



#InclusionMatters

NEWS AND UPDATES
FROM THE FRONTLINE OF CHANGE

GLOCAL FACTORY NEWSLETTER

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NEWS and EVENTS

Dear Readers,

we dedicate our February newsletter to young people. In a world where too often their presence and voices are marginalised if not ignored, we have always made them the core of our commitment.

At this extent we have chosen to show you three emblematic projects, where employment and civic participation become an opportunity to experiment models of inclusion. To the challenges of employment, presented by Alessandra Mozzo in her speech, we answer with the WEB LAB project, aimed at fostering education to work in the most fragile subjects, and the SOSUSK project, on entrepreneurship for young NEETs.

And if the common view blames young people for their supposed lack of civic engagement, we answer with the YoaC caravan, a powerful example of participation and involvement which included even public institutions, often accused - in turn - to be indifferent.

We wish you a happy reading. Let's change together!

The Glocal Factory Team

YOUTH EMPLOYEMENT A CHANGING FRAMEWORK

Interview to Alessandra Mozzo

Alessandra Mozzo is an occupational psychologist and a psychotherapist for training systems.

Her reflections introduce us to the tools provided by the Erasmus+ WEB-LAB project to support young people with fewer opportunities and their educators.



YOUTH EMPLOYMENT: WHAT SCENARIOS IN THE COMING YEARS?

We can see a shift towards **three main trends**: demographic ageing, digital transition and environmental sustainability. Reasoning on past and forecast data, we can observe the scenario of business needs in the coming years and, at the same time, the employment situation of young people in Italy.

First of all, the future demand for professional figures will target highly qualified workers, to take over from the numerous retirements, the so called **replacement demand**: it is estimated that by 2023-2027, 72% of the demand will have to replace exits from the labour market. It is likely that the remaining 28% will represent the entry of new workers with multidisciplinary and transversal skills, linked to the ability to govern digitisation processes and the ecological transition.

WHAT IS YOUNG PEOPLE'S SITUATION, IN THIS INCREASINGLY COMPLEX AND CHANGING CONTEXT?

The most recent Istat report shows us how the condition of young Italians appears rather fragile, starting with their reduced structural presence in the labour market compared to the total population. Concerning employment, we are witnessing this paradox: the number of employed people is increasing, reaching values never experienced in Italy, but the **youth employment** rate is 16 percentage points lower than the average (45% against 61%). In the Veronese area, the unemployment rate in the 15-34 age group drops to around 8%.

As for **training**, Italy is the country in Europe with one of the lowest percentages of people arriving at the age of 30-34 with a tertiary degree and with a high percentage of NEETs, i.e. those who are not in training and do not have a job (25.7% in 2022 against a European average of 15.7%). At regional level, the data are more positive, since NEETs in Veneto represent 'only' 13%, but the issue of low youth engagement remains important.

These quantitative data are, moreover, worsened by the perception of a **lack of motivation**: the latest Censis Report shows that 65% of 18-34 year olds have a strong sense of uncertainty about the future, against an average of 60% of the population. They do not feel important to society, and they are not confident they will be able to close their working path with retirement, as was the case for the previous generations.

HOW CAN WE ACCOMPANY THE YOUNGER GENERATIONS TO THE GENERATIVE PROCESSES OF INDIVIDUAL AND SOCIAL WELL-BEING AND DEVELOPMENT?

Institutions are mostly involved, as the world of youth is a cross-cutting issue in the main international strategies, from the 2030 Agenda, to the European Green Deal, to the European Regulations on the 2021-2027 programming cycle, to the PNRR with the deployment of actions in favour of labour market trends.

We know that, especially in young people, at the basis of the learning process and even before the activation of pathways leading to training or to a profession, there is not only knowledge and information, but a new approach to **thinking of work**, which involves training in curiosity and in devising creative solutions in the most diverse situations.

This is even stronger in that group of young people in a condition of '**educational poverty**', a set of multiple factors that risk to alienate them from thinking of themselves in an active life path, as individuals, as adults and as citizens of the community and finally of society.

