible, it is necessary to have a multidisciplinary work team and well structured internal referral mechanisms.

## Elements of innovation

The innovation of this project is the comprehensive intervention. Most projects focus on one or two intervention areas, because a multidisciplinary approach needs specific resources that are not easy to have.

In CONVIVE this is possible due to the Guarani structure. Guarani develops many intervention projects with people at risk of social exclusion and has created a referral protocols that allow working



## Results achieved

with their beneficiaries in many areas and with different approaches at the same time.

Five month after starting the project, we have served 60% of the intended beneficiaries.

Activities and services planned, are being carried out normally and due to the high level of involvement of the beneficiaries, we believe that we will be able to develop innovative activities to achieve the objectives of the project.

## How could this intervention be improved?

This intervention could be improved with a fixed structure that does not depend on annual grants.

The ideal would be to have a specific space or specific center intended for migrant families.

A space in which to develop a integral intervention with all the members of the family members and in all their integration needs.

## Prerequisites for the implementation of the GP

- Entity with experience in working with vulnerable groups.
- Entity with a multidisciplinary team.
- Effective internal referral protocols.
- Human resources: project coordinator and intervention technician.

### CONDITIONS OF THE CONTEXT

- High level of second generation migration.
- Strong associative framework.
- Coordination mechanisms between social resources.
- Public financing that promotes integration projects.

## Resources needed

- Entity with experience in working with vulnerable groups.
- Entity with a multidisciplinary team.
- Effective internal referral protocols.
- Human resources: project coordinator and intervention technician.
- Specific space to develop the project.
- Financial resources that supports this structure for at least one year.



Title	<b>Entre Iguales (Interpairs Project)</b>
Place of implementation	Spain, Madrid Region
Organisation	Solidaridad Sin Fronteras
Timeframe	2018 - ongoing
Level of implementation	Local and regional
Webpage	<a href="http://www.ssf.org.es/?q=en/content/entre-iguales-project">http://www.ssf.org.es/?q=en/content/entre-iguales-project</a>
Contacts	proyectos@ssf.org.es - info@ssf.org.es
Summary of the GP	<p>Two of the main areas where hatred and discrimination are generated and reproduced are families and the educational context. Both spaces are especially important when it comes to combating prejudices as well as xenophobic and intolerant behaviours. Entre Iguales project aims at sensitizing and empowering the youth population of Madrid Region on political and social rights and duties, as well as training them on tolerance, respect and equal treatment. It is also focused on combating all forms of discrimination, to avoid these behaviours and promote social cohesion and integration. One of the main actions delivered within the framework of the project is to engage both young people and their families (specifically migrant and asylum seekers) in order to interchange opinions, brainstorm the main problems they have and discuss peacefully. To do so, there is a “School of parents and children” in topics such as diversity, tolerance, non-discrimination, social and political participation, among others. These forums are developed in school facilities, conceived as an after-school activity. Currently there are 15 high schools in Madrid Region implementing these “School of parents and children”.</p> <p>Entre Iguales project aims at sensitizing and empowering the youth population of Madrid Region on political and social rights and duties,</p>
Short description of the organisation	

### Problems which aims to tackle

as well as training them on tolerance, respect and equal treatment. It is also focused on combating all forms of discrimination, to avoid these behaviours and promote social cohesion and integration. For that purpose, and among many other activities, there are the so-called “School of Parents and Children”, where both young people and their families (specifically migrant and asylum seekers) participate in order to interchange opinions, brainstorm the main problems they have and discuss them peacefully.

In 2016 there were 1,272 incidents of hate aggressions (because of the gender, race, sexual diversity, etc., of the victims) registered in Spain, 171 of which were in Madrid Region. Despite there is a discourse of respect on the differences, many young people are still discriminated, and the information they receive in educational spaces is not enough to internalize values of solidarity and tolerance towards others. This is even more noticeable in family contexts, where many youngsters get used to hear xenophobic expressions and actuations.

The migrant groups that SSF is working with pointed out several times that there are not enough measures to prevent discriminating behaviours among youth people in Spain. That is why the organisation developed a project to work on these topics not only in the educational system, but also engaging families, teachers, social workers, civil servants, etc., working together, to reflect on their own behaviours and to understand the others.

