



European Network for
Rural Development



How to do successful sequential job in a time of low rate unemployment

LAG POLIČSKO z.s.

Vibrant Rural Areas: Rural Jobs

27 November 2019



Let's start

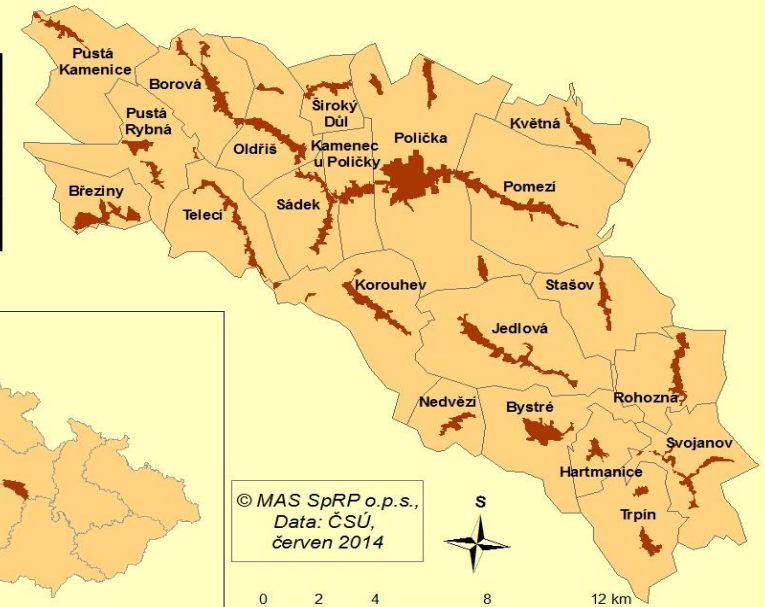
- ▶ What I'd like to introduce to you:
 - ▶ Who we are – who I am representing here
 - ▶ Process of our activities
 - ▶ What we managed to implement
 - ▶ ... and the **RESULT OF OUR ACITIVITY**

Who we are

- ▶ LAG POLIČSKO z.s. = Local Action Group Poličko – non-profit organization
 - ▶ Part of the Pardubice Region
 - ▶ Extends on the border of 3 regions – Pardubice, Vysočina and South Moravian Region = inner border area
 - ▶ Accessibility to Pardubice – Regional city is more difficult than to Brno – Regional city of South Moravian Region
 - ▶ runs its activities in the territory of 21 municipalities with 20 000 inhabitants
 - ▶ Population density is 71,5 inhab./km²
- ▶ The unemployment rate is 1,4% to 31 October 2019

LOKALIZACE A ÚZEMNÍ PŮSOBNOST MAS SDRUŽENÍ PRO ROZVOJ POLIČSKA o.p.s.

| | |
|--|--------------------------|
| Počet obcí: | 21 (2 města, 1 městys) |
| Počet obyvatel (1. 1. 2014): | 20 343 |
| Rozloha území (1. 1. 2014): | 284,46 km ² |
| Hustota zalidnění (1. 1. 2014): | 71,5 ob./km ² |



STRATEGY

- ▶ Every LAG in the Czech Republic made its strategical document for implementing its activities funded from European Funds or National grants
- ▶ LAG Poličko Strategy = SCLLD was approved by Ministries in January 2017
- ▶ Our Strategy has got 3 Programme Frames (PF)
 - ▶ IROP – Integrated Regional Operational Programme - ERDF
 - ▶ PRV - Programme for Rural Development - EAFRD
 - ▶ OP Z – Operational Programme Employment = ESF

| IROP = 1,1mil. EUR | PRV = 622 000EUR | OP Z = 666 352EUR |
|-----------------------------|--|--|
| 1. Traffic safety | 6. Agriculture = Farming | 10. Social services and social integration |
| 2. Education | 7. Small Private enterprises in rural area | 11. Employment |
| 3. Social services | 8. Machinery to the forest | |
| 4. Social enterprises | 9. Life in the rural area | |
| 5. Integrated rescue system | | |

PROGRAMME FRAME OP EMPLOYMENT (OP Z)

- ▶ PF OP Z and its activities were created in the cooperation with „work group“ for the social activities
- ▶ The members of the work group were representatives of the social services providers in the LAG Poličsko
- ▶ During this process we made a survey of the planned projects in the social branch = readiness of the regional players
- ▶ We also cooperated with the local Employment Office
- ▶ The unemployment rate at the beginning of the SCLLD (2014) was 6,7%
- ▶ The structure of the unemployment in the LAG Poličsko was:
 - ▶ Unemployed persons in age category up to 30 – the highest share
 - ▶ Unemployed persons in age category 50+ - the second position




