
Traineeships and Jobs in the Solidarity Sector

A networking and support offer for European Solidarity Corps Organisations

Berlin, 9-11 October 2019

Final Report

Introduction and background to the Seminar

Composition and profile of participants



This meeting was the first one organized by the Network of NAs in cooperation with European Solidarity Corps Resource Center dedicated to Jobs & Traineeships in the Solidarity Corps.

The seminar aimed to support organisations holding a Quality Label for Jobs and/or Traineeships in the Solidarity Corps. The meeting was open to all organisations, institutions and companies already implementing first projects or planning to do so in the future.

The Seminar comprised 20 participants from 13 countries implementing European Solidarity Corps programs providing social innovation support services as well as informal education representatives and youth workers.

Most of the participants already had a Quality Label on Jobs & Traineeships, 10% were implementing projects in this sector, while many were already active in the implementation of Volunteering Projects in the Solidarity Corps.

Objectives of the Seminar

As already noted, this seminar aimed to support organisations holding a Quality Label for Jobs and/or Traineeships in the Solidarity Corps.

The main objective of the seminar was to motivate organisations to apply for projects, to give support where necessary, to exchange first experiences in the European Solidarity Corps and to offer networking opportunities.

This seminar also addressed the need of learning and sharing between stakeholders.

The specific objectives of this seminar were:

- Give the opportunity to network and build a community among active organisations in the Traineeships and Jobs Solidarity Sector
- Understand the importance of solidarity between organisations
- Offer support for quality implementation of projects
- Acknowledgement of Pioneers holding QL in Occupational Strand
- Share ideas for organizational growth / development (European perspective, solidarity, occupational strand)

The format of the meeting was a mix of input and training elements as well as participatory elements, e.g. exchange of good and bad practices. During the meeting, space and guidance were offered to discuss challenges and opportunities. Thematic focus groups were able to work on support measures and elaborate solutions. The meeting encouraged organisations to apply for new projects within the framework of the European Solidarity Corps.

Due to the differences in legal frameworks for traineeships and jobs at a national level and the expected diversity of the group, providing information about technical details on how to implement traineeships and jobs was not considered a realistic aim of the seminar.

Composition of the organisers' team & Outline of the programme

Hosting National Agency:

Malte Krumrey, Jugend für Europa (DE NA)

Co-organisers' team:

Christine Keplinger, European Solidarity Corps Resource Center

Barbara Cleynen, JINT (BE-FL NA)

Theodor Libor Hava, DZS (CZ NA)

Facilitators:

Era Karman, HU

Evi Koutsospyrou, GR

| Wednesday 9 th October | | Thursday 10 th October | | Friday 11 th October | |
|-----------------------------------|---|-----------------------------------|---|---------------------------------|---|
| Arrival of participants | | 9.00-10.30 | Inspiration and input from the field | 9.00-11.00 | Networking – next steps |
| | | 10.30-11.00 | Break | 11.00-11.30 | Break |
| 12.00-13.00 | Registration | 11.00-13.00 | "Back to reality" - Challenges and Solutions, exchange of expertise | 11.30-13.00 | Organisations' future action plans Evaluation Closure |
| 13.00- | Lunch | 13.00-14.30 | Lunch | 13.00-14.30 | Lunch |
| 14.30-16.00 | Opening of the meeting Let's come together! Networking starts | 14.30-16.00 | Organisational Growth through Traineeships and Jobs in European Solidarity Corps | Departure participants | |
| 16.00-16.30 | Break | 16.00-16.30 | Break | | |
| 16.30-18.30 | Objectives Programme overview Expectations Solidarity insight - share opinions in a World Café | 16.30-17.00 | Solidarity and Inclusion - getting introduced to the venue of our event which is employing and educating young people with disabilities and fewer opportunities | | |
| 18.30- | Dinner | | | | |
| 20.00-22.00 | "Who is the pioneer?" (group activity) | 18.00 | Blind Dinner Out at Unsichtbar | | |

Important components of the programme

The programme flow was based on the one hand on the objectives of the seminar and on the other hand on the profile of the group.

The programme was put together with the aim of keeping the group connected and active throughout, by alternating the methods and the tools used, in order to keep the participants engaged. This was particularly necessary given the fullness of the schedule. . "From theory to practice" and "networking process" were the two main strands running through the programme.

Each day of the programme had a different but related focus.

