

## **KA2 – Felnőttoktatás – Támogatásra javasolt pályázatok összefoglalója**

### **1. Pályázó intézmény: Fogytékos Személyek Esélyegyenlőségéért Közhasznú Nonprofit Kft.**

**Projekt címe:** Path Of Deinstitutionalisation - Urgent Moves

**Projektszám:** 2015-1-HU01-KA204-013640

#### **Leírás:**

PODIUM project would like to meet such kind of needs, which are essential for the realization of the DI process in an effective and long-term sustainable way. Those DI managers, who get their DI-management knowledge in the developed and piloted training course not necessarily will obtain a knowledge connected to their supporting profession. Rather the development, intensification and deliberate application of such transversal skills will be implemented, which will make them capable to imply these skills into their everyday professional work. DI managers are the persons, whose activity, either at local or at regional level will generate the DI process, inducing powerful changes both in the life of the organization and in the closely or loosely connected community. These experts must have and apply skills like critical thinking, problem solving, collaboration and leadership, agility and adaptability, initiative and entrepreneurial skills at a high level. They also must have proficiency in accessing and analyzing information.

In the course of our project as the coordinator organization (FSZK Nonprofit Company), plans to improve the professional content developed during an earlier LEONARDO mobility project. The background of the project is the Europe-wide highlighted deinstitutionalization (DI) process. In several Western-European countries there is a considerable development in this field, but East-Central Europe is just about to start the process, with the involvement of EU funds. During the DI process resources were mainly used for the renovation of the environment and for the establishment of the housing services. It was in the last three years that the need for development aroused both from the professional and the human resource sides, strongly demanding a real change in the attitude and also a higher professional level. In order to reach this goal, as for the first step, the leaders and managers of the DI process should be made committed to the process – and this is the main reason for we think it is necessary to realize our project.

The training structure of the DI managers serves as a base for the development of present project, on the course of which, in cooperation with the five partner organizations, we transform the structure into a core training program. On completion of this, based on the development rate of each participating county (Hungary, Slovenia, Romania, Serbia), we adapt the common training program to their needs. During this adaptation period, based on the core training program, the Danish partner develops the “train the trainers” courses, trains 6 trainers from each partner (30 trainers altogether) except the Danish partner. These training will be held together in Croatia.

Following the development of the training system and the adaptation period, in each country (except in Dania) a pilot training of 20 DI managers will be realized (altogether 80 persons) in the form of an accredited adult training. In Hungary the training programme will also be tested by 30 students from higher education at the same time with the adaptation of the developed adult training programme.

During the trainings we will continuously evaluate the level and content of the trainer programs (involving the trainers and the participants). Following the training, a practical exercise will be assigned to each DI manager, during the solution of which they will start their activity in the DI process, using their freshly obtained knowledge.

The results of the project will be disseminated in each partner country, and the trained DI managers start their activity in the institutions participating in the DI process and responsible for maintenance and implementation.

**2. Pályázó intézmény: Inno-Motive Regionális Gazdaságfejlesztő Innovációtranszfer és Képző Központ Nonprofit Kft.**

**A pályázat címe:** Sectors united for fostering Employability of young adults through E-work Development

**Projektszám:** 2015-1-HU01-KA204-013503

**Leírás:**

For Europe to attain the objectives regarding growth and jobs set by the Lisbon strategy, it is imperative that its young men and women are socially as well as professionally well integrated. The Europe 2020 strategy for smart, sustainable and inclusive growth acknowledges lifelong learning. The crisis has highlighted the major role which adult learning can play in achieving the Europe 2020 goals, by enabling adults to improve their ability to adapt to changes in the labour market and society. Virtual learning and virtual competency development parallel with the implementation of e-work provides a means of up-skilling for those affected by unemployment, restructuring and career transitions, as well as makes an important contribution to social inclusion, active citizenship and personal development.

Nowadays business becomes global and competition worldwide is increasing among young adults. They have to compete not only for the better jobs, but for their employability. One of the possibilities to become more attractive for the employers is to start learning in a new way, become virtual learners, E-Workers and to become more flexible workforce. Preparing oneself for “virtual working environment” is not an easy task and cannot be learned alone. Good training tools and professional e-tutors are required to assist the learning process. One must understand how to work and learn in a virtual environment, how to communicate, how to distribute tasks, how to work in virtual teams in order to succeed in an on-line environment, where usual methods are not available.