PROGRAMME FRAME OP Z

- ▶ Approved financial allocation for the whole programme frame is 16 992 000 CZK = 666 000 EUR
 - ▶ Social services and social integration – 7,65mil. CZK = 300 000EUR
 - ▶ Employment – 9,342 mil. CZK = 366 000EUR
- ▶ When the programme frame was created we had detected the need of employing people that have got the highest share in the unemployment rate
- ▶ The project – its rough proposal -of the sequential job was enounced at this time.
- ▶ So I started cooperating with the author and implementer of this project to create the project with all key activities, financial plan and the budget



Implementing of the strategy – PF OP Z

- ▶ LAG processed 5 calls for application in the Programme frame Employment
- ▶ May 2017 – July 2017
 - ▶ Social services – 1,5 mil. CZK – granted social service– Civic Advisory centre
 - ▶ Employment– 4, 671mil CZK – granted the project Sequential Job
- ▶ April 2019 – November 2019
 - ▶ Social services and social integration – 5,565mil. Kč – granted:
 - ▶ Relieving service – for informal care
 - ▶ Support of the social integration for the selected target group
 - ▶ Worker on the border among the school and social service ,
 - ▶ Employment– 4,673 mil. Kč – Sequential job II



Sequential Job – Květná zahrada - Applicant in 2017

- ▶ Applicant / implementer of the project at the beginning in 2017:
 - ▶ Provider of the social service Halfway home = target group = young people without functional families/ from the institutional care, with the strong handicap on the labour market
 - ▶ This target group is directly endangered with the social exclusion
 - ▶ Provider of the social service – Institution for the children that need prompt care
 - ▶ Establisher of the Educational care Centre
 - ▶ Small farmer
 - ▶ Keeper of the social enterprise – cheese factory
- ▶ He cooperated with the Employment Office – help for the client of the Halfway Home - he tried to take the advantage of the instruments of the Active Employment Policy
- ▶ What he missed:
 - ▶ Training and motivation of the clients to work
 - ▶ Increasing of their value on the labour market – the quality of the labour – the clients have mostly elementary education, no driving licence, apprenticeship certificate or requalification
- ▶ He mostly employed his clients in the farm, social enterprise or in the background of the Halfway Home – it was the best opportunity for the clients to get the working habits

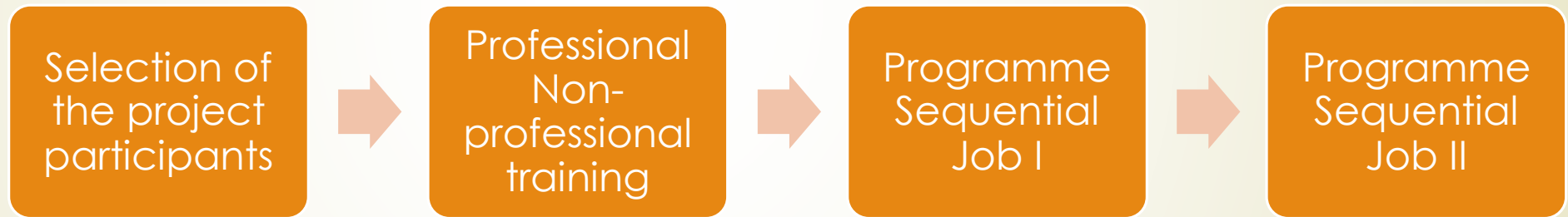
Defining and the preparation of the project

- ▶ The implementer is the member of the LAG – he was also the member of the work group during the creation of the strategy
- ▶ During the whole process – creating strategy and planning the project there were:



- ▶ The whole preparation of this project we consulted with the referents in the Ministry of Labour and Social Affairs – dep. CLLD
- ▶ There must have been the sureness of the successful implementation of the project – the budget of the project is very high for the applicant


MODEL OF PROJECT – SEQUENTIAL JOB





Selection of the project participants

- ▶ This activity took about 3 months
- ▶ The applicant/implementer cooperated with Employment Office, Apprentice School in Polička during this phase of the project.
- ▶ The Employment Office helped him to define the most needed target group – that was – persons in the age category up to 30 and 50+
- ▶ The Employment Office has its own database of these claimants; selected and recommended the suitable participants of the project
- ▶ The implementer of the project selected those people, whose needs are the highest and that were able to go through the whole process of the project and then found the job on the labour market.
- ▶ There were several meetings and during them the implementer of the project chose the participants and made a deal about their participation in the project.
- ▶ The implementer planned at the beginning 6 participants that would be successful in end of the project.
- ▶ From the beginning till the end of the project there were 2 HEADMEN – persons that were in the direct contact with the participant
 - ▶ planned participant's job,
 - ▶ cooperated with the special assistant
 - ▶ Check the working attitude of the participant