The main focus of each day was

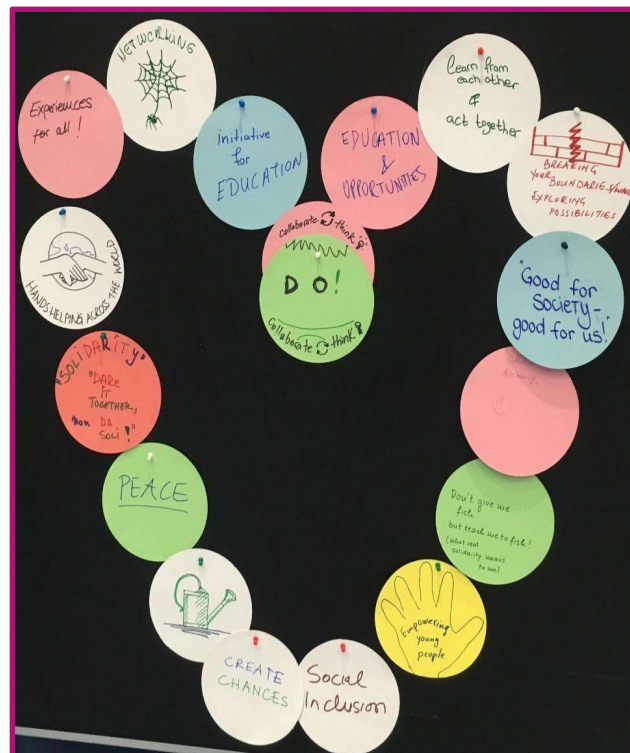
1st day: Getting to know each other and familiarization with the main topic of the seminar.

The group moved on quickly from active introductions of participants and their organisations to Solidarity Insight, by input and sharing of experiences, personal and communal. The day finished with an activity acknowledging the "pioneers" in participating in such an event, since this was the first realized occasion of a meeting dedicated to Jobs & Traineeships in European Solidarity Corps.

By the end of the 1st day, the theoretical background had been established, the group was connected, and a shared sense of solidarity had been established, providing effective networking possibilities.

2nd day: After explanation of the transition from the 1st day, the programme started with an expert's input on "Basics on Intercultural Opening: how can your organisation successfully implement its intercultural project", since the 2nd day's programme was dedicated to bringing "reality" back to the group discussion. Discussion focused on the projects' implementation in the specific sector of Jobs & Traineeships in Solidarity Corps, which with an open space methodology encouraged participants to focus on the concrete challenges of such projects, but also the ways in which those challenges can be overcome. Important was the interaction of the team members, namely the NAs' representatives, in the small group discussions, and opportunities were also provided for questions, in the plenary session at the end. "From theory to practice" was also tackled in the afternoon session, since this new action of Jobs & Traineeships can provide real opportunities for further growth of their organisations.

It is important to note that the features of the host venue really helped this event to run smoothly and successfully. The venue selected was exactly what was needed since it was used as an example of sustainable social entrepreneurship, owned by "SOS children's foundation" and best practice of how an inclusive logic can be integrated in a successful company (the venue was run largely by employees with special needs). The restaurant for the dinner was selected with the same criteria in mind, since it was a "Blind restaurant" run by employees with visual impairment or blindness. The importance of providing good practice was highlighted by the participants.





Outcomes of the programme's implementation

9th October, Wednesday

World Café

1. Why do you want to be active in this programme?

- because it gives opportunities to organisations
- relations between young people and business
- sharing values and knowledge, takes greed out of the group- inclusion
- strong feeling that we are doing things for the communities and not individual based

2. What is your personal understanding of solidarity? How solidarity is perceived in your community? Is there a common understanding?

- making relief to groups facing problems
- support communities/individuals working together for common goals
- setting common goals and achieving them
- solidarity as a notion is identifying the problem of another group and finding ways to support them, to relieve them
- there is a need in everyone to stand with somebody

3. How solidarity is in action/in practice in your society? Practical examples

- quite hard to discuss since the term solidarity has so many variations
- advocacy campaigns, active citizenship actions...more political
- volunteering activities helping refugees, other organisations, disadvantaged people
- social support...small initiatives that everyone can make

4. Where is the greatest need for solidarity in your organization, community or in Europe?

- solidarity as a house and everybody need to do something to keep the house maintained
- rebuild communities and cooperate more



10th October, Thursday

Challenges in implementation of projects under the frame of European Solidarity Corps Jobs & Traineeships

In the process of applying for Quality Label

- Challenge for companies to apply for Quality label. Do they have the time and staff?
- Application portal has navigation issues
- Lack the ability to download application in word format - editable application timeouts and you have to search for the application again
- Question of finding funding stops us to even enter into the process of applying for QL
- Stating the difference between volunteering/traineeship/job when creating a QL
- Finding time and capacity to do it
- Lack of transparency in the Quality Label procedure and the selection of beneficiaries
- Why apply for it, while we have no /little resources to pay for it
- Lack of sufficient info that accreditors have to support organizations in the process