In this context, it was very important to deliver actions where parents and children could participate, especially those from diverse cultural background.

### Target groups

Due to the broad dimension of actions included in “Entre Iguales” project, there are many target groups:

- Young people between 14-30 years old.
- People at risk of social exclusion, mainly migrants, ethnic minorities, asylum seekers, etc.
- Families of these young people and people at risk of exclusion.
- Educational staff.

## Implementation of the technique

- Staff from municipalities, social workers, NGO workers, etc. The project expected to train more than 500 people in 12 months; however, in less than 6 months of implementation there has been trained more than 400 people, due to the high demand from schools, municipalities and associations. With the above in mind it is expected that the number of beneficiaries will be beyond 1,000 people trained.

To implement “School of Parents and Children” activity it is important that both parts are committed with its aim. “Entre Iguales” delivers this activity in school facilities, which helps to include both parts and to take advantages of the after-school activities and parents meetings. Besides a blackboard, pens and paper, there is no need of more materials. It is important to apply techniques that allow both parents and children to express themselves in a respectful way (active listening, debate) and put themselves in the position of others (roleplaying).

## Elements of innovation

“Entre Iguales” project takes advantage of the methodologies and tools developed and learned in the context of the European projects where Solidaridad Sin Fronteras participates. These techniques are applicable to all types of beneficiaries, developing both educational content in the topics treated by the project as well as experiential activities that have an impact on the elimination of these discriminations and the empowerment youth migrants and their families. Most of the innovative techniques of the project comes from these projects: Lighthouse (<http://www.lighthouse-project.eu>), MYthWork (<http://reachingout-myproject.eu/>) and Keep On (<http://keepon-project.eu>).

## Results achieved

Since the project is currently running it is hard to assess the impact of the activities; however, due to the constant evaluation made by the beneficiaries, and regarding specifically to the “School of Parents and Children” activity, the feedback is very positive, remarking the need of this kind of activities where parents and children share the



## How could this intervention be improved?

## Prerequisites for the implementation of the GP

## Resources needed

same space to talk about many sensible topics, as it generates a more fluid relation between them and, above all, permits to find ways of tackling serious problems that affects youth in general and migrant youth in particular. As a result, despite the project was going to be implemented only in two cities in the Southern area of Madrid Region, there are a serious number of schools and two more municipalities that asked Solidaridad Sin Fronteras to implement these activities.

A project of the size of “Entre Iguales”, as well as the broad aspect of the activities and objectives covered, may lack in the profundity of the contents and the time to tackle these objectives. That’s why it is recommended to focus only on those activities that are intended to engage youth and their families in order to get the best results.

The actions covered by “Entre Iguales” Project, concretely those related to the engagement of youth (migrants) and their families to discuss about the topics of the project, are totally transferable to other European contexts, since most of the countries face the need of a better understanding between youth from diverse cultural background and the hosting culture, as well as to fight any kind of discrimination.

It is crucial for the project to be backed by public institutions (at local and/or regional levels), as well as by schools or any other educational institution, in order to reach youth migrant and to count on their collaboration.

This kind of projects does not need much funding to be implemented, just the necessary to hire at least one person to be in charge of the proper development of the activities. Currently there is one person working in this project and many volunteers helping in the organisation and developing of the training workshops.



Title	<b>Participatory path: new forms of promotion for family foster care (La Favola di Maddalena)</b>
Place of implementation	Italy, Bassa Romagna Region, 9 municipalities
Organisation	UCBR Welfare Area and Centro per le Famiglie (Families' Center)
Timeframe	2015 - 2017
Level of implementation	Local
Webpage	<a href="https://www.youtube.com/watch?v=nAxHRXhSR0Q">https://www.youtube.com/watch?v=nAxHRXhSR0Q</a> <a href="http://www.labassaromagna.it/Guida-ai-Servizi/Centro-per-le-Famiglie">http://www.labassaromagna.it/Guida-ai-Servizi/Centro-per-le-Famiglie</a>
Contacts	zolis@unione.labassaromagna.it - veritad@unione.labassaromagna.it
Summary of the GP	<p>The main objective of this project is to talk more about a theme that often scares or keep people away from services that could actually help them, finding the right way to talk about foster care. The other objective was to get a real product of this path: a book in which the theme of foster care could be treated in a different and easiest way, and last but not least, in different contexts, letting the culture and the knowledge about this precious form of solidarity grow.</p> <p>The main challenge of this project was to create a participatory path not only inside the specific services with experts and specialists of the topic, but in an open way, letting all the community and the stakeholders being a part of it.</p> <p>The activities carried out were: focus groups to identify new way of promotion, and new categories and target of population to involve in the topic and in the related activities.</p> <p>For the creation of the book were organized working groups with the two representatives of the project, the writers, the youngsters that lived the foster care experiences, foster parents and families of origin.</p>