Professional and Non-professional training

- ▶ This activity went through the whole process of the project – since the recruitment of the participants till the employing the participants in the establishment of the implementer
- ▶ Non-professional training
 - ▶ Diagnostic of the participant
 - ▶ Activation and motivating programme
 - ▶ Balance diagnostics
- ▶ Professional training
 - ▶ The balance diagnostic defines the ability and readiness of the participant – what training he/she is able to pass or complete.
 - ▶ The participants passed the training after several months of their participation in the project

WHY???? WHY NOT AT BEGINNING???

- ▶ At the beginnig the only participant´s need was money – to earn money not to educate. The participant must show the real interest in passing the training.



PROGRAMME OF THE SEQUENTIAL JOB I.

- ▶ This activity took about 15 months since the conclusion of the first activity.
- ▶ Participants got and developed their working habits they needed for getting and keep their new job.
- ▶ The participants were integrated into the process of the training establishment of the implementer – farm, background of the social service and social enterprises – chees factory
- ▶ There is a special assistant - in this phase of the project that performs:
 - ▶ a) Regular evaluation of the attitude to work, the quality of the fulfilling the task, attendance
 - ▶ b) Educational activity focused on the labour-law – employment contract, vacation, working hours, working breaks and other terms in the labour-law.
 - ▶ Cooperation with headman
- ▶ The participant could increase his/her qualification – professional training.



PROGRAMME OF THE SEQUENTIAL JOB II.

- ▶ The phase of the practical training in the external firms/organizations
- ▶ Closing activity that took 6 months for each participant.
- ▶ During this phase the participants were delegated to the partner firms and organizations.
- ▶ The implementer made a deal about the long-term practical training with this partners and aslo the partner undertook to employ the participant after the conclusion of the project if there was no default of the working rules.
- ▶ The participant was employed in the external partner firm/organization. The salary he/she got from the external employer.
- ▶ During this whole phase the headman was in contact with the participant:
 - ▶ Help with the first communication in the new environment
 - ▶ Help with the working contract
 - ▶ Checking of the participants – if there is no default of the working rules, regular attendance...
- ▶ Procuring of the employment!!! – This activity is implemented by the Employment Office = other part of the cooperation between implementer and EO.

Budget

- ▶ Total budget costs = 4 668 750CZK = 183 100EUR
- ▶ Grant = 100%

| | |
|------------------------------|---|
| Direct costs | 3 735 000CZK = 146 483EUR |
| Working contracts | 2 headmen – part-time employment according to the process of the project |
| | Special Assistant |
| Services | Activation and motivating programme |
| | Balance diagnostics |
| | Other requalifications |
| Salary of the TG – 18 months | 6 participants |
| Salary of the TG– 6 months | 6 participants – benefits for the external employer during practical training |
| Indirect costs | 933.750 CZK = 36 617EUR |
| Implementing team | Project manager |
| | Accountant |
| Operating costs | |



Target group

- ▶ The implementer planned 6 successful participants of the project
- ▶ The project was focused on 2 target groups since its beginning:
 - ▶ People younger than 30 years that are unemployed
 - ▶ They either clients of the social service Halfway Home or students of the apprentice school in Polička
 - ▶ This target group means :
 - ▶ very high fluctuation of these people – low loyalty and responsibility
 - ▶ Very low or absolutely no working habits
 - ▶ Unemployed in the age category 50+
 - ▶ This is group that has got the highest share in unemployment rate in our area
 - ▶ This target group means:
 - ▶ High rate of the loyalty, experience and some working habits
 - ▶ Mostly they have just part-time jobs – partial invalidity

