Mentoring NEETs. Generational Intelligent Mentoring of NEET Young


Country of submission:
Bulgaria (BG)

Call for projects:
BG 2018 Coordinated Call - Transnational partnerships
FI 2018 Coordinated Call under Sustainable Growth and Work 2014-2020
PL 2018 Coordinated Call - Common Framework within the Axis Priority IV Social innovation and transnational cooperation, Measure 4.3

Partnering projects:

Partner project:
[Intergenerational intelligent mentoring of NEET young](#) [1]

MAs approval status:
Approved

Country:
Finland (FI)

Project budget for transnational cooperation: € 209910.00

South-Eastern Finland University of Applied Sciences [2]

Patteristokatu 3D, 50100 Mikkeli, FI

Vappu KUNNAALA-HYRKKI

Development Director

Partner project:
[Mentoring for NEETs, Innovative form of personal advising supporting educational and employment activation of NEET Youth](#) [3]

MAs approval status:
Approved
**Country:**
Poland (PL)

**Project budget for transnational cooperation:** € 12628.00

**BD Center Ltd.** [4]

Broniewskiego 1, 35-222 Rzeszow, PL

Paweł WALAWENDER

Company President

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**Partner project:**
NEETsLAB Mentoring through innovation - mission possible [5]

**MAs approval status:**
Approved

**Country:**
Bulgaria (BG)

**Project budget for transnational cooperation:** € 23000.00

**NGO Peonies** [6]

Arthur Khorasandzian

Chairman of the Board

**Total TCA budget for transnational cooperation:** € 245538.00

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**Main contact organisation:**
South-Eastern Finland University of Applied Sciences [2]

**Rationale & objectives:**

**Problems addressed, common interests, methodology**

All the partners of the consortium have have faced the same kind of problems and has therefore common interests. The text below has been written together with Finnish and Polish partners.

Problems addressed

1. **Prevention of staying in a NEET position. In Finland,** plenty of different strengthening and activating projects have been carried out, but still there are too many young people without education, employed or in training (NEET). **In Poland,** the same problems occur. Moreover, although there are offered many educational and vocational NEETs activation programs, about 30% of the NEET Youth participating in the programs drop them and return to NEET status.

2. **New supporting and empowering tools for these young and people working with them will be developed. Finland and Poland:** In the different projects it has been clearly stated that the operation should lean on collaboration, and have dialogical point of view, to support and produce of the experience of well-being. It is very difficult to reach the NEET Youth in both countries and to recruit them. After the recruitment success it is still hard to keep the Young interested in the educational/vocational activation programs. There still aren’t developed tools and techniques to support the NEET Youth incurred in the activation programs in both countries.
3. The problems of the young people in well-being and in social relations cause closing out of society. Finland. Generational intelligent mentoring is a new tool for empowering NEET young. The methods has been tested in a project (S20747 Matti - Men's journeys to work) Generational intelligence is an ability to reflect and act, which draws on an understanding of one’s own and others life-course, family and social history, placed within a contemporary social climate. Poland: the existing effective tool validated and tested in boys groups in Finland will be transferred to Poland as a base for group NEET mentoring that fits Polish laws, culture, and history and modify accordingly. It is cost effective to use the existing innovative tools instead of creating completely new ones.

4. Sustainability of the developed empowering tools. Finland and Poland. The sustainability of the developed new tools should continue after projects, this does not always happen. In Finland: To ensure the dissemination, in this project the dissemination plan will be constructed in the beginning of project and the implementation of it will be followed during the project. In Poland any disseminative activities in the country are not eligible, but Polish experts will participate and support the dissemination activities in Finland. In Poland the WWW platform created in the TPI-1579 project and all the projects created in the project in digital form will stay active during the project duration as well as not less than 2 years after the Polish project terminate.

Common interests: As common objective is to create new innovative models to empowering the NEET youth, which means the transition from the unemployment groove for education, employment or training.

Methodology: Collaborative learning.

Common transnational objectives of the partners

- Comparison of developed generational intelligent mentoring mechanisms.
- Comparison of existing tools.
- Co-development of tools for mentoring (adapted to national context).
- Sharing/comparing of good practices.
- Sharing the products of both projects.
- Comments and suggestions about the actions, products, initiatives in the other country.
- Regular online partner meetings.

