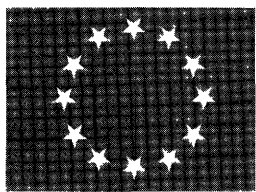


HORIZON



*C
O
-
O
P
E
R
A
T
I
O
N*



*I
N
N
O
V
A
T
I
O
N*

TRANSNATIONAL
PARTNERSHIP REPORT

The Sign Partnership

SIGN PARTNERSHIP TRANSNATIONAL REPORT

ACKNOWLEDGEMENTS:

AUTHORS:

Scotland
pain

Alex Strachan

Juan Biosca González

Ireland

Catherine Prendergast

Germany

Wolfram Glazier

Netherlands

Jos Verhoeven



The European Social Fund
HORIZON

Layout and design developed by the City of Edinburgh's Construction Skills Training Programme, 'ESF Horizon' trainees and staff in association with the Department of Communication & Information Studies - Queen Margaret College, Edinburgh



HORIZON

SIGN Partnership Transnational Report

Foreword

As European Commissioner responsible for Employment and Social Affairs, I am all too conscious of the inadequacy of the traditional social policies when it comes to dealing effectively with the growing problems of unemployment, poverty and social marginalisation and exclusion. We live in a European Union where 52 million people - that is one in every six - are living at or below the poverty line; where almost 20 million people are unemployed; and where about 3 million are homeless.

When dealing with numbers of this magnitude, it is sometimes easy to forget that it is individual people we are talking about, that economic and social exclusion can be triggered in many different ways, and that few families, if any, are completely immune to it.

We need to find new approaches and new methods to tackle these issues and to find answers at local community level. We need to involve the marginalised and excluded people themselves in actively developing and pursuing their own solutions. This is where initiatives such as the SIGN Partnership Structure comes in, bringing, as it does, eleven participants from five different countries - UK (Scotland), Germany, the Netherlands, Spain, and Ireland - together in a common endeavour, searching for new, more successful ways of resuscitating deprived and often marginalised communities.

The SIGN Partnership is assisted in its activities through the European Community's HORIZON Programme. In all, HORIZON is contributing to about 1500 projects around Europe - all making some contribution to the overall fight against social exclusion, all operating at ground level, touching the lives of real people and real communities, and, through partnership structures such as SIGN, working together, sharing resources, personnel and know-how.

In this short report, we are told of the work undertaken by the SIGN Partnership, how it is organised and who are targeted to benefit from the different projects. In this report, too, we see tangible signs of **hope** for a brighter future for many who so far have had little to look forward to.

Rath Dé ar an obair!

Padraig FLYNN

European Commissioner for Employment & Social Affairs

COMMUNITY INITIATIVES IN ACTION: HORIZON

In December 1990, the European Commission set up the Community Initiatives Scheme. This scheme is an instrument available to the Commission influencing the member states structural operations which may affect employment.

The initiatives are part of the Community Structural Funds reforms, which are designed to strengthen the economic and social cohesion in the Community of the 12 member states. The Community Initiatives contain 3 separate programmes: NOW, EUROFORM and HORIZON.

The member states have been invited to apply to the European Social Fund for funding to finance vocational training measures. This funding will also help to promote employment specifically intended for disabled or disadvantaged people, with a view to their intergration into society and working life.

Objectives

HORIZON, as well as the other two community initiatives NOW and EUROFORM, emphasises the development of common concepts and practices among institutions and professionals in the vocational training and employment sectors. They promote the sharing of knowledge within the community through exchanges of innovatory experience.

Horizon is specially focused to deal with improving access into the labour market for disabled and disadvantaged persons

There are elements which all HORIZON projects have in common, despite which group they are working with or where they are based. These are:

■ **Transnationality** : each project must be part of a transnational partnership, for optimal exchange of experience and transfer of know-how.

■ **Innovative Approaches**: These include a multiplier potential, in order to enable the diffusion of sound practices to all the activities financed by the Structural Funds in the fields of training and employment.

Support Structure

The management structures are relatively transparent. The Sector for Community Initiatives Programmes in the Commission's Social Fund Directorate has responsibility for co-ordination, implementation and management of the HORIZON program.

This sector has delegated the execution of national programmes to the ESF departments in the ministries of labour and employment of the Member States. They deal with the applications, evaluation and technical assistance on a national level. Complementarity and synergy with other community programs are achieved through links of the HORIZON programme with HELIOS, HANDYNET and POVERTY ILL.

Español

Horizon, parte de las Iniciativas de la Comunidad Europea, trata de promover empleos, especialmente para gente discapacitada ó discriminada con el objetivo de integrarla a la sociedad y la vida laboral. Elementos claves dentro de los proyectos de Horizon son Internacionalidad y métodos innovadores.

Deutsch

Horizon gehört zu den Initiativen der Europäischen Union. Das Programm will behinderten Menschen zu einem Arbeitsplatz verhelfen und diese Zielgruppen in die Gesellschaft und das Arbeitsleben integrieren. Schlüsselemente in Horizon-Projekten sind Transnationalität und innovativer Ansatz.

Nederlands

Horizon, een van de drie zogenaamde Europese Gemeenschap Initiatieven, heeft tot doel de werkgelegenheidsperspectieven van gehandicapten en kansarmen te vergoten. Daarmee wordt getracht gestalte te geven aan de integratie en emancipatie van deze groepen. Kernelementen van Horizonproject zijn: transnationaliteit en innovatieve methoden.

INTRODUCTION

SIGN is a European Partnership which was founded two years ago by nine members from four countries. The partnership now numbers eleven, with members from Scotland, Spain, Ireland, Germany and the Netherlands.

The partners cover a wide range of projects, from catering programmes to computer based training schemes, from building site projects to consultancy organisations. Not only do they differ in their range of activities, they also represent a wide range of supporting bodies: from local authority institutions to non-governmental organisations and from client based projects to welfare organisations.

Although the SIGN partners have to cope with varied cultures and languages of each members country, they must be praised on the standard of development so far achieved. Every project needs a great deal of preparation and time to launch, underlining the level of progress which has so far been reached.

Español

En este reporte los 11 participantes procedientes de 5 países europeos se están presentando a si mismos así como tambien los resultados do su participación en SIGN hasta la fecha. Para los participantes ha sido una tremenda experiencia cooperar, aprender de cada uno y compatir experiencias respecto a métodos de formación y el trabajo reticular para combatir a marginación social.

Deutsch

In diesem Bericht stellen die 11 Partner aus 5 Ländern sich selbst und die Resultate der SIGN Partnerschaft bis heute vor. Die Zusammenarbeit war für alle eine großartige Erfahrung. Die Partner haben ihre Kenntnisse in den Bereichen "Qualifizierungsmethoden" und "Schaffung von Netzwerken zur Bekämpfung von sozialer Ausgrenzung ausgetauscht. Dadurch haben sie viel voneinander gelernt.