Therefore, it is crucial that not only high-level decision-makers act on systemic support strategies, but that as many as possible of the **people who accompany young people** in training and orientation, thus becoming their reference points (parents, teachers, educators, guidance counsellors), are in turn supported in an environment that changes rapidly and produces ever-changing demands.

These figures will need a confident use **practical and dynamic tools**, in order to truly act as a bridge between the needs of the labour market and the young people entering it. They need to be able to support them not only to face obstacles with creative thinking, but above all to welcome - perhaps with the confidence and enthusiasm that should by nature characterise the younger generations - the opportunities that will cross their life path.

THE WEB LAB PROJECT PLATFORM

In order to face the challenges of youth work, especially those with fewer opportunities, it is crucial for educators to have **adequate resources**. The online platform of the WEB-LAB project, funded by the Erasmus+ programme, aims to be a reference point and **educational support**.

Interactive content and webinars are a crucial part of the Web-Lab project: a variety of tools help users discover their skills and qualities, provide **educational guidance** and offer the opportunity to acquire and develop additional skills, self-awareness and **competences** that are crucial for entering the labour market.

The **resources** include polls, quizzes and puzzles to offer young people a fun and interactive way to learn and develop their skills. Content is designed to be accessible and easy to use. The platform also includes webinars, which give young people access to a wide range of information and learning opportunities. The **webinars** cover a range of topics, all designed to support young people in their personal and professional development.

Visit the [WEB LAB](#) platform



SUSTAINABLE ENTREPRENEURSHIP FOR YOUNG NEETS

The SOSUSK project



SOSUSK in figures

- 2 years (2021-2023)
- 7 European partners: Belgium, Bulgaria, Croatia, Greece, Italy, Romania
- 120 NEET involved in training and retraining activities
- 80 in-presence trainings of young people
- 7 online courses
- 1 educational toolkit
- 1 multilingual platform with skills test and final certification
- 1 week of international training for 26 young people

And...

- meetings with entrepreneurs on environmental sustainability
- site visits to companies
- local and international events

INCLUSIVE and REPLICABLE EDUCATIONAL MODEL

Blended, Glocal, Flexible,
Comparative and Interactive
Approaches

The SOSUSK model

Social and Sustainable Skills for Young NEET Population

How to foster SOCIAL and SUSTAINABLE ENTERPRISE paths for young NEETs? How to develop the SKILLS needed to emerge from marginalisation? Which TOOLS and METHODOLOGIES should be used to actively involve young NEETs in the challenge of social and sustainable entrepreneurship and involve them in learning?

The Erasmus+ project SOSUSK tries to answer these questions by developing an INCLUSIVE and REPLICABLE EDUCATIONAL MODEL.

The **blended method** favoured face-to-face meetings with trainers, tutors, experts and entrepreneurs, combined with distance learning moments; the **Glocal approach** made it possible to realise both local training and international mobility; the **customisation** of the courses made it possible to adapt the training to the target group (young people, migrants, unemployed and part-time students); the **comparison of social entrepreneurship experiences** in Europe favoured participation. The peer-to-peer mode between young people and experts created a solid, participative and stimulating team.

Doing so, the Sosusk project succeeded in training, retraining and involving NEETs in qualifying and innovative paths for their professional future.



All information about SOSUSK [here](#)

The open and free multilingual online platform is [here](#)

YOUNGSTERS' POLITICAL PARTICIPATION IN EUROPE

YoaC: a winning model



The Erasmus+ EYT co-funded project "YoaC - Youth on a Caravan" builds on the recognition that political participation and personal involvement are usually driven by strong emotions, which in turn stem from real experiences. Building on pre-existing successful practices at local level, the project aimed to encourage **political participation** of young people, develop and test a new **experiential model of political and social participation**, and improve the connection and exchange between local associations and NGOs at European level. Furthermore, it established a concrete link between young people and policy makers at local and EU level in the implementing territories: Italy, Croatia, Spain, Lithuania and Romania.