Project participants

| Participant | Target group | Employment- extent | |
|--------------------|--------------|--------------------|--|
| Participant no. 1 | 50+ | 0,6 | Since Jan. 19 the extent employment was decreased to 0,2 =4hr/1day - for health reasons |
| Participant no. 2 | 50+ | 1 | Training for operating the brush cutter – Feb. 19 practical training in the municipality |
| Participant no. 3 | 50+ | 0,5 | Since July19 practical training in the municipality |
| Participant no. 4 | 50+ | 1 | Training for operating the brush cutter, during this period employed by the external employer , |
| Participant no. 5 | 50+ | 1 | Worked in the primary school – school caretaker - the job will continue after the end of the project |
| Participant no. 6 | 50+ | 1 | Training for operating the brush cutter, job in the private farm |
| Participant no. 7 | 50+ | 0,5 | Practical training is planned in the municipality. |
| Participant no. 8 | upto 30 yrs | 0,5 | The participation in the project was finished. |
| Participant no. 9 | 50+ | 1 | Still working in the establishment of the implementer. |
| Participant no. 10 | 50+ | 1 | Still working in the establishment of the implementer. |
| Participant no. 11 | upto 30 yrs | 0,9 | Passed the training for the workers in the social services – is planned to be a headman in the next project of the Sequential Job. |
| Participant no. 12 | upto 30 yrs | 0,5 | The participation in the project was finished. |
| Participant no. 13 | 50+ | 1 | Since July19 practical training in the municipal professional library. The job will continue after the end of the project. |



Reality

- ▶ Project was started on 1st January 2018
- ▶ Duration of the project – 24 months = do 31. December 2019
- ▶ The length of each activity is adequate for the participants to get the experience and habit
- ▶ Now - last phase of the project and last activity– long-term practical training
- ▶ Budget – the costs were planned in comparing with the previous experience that the implementer has got
- ▶ The number of the participants is suitable for the implementer to be able to implement all the obligations and also in the relation to the fundamental employee.

Experience

- ▶ Thanks to the

- ▶ detailed consultation during the preparation of the project with the referent in MoLSA
- ▶ A lot of experience of the implementer and his absolutely clear idea about the project

Till now there are no significant changes in the whole project = **BASED ON TRUE STORY**😊

- ▶ Professional training for the participants – it is not convenient to plan it at the beginning of the project – at this time they have no motivation to complete it and pass the training.

- ▶ Term of the success:

- ▶ Individual work with the participants is necessary – each of them has got own needs, that the implementer must adopt to, if he wants the activity to be successful – IT CAN NOT BE PLAYED JUST FOR THE PROJECT INDICATORS.
- ▶ Cooperation in the region and knowledge of the region = then there isn't problem to make deal about long-term practical training
- ▶ Experience with working with target group that is threatened with social exclusion and is multi-handicapped on the labour market



Sequential Job – Květná zahrada - Implementer in 2019

- ▶ Implementer in 2019:
 - ▶ Provider of the social service Halfway home = target group = young people without functional families/ from the institutional care, with the strong handicap on the labour market - built up new flats for the clients
 - ▶ Establisher of the Educational care Centre – extended the activity – built up the residential accommodation for children and teenagers that need prompt social service
 - ▶ Farmer – huge extension – new stables, machinery, horses
 - ▶ Social enterprise – cheese factory, built up drying room for the fruit, preparation workshop for jams, marmalades, syrups, new cellars for fruit and vegetable,
 - ▶ Runner of the small rural shop for inhabitants in the village
- ▶ He still cooperates with Employment Office
- ▶ He is preparing for other Sequential Job II
- ▶ He cooperates with other municipalities more intensively
 - ▶ Workers for the care of the public area
 - ▶ Work in the forest – work with horses – pulling the wood from heavily accessible areas in the forest

Cooperation with the LAG

- ▶ Intensive cooperation with the LAG
 - ▶ Member of the LAG and also of the work group for social activities
 - ▶ LAG is the implementer of the Local Action Plan of the Education in the region – cooperates with the Educational Care Centre
 - ▶ LAG funded some project of the Květná zahrada
 - ▶ Cooperation on the creation of the Community Plan of the social service in the region of the LAG
- ▶ Sequential Job – this project is detected as the example of the good practise by the MoLSA
- ▶ Answer of the implementer to the question : Is there any difference between implementation of the project with the LAG or directly granted from the OP?

„ I have got the chance to compare it – I´m implementing projects granted directly form OP Z and from the LAG. The cooperation with the LAG is more effective and helped me. During the preparation and planning the project I consulted everything with the LAG that helped me define the goals, key activities. Thanks to it I prevented to the mistakes, I don´t have to do changes in the project.

I´m implementing similiar project in other region and there are many changes because of not very well planned indicators and target groups.

LAG gives all information I have to know, I can consult without going to faraway Prague and they inform me about all aspects I can expect during the implementation and after that.“



HAVE NICE DAYS AT ADVENT TIME AND THANK YOU!

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