Nederlands

Elf partners uit 5 Europese landen presenteren in dit rapport hun samenwerkingsverband. Voor alle partners was het een bijzondere ervaring om samen te werken en expertise uit te wisselen teneinde sociale uitsluiting te bestrijden. Alle partners hebben de uitdrukkelijke wens verder te werken aan de uitbouw van de activiteiten in het netwerk.

HORIZON



SIGN PARTNERSHIP STRUCTURE

The partnership was founded in May 1992 with nine participants from four different countries. Its aims were defined as follows:

Quality improvement in training delivery methods;
Improved employment opportunities;
Partner support and development;
European vocational qualifications.

A management board was established by appointing coordinating partners in each country. These are:

Scotland - Construction Skills Training;
Spain - Trabaja y Cultura;
Ireland - St Vincents Trust;
Germany - Inbus GmbH;
Netherlands - Provinciale Steunpunt Werk Geleghheid.

The board developed a working structure to meet the set aims. The structure contained three strategies:

Partnership Meetings -

During the years 1992 and 1993 the partners met on four occasions. Every meeting was prepared by the management board and was aimed at evaluation and future planning.

Seminars - There have been four seminars during the running period. These have given the host country the opportunity to present a subject

that they either had expertise in or needed help with. The main themes worked on by the partnership were trainee centered learning (November 1992), assessment procedures and instruments (May 1993), life skills (September 1993) and social integration (November 1993).

Bilateral Exchanges - The partnership also gave the opportunity for projects to develop relationships with partners on specific subjects. A support structure was established using the Scottish clerical training project as a secretariat for coordination, collation and dissemination of relevant information.

In 1993 the partnership was extended by an Irish project and the coordinating member from Spain. Although they entered an existing structure they adapted quickly and have given quality contribution to the partnership.

The SIGN structure enabled the partnership to fully utilise the transnational aspect. This covers aspects such as general exchanges in organisation, training methods, approaches and instruments, mutual developments and sideline developments. Sideline developments are actions not particularly pointed at funding aims but possibilities given by the development of the partnership.

The partnership structure applied (as the SIGN network) for acknowledgement by the European Union for future (and extended) operation. It is a good example of a relatively small but effective network, seeking benefits in the integration of young disadvantaged persons into working life.



SIGN PARTNERSHIP STRUCTURE

Español

Horizon, parte de las Iniciativas de la Comunidad Europea, trata de promover empleos, especialmente para gente discapacitada ó discriminada con el objetivo de integrarla a la sociedad y la vida laboral. Elementos claves dentro de los proyectos de Horizon son Internacionalidad y métodos innovadores.

Deutsch

Die Partnerschaft wurde ursprünglich von 9 Partnern aus 4 Ländern gegründet Ihre Ziele waren eine Verbesserung von Ausbildung und Anstellungsmöglichkeiten, Unterstützung für ihre Mitglieder und die Entwicklung von europäischen Ausbildungsqualifikationen. Ein Koordinierungsstab gab der Partnerschaft durch die Ausrichtung von Partnerschaftstreffen, Seminaren und bilateralen Treffen ihre Struktur. Dadurch war es der Partnerschaft möglich, das ganze Ausmaß transnationaler Kooperationsmöglichkeiten zu nutzen.

Nederlands

Het samenwerkingsverband opgericht door 9 partners uit 4 verschillende landen, had tot doel de verbetering van de kwaliteit van de scholing en het vergroten van de werkgelegenheidskansen. Tevens moest het ondersteuning bieden aan de leden en streven naar Europese beroepskwalificaties. De leiding van het samenwerkingsverband ontwikkelde een werkstructuur door middel van ledenvergaderingen werkbijeenkomsten en bilaterale uitwisselingen. Deze structuur creede de gelegenheid de transnationale mogelijkheden ten volle te benutten.



SCOTLAND

THE PARTNERS

Construction Skills Training Edinburgh

This project is co-financed by the City of Edinburgh District Council and is located within their Department of Management Services. Their mission is to support and develop vocational and non-vocational training and education for long term unemployed adults, with emphasis on the disadvantaged and those suffering the effects of social exclusion including: ex-offenders, refugees, women, single parents and ethnic minorities.

Training is based around a "trainee centred" learning approach which is responsive to the need of the individual. This approach provides those unaccustomed to learning with an opportunity to obtain competence based skills and nationally recognised certification. The main aim of this approach is to use training methods that emphasise practical "hands on" training.

Individual guidance and counselling reviews of the trainees progress are used to encourage the learner to identify and take ownership of their strengths and weaknesses in order to define their own learning route. The skills presently addressed are:

- ◆ Carpentry & Joinery;
- ◆ Bricklaying;
- ◆ General building;
- ◆ Horticulture
- ◆ Administration
- ◆ Computer Based Training
- ◆ Computer training courses.

Outcomes

The aim of CST in conjunction with the SIGN partnership is the wish to gain knowledge of various training methods which have proved to be successful when training the disadvantaged long-term unemployed.



Another aim is to develop pre-vocational and post-vocational training within the organisation in order to better equip trainees in their endeavour to find permanent employment.

Through the Partnership, these objectives have been achieved while at the same time CST have been able to offer their experience with regard to structured training programmes, trainee centred learning and staff development to those within the Partnership who feel they have weaknesses in these areas.



SCOTLAND

Español

La misión de Construction Skills Training es de conseguir apoyo y desarrollar formación vocacional/ no vocacional para personas discriminadas, especialmente para personal marginadas y desempleadas. La formación está funcionando con el uso de un método didáctico llamado "aprendiz centrado", el cual responde a las diferentes necesidades individuales de cada aprendiz. Compartir los conocimientos en medio de instructores, procediendo de distintas partes de Europa no solo influye como un factor que motiva las reactivas personas, sino también jugó un papel en la asistencia para desarrollar nuevos métodos de formación. Al mismo tiempo ayudó crear un ambiente de equipo dentro del lugar de trabajo, lo cual por supuesto ayuda al desarrollo individual del aprendiz dentro del programa.



Deutsch

Construction Skills Training unterstützt benachteiligte und besonders ausgeschlossene arbeitslose Menschen und entwickelt für sie Methoden der beruflichen und nicht-beruflichen Ausbildung und Qualifizierung. Die Trainingsmodelle arbeiten mit einem auf den Auszubildenden zentrierten Lehransatz, mit dem auf die individuellen Bedürfnisse jedes Jugendlichen eingegangen werden kann.

Der Wissensaustausch zwischen Ausbildern aus verschiedenen Teilen Europas war für die beteiligten Menschen nicht nur sehr motivierend, er hat ihnen auch geholfen selbst neue Qualifizierungsmodelle zu entwickeln. Gleichzeitig hat dieser Prozeß ein Team-Klima am Arbeitsplatz geschaffen, durch das die Entwicklung jedes einzelnen jungen Maßnahmeteilnehmers unterstützt wurde.



Nederlands

Het doel van CST is bouwopleidingen te verzorgen en te ontwikkelen aan kansarme werkzoekenden. Kernelement van de opleiding is de zogenaamde "leerling gecentreerde" methode.