Short description of the organisation

UCBR manages, in associated form with Centro per le Famiglie, from the 1st January 2018, the social health services for family foster care into the Welfare Area in the territorial area that includes 9 municipalities of Emilia-Romagna Region. Centro per le Famiglie since about 20 years carries out this activity with parenting support projects. This center is a space where you can get information, support, meeting and help for and between families.

Problems which aims to tackle

Through the focus group the main problem that this project aims to tackle is to involve and listen to people that never got involved before in this kind of projects or activities. This is a way to innovate the forms of foster care promotions of an often unknown opportunity for families in trouble. Another problem that this project aims to tackle is: how to communicate the foster care in a simple and direct way? This is the reason to create a book that, with a fairy tale, could promote this culture in the community. In the creation of the book and during all the participatory path, a group of foster families and kids (nowadays youngsters) described their experiences, and this was a fundamental characteristic.

Target groups

For the focus groups the people involved in the project were teachers, volunteers from associations that deals with interculturality, youngsters involved in sports or other associations, common citizens identified by administrators, business owners... In the focus groups were involved more than 90 people, 3 focus groups had taken place with citizens and 1 with professionals. During the drafting of the book, another group took place with about 20 young people, families, operators, social educators, educators and a psychologist.

Implementation of the technique

The project used various tools to get the final result: storytelling, focus groups, working groups. Each one of those with a specific aim. The storytelling was useful with the youngsters and with the families that passed through the foster care to help getting more into the



topic and to understand different sides of the issue. Focus groups were useful because allowed to find out different ways to communicate this topic to people that often don't talk about it, in this case also youngsters that take part in various associations were involved. The main aim of the focus groups was to promote foster care as a community resource. The working groups had the main objective of creating a book to promote foster care, starting from the storytelling.

#### Elements of innovation

There are two main elements of innovation in this project: one is the use of creativity into the social works, that usually tend to work in a more formal way. The other one is the participatory planning with the community and the users, and not only with the professionals.

#### Results achieved

The main result is the publication of the book "Mi dai una spinta? La favola di Maddalena e della sua altalena" ("Do you give me a push? The fairytale of Magdalene and her swing). The book is on sale and available in public, educational and aggregative contests. The main result achieved thanks to the focus groups is the re-planning of some interventions in the social services area and in the minor area to promote foster care and foster families.

#### How could this intervention be improved?

The project could be improved in two directions: one is promoting it into the places where the book can be found, like libraries and schools, so as to give more importance to the project in a local area. Another way is increasing the diffusion of it outside the territory of implementation, giving more importance to the experience in a regional, national or even international area.

#### Prerequisites for the implementation of the GP

This project could be exported in another area with some precautions. The context should activate participatory paths. Other Emilia-Romagna territories adopted the book to promote the foster care with kids and youngsters. The action could work in other European regions because a lot of



#### Resources needed

the problems that this project aims to tackle are the same in other territories, and we can find almost the same context in other regions, with similar school system, family system and problems and a similar association background.

In this project human resources included: 2 coordinators of the project, professionals from different areas in the territory: social services, educational sector, sanitary sector. 2 writers, 1 illustrator and 1 graphic designer. Economically, the project received different grants, was in fact co-financed by Fondazione Marcegaglia Onlus, Zerocento social cooperative, the association "Bambini dal Mondo" and Unione dei Comuni della Bassa Romagna.



