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What is Erasmus Employment Plus?

Anne-Marie Greenland – **15billionebp** 

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What is EEP?

A project based around a new curriculum aimed at guidance practitioners



Why? More support for those supporting people who are low/unqualified or low/unskilled

These people face multiple barriers to progression in the labour market and there is a lack of support for guidance practitioners

When? September 2018 – July 2021

How? Cross partnership collaboration, creating a curriculum tried and tested by guidance practitioners; ‘action learning’



Who? Erasmus Employment Plus equips guidance practitioners with skills and knowledge to provide customised support for sustained progression, empowering those with limited skills and qualifications
#itsaboutpeople

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Our Partners



RINOVA



Output 1 – Methodological Concept

- ‘Pedagogical foundation for the project’
- Conceptual framework
- Practitioner consultation
- Design specification.



The **most impactful barriers**, all achieving a score on the online survey of at least 50% (barriers considered as having at least a 'moderate effect') are:

**based on 251 survey respondents*

The lack of qualifications themselves (64% mean) (57% range)

Qualifications not recognised (51%)

Language barriers (55%)

Lack of understanding of job application processes (54%) (63% range)

Physical disability (51%)

Ill health (53%)

Disability (mental e.g. learning difficulty) (57%)

Mental illness (59%)

Low confidence (53%)

Family commitments (54%)

Geographical barriers (52%)

Literacy numeracy levels (53%)

Racism and other forms of prejudice (51%) (56% range)



'Validating informal competencies often leads to sexual division of labour e.g. women directed into social care routes.'

Discrimination and structural inequality

'Some clients face discrimination, e.g. of women wearing a hijab'

'Clients haven't thought about who they are, can be, or want to be.'

Unrealistic or even complete lack of client expectation and motivation

Challenges of partnership working with employers

Lack of buy-in from employers: they prefer to work with schools/universities as they think it means they get 'polished young people' (their words, verbatim...)'

This quote from a UK job coach clearly shows how barriers can interplay:

'The clients' lack of confidence leads to a lack of motivation. The lack of understanding of job market leads to a lack of perseverance, and desire for 'quick fixes' means there is a lack of resources to give intensive support to clients.'

Training Needs

37% would find
an online
webinar useful

22% liked the
idea of having a
'podcast'.

84% prefer
face to face
training

44% would
like a paper
training pack

Output 2 – The learning matrix

**THEMATIC MODULE 1 – CLIENT'S ORIENTATION
AND NEEDS ASSESSMENT**

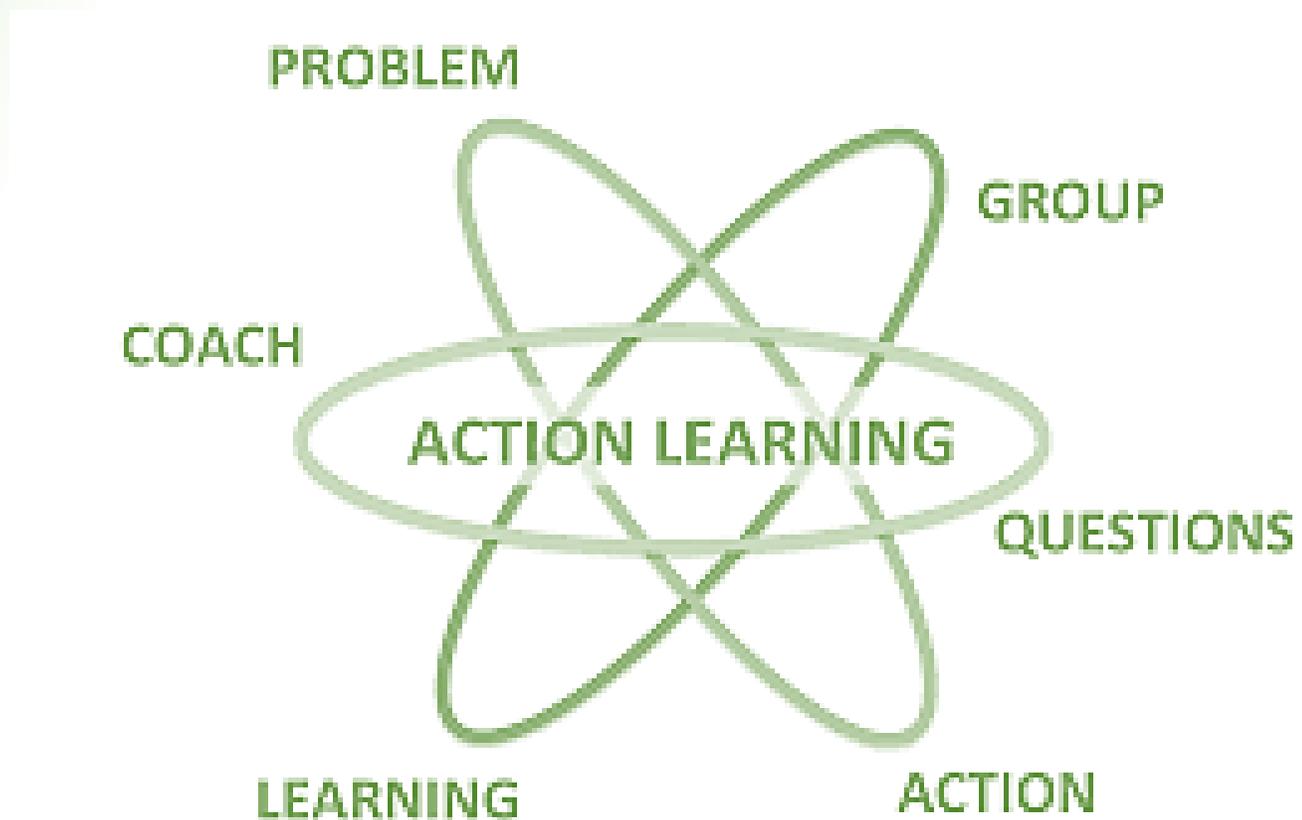
2 – VOCATIONAL CHOICES

**3 – LEARNING MOTIVATION AND LEARNING
STYLES**

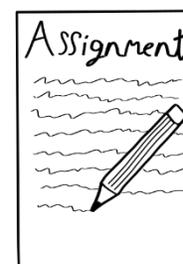
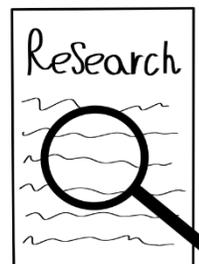
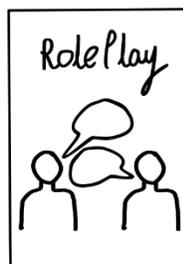
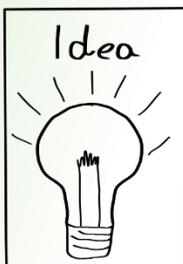
**4 – PRACTITIONER WELL-BEING AND BURNOUT
PREVENTION**



Output 3 – The curriculum



Our activities



Output 4 – Facilitators' Guide



Output 5 – E-learning Platform and Integrated Curriculum Programme

Output 6 – Skills Assessment Tool

Output 7 – Guide to Quality Standards and Success Criteria





Thank you
for
listening!

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