De uitwisseling was niet alleen motiverend voor de individuen die er aan deelnamen maar schiep vooral mogelijkheden om nieuwe trainingmethoden te ontwikkelen.

THE PARTNERS

THE PARTNERS



Fundación Trabajo y Cultura (FTC/Labour and Culture Foundation) is a non-profit making organisation which was established by the Valencian Caritas in order to promote the development of social work that supports disadvantaged youths. The current unemployment rate for 16 to 25 year olds is 42% therefore the main objectives of the FTC are:

- i) to advise people and projects who want to train and help unemployed youths.
- ii) to run several social and labour intergration workshops for the target group.

These programmes include a catering project, a tailoring project and a building trade project with emphasis on bricklaying.

Most of the work at FTC is done in a honorary capacity. The FTC programmes are concentrated on the deprived suburbs of Valencia. Great efforts have been made to co-ordinate these projects with the

SPAIN

local infrastructures and the individual situation of the region. This approach does not only refer to the different municipalities of the local regions - the idea behind it is that in a region where a regular labour market hardly exists, young people will be more motivated to work when they are spending time on improving their natural surroundings i.e. a park in a neighbourhood. On behalf of other supporting bodies FTC also runs a number of vocational training courses.



Spanish Outcomes

Within the framework of HORIZON the fundación Trabajo y Cultura (FTC) runs the following six training functions:

- i) a course for trainers who work with unemployed young people;
- ii) a course for social workers who work in an honorary capacity in one of the solidarity centres in the provinces of Alicante and Valencia.;

- iii) a course for social workers who take part in other job creation schemes;
- iv) a course for 280 pupils and trainees for the development of the social qualifications required to get a better job;
- v) a course in bricklaying for disadvantaged young people;
- vi) a course in gardening that works in the improvement of several parks in the suburbs of Valencia.

Since joining the SIGN partnership in September 1993 FTC established several exchange programmes with INBUS GmbH (Germany) that include joint projects in bricklaying, gardening and joinery.



SPAIN

Español

La Fundación Trabajo y Cultura es una organización sin fines lucrativos que fue fundada por Caritas Valencia con el propósito de promover el desarrollo de proyectos sociales, proporcionado apoyo a jóvenes desempleados. El trabajo de FTC se concentra en las zonas suburbanas de Valencia.

Dentro de la estructura de HORIZON la Fundación Trabajo y Cultura estabilizó seis diferentes programas. Desde que se juntó la asociación SIGN, se lanzaron sucesivamente varios proyectos de trabajo conjunto con socios alemanes.

Deutsch

Fundación Trabajo y Cultura ist eine gemeinnützige Organisation, die von der Caritas in Valencia mit dem Ziel gegründet wurde, die Entwicklung sozialer Projekte zu fördern, die arbeitslose junge Menschen unterstützen. Die Arbeit von FTC konzentriert sich auf die Vororte von Valencia.

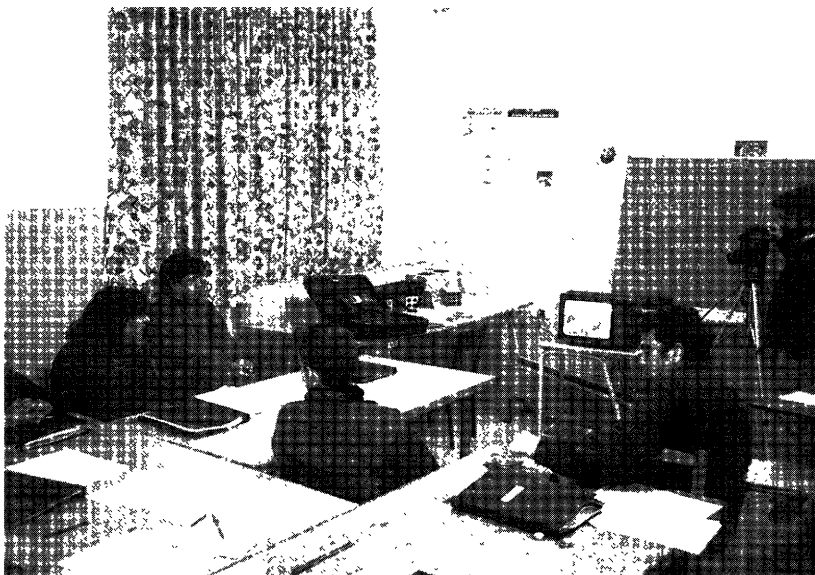
Fundación Trabajo y Cultura hat im Rahmen von HORIZON sechs Programme entwickelt. Seit Beitritt zur SIGN-Partnerschaft wurden mit einem deutschen Partner mehrere gemeinsame Werkstatt - Projekte erfolgreich durchgeführt.



Nederlands

Fundación Trabajo y Cultura is een non profit organisatie opgericht door de Caritas in Valencia. Doelstelling van de organisatie is om projecten op te zetten die jonge mensen op weg helpen naar de arbeidsmarkt.

Binnen Horizon heeft de Fundación Trabajo y Cultura zes verschillende programma's lopen. Na hun entree binnen SIGN zijn enkele succesvolle gezamenlijke opleidingsprogramma's gestart met Duitse partners.



THE PARTNERS

IRELAND

THE PARTNERS

Saint Vincent's Trust Dublin

St Vincent's Trust is a voluntary organisation working with 15 - 20 year olds who come from a high unemployment background and have experienced personal, social and economic deprivation. The majority of them have left school at an early age and therefore have no formal education qualification.

St Vincent's Trust aims to empower these young people to realise their full potential. The Trust achieves this through the provision of a 75 place programme encompassing education, training and personal development based on the needs of the young people. It also endeavours to create employment opportunities for the participants

Through this programme, the Trust provides a more holistic and integrated response to the multidimensional problems of unemployed youths from disadvantaged backgrounds.

Español

St Vincent's Trust es una organización con trabajo voluntario, cuya misión es capacitar a los jóvenes más vulnerables que son marginados de la sociedad para realizar todo su potencial a través de un método integral para desarrollo, formación y mediación de trabajo.



Deutsch

St Vincent's Trust ist eine freiwillige Einrichtung mit dem Auftrag, die verletzlichsten jungen Menschen, die von der Gesellschaft ausgegrenzt wurden, durch einen ganzheitlichen Ansatz in den Bereichen Entwicklung, Ausbildung und Stellensuche zu befähigen, ihre volle Leistungsfähigkeit zu erkennen.

Nederlands

St Vincents Trust (Dublin) is een particuliere organisatie die kwetsbare jeugdigen ondersteunt in het optimaal benutten van hun mogelijkheden. Middels een holistische benadering, van scholing en bemiddeling tracht men de doelstelling te bereiken.



IRELAND

Saint Joseph's Adolescent and Family Services Dublin

The St Joseph's project aims to provide an intensive, integrated service to 15 - 20 year olds who are unable to gain access or benefit from mainstream activities. The target group are disadvantaged in terms of their negative social, educational and personal experiences and consequently have a broad range of therapeutic and vocational needs.