Title	<b>Parents Integration through Partnership (PIP) Project</b>
Place of implementation	UK, London, boroughs of Haringey and Lambeth
Organisation	Learning Unlimited Ltd
Timeframe	Feb 2014 - June 2015
Level of implementation	Regional - London, UK
Webpage	<a href="http://www.learningunlimited.co/projects/parents-integration-through-partnership">http://www.learningunlimited.co/projects/parents-integration-through-partnership</a>
Contacts	Karen Dudley karen.dudley@learningunlimited.co
Summary of the GP	<p>Parents' Integration through Partnership (PIP) was a 16-month project, led by Learning Unlimited, a London-based social enterprise, and funded through the GLA (Greater London Authority) using EIF (European Integration Fund) funding. It was delivered in partnership with primary schools in the London boroughs of Haringey and Lambeth.</p> <p>The over-arching objectives of the PIP project were to engage and support 118 eligible non-EU national mothers/carers with beginner or Entry level English language skills to:</p> <ul style="list-style-type: none"> <li>• improve their skills in English</li> <li>• increase their involvement and participation in their children's school and build meaningful links with school staff, other parents and local stakeholders</li> <li>• develop the skills, confidence and understanding to support their child's learning at home and at school.</li> </ul>
Short description of the organisation	<p>Learning Unlimited is a not-for-profit social enterprise that specialises in adult and family learning, ESOL and integration, literacy, numeracy and teacher education.</p> <p>We believe in learning as empowerment and engage adults and families in local communities who face a wide range of issues</p>



### Problems which aims to tackle

and barriers to social inclusion. We also train the volunteers and professionals who work with and support them. We lead on local, national and international projects, develop and publish books and resources, and do a wide variety of consultancy work.

The boroughs of Haringey and Lambeth both have high numbers of migrant families living in some of the most deprived areas and wards in London. Although the demographics within each borough are quite distinct, all the partners engaged in the PIP project had identified a significant unmet need in relation to the language learning needs of migrant parents, and recognised that this had an impact on the extent to which parents accessed services or support, got involved with their children's learning and/or engaged with staff and events at their setting.

The PIP project was a holistic multi-strand project delivered in these two boroughs and designed to engage and support mothers/main carers originating from non-EU settings and their children in order to address these issues.

### Target groups

The PIP project target group was non-EU migrant mothers/carers and their children in Haringey and Lambeth.

1. The project aimed to engage 118 learners on PIP ESOL short courses in 9 different groups in primary schools and children's centres
2. Family Activity programme - The project aim was that 67 PIP families would take part in 10 Family Activity workshops, trips or events.
3. The PIP parent volunteer programme aimed to recruit, train and support 23 parent volunteers
4. The project planned to deliver 8 capacity building workshops for school/children's centre staff.

### Implementation of the technique

The main strand of the PIP project was a programme of topic-based ESOL short courses in primary schools, contextualised to meet the aims of the project and respond to the interests and language learning needs of the target group at each setting. Each course ran



## Elements of innovation

for 10 sessions during each 5-week period. The project also offered PIP families the opportunity to take part in family activity workshops, trips or events and pre-school children joined their mothers for other activities. PIP parent volunteers were trained to support the PIP learners and programmes in a wide range of ways.

The PIP project was innovative in that it maximized the opportunities presented by engaging parents/carers through schools and children's centres. For example:

- School staff were involved in role playing communication with the school to help build parent's confidence in engaging with the staff and opportunities/events such as parents' evening at the setting.
- The project enabled parents to appreciate the value of their input and support for their children's learning regardless of the level of their own language and literacy.
- The PIP parent volunteer programme left a legacy model for parent volunteer input and support, e.g. through conversation clubs and exam practice which partners could replicate with minimal budget.
- The free PIP capacity building workshops for centre staff developed awareness, skills and confidence in communicating with and supporting migrant families.
- PIP empowered parents to take an active role in their classes, setting and local community. As a result of the project they organised and ran school assemblies, made a film and publicised and ran film showings, addressed their local authority a cabinet meeting and even appeared on breakfast TV!

## Results achieved

Strand 1 ESOL short courses - In total, 193 learners in 9 groups were engaged on 51 PIP ESOL short courses at 6 partner settings. Of the learners engaged, 125 learners completed one short course or attended 10 sessions or more over two or more short courses. Of these, 108 learners attended 3 or more short courses.

Strand 2 Family Activity programme - In total, 75 different families participated in 10 Family Activity workshops, trips or events - with many families attending more than one.