The benefits and impacts of the project were strong and significant for the young people, municipalities, policy makers and stakeholders involved. After years of pandemics and an increasing diffusion of digital media and experiences, the rediscovery of the direct and personal experience of **meeting** and **relating with others** was important and meaningful for everyone. Through the 'live' experience, one brings into play **one's feelings, emotional intelligence, physical, psychological and affective needs**. These aspects are crucial for anyone, but particularly for young people going through a period of widespread and all-encompassing change. Experiencing meaningful and socially impactful encounters together and sharing daily life for a month in all its aspects enabled the participants **to change** their way of conceiving participation and also positively influenced their peers, teachers, parents and local community representatives.

While these results of YoaC may seem natural and almost predictable (though no less important), one of the most surprising aspects of the project was the impact of the '**YoaC method**' on the project managers who implemented the project during its two-year duration. The project managers from all the five countries involved have extensive experience in the design and implementation of European projects and in the management of local activities with the target group. Yet none of them had ever experienced the **radically different quality of work** in a group built on the principles of cooperation, on human relationships as a priority over any other logic, and on the intimacy born of sharing everyday life (even if for a limited period of time).

At the final meeting, the evaluation of the project managers was moving: the success of the experience involved both personal and professional aspects, with a growth unheard in a social and learning project like this one and many others in the Erasmus context.

In addition to the natural reflections on the involvement of young people in the socio-political life of their communities and in Europe, the meeting and exchange between decision-makers and young people, and the role of third-sector associations, the closing of YoaC was also an opportunity to **reflect on our work as project managers** in the European, educational and social context, on the digitalisation of relations, on our always being in a hurry, and on how, perhaps, we can imagine changing, in order to build together a healthy, humane working environment of continuous growth for all.

To know more about the YoaC project [click here](#)

NEWS and EVENTS



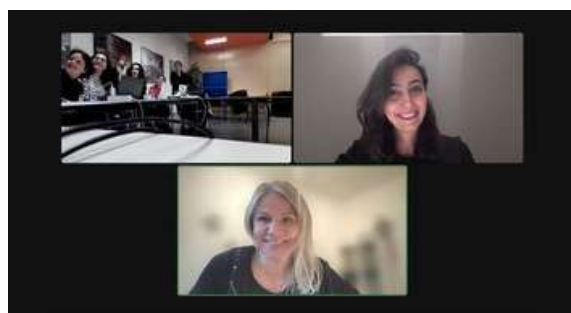
THE UNITED PROJECT REMEMBERS THE HOLOCAUST

On Wednesday 14 February, students from three schools in Poland, Croatia and Italy met online to review months of research and work on small local stories about the Holocaust. Next step for the UNITED project: Warsaw, where we will meet the students and see their work live.

MIGRANT ENTREPRENEURSHIP

The third meeting of the ENEU project - Empowerneurship for Newcomers in Europe - was held in Vienna from 31 January to 1 February. ENEU aims to make self-employment a viable option for migrants and displaced persons in transition in Europe, as well as for those who wish to return to their home country. During the meeting the partners worked on the handbook for trainers to support entrepreneurship of newcomers, adaptation to national situations and good practices of migrant entrepreneurs.

To know more about the ENEU project follow us [here](#)





MIGRANTS AND PARTICIPATION

At the core of any vibrant community is diversity and inclusion. Empowering migrants is not only about providing opportunities, but also about recognising their potential as representative actors in community engagement. The European project EMBRACE (Empowering Migrants to be Representative Actors in Community Engagement) has come to an end, but we cannot lose its legacy. Let us continue to celebrate our diversity, learn from each other and build a community where everyone feels seen, heard and empowered. Together, we can create a brighter and more inclusive future.

Here is the final event, organised by the City of Prato last December.



IN EUROPE

Last 30 November the project RaCIP - Raising Capacity for Inclusive People Engaged in Private Sponsorship, funded by the European Union's AMIF programme, came to an end. Three years during which we created informal networks of citizens, workers, families, students, around migrants to accompany them on their pathways to autonomy. In Brussels, at the headquarters of the European Economic and Social Committee, we presented the results of our efforts.

To know more about the RACIP project follow us [here](#)



GET IN TOUCH



OFFICE | vicoletto Valle, 2 - 37122 Verona VR

EMAIL | info@glocalfactory.eu

CONTACT FORM |  www.glocalfactory.eu



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