The project offers a range of therapeutic interventions including consultation, assessment, individual counselling, group and family therapy and vocational options including guidance, skills sampling and course/job preparation.

This service is offered to sixteen young people and their families at any given time. The holistic approach addresses personal and vocational needs. The emphasis is on developing creative learning techniques, which allows the young person to engage in the learning process.

Español

Saint Joseph's un area de intervención terapéutica a individuos, grupos y familias discriminados. El servicio es integral y el énfasis basa en desarrollar estudios creativos y técnicas terapéuticas.

Deutsch

St Joseph's bietet eine Reihe von therapeutischen Hilfsmöglichkeiten für benachteiligte Individuen, Gruppen und Familien an. Das Angebot ist ganzheitlich orientiert, sein Schwerpunkt liegt auf der Entwicklung von kreativen Ausbildungs - und Therapiemethoden.

Nederlands

St Josephs (Dublin) biedt een scala aan therapeutische programma's aan individuen, groepen en families in achterstandssituaties. De nadruk ligt op leer - en therapeutische principes.



THE PARTNERS



IRELAND

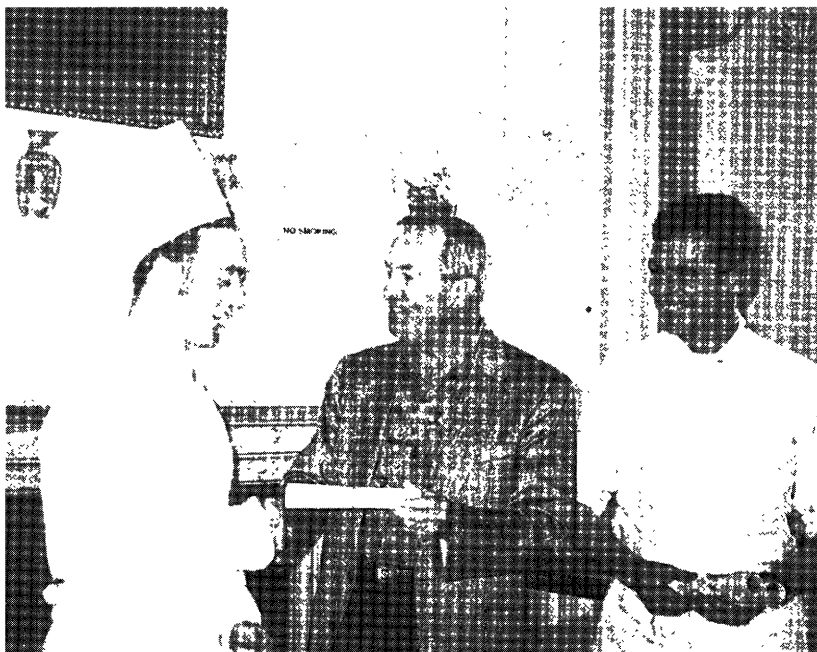
THE PARTNERS

Irish Outcomes

The programmes at St Joseph's and St Vincent's have been enhanced through the establishment of effective transnational partnership links within the European Union. Through the formalisation of the SIGN partnership, expertise at management, staff and trainee levels have been developed. The benefits from the partnership include exposure to training techniques, advancement of personal skills and expertise, a willingness to be of mutual benefit to the partners and having focused inputs on issues of common concern. This therefore maximises the potential of transnational measures.

The expectation of both St Joseph's and St Vincent's is the strengthening and continuation of the partnership links. This enables both projects to benefit from such issues as :

- 1) The further exploration of the learning process among young, disadvantaged people.
- 2) The development of certification process for trainers and trainees within the wider European Union.
- 3) The establishment of a Staff Development Programme within the Partnership. This is geared towards updating training techniques for disadvantaged people.



IRELAND

Espanol

St Vincent y St Joseph's han crecido por el establecimiento de efectivos miembros internacionales dentro de la CE, a través del compartimiento de conocimientos en gerencia, niveles de personal y aprendices y a través de la formación de la asociación SIGN. Esperamos desarrollar formaciones de personal para jóvenes marginados y después averiguar un aproximado proceso de aprendizaje para estos grupos de destino.

Deutsch

St Vincent's und St Joseph's haben von der Einrichtung wirksamer transnationaler Kooperationen in der EU, vom Erfahrungsaustausch zwischen Managern, Anleitern und Auszubildenden und von der Schaffung eines strukturellen Rahmens innerhalb der SIGN Partnerschaft profitiert. Wir werden in Zukunft die Ausbildung für die Anleiter von benachteiligten jungen Menschen weiter entwickeln und unser Wissen über den erfolgversprechendsten Lernprozeß bei der Zielgruppe vertiefen.

Nederlands

St Vincents en St Josephs zijn door het samenwerkingsverband SIGN in staat gesteld om expertise op het terrein van management, personeel en jeugdigen uit te wisselen. Hieruit volgend wordt momenteel gewerkt aan personeels-trainingen gericht op de leerprocessen van de jeugdigen.



THE PARTNERS

GERMANY



Inbus GmbH Munich

The INBUS project is targeted at socially disadvantaged youths and the long-term unemployed. INBUS runs an interior decorating workshop and a qualification programme on three levels in joinery. To help these young people cope with life, INBUS has established a housing space project with several flat-sharing communities, a drug-aid project and various adventure and outdoor education schemes, where the youths learn to accept responsibility in "extraordinary circumstances" (e.g. weekend mountain climbing).

INBUS also runs a number of educational training schemes, including an intensive computer course. Vocational training aid schemes in various professions (including an individual life care programme) help young people to achieve apprenticeships and receive a journeyman's certificate.

In their recycling workshop for cars and electronic devices, INBUS gives work to the long-term unemployed and works on the conception and implementation of ecological technology. This workshop acts as a service enterprise co-operating with a big computer enterprise (NEC). In the management area, INBUS tries to establish market economy orientated projects within a non-profit organisation.

Español

INBUS es una organización sin fines lucrativos que realiza programas de trabajo social relacionados a empleo. El objetivo básico es la ayuda para jóvenes marginados y similares grupos de destino, para adquirir las habilidades para conseguir trabajo a tiempo completo en el mercado regular de trabajo.

Nederlands

INBUS (München) is een non profit organisatie die arbeidsmarktgerichte programma's uitvoert. Doel is om kansarme jeugdigen en anderen de benodigde kennis en ervaring te bieden zodat plaatsing op de arbeidsmarkt mogelijk wordt.

Deutsch

INBUS ist eine gemeinnützige Einrichtung, die eine Reihe von berufsbezogenen sozialarbeiterischen Projekten betreibt. Ihr gemeinsames Ziel ist, sozial benachteiligten Jugendlichen und ähnlichen Zielgruppen dabei zu helfen, die notwendigen Fähigkeiten und Qualifikationen zu entwickeln, die man für eine Anstellung auf dem regulären Arbeitsmarkt braucht.