## How could this intervention be improved?

## Prerequisites for the implementation of the GP

## Resources needed

Strand 3 Parent volunteer programme - The PIP project recruited, trained and supported 23 parent volunteers in Haringey and Lambeth.  
Strand 4 Capacity building workshops - 8 workshops were run for staff at partner settings. In total 48 participants attended one or more workshop.  
Strand 5 The PIP Good Practice Toolkit was produced and is available to download free online.  
Strand 6 PIP Impact assessment was carried out and a report published.

Building in more adding awareness-raising, training and support for staff at settings on, for example, how they can best engage with and support migrant families, grade their language when speaking face-to-face or on the phone, make sure any texts targeting families are language aware and use simple/straightforward language (including websites, letters home, forms etc.), and generally doing an audit of the whole learning environment to see how it can be made more welcoming and accessible for families new to the country/setting.

The PIP project could be implemented in other European contexts and would work well in almost any EU country. In order to deliver a similar programme. In addition to the practical requirements in relation to partner schools and children's centres providing training space for the courses and, ideally space for creche facilities where required, having staff who fully support the programme and help to identify opportunities to enrich it makes all the difference. The PIP toolkit is a valuable resource which can easily be adapted and supplemented by providers wishing to set up and run language and integration programmes for migrant parents with a similar aim of supporting children's learning and becoming more actively involved in the setting.

The cost of replicating the model used for PIP is difficult to estimate, as it would depend on so many variables, such as staff rates of pay, how many courses were run at each centre, the cost of childcare



provision and the budgets allowed for elements such as trips and events. Providers wishing to replicate the model should use their own rates for teaching, management and co-ordination and childcare and allow what they can for trips and events. The PIP Toolkit will provide many of the materials required to run the programme and is free to download from here - <http://www.learningunlimited.co/wp-content/uploads/2013/09/pip-project-toolkit-v6.pdf>.



Title	<b>“Sin formación no hay transformación” (Without training there is no changing).</b>
Place of implementation	Spain, Ceuta Autonomous City
Organisation	“AMPA Reina Sofía” (Reina Sofía Public School Parents Association)
Timeframe	Since 2014 - present time Every school term - From January to June
Level of implementation	Local level
Webpage	<a href="http://www.ceapa.es/content/sin-formaci%C3%B3n-no-hay-transformaci%C3%B3n">http://www.ceapa.es/content/sin-formaci%C3%B3n-no-hay-transformaci%C3%B3n</a>
Summary of the GP	<p>The main objectives of the WTTINC project are:</p> <ul style="list-style-type: none"> <li>• To develop personal abilities from parents and youth.</li> <li>• To provide Family educational training.</li> <li>• To offer an open space for discussion and decision-taking for both parents and youth.</li> </ul> <p>Reina Sofía Public School in Ceuta (an autonomous city in the North of Africa) is located in one of the most deprived districts of Spain, nearby the border area between Spain and Morocco. 100% of the student body is of Arab origin and Muslim culture/religion, and both parents and youngsters are Arab native speakers; the contact with Spanish language takes place just barely at school. As a result, social inclusion and participation is a hard issue.</p> <p>In this context, the project seeks to train families in several subjects as a basis for social change and social inclusion. In terms of interest for this project, one activity delivered by WTTINC project is a dialogic literary gathering, in which both parents (generally mothers) and youngsters (pupils) share views and opinions in regards to the books proposed by the PA. As an open space for discussion (but keeping in mind that some fears and barriers may appear), parents and pupils interact among them and treat several subjects related to its roles, the way to boost youth participation in family matters, etc.</p>

Short description of the organisation

“Without training there is no changing” Project (WTTINC) involves both parents and children from one of the most deprived districts of Spain, mostly inhabited by migrant population, to train them in order to improve their language level and their social inclusion. The Reina Sofía Public School Parents Association (PA) is mainly composed by migrants from Maghreb area and Muslim culture.