Target group
Finland and Poland: Individual level (end users): Young people aged 15-29 years, who are not in education, employed or training (NEET).
Organisational level (users): staff of the organisations supporting NEETs in variety of ways who can use the products of the projects (including individual and/or group NEET mentoring, WWW platform, and other products developed) by legal means and use them in day-to-day activities (eg. personal and career advisers, trainers, volunteers, informal group members, coaches, mentors, members of the third sector, private, and public organisations, animators, educators, and others), who work with young people.

Products, outputs and deliverables
The aim is to develop generational intelligent mentoring tools, which are effective and easy to use. To develop tools to support the educational and/or vocational activation process in both countries. The aim of the project is to create social innovations, which contribute young peoples` possibilities to get work, education or training. In the innovation workshops service design will be used. The service design aims to develop innovative new tools for mentoring and services. The goal is to visualise, formulate and choreograph solutions to problems that have not been visible before the development process.
Products/outputs of the transnational activities:

- 3 transnational experts meetings;
- exchange of good practices, know-how, and knowledge between 2 transnational partners;
- 3 sets of presentations;
- 4 programs of NEET Mentoring (individual and group) in different countries;
- 2 sets of recommendations from transnational experts.

**Added value of the activities and planned results of each partner**

The general objective of the project is to develop a new operational model into the workshops of the young people; culture sensitive generational intelligent mentoring, which facilitates the education and employment of the NEET young both nationally and transnationally.

In collaboration new ideas for catching of the adolescents outside their working life and education which are from the labour market farthest away, are developed.

New methods for activating of the adolescents for seeking working life and education are created.

Also integrated production of services are constructed.

The transnational cooperation will lead to exchange of know-how, knowledge, and good practices between the transnational partners. All partners will gain: knowledge and information about end users and users in the other EU country; suggestions and advices of how to avoid obstacles and risks when working with NEET Youth; ability to use the products developed in the other project; implementation of an appropriate communication strategy, using the experienced staff, and high quality communication tools (i.e. the WWW platforms’ forums).

**Incorporation of horizontal aspects**

Incorporation of horizontal aspects: During realisation of each and all stages of TPI-projects there will be incorporated horizontal EU aspects. For example, attention is paid to the language and culture background, of the young people and their needs, as well as the different situations and expectations of sexes. All the people participating the project gets education: horizontal principles in the project.

**Work programme and working methodology:**

**Planned transnational activities**

Cooperation between the Finnish and Polish organizations started in January 2018. The plan was evaluated in Poland in March 2018 during the transnational planning visit.