GERMANY

Neue Arbeit Zollern-Achalm e.V Tubingen

Neue Arbeit is a group that works with disadvantaged people who are difficult to place in society. In order to offer employment programmes that meet the demands of a changing labour market, Neue Arbeit has established a variety of projects in different areas.

At the heart of the institution are several building trade projects that deal mainly with the renovation and demolition of buildings and the conservation of landscape. An innovative recycling project has emerged from the building projects that deals with building material recycling programmes including wooden beams, parquet floors, doors, windows and natural stone. A neon lamp disassembly unit and a catering project-run cafeteria give attention to the employment of single parent women.

The new ambitious Neue Arbeit project is the electronic devices recycling project that gives work to the handicapped. The administration of the branches of the institute includes a training and qualification programme for trainees from the various projects. In its educational approach, Neue Arbeit work on the conception of a qualification programme in the recycling area that leads to an officially acknowledged certificate of qualification.

Español

Con el objetivo de ofrecer didsintos programas de empleo, los cuales puedan satisfacer a las demandas de un mercado inconstante de trabajo. Neue Arbeit ha creado una variedad, crendo proyectos de comercio. Su programa más pretencioso e innovador es un proyecto de reciclaje de computadoras.

Deutsch

Neue arbeit hat eine Reihe von Baustellen-Projekten mit dem Ziel geschaffen, v e r s c h i e d e n e Beschäftigungsprogramme anbieten zu können, die auf die Bedürfnisse eines sich verändernden (Arbeits) Marktes reagieren. Das anspruchsvollste und innovativste Projekt ist eine Recycling-Werkstatt für Computer.

Nederlands

Met behulp van diverse werkgelegenheids-programma's tracht Neue Arbeit (Tubingen) tegemoet te komen aan de arbeidsmarkt. Haar meest ambitieuze en innovatieve project is het computer-recycle project.



THE PARTNERS

GERMANY

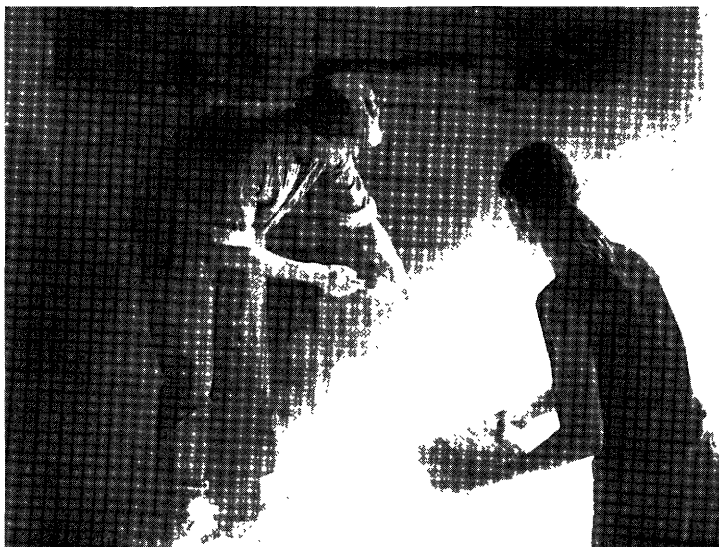
THE PARTNERS

Zukunftsbau Gmbh Berlin

Zukunftsbau runs a number of building sites throughout East and West Berlin that train socially disadvantaged young people in professions such as bricklaying, painting, joinery, carpentry and electrical engineering. Zukunftsbau has been particularly successful in the conception of a city based area development scheme by reconstructing old buildings, thus preserving the local infrastructure.

The core of the educational programmes adopt a holistic approach that attaches great importance to the development of social competence and individual stability. Therefore, Zukunftsbau has gained valuable experience in the setting up of a social belt around the building enterprise, including the supply of housing space, information centres, food supply, mother and child institutions and housing space for threatened women and youth-aid schemes.

Zukunftsbau has been particularly successful in the setting up and running restaurants for young single parent women and implementation of training within construction sites specifically for women. It has also established several government funded building sites that work at a profit i.e. under market economy conditions.



Español

Zukunftsbau está dirigiendo un numero de zonas edificables, las cuales están acompañadas de programas sociales de base que ayadan a jovenes discriminados (con énfasis en madres que educan solas a sus hijos) para superar las dificultades de sus vidas.

Deutsch

Zukunftsbau betreibt eine Reihe von Baustellen-Projekten, die von "Sozialer Gürtel" - Programmen begleitet werden. Dort wird benachteiligten jungen Menschen (mit einem Schwerpunkt a alleinerziehende Mütter) geholfen, mit den Schwierigkeiten ihres Lebens zurechtzukommen.

Nederlands

Zukunftsbau Gmbh (Berlin) beheert verschillende bouwprojecten die geflankeerd worden met sociale programma's. De doelgroep bestaat uit kansarme jeudigen (in het bijzonder alleenstaanden met kinderen).



GERMANY

German Outcomes

The three individual German projects INBUS GmbH (Munich), Neue Arbeit (Tubingen) and Zukunftsbau GbmH (Berlin) joined the SIGN partnership as a team because they share the same basic aims and objectives. The main target of the partners are socially disadvantaged youths and the long-term unemployed.

The partners have developed a wide range of qualification programmes, including vocational training aid schemes in various professions and basic on-the-job training scheme without certificate for difficult target groups, including the setting up of "social belts" around the workshops (e.g. supply of housing space, drug aid, running of restaurants, mother-child projects, life aid schemes and outdoor education programmes). In the field of management the German partners have made great efforts to set up market economy orientated projects within non-profit organisations.

As a result of the SIGN partnership, several exchange programmes have been successfully launched, including trainees and trainers in various professions. These exchange programmes are far from being mere visits. Tasks carried out by the partners have been thoroughly prepared by preparatory visits and the exchange of letters and blueprints. On the workshop level, SIGN established joint programmes in joinery between INBUS and the Fundacion

Trabajo y Cultura, recycling of electronic gadgets between Neue Arbeit and Roosendaal RSA as well as catering between Neue Arbeit and St Vincent's Trust. Zukunftsbau and Construction Skills are establishing a mutual programme in staff development and post vocational care schemes.

Together with Roosendaal RSA, Zukunftsbau established a system of trainee exchange for mutual work on "international construction sites". This is part of a transnational building site network established between Zukunftsbau, Neue Arbeit and the Dutch partners. Between INBUS and the partners in Ireland, Scotland and the Netherlands, computer-based training modules for disadvantaged young people will be compared, discussed and finally transnationalised.

Español

Viendo los socios alemanes, SIGN are el punto de partida para un gran area de intercambio de programa con socios en España, Irlanda, Scotland y Holanda. Estos proyectos transnacionales incluyen varios talleres de trabajo, zonas edificables, programas de formación en computación para nuestros grupos de destino y el valiosas que fueron (y van a seguir siendo) alcanzadas a través del intercambio de programas, se continuará y profundizará en el futuro.