Problems which aims to tackle

With the participation of parents and youngsters in an open space the WTTINC project aims to tackle several problems, such as:

- The troubles that appear in parents-children relationship, mainly regarding to communication, participation in family matters and the way that both parents and children see themselves.
- The difficulty to externalize ideas among youngsters and mothers (more than fathers), generate an active listening attitude, develop habits like respect for the speaking time, etc.
- The lack of respect to youngsters’ opinions and visions, and the limited and marginal role they have in the context of families.
- The lack of self-confidence and empowerment of mothers.
- The discrimination and exclusion of these populations, due to their cultural background and other issues like illiteracy or lack of knowledge on Spanish language.
- The low level of integration of parents in school daily life and activities, which reflects on low interest of parents in the duties and responsibilities of their children.

Target groups

- Youngsters-pupils from the School: 300 youngsters (approximately) are eligible for this project. Most of them are students at Reina Sofía Public School. Although they keep Arab language as their mother tongue, they speak Spanish as well and they do it better than their parents.
- Parents, people in charge of students: Parents, specifically mothers, are the main target group, as they can convince children to attend the activities, and above all, they are in need of more social inclusion and participation.
- Other participants: mainly social workers and staff from the Public School.

Implementation of the technique

Activities may be carried out at the School facilities, as it eases the engagement of parents. It is advisable to do it in an enclosed space rather than in public, as many of participants may feel uncomfortable.

As it is possible that some of the participants are illiterate, the lecture of the book takes place in the facility; literate participants read out some pages, in turns (no more than five in total). They may repeat some paragraphs or relevant passages, by request of participants.

The intention is to develop a dialogue, a debate, inspired by the reading, maybe not related to it. At least one moderator is needed to introduce some interesting points, to invite people who are afraid to talk to do it, and especially, to provoke the participation of youngsters and to try their opinions are listened.

After some minutes of dialogue, moderator list the subjects treated and possible solutions. Both parents and youngsters participates in the election of solutions.

The activity takes place every 15 days.

Elements of innovation

This is a pilot project in Ceuta, and it is considered as a good practice as there are not many ways explored to engage both parents and youngsters in the educational sphere, even less aimed at empower both groups.

Results achieved

The project has achieved positive results in many senses. Youngsters feel themselves a key actor not only in their own families, but also at school. They are more responsible for their actions, and they are aware that their voices are taken into account. Mothers have discovered their potential.

As educators and now they consider themselves part of the school. Besides, they have improved their language skills in Spanish, both in reading comprehension and oral expression.

On the other hand, the management team has become more aware about the need to engage families to school.

How could this intervention be improved?

Although the aims of the project try to address fundamental and



Prerequisites for the implementation of the GP

critical problems regarding to migrant youngsters and adults, some other activities should be applied in the future in order to avoid boredom or repetitive actions. These activities should focus on increase the degree of participation of youngster in the decision-making of the School and families.

Another constraint is the lack of support from local or regional bodies.

This project is fully transferable to another European contexts, for several reasons:

It is carried out with the support of the School' Parents Association. This type of organisations are spread all over Europe, and they are the most appropriate entity to deliver this kind of projects, due to the possibility to include parents, children and educational staff.

In any case, this project is replicable by any other organisation working with young migrants.

Support from local and regional bodies should be taken into account, as they can replicate and disseminate this kind of projects in a broader way.

Resources needed

This kind of project does not require a large amount of money, as they materials needed are just markers, pens or pencils, flip chart paper, post-it or similar.

About human resources, it is needed at least one moderator.



# NEEDS & PROBLEMS, MAIN FINDINGS, CHALLENGES & RECOMMENDATIONS, CONCLUSIONS

## Needs and problems

It should be noted that the projects are isolated among them and that there is not much information about them available. In most cases, the websites of the responsible entities offer limited information about the projects and it has been necessary to contact the responsible persons to analyze if the practice was consistent with the objectives of the manual. This has a clear negative effect on the impact of these projects, the possibility of replicability at all levels and its sustainability.

Regarding especially training and employment, but valid for all the other fields, as already indicated in the introduction of the manual, the biggest problem in this area is that although there are many practices that aim to encourage the participation of young people, not many are based on in research and innovation to set their objectives.

Projects are often designed and implemented without a prior study to provide theoretical, statistical and empirical foundations on which to build solid final objectives.

These two main problems (the lack of coordination between actions and the lack of research) are actually very interconnected, as they see the presence of many small organisations that cannot, or do not want to, work in a network. A network that would be necessary for a correct development of actions in the field of the inclusion and participation of young migrants is one of the objectives that A PART OF EU sets itself.