<table>
<thead>
<tr>
<th>Planned transnational activities</th>
<th>Time schedule for products and outputs</th>
<th>Contribution and responsibilities of each partner</th>
<th>Intended results (quantified as far as possible)</th>
</tr>
</thead>
<tbody>
<tr>
<td>e.g. conference</td>
<td>date</td>
<td>e.g.:</td>
<td>e.g.: Dissemination of information and the project product(s) among xx local authorities from country 1 and country 2</td>
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<tr>
<td></td>
<td></td>
<td>• venue and catering (Partner 1)</td>
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<td>• experts (Partner 1)</td>
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<td>• translation (Partner 2)</td>
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<tr>
<td>Activity no 1. Stage 0 of the projects: First meeting of the Polish-Finnish partners</td>
<td>27-29 March 2018, Rzeszow, Poland</td>
<td>Shared</td>
<td>1 transnational visit (3 days) 1 TCA signed; Gaining information about the partner organisations profiles, activities, further info about Polish and Finnish projects.</td>
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<tr>
<td>Activity no 2. Stage I of the projects: Kick-off meeting (face-to-face)</td>
<td>February 2019, Kouvola Finland</td>
<td>Venue and catering (Partner 1 &amp; 2) Experts (Partner 1 &amp; 2) Translation (Partners 1 &amp; 2)</td>
<td>1 transnational experts’ meeting. (2days) Sharing of information about NEET’s lives and supporting practices of both countries. Finnish experts provide more information about the MATTI project to the Polish colleagues. The first stage of the project realisation in Finland is about to terminate, while in Poland the stage will have just began. Therefore Finnish experts can describe the Polish experts the TPI-1367 obstacles during the first phrase and Polish experts can show the Finnish experts the timeline of the first phrase of the project realisation in Poland.</td>
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<tr>
<td>Activity no 3. Stages I-VI in the projects: Co-development of generational intelligent mentoring tools (specific to national setting)</td>
<td>Bimonthly starting January 2019 (Skype, e-mail, etc.) Live meetings in Poland once or twice a year (depending on needs)</td>
<td>Shared</td>
<td>1 program of individual NEET Mentoring in Poland 1 program of individual NEET Mentoring in Finland 1 program of group NEET Mentoring in Poland 1 program of group NEET Mentoring in Finland National and transnational tools for mentoring NEETs 1. Generational intelligent mentoring model 2. Tools for digital mentoring 3. Dissemination tools</td>
</tr>
<tr>
<td>Activity no 4. Stage I of the projects: Feedback about the 1st phase of the TPI-1367 project.</td>
<td>March-April 2019</td>
<td>Polish experts will familiarise themselves with the Finnish project products and prepare a presentation for Polish users about the core of the individual and group NEET mentoring workshops in Finland. The Polish experts will also provide some feedback in electronic form about the Finnish tools created in the TPI-1367 project.</td>
<td>1 set of presentations of the TPI-1367 products to the Polish users. Feedback comments in a digital format (i.e. e-mail, text files, etc.).</td>
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<tr>
<td>Activity no 5. Stage III of the projects.</td>
<td>May-June 2020</td>
<td>Face-to-face “brainstorming” meeting of the Polish-Finnish experts after the testing of the tools is finished in both countries, during analysis of the effects of the tested solution stage in the projects. The Polish experts will familiarise the Finnish experts with the Polish project’s products. The Polish and Finnish experts will prepare presentations of the testing stages in their countries and problems, suggestions, and recommendations for future modification of the products in both projects.</td>
<td>1 set of presentations of the Finnish experts 1 set of presentations of the Polish experts</td>
</tr>
<tr>
<td>Activity no 6. Stage IV of the projects</td>
<td>August-September 2020</td>
<td>Polish experts support the Finnish experts during the process of development of the final versions of the TPI-1367 products and tools and vice versa. The products in both projects are modified in accordance with the suggestions and recommendations of the transnational experts.</td>
<td>1 set of recommendations (in digital format - i.e. posts, comments, e-mails) of Polish experts about the possible modification of the TPI-1367 project’s products. 1 set of recommendations (in digital format - i.e. posts, comments, e-mails) of Finnish experts about the possible modification of the TPI-1579 project’s products.</td>
</tr>
</tbody>
</table>
Activity no 7. Stage VI of the projects:
Participation of 2 Polish experts in a seminar in Finland

| Activity no 8. Stages I-VI: Monitoring of the transnational activities of the projects |
| Venue and catering (Partner 1 and 2) |
| Experts (Partner 1 & 2) |
| Translation (Partners 1 & 2). |
| April 2021 |
| The dissemination activities are not eligible in Poland, but Polish experts will participate in one seminar in Finland. |

| Methodology of sharing information, result and working tools |
| Between the members of the consortium: Google Drive, Skype, e-mail, phone, Fb. Information dissemination more widely: www-pages. |

| Time schedule for milestones, outcomes and events |
| Table 2. Time schedule |
| Tasks | BD C / POLAND | XAMK / FINLAND |
| | 1.1.2019-31.5.2021 (total 29 months) | 1.10.2018-30.9.2021 (total 36 months) |
| | 1 | Development of a solution in cooperation with a transnational partner (transnational activities no 2, 3, 4) | 1-9 | 1-9 |
| | 2 | Testing of the developed solution in the project target groups (transnational activity no 3 - depending on needs) | 10-15 | 0-15 |
| | 3 | Analysis of the effects of the tested solution, taking into account the opinions of expert(s) and the support of the transnational partner (transnational activities no 3 - depending on needs, 5) | 16-18 | 16-19 |
| | 4 | Development of the final version of the product, ready for implementation, taking into account the results of testing and the analysis, including the support of the transnational partner (transnational activities no 3 - depending on needs, 6) | 19-21 | 20-22 |
| | 5 | Implementation of the solution (transnational activities no 3 - depending on needs) | 22-26 | 23-27 |
| | 6 | Development of recommendations for institutions of the users (transnational activities no 3 - depending on needs, 7) | 27-29 | 28-31 |
XAMK and NGO Peonies has planned to meet in Finland (3-5 days) to enhance knowledge and new mentoring tools. XAMK and NGO Peonies will be developing and testing 3 models for mentoring.