Deutsch

Für die deutschen Partner war SIGN der Ausgangspunkt für eine breite Palette an Austauschprogrammen mit Partnern in Spanien, Irland, Schottland und den Niederlanden. Zu diesen transnationalen Programmen gehören verschiedene Werkstätten und Baustellen-Projekte, die Entwicklung spezieller Lernsoftware für unsere Zielgruppe und Konzepte im Bereich Freizeit - und Abenteuerpädagogik. Weil aus den Austauschprogrammen wertvolle Erfahrungen gewonnen worden sind, sollen sie auch in Zukunft fortgesetzt und vertieft werden.

Nederlands

Voor de Duitse partners was SIGN het startpunt voor een breed scala aan uitwisselingsprogramma's met Schotland, Spanje, Ierland en Nederland. In het bijzonder werd daarbij uitwisseld in de bouwopleidingen computertrainingen en overlevings-methodieken.

NETHERLANDS

THE PARTNERS

Provincial Centre for Employment Opportunities PSW s'Hertogenbosch

PSW is a non-government, non-profit making consultancy organisation whose main aim is to improve the position of disadvantaged groups in the labour market. With activities in the field of research and development of innovative projects, it seeks to influence policy making, cohesion and synergy of good practice. PSW does not run training projects itself, but tries to stimulate and advise organisations who do.

PSW's European Affairs unit has gained expertise and contacts in recent years dealing with employment matters. Its services are often used by governmental organisations on local, regional and national levels, as well as government officers working in the field of training and employment for disadvantaged groups. PSW is an independent organisation which aims to meet its objectives by adopting an active, innovative and result-orientated approach.

In 1992, PSW developed a HORIZON project. "Pushing Back Frontiers" was set up to combat the drop-out rate and to increase the output level in vocational training for disadvantaged youngsters.



Español

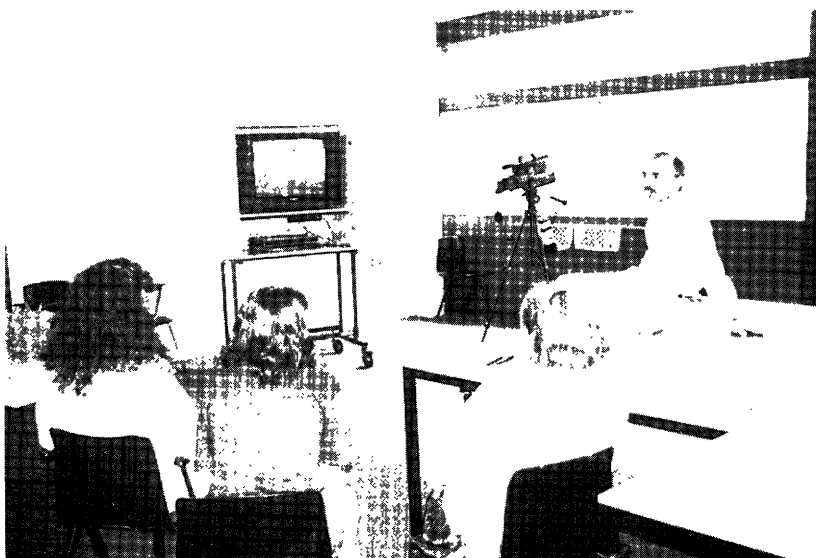
PSW es una organización consultadora no gubernamental sin fines lucrativos. Su fin es mejorar la situación de grupos discriminados en el mercado de trabajo.

Deutsch

PSW ist eine unabhängige gemeinnützige Beratungseinrichtung. Ihr Ziel ist, die Situation benachteiligter Gruppen auf dem Arbeitsmarkt zu verbessern.

Nederlands

PSW (Hertogenbosch) Het Provinciaal Steunpunt Werkgelegenheid (PSW) is een non-profit service- en adviesbureau dat als doel heeft de arbeidsmarktpositie van kansarme groepen te verbeteren.



NETHERLANDS

Breda Foundation for Training Schemes LWP Breda

LWP is a non-governmental organisation that aims to guide unemployed disadvantaged people to the local labour market. Its activities consist of tailor-made programmes in several vocational areas.

LWP differs from mainstream vocational institutes in its educational approach - learning by doing. It also differs in its target group, those who will not or cannot attend schemes in the regular system due to their educational background or behavioural difficulties. LWP offers non-committal day care activities as well as structured training activities. Depending on the trainees' individual potential, the training programme can lead to follow up education, or employment. When developing programmes, the LWP considers if the development is suitable for mainstream institutes and if it is of surplus value by adopting a flexible and open approach.

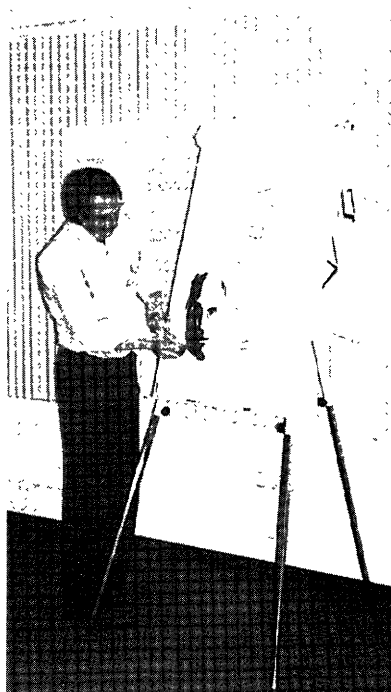
As well as the structured training programmes, the LWP offers programmes that activate and motivate. Those who are at the bottom of the labour market ladder can be helped with these programmes.

The vocational areas LWP cover are metal, electrical and car/bicycle engineering and clerical skills.

In 1994, the LWP is due to merge with the Breda CBB into a new training centre for the Breda region.

Español

LWP es una organización no gubernamental. Su objetivo es guiar gente marginada y desempleada al mercado de trabajo local. Sus actividades existen sobre todo en programas hechas a la medida para distintas áreas vocacionales. Respeto a sus métodos y grupos de destino, LWP se distingue de institutos vocacionales convencionales.



Deutsch

LWP ist eine unabhängige Einrichtung mit dem Ziel, arbeitslose benachteiligte Menschen durch die Entwicklung maßgeschneiderter Programme in mehreren Ausbildungsbereichen in den lokalen Arbeitsmarkt zu integrieren. LWP unterscheidet sich von herkömmlichen Ausbildungseinrichtungen durch inhaltlichen Ansatz und Zielgruppe.

Nederlands

De Stichting Leer Werk Plaasten Breda (LWP) is een organisatie die activiteiten ontwikkelt en uitvoert die mensen de mogelijkheid biedt aan het arbeidproces deel te nemen. Het biedt op het individu toegesneden programma's aan en verschilt van andere instellingen door haar methoden en doelgroepen.



THE PARTNERS

NETHERLANDS

THE PARTNERS

Centre for Vocational Orientation and Vocational Training CBB-s'Hertogenbosch

The CBB is a municipal service, aiming to improve the position of the lower educated unemployed through education and training. The target groups of the CBB comprise of both Dutch and non-Dutch employment seekers between the ages of 16 and 50 who are registered with the labour office. The participants' educational levels range from a few years elementary education to unfinished or completed secondary education. A number of migrants may have completed secondary education in their country, but in many instances there is insufficient knowledge of the educational level attained.