## Main findings

Since young asylum seekers and refugees have restricted the civil and political rights (and most of the migrants, too), there are not many ways of political and social participation for them. There are only few specific programs, projects or actions aimed at enabling or improving the social and political participation of these groups, although they may participate in general programs directed to youth social and political participation.

The majority of the good practices depicted herein are local experiences, where the institutions are closer to citizens and there are more ways, in general, for social and political participation. This fact partially overcomes these restrictions, but the questions is: without changing migratory laws at European and national levels, is it possible to improve the extent of social and political participation of our target groups?

Another important finding is the relative impact of the actions in improving the social and

political participation of young migrants, refugees, asylum seekers and minorities, but only during the life-cycle of the projects: the majority of those projects are discontinued after funding ends, which causes that the spaces, structures and commitments to enable social and political participation, in the end, disappear.

With regard to good practice in the field of associations and volunteering we have noticed a certain duration, almost all projects are long-term and still ongoing, with periods of greater and lesser intensity.

Many projects are born from the bottom, therefore from the youths themselves, a symptom of an intrinsic desire to participate in them.

The finding that has most surprised us is the number of social actors that have developed good practices in this field. We have found initiatives developed by companies, regional and local governments, NGOs and educational institutions.

With greater or lesser success in their activities, we can say that they are all aware of the importance of participation through employment in the social integration of young immigrants. Furthermore, although sports participation can offer a range of physical and psychosocial benefits likely to foster health, wellbeing and social inclusion, the potential benefits are particularly salient for disadvantaged and marginalised migrant young people at risk. Risk factors for exclusion are also experienced due to the living conditions in deprived neighbourhoods they face, or due to barriers to access to transportation to reach sport facilities, lack of knowledge for available sport services, lack cultural sensitivity in sporting environments, even gender and/or religious differences about engaging into sports. Some of the good practices, actually gave priority to overcome such barriers, while others use the sports and recreation activities as a assistive tool towards integration of refugee young people with the local societies, as well as to promote community settlement, health and wellbeing.

Many immigrants come from countries where a relatively homogeneous religious culture is supported by the state or society (or both), while others, coming from secular or atheistic countries, have a hard time understanding the sheer vitality and multiplicity of European religious life, and its impact on political, social, and cultural life. Religion is quite often related to culture and ethnicity. It reserves memories and attempts to give hope and inspiration to those in need. It cannot be miss-regarded or over-emphasised. Fears have been emerged as the religious differences as seen as a potential threat to European social cohesion. However,

the selected practices demonstrate tolerance, acceptance and collaboration with local society. Although not many projects and actions are working directly with cultural tolerance, the existed Finally, we noticed that the participation through families is the poorest in ad hoc projects. The reasons for this can be found in what has already been said about the introduction of good practice in this field. It is therefore considered to be an area in which perhaps developing inclusion projects, although they may be very interesting, is not very fruitful and therefore inadvisable.

### **Challenges and recommendations**

Bearing the above in mind, here are a some recommendations that would help to increase and to improve the social participation of young migrants, refugees, asylum seekers and minorities:

- Increase the collaboration between social organisations and local and regional public bodies: this is important due to many factors, such as providing best assistance and to find already existing initiatives, but also is particularly important to enable spaces and permanent structures for the social and political participation of young migrants, and to include this topic into the local and regional agenda.
- Help to create a specific forum ruled by young migrants and for migrants, which will empower themselves as social actors, getting to know the ways of participating in society issues and increasing their networking with other organisations.
- Move from a charity way of intervention to more inclusive ways of participation: young migrants are not only persons with social needs, but also social actors; they have to take part in the society, and the best way for it as a social organisation is enabling them for volunteering, so as to participate as equals in all the actions carried out by the organisations.
- Invest in research, dissemination and exchange: in this way it will be easier to identify and develop effective actions to promote the integration of young immigrants. A great challenge for the entities that want to develop projects in this area is to carry out a good preliminary research process that allows them to adjust the action to the real needs.