**Dissemination strategy**

All partners are established organisations with a long lasting mission, supporting the materials and approach of this project and have very good connections with European networks where the project’s results can be widely disseminated.

The main project outcomes and instruments will be maintained after the end of the funding. In the Polish project the WWW platform created will be operative for at least 2 years after the project terminate. The approach will be integrated in the network partners’ regular activities, while the material and the tools will be open-source available for all interested partners. The open access to the materials is vital also for the sustainability of the developed tools.

The tools will be disseminated in the youth work network of all participating partners and recommendations for using the tools will be formulated.

The other possible dissemination activities:

a. Social media – nowadays social media are the most effective tool for promotion, in addition they do not require a great deal of costs.

b. The use of partner institutions membership to various international organizations. Consortium members are involved in many international thematic groups, organisations and associations - taking parts in their meetings, contact with other members, joint initiatives enabling dissemination of the project results on a large scale.

c. Close cooperation with regional and national institutions in the countries involved in the project on an essential level. Members of the consortium take part in many projects and cooperate with many institutions in the projects – representatives of different stakeholders in their countries. Thanks to that they can disseminate information about the project results on a large scale and involve many other institutions and public societies of different countries.

d. The WWW Platform created will be sustained after the project is ended and will be available for all users free of charge; periodic updates will be provided.

e. All the project generated data and publications will be deposited online and "open access will be provided". All these tools will be provided in the future as joint activities by a European network. The legal basis of the network is a cooperative structure, which fully represents the idea of a network that provides services for its members.

Courses for professionals in the field: The partners of the consortium will continue offering consultancy and updating the tools and enlarging the geographical area by introducing new partners. Polish consortium members will implement the solution and tools and use them in their day-to-day activities, i.e. while run educational/vocational NEET activation programs.

**Evaluation**

Traffic light procedure between partners after each milestone:

- Green - Everything according to plan (time, quality, results, communication)
- Orange - Minor deviations from the work plan (delays etc.), problems encountered but solved
- Red - Major deviations from the work plan (delays etc.), problems encountered and (partly)
This traffic light will be implemented on at least these domains:

- Activities implemented
- Cooperation of transnational partnership
- Learning process (sharing of useful information)

During the project and in the end, the effectiveness of the project is estimated from several separate points of view. The information which is used in the evaluation is gathered with the help of the service design.

**Organisation & decision-making:**

**Contribution and responsibilities of each partner**

<table>
<thead>
<tr>
<th>Task</th>
<th>FI</th>
<th>PL</th>
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<tbody>
<tr>
<td>1. Reports from consultations about NEET Youth in Poland</td>
<td></td>
<td>x</td>
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<tr>
<td>2. Tools to use in an individual and group NEET mentoring</td>
<td>x</td>
<td></td>
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<tr>
<td>3. E-learning courses for NEET Mentors</td>
<td>x</td>
<td></td>
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<tr>
<td>4. A guide of effective NEET mentors and NEET Youth recruitment</td>
<td>x</td>
<td></td>
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<tr>
<td>5. E-learning platform for NEET mentors and NEET young</td>
<td>x</td>
<td></td>
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<tr>
<td>6. Reports from testing the draft products</td>
<td>x</td>
<td></td>
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<tr>
<td>7. Reports from consultation (workshops in Finland/tele-ID in Poland) with NEET Youth and people working with them in Poland and Finland</td>
<td>x</td>
<td></td>
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<tr>
<td>8. Model for generational intelligent mentoring</td>
<td>x</td>
<td></td>
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<tr>
<td>9.3 Models of using the products and tools by public, private, and non-public institutions working with NEET Youth</td>
<td>x</td>
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<tr>
<td>10. Implementation of advisory tools for organisations working with NEETs</td>
<td>x</td>
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<tr>
<td>11. Evaluation of the project (all participants: national part)</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>12. Further recommendations for institutions who implemented the products and tools</td>
<td>x</td>
<td></td>
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</tbody>
</table>

Cooperation XAMK (FI) and NGO Peonies: tasks 2, 6 and 9.