The CBB programmes cover a wide range of vocational areas: building, metalwork, electrical, electronics and assembly engineering, clerical skills and textile skills. Each programme is supplemented by company and society orientation courses, theoretical support and skill training.

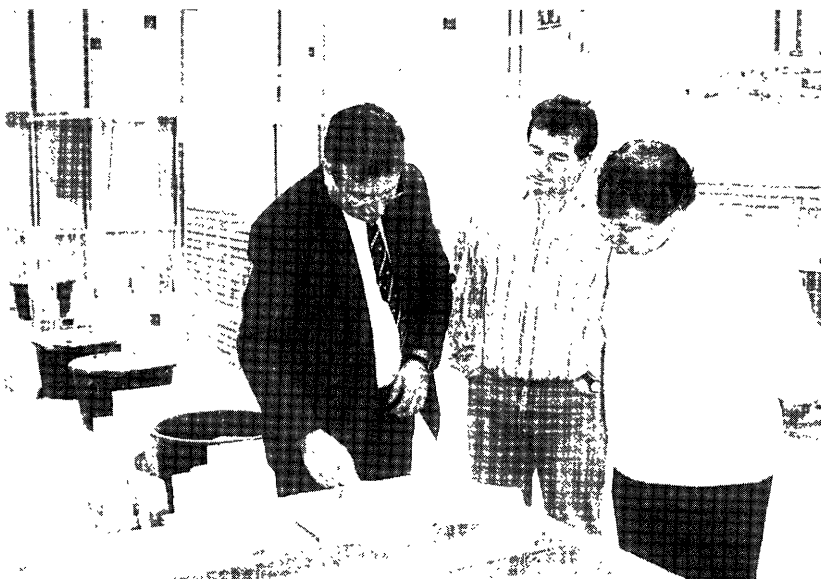
Other courses on offer are languages, arithmetic, technical drawing, information and life skills. CBB is constantly developing individual programmes, with the possibility of on-going flexibility towards individual needs and job opportunities.

Español

CBB es un servicio municipal. El objetivo es mejorar la situación de gente desempleada que tiene bajo nivel educativo, a través de educación y formación de la gente. CBB trata de desarrollar constantemente programas individuales para corresponder a las necesidades individuales y - lo mas posible- a transmitir oportunidades

Nederlands

Het Centrum voor Beroeps Oriëntatie en Beroepsoefening (CBB Hertogenbosch) is een gemeentelijke organisatie die door training en scholing de positie van werklozen tracht te verbeteren. Het CBB probeert continue op maat gesneden programma's te ontwikkelen die aan de behoeften van zowel individu als arbeidsmarkt tegemoet komen.



Deutsch

CCB ist eine kommunale Einrichtung mit dem Ziel, die Stellung von weniger gebildeten arbeitslosen Menschen durch Ausbildung und Qualifizierung zu verbessern. CBB entwickelt individuelle Programme, mit denen auf die persönlichen Bedürfnisse der Menschen eingegangen werden kann, und versucht (so weit wie möglich) Arbeitsgelegenheiten zu schaffen.



NETHERLANDS

Regional Service Office for labour Market Affairs RSA Roosendaal

RSA is a non-profit making organisation whose goal is to improve the labour market position of the long-term unemployed, as well as improving the skills and the knowledge of the employed.

Based on past experience, RSA chose a regional approach to the labour market problems. RSA operates in the south-west region of the Netherlands. RSA activities are divided into five major areas:

- Training and retraining unemployed people;
- Investigating the needs for and delivery of company training;
- Developing and implementing new training projects for unemployed low-skilled minors, especially immigrants;
- Research into labour market problems, training measures and demand for training and employment;
- Developing tailor made instruments for training and business plans for in-company training.

RSA utilises training, research and all conceivable instruments to reduce the discrepancies between the supply and demand of fully qualified labour. Close co-operation with the business community and employment services is of the utmost importance.

Training projects for the unemployed are set up in co-operation with future employers and vocational institutes and either qualify the participants for jobs, apprenticeships or transfers to regular occupational training. For small companies, finding the proper training/training route is often very complicated because the companies are lacking in time, manpower and knowledge. RSA runs a consultation service for enterprises in developing and executing (re)training programmes for its employees.

Español

RSA es una organización sin fines lucrativos. Sus actividades son aumentar la formación de gente desempleada y la dispensa de enseñanza colectiva, desarrollandop y implementando nuevos proyectos de formación para menores de edad que son desempleados y tienen pocos conocimientos especiales, sobre todo inmigrantes.

Deutsch

RSA ist eine gemeinnützige Einrichtung, deren Projekte die Qualifizierung arbeitsloser Menschen im Hinblick auf eine spätere Firmenanstellung verbessern. Insbesondere werden innovative Ausbildungsprogramme für arbeitslose und ungelernete benachteiligte Zielgruppen mit Schwerpunkt Immigranten entwickelt und umgesetzt.

Nederlands

Het Regional Service-buro Arbeidsmarktaangelegenheden (RSA Roosendaal) is een non profit organisatie. De RSA activiteiten bestaan uit het bieden en stimuleren van training aan werklozen, bedrijfstraining en de ontwikkeling van nieuwe projecten vooral te behoeve van etnische minderheden.

THE PARTNERS



NETHERLANDS

THE PARTNERS

Netherlands Outcomes

The individual Dutch projects primarily joined in the SIGN partnership as a team because they were developing an assessment programme within their construction and metal engineering projects. By developing this programme they tried to tackle the drop-out rate and increase training effectiveness. With help of the partners in bilateral co-operative actions the Dutch partners succeeded in drawing up an assessment programme.

The Dutch seminar in May 1993 gave another boost to the development - all partners were represented and well prepared, contributing to a widening of development.

The partnership also allowed the Dutch to focus on other projects that arose after the initial introduction to other partners. These activities vary from computer program exchanges, preparation for trainee exchange, development of new training areas and team development projects to further social skills training.

The future for the Dutch partners looks promising. Ideas and initiatives are already established in co-operation links concerning communication structures, new technology in training methods, route guidance models, enterprise involvement, addressing new vocational areas for the disadvantaged, motivational training for trainers and an exchange programme for trainees in similar vocational areas. A few partners have already used the partnership to establish a new EC (PETRA) project on trainee exchanges.

Español

Los proyectos individuales de Holanda primeramente se unieron como equipo a la asociación SIGN porque estaban desarrollando un programa de evaluación dentro de sus proyectos de construcción y ingeniería metalurgista. La asociación no solo permitió a los Holandeses de desarrollar dicho proyecto. También permitió holandeses, el futuro es muy prometedor. Ideas y iniciativas ya están estabilizados dentro de los diferentes miembros.