## CONCLUSIONS

Thanks to its innovative methodology, the project “A Part of EU” analysed five different areas of participation that are related to each other and whose relationship influences the level of social inclusion of young immigrants. This enabled to provide a cross-sectional overview of the main challenges Europe faces to prevent and to fight marginalisation, social exclusion and/or extremist attitudes among these groups.

These challenges are not easy to overcome and will need the cooperation of many social actors, as well as policy changes, if we want to develop a real process of a multidimensional and intercultural inclusion. However, the good practices described in this Manual will enable partner countries and other EU countries to replicate them, at least in their municipalities and regions, and with this the promotion of social inclusion of young migrants through participation.

In regards to social and political participation of young migrants, it is clear that further efforts and policy changes by the public institutions are needed and urgent. Civil society should play a critical role, since social organisations work daily and closely with these groups; they know their needs and problems, as well as they can be the point of union between young migrants and institutions.

To this end, it is important that social organisations take the responsibility to engage them in social activities (volunteering, youth work, etc.), but also to explore and research new ways of political and social participation in all Europe, trying to find common points and necessities, and to work jointly.

Regarding associationism and volunteering all the partner agreed that there is a high potential of transferability of the good practices detected in this field. The main reason could be given by the fact that, unlike the other fields, that of associationism and volunteering can be considered more “general”, because it is linked not too much to politics or laws but more to the human being and to the will to do and help.

Of course, much can still be done, also with the help of those who hold political and decision-making powers. Such as, for example, further encouraging those working in this field and especially in the field of inclusion and participation in the active citizenship of migrants. In order to achieve a better and shared result, it is also necessary to take action at international



European level to coordinate the actions carried out in this area in the various countries. Regarding participation through training and employment, it should be noted that although it is the area where more initiatives can be found, it is not easy to find original and innovative ideas. We think that, as the European Council pointed out in 2013, it is very important that projects to promote youth employment start from research and innovation.

Investigation of the real needs of labor markets and of young people. Innovation in the processes of access and promotion of participation of the social actors involved: companies, governments, civil society and young people themselves. Especially those with greater difficulties. To achieve this, it is essential that new initiatives such as A PART OF EU be developed to publicize the successes in this field and allow the models to be replicated, adapting them to the different environments.

As the proportion of ethnic minorities in Europe has been increased, in a similar vein, so the complexity of difficulties. Cultural identity and congruity will affect the ability of the affected person to understand and work through the grieving process, and disturbances of identity and congruity are likely to lead to a pathologic, or complicated, bereavement.

The identification of the complex interplay of these potential vulnerability factors may eventually lead to preventive measures and lessen the burden of social exclusion in this growing population. The presented best practices in cultural issues illustrate that with simplified actions maximum results can be achieved. The majority of them are transferable to other countries and the particular local atmosphere does not play a significant role into their implementation.

The lack of circumstantial evidence to make the case for sport's wider role, the public opinion about the wider social role of sports is still in favour of its proponents. Although there are a number of reasons why to use sports from a developmental and social perspective with regard to youngsters, many steps and drastic actions need to be undertaken by various stakeholders. Furthermore, from a policymaker's perspective, sports seem to provide a convincing, highly visible and cost effective tool to work towards wider outcomes for socially vulnerable groups in society.

Reflecting on the presented good practices, it can be suggested that such projects should be kept open-ended, giving at the same time emphasis to understand the needs of the minority groups they intend to. In that sense, there should always be a connection between what the



organisers want to achieve as professionals and what people they point to want to achieve.

Participation through families is the poorest of the fields analysed, so it remains to be seen whether it may be fruitful to investigate and promote actions in this area or not. What is certain is that in order to structure projects in this field, because of the difficulty of the matter, careful research and study are necessary before implementing it.

All these conclusions point out the necessity of further and joint efforts for enabling the participation of young migrants by the public institutions at European, national, regional and local levels, as well as the European civil society. To this end, it is crucial that social organisations working with these groups all around Europe take stronger and more profound actions in order to promote youth participation, particularly young migrants, refugees, asylum seekers and minorities. In this sense, efforts to enable, increase and/or improve the participation of these groups has to be taken at European level. That is the reason for the partners to propose a new Erasmus + Project with new theoretical and methodological approaches, as well as innovative tools to enable participation in the five dimensions considered in the A Part of EU project.

**PARTNERS:**



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