**Role and tasks relating to the co-ordination of the TCA**

All participants of the consortium organize and act according to the collaborative written plan. All partners are responsible for the national activities and reporting about those.

**Arrangements for decision-making**

Common goals have been stated together between the Polish and Finnish organisations. More detailed, see below. Each organisation will assign a Project Manager who will be in constant contact with each other, especially when transnational activities will be implemented.

In each consortium organisation the Project Manager: coordinates organisational, administrative and legal matters of the whole project (i.e. supervision over the information flow, schedule, budget, project documentation, risk management, monitoring and evaluation, milestones), cooperates with the National Agency during each phase of the project (including negotiations, reporting), contact with other Project Managers, documentation archiving, reporting.

**Management of transnational cooperation** (detailed plan)

1.4.1 *Procedures which are binding for the transnational partner in the decision-making process;*

   1.4.1.1 The decisions will be made within the partnership on the basis of consensus.

   1.4.1.2 Each time, crucial decisions will be made during phone conversations/video-
conferences/by e-mails/direct meetings.

1.4.1.3 All important matters concerning the whole of the project, are being consulted with the transnational Partner. The transnational Partner is responsible for coordinating particular tasks assigned to it accordingly to the agreement - they make decisions on important issues connected with these tasks.

1.4.2. The ICT will be used for information exchange, developed tools and results within the transnational partnership (e.g. e-mails, "good practices" web platform).

1.4.2.1 Inner communication between the members of each team will take place on an everyday basis, personally, using e-mails and via phone or by social media/on-line Messengers.

1.4.2.2 Reporting: transnational partner will send all reports to the project evaluator within the specified periods of time via e-mails.

1.4.3 The description of the risk anticipated in the project and ways of its management:

1.4.3.1 Lack of confidence between Partners: each Partner realise a separate project, and both projects' success depend on the transnational Partner.

1.4.3.2 Untimely performance of tasks by partners: There is precisely stated schedule of the project. All partners took part in preparing the schedule and adjusted it to their needs and capacities.

1.4.3.3 Problems with communication between partners: Both Partners' staff involved has language skills (written and spoken) in English.

1.4.4 The planned controlling, monitoring, reporting and evaluating procedures include:

1.4.4.1 Monitoring and the evaluation of the project results;

1.4.4.2 Partners’ obligation to monitor the extent of achieved results

1.4.4.3 Monitoring of the general project implementation (i.e. collecting and analysing data, the analysis of project documentation, archiving of project documentation, archiving of monitoring documentation);

1.4.4.4 The preparation of periodical reports (every six months) and the final report from monitoring and project evaluation;

1.4.5 Procedure of changing the content/termination of the transnational cooperation agreement;

1.4.5.1 The transnational partner is obliged to strictly follow “common framework” National Agencies/Intermediate Bodies (IBs) guidelines if it is necessary to change the content of the transnational cooperation agreement or to terminate it.

1.4.5.2 Any and all changes in the content/the termination of the transnational cooperation agreement have to be made in writing for their validity.

Working language(s)

English

Evaluation

Project evaluation: all partners national part, Finnish partner all partners.

Budget table:

- mentoring_neets_tca.xlsx [7]

TCA agreement:

- Mentoring Neets TCA [8]

Total budget (in €):

245 538.00

Date of signature of TCA:

Monday, 7 May, 2018

- Learning & skills
- Employment
- Labour mobility
Youth employment
NEETs
Inclusion

**TCA status:**
Green

**Editorial status:**
Published
No (use calculated budget field instead)

**Activities:**
- Training and education
- Exchange of information and material
- Study visits
- Peer reviews

**Target groups:**
- Long-term unemployed
- In particularly disadvantaging conditions
- Ethnic or national minorities
- Persons with mental or physical disabilities
- Persons not actively at work
- Unemployed
- Young people (under 25 years old)

**Calculated total budget (€):**
245538

**Source URL:** [https://ec.europa.eu/esf/transnationality/TCA-1647](https://ec.europa.eu/esf/transnationality/TCA-1647)

**Links**
[1] [https://ec.europa.eu/esf/transnationality/TPI-1367](https://ec.europa.eu/esf/transnationality/TPI-1367)

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