Deutsch

Die einzelnen holländischen SIGN-Projekte haben sich der Partnerschaft ursprünglich als Team angeschlossen, weil sie in ihren Baustellen- und Metallwerkstatt-Projekten ein gemeinsames Evaluationsprogramm entwickeln wollten. Mit Hilfe von SIGN konnten die Partner nicht nur dieses Programm verwirklichen, sondern sich darüber hinaus auch auf andere (individuelle) Ziele konzentrieren. Die Zukunft ist für die holländischen Projekte vielversprechend. Kooperationsebenen verwirklicht. Neue Ideen und Initiativen werden schon auf verschiedenen.

Nederlands

De 4 Nederlandse projecten zijn oorspronkelijk gezamenlijk in SIGN van start gegaan. Onder de titel "Grenzen Verleggen" werd in coöperatieve gewerkt aan de ontwikkeling van een scholingsassessment binnen de bouw- en metaalopleidingen. Het samenwerkingsverband stelde de projecten in staat om dit programma te ontwikkelen maar tevens om aan individuele projectdoelen te werken. De toekomst is veelbelovend. Nieuwe ideeën en initiatieven zijn reeds ontwikkeld met partners binnen SIGN



CONTACT NAMES AND ADDRESSES

ALEX STRACHAN
EDINBURGH DISTRICT COUNCIL
CONSTRUCTION SKILLS
EDINBURGH
SCOTLAND
EH5 1HR
TEL: 031 551 3664

JUAN BIOSCA GONZALEZ
FUNDACION TREBAJO Y CULTURA
PIE DE LA CRUZ 17
46001 VALENCIA
SPAIN
TEL: (96) 391 46 03
FAX: (96) 391 76 51

CATHERINE PRENDERGAST
ST. VINCENTS TRUST
9 HENRIETTA STREET
DUBLIN 1
IRELAND
TEL: 872 2700
FAX: 872 3486

MRS EVELYN GORDON
ST JOSEPH'S
193 RICHMOND ROAD
FAIRVIEW
DUBLIN
TEL: 370802
FAX: 370801

MICHAEL SCHUBERT
NEUE ARBEIT
HECHINGERST, 203
400 TUBINGEN
GERMANY
TEL: 07431
FAX: 07071 760187

CHRISTIAN BOEVISCH
INBUS
PLANEGGER STRAÙE
125
8000 MUNCHEN 60
GERMANY
TEL: 089 83 06 84
FAX: 089 820 34 42

PETER URBAN
ZUKUNFT BAUEN EB
DROTHERIMER STR. 17
DRONTHEIMER STR. 17
1000 BERLIN 65
GERMANY
TEL: 030 497780
FAX: 030 49778022

JOS VERHOEVEN
PSW - HOLLAND
POSTBUS 558
5201 AN'S - HERTOGENBOSCH
HOLLAND
TEL: 073 124325
FAX: 073 128575

PIET LEERMAKERS
CBB
POSTBUS 5033
5201 GA'S - HERTOGENBOSCH
HOLLAND
TEL: 073 134440
FAX: 073 140169

MRS TREES DAS
RSA ROOSENDAAL
POSTBUS 122
4700
HOLLAND
TEL: 01650 61488
FAX: 01650 64888

TINEKE LEENDERS
LEERWERKPLAATSEN BREDA
ACANCORDIASTRAAT 6A
4811 NA BREDA
HOLLAND
TEL: 076 145902
FAX: 076 220745



FURTHER MUTUAL OUTCOMES

The SIGN network initiative has produced a vehicle for transnational work among five member states since its conception in November 1992.

The vehicle envisaged was that of a cargo ship which carried containers of knowledge from one country to another where they would be deposited and the knowledge contained would be disseminated and used as a part of future projects.

The ship called SIGN has been on the move for only a short period of time but has already encouraged the development of a number of bi-national as well as multinational partnership developments, all of which when fully developed will be "containerised" and placed onto the ship in order that the knowledge produced from this development can be made available within the partnership.

The desired outcomes of the partnership are mutual training programmes, method development, new training course activities and the introduction of new technology. Partner projects are looked upon as an enrichment of expertise available to every country. Because of this, new partnerships have been founded and exchange programmes have been established.

Español

El trabajo transnacional dentro de la asociación ha logrado realizar muchos objetivos que fueron establecidos en el encuentro de inauguración en noviembre de 1992 con el desarrollo de un número de programas binacionales y transnacionales. Tendrá que ser posible, continuar estos desarrollos hasta sus conclusiones cuando podrán ser evaluados para ver al fin, que es lo que se logró.

Deutsch

Die transnationale Zusammenarbeit der SIGN-Partner hat durch die Entwicklung einer Reihe von bi- und transnationalen Programmen viele der Ziele und Absichten verwirklicht, die bei dem SIGN Gründungstreffen im November 1992 festgelegt wurden. Solche Prozesse müssen die Möglichkeit haben, sich bis zu einem Endpunkt weiter zu entwickeln, wo sie richtig ausgewertet und ihre Ergebnisse bilanziert werden können.

Nederlands

Het SIGN samenwerkingsverband bleek in staat te zijn om succesvol en effectief te kunnen werken. Daarom heeft SIGN de Europese Commissie aangeboden haar werk voort te zetten. Hiertoe is met ondersteuning van de Nederlandse autoriteiten (formele aanvrager) een aanvraag gedaan. Op deze wijze kan een stabiel effectief samenwerkingsverband voor kansarme jeugdigen uitgebouwd worden.



RECOMMENDATIONS

The SIGN partnership has initiated a process that is in line with current options recommended by the Green Paper on European Social Policy by "improving systems to bring more people into work" (1) and by tackling the effects of social exclusion which is "contrary to human dignity and corrosive of social solidarity and community morale." (2)

■ The individual partners, within their respective national and regional authorities should draw up strategies for informing their respective authorities with regard to the benefits learnt from the programmes for training that they have operated as pilot schemes over the last two years.

Therefore, it is critical that resources are made available to further develop and consolidate this innovative partnership.

■ Consequently, national and regional authorities must be encouraged to support the development of innovative training which will enhance the introduction of vocational qualifications amongst disadvantaged groups, with special emphasis on those suffering the effects of social exclusion.

■ Through SIGN, a foundation had been laid for strengthening initial training and education within the partnership.

■ Effective transnational partnerships that develop short, medium and long term objectives can be identified. For that reason, a European standard should be introduced so acknowledgement can be given. Only then can it be assured that the European Programmes can be used on an optional basis.

■ Strong links between European Union employment programmes and European Union economical development programmes must be established.

Effective strategies for disadvantaged people not only require proper training but also a job when the training is finished. Such levels are severely limited at this point in time. This must get as much attention on European as well as national and local levels as possible.

Again this is in line with the Green Paper when it stated that "ways need to be found to widen access to initial training and education, to minimise the numbers of unqualified school leavers, school failures and school dropouts and to improve the quality of initial training and education."

It is critical that the partnership and those affiliated with it are adequately resourced so that meaningful education and training systems for those who are marginalised and socially excluded within the community will be continued.



HORIZON