Though there may be no need for an homogeneous training system for adult educators, there is a need for a competence-building framework based on approaches to learning such as developing virtual tutoring, on-line collaboration, tutoring, e-learning, peer learning, e-assessment (1st Youth Work Convention). There are tools already developed, it is time to transfer them to young adult learners, to improve them where needed, to disseminate them and to identify needs for further instruments (Youth Pathways 2.0).

Existing gaps:

(a) lack of development tool kits for young adults, future e-employees to measure skills and build development plan in order to meet the requirements sufficient e- jobs

(a) lack of access for young adult learners to virtual competency development training in order to up-skills

(c) lack of training material and access to training for educators, potential e-tutors to prepare new way of teaching(virtual class)

(d) SMEs lack prepared indoor e-tutors to support changes and implement virtual learning and e-work

Based on existing e-work related tool-kits developed by prior LLL project(that became "best practices" of the program), this project builds on these results and adds innovation by adopting, transferring knowledge and developing further innovative outputs to fill the gap. Tailoring them to the need of new target groups, adds value by creating additional content to fit perfectly in the development work paths.

The EU Partners (HU-RO-ENG-NTH\_PT-CRO) – all involved in adult education and e-work promotion have formed a European partnership by grouping different European sectoral organizations from different regions of Europe which are united under a common interest over the subject of promoting virtual learning and e-work for young adults in order to support their future employability.

Goals:

(a)Provide access to Tool-Kit for self-assessment and carrier development planning

(b)Develop, test, adapt innovative training for young adult learners to upgrade their skills

(c)Develop tools and methods for professional development of adult educators

(d)Connect different sectors, build a bridge, exchange good practices

Target groups are:

(a) adult educators, youth workers, e-trainers, facilitators

(b)young adults(18-29 age)coming from disadvantaged background(low skilled )NEETs, who need upskilling.

Result for the target group:

-1 SSR report (employers 400 survey results)to identify new skills for young adults required by e-work employers

- E-competency tool-kit (with 8 new competency profiles for new skills)-all languages

-1 E-tutor e-learning course developed+20 E-tutors (multipliers) trained from partner countries

-12 e-learning modules especially designed for virtual competency development will be adopted and transferred to low-skilled young adult learners (20 trained), in partner languages

-2 short learning events and 1 Blended Mobility to test outputs (60 Europasses passes out)

-7 Multiplier events organized with 175 participants

-1 IPRBox for educators

The project and the results will be spread in several sectors, informing over 10 000 target group members.

Project meetings, multiplier events, newsletter, webinars, flyers, video e-mails, social sites, collaboration space will be used to spread the word about the projects. Educational platform will provide wide access for all developed outputs during and after the project.

### **3. Pályázó intézmény: Váltó-sáv Alapítvány**

**A pályázat címe:** Prison, Reintegration, Education. Trainings to support social and labour market (re)integration of people in or after detention

**Projektszám:** 2015-1-HU01-KA204-013563

#### **Leírás:**

This is a common project of 5 partner organizations (VSA, Slawek Foundation, Rubikon Center, Edukos, Grudas) from 5 different countries (Hungary, Poland, the Czech Republic, Slovakia, Lithuania), based on mutual experience and method exchange, knowledge extension and share, focusing on a special, vulnerable, disadvantaged target group: ex-offenders, criminals, people under criminal prosecution, under or after detention. The project aims at decreasing social, educational and labour market handicaps of the target group. Among people under detention low school education and early school-leavers are over represented, the group is characterized by the lack of basic, key and transversal competences. On the whole, this target group is characterised by the deficit in knowledge and information. They are lower qualified persons with low job socialization and/or work experience. Prejudice is therefore significant, making reintegration (including accommodation and job search) extremely difficult with a criminal record. The general goal of this project is to decrease economic/social and/or political marginalization, to provide opportunities for (re)integration; to start a change in social approach towards members of the target group and their problems; to combat discrimination and unequal opportunities. Specific goals: to support the development, transfer and realization of innovative practices, methods and guidelines through cooperation (transversal competence development in the case of people under or after detention, testing of the developed guidelines/methods on a local level; mapping opportunities for the preparation for release (methods, methodology, tools) – testing on a local level, Focus on Freedom: preparation for release (a publication in the national language of the countries, with CD); social sensitizing – tolerance improving, anti-discrimination training for the majority of society (employers) – developing common training material, as well as guidelines and methodology; individual, customized help: mentoring, individual training/development and learning paths – guidelines, methodology and developing “good practices” – testing on a local level; project publication editing; organizing multiplication events (5 / 500); creating 8 intellectual outputs; experience exchange on a high European standard via common activities – knowledge share, visit to institutions, experience exchange: workshop (5 pcs/5 countries), common activities (creating intellectual outputs and multiplication activities). The long-term effect of