In the process of applying for Project in Jobs & Traineeships Solidarity Corps

- Foreseeing the countries where participants are coming from etc.
- How we will get in line with national employment registration
- Being tied to distance calculator when selecting participants
- define what type of project you want to do ... to grow your organization ... to grow in corporations European values...
- Foreseeing the budget without knowing who and from where will be the participants

In the process of starting implementing your project

- Where to find money to pay the worker/trainee
- Doing of sufficient selection process with the few filters provided in the database
- Person who stays after volunteering to be a worker, there is a trouble to change the role
- Organizing a broad searching process for a special target group
- After being used to work with volunteers, how to set yourself to work with a worker/trainee
- Finding the workers/trainees for the project on an international level
- Finding paid placements abroad, while usually traineeships won't get paid in almost every European country

Open space

Solidarity volunteers vs solidarity Jobs & Traineeships participants

- Mindsets need to be changed when we move from volunteering to employment

NGO as service provider

- It is possible that our organization gets just coordinating role of jobs and traineeships. The host can be another entity, like a company, and the NGO deals with the admin and coordinates the placements

How to create a solidarity project within a special job role?

- Organizational values link to solidarity already, just they are not visible
- Linking the project outputs to community need

How to find complementary funds for these positions and how to make organizations more interested in applying and implementing project?

- Funds can be combined with other funds, it depends also on the national possibilities (i.e. European Social Fund, Youth for Citizens programme - on the EU level)
- The QL can last up to 10 years, so it is worth applying for even if the organization does not start the program immediately

How to find good candidates (local & international)?

- Networking and going to seminars
- Use the database as the same for volunteering, adding the job opportunity
- Differentiate in the hiring process to get a volunteer or hire for a job placement

How to find paid placements (while local staff won't get paid internship)?

- How to understand the legal set up of the local labor market
- Focus on the eastern and southern EU countries where generally the traineeship is not paid
- The program is flexible enough to make changes on the way – get accommodation and food instead of salaries
- Include complementary activities in the application, such as partner finding seminar or conference for possible hosting organizations

Organizational growth

Summary of the discussions

- organizations need more support on national laws and regulation of employment and how to connect this to the ESC jobs and traineeship program
- hosting organizations must clarify within their working team the differences between the volunteer and the job or trainee status, regarding expectations, compensations, motivations
- it is challenging to communicate the solidarity factor of the organization's everyday life and strategic goals to the 'outer world'
- there is a strong interest to understand the long-term possibilities of this program (hosting jobs and trainees) since to build up this hosting program may take more than 1-2 years and organizations need to make decisions how to allocate their capacity
- clearer picture of collateral funding systems - on national and EU level is desired

11st October, Friday

Agreements on future cooperation

- to use this network for project generation, look for partners
- to share good practices
- to connect on the national level for better understanding on national level questions, situations
- to advocate for integrating field practices in the future decision making on the EU level

Conclusion

This 1st meeting of organisations active in the Jobs & Traineeships in the European Solidarity Corps organized by the network of NAs in cooperation with the European Solidarity Corps Resource Centre was a successful one. The flow of the programme was smooth, concrete, compact and met the objectives set for the meeting. The team was a very efficient, with committed and engaged members. All participants participated actively in the seminar or to the extent their limitations let them. The programme flow engaged even those who were not experienced and active in Solidarity Corps. The networking among the organisations represented started efficiently and, as we are informed, continues with the use of online tools, something that was expected considering the motivation shown by the end of the meeting.

The need of such formats of seminars was identified and is one of the expectations raised by the participants. Seminars aiming at the support of organisations holding a Quality Label for Jobs and/or Traineeships in the Solidarity Corps need to be repeated in the future, contributing also to the further development of the community building in this sector.

Good things to keep

- Create a friendly atmosphere among participants, that is a good basis for networking
- Create the space for sharing good practices from the field
- Include an inclusion dinner or field visit
- Basic solidarity insights and presentation of the outcomes of the research
- Having NAs' representatives present answering questions, creating the feeling of "being in the same boat" (even with a bit more time if needed by the profile of the group and its experiences)
- Including an outsider voice/expert with specific connection to one of the main topic or good practice from the field

Things to consider in the future

- Getting more field experiences from organizations implementing Jobs and Traineeship
- Collecting questions, field of specific information needs from the participants prior to the event
- Define better the profile of participants and expectations, maybe by the use of pre-questionnaires or use of online platforms
- See the possibility of including Youthpass certificate and its connection to the learning process, which happens also in projects of Jobs & Traineeships in Solidarity Cor