the project will be a positive impact on both the participating organizations and also on their client group: the vulnerable target group suffering discrimination. The project helps increase awareness and recognition of partner organizations, supports their capacity and management, their project management skills/experience develop – as a whole, partner organizations become stronger, which will have a positive effect on the future mitigation of difficulties in the situation of the target group. On a local/national level, the project can focus stakeholders' attention on the target group's problems and on possible ways of solutions. The target group and their problems, as well as development opportunities, intellectual outputs and their content will have a chance to become the focus of social discourse, which will in turn have a favourable long-term effect on the target group.

#### **4. Pályázó intézmény: Kézenfogva Összefogás a Fogyatékosokért Alapítvány**

**A pályázat címe:** Sharing The European Pathways

**Projektszám:** 2015-1-HU01-KA204-013570

##### **Leírás:**

The EU and its member states are all committed to a policy of de-institutionalisation (DI) and the implementation of the United Nations Convention on the Rights of Persons with Disability (UNCRPD) and the EU's own 2020 Disability Strategy. DI is a challenging policy and the 4 main partner nations in this project (FI/RO/HU/UK) are at different stages along the way. They have come together to share their experiences and learning and to promote the idea that people with disabilities are 'experts by experience' and can, with appropriate help, contribute to the task of retraining staff and residents of institutions in the process of moving out into community based settings.

The STEPS project (Sharing The European Pathways) provides 2-3 hour long training sessions covering a range of things staff and residents will need to do differently when they move out if the new service is to be based on the UNCRPD principles such as rights, inclusion, choice and independence and not the old 'medical model' of care where 'nurse knows best and just do as you are told and we will get along just fine.' The partners are all either heavily involved in DI processes and/or in the provision of staff training for those working with a disability. A Belgian partner has a dedicated evaluation role.

The training materials are all derived from current training packages in the UK & FI, but have been re-fashioned to meet the specific need of this project to provide tailored training opportunities to groups with particular needs. An additional aspect of this project is the use of 'co-trainers' (who are people with disabilities themselves) as one half of a co-training partnership to train staff, residents and their families/ friends. Not all STEPS training session will require a co-trainer, but experience has shown that using a co-trainer can make a big impact on staff being trained.

Co-trainers will be coached and given support to fulfil their role. We hope this will be the start of wider use of co-trainers. Materials will be made freely available in 'universal' format in English (ie. with no reference to any one country, institution or place etc.) and they will be 'localised' by partners so they will look and feel like a local document, with recognisable local names, places, laws etc. 'Easy Read' versions of relevant documents will be available.

The training sessions deal with both practical matters from the point of view of residents, their families and staff – such as; handling personal and household money, doing the shopping and the cooking, keeping the house clean, getting on with the neighbours etc and also more attitudinal/philosophical matters – such as: who is ‘in charge’ in ‘my’ home? Are staff ‘carers’ or enablers? What do we do about people taking risks?

We will collect feedback from all the training sessions and from manager of services where STEPS training has taken place. There will be two cycles of training to allow for review and revision of the materials and methods used. Co-training partnerships will be supported by a number of senior trainers who will all have attended an intensive 5 day training course to learn the materials thoroughly. We will seek formal approval for the STEPS training from the relevant bodies.

We hope that the results will be staff who are better trained and supported to fulfil their new role and work in a new manner, seeing themselves as supporting someone to ‘get a life’ in the community, rather than caring for them and controlling every aspect of their lives. We hope people with disabilities who moved out and their families will begin to see changes in the way staff work and will themselves come to realise that people with disabilities have the right to live as near normal lives as possible in the community. With the right kind of support, many can do this and the job of enabling them do this and seeing them blossom into full rounded characters is very rewarding for all concerned.

DI is not easy to do well. Changing the attitudes of staff who have worked in an institution and the residents who have lived there is not easy either. STEPS will provide those charged with delivering on DI with more effective tools for making this change.