



SYMPATIC
Support and Value Adults Mobility and
Training for Integration into Companies

Newsletter 2

22/10/2021

ABOUT SYMPATIC

SYMPATIC is an Erasmus+ Strategic Partnership of 26 months (October 2019 – December 2021) gathering partners from France, Italy, Cyprus and Germany. The project is tackling issues of youth unemployment and **wants** to value the mobility (internship, work and volunteering abroad) of young people as an added value for their professional integration as well as the role of the tutors in the companies as a key contact person on whom young people can rely on for advice and network.

SYMPATIC OBJECTIVES

- Create a **link** between companies with professional opportunities (jobs or internships) and young people looking for opportunities.
- Train employers to be **tutors** of young people
- Facilitate the **integration** of young people in the labour market at national level and abroad.
- Train social workers/mobility providers / VET providers to be **job coach**

WHAT HAS BEEN DONE SO FAR

IO1:Occupational Profile

The **Occupational Profile** aims to *give a detailed overview on the labour market situation in the tourism sector in all project regions and to build a diverse network of companies willing to be involved in SYMPATIC project activities*. The partnership planned to collect the information for the 'Occupational Profile' partly by desk research and another substantial part by interviews with employers on their perspectives on recruiting, staff needs and the labour market situation. With the outbreak of the Covid-19 pandemic in February 2020 it became difficult to maintain contact with the employers approached before and some withdrew completely from their participation.



The *findings of the Occupational Profile* highlighted that:


- There is a skills' mismatch or a skills shortage for many jobs in the tourism sector.
- During recruiting the employers place much more importance on soft skills and attitudes of the candidate instead of the exact qualification needed like communication and socialising skills and being reliable and diligent
- Young people that did not worked formerly in the tourist sector are disappointed by the work or find another work that they prefer and leave the company still during, or right after the initial training phase.


IO2:Mentor's Kit

This toolkit aims at *integrating your understanding of mentorship through a brief overview of its effective practices*. Most mentoring programmes rely heavily on the mentee's development as a programmatic outcome. Traditionally, in fact, mentorship is seen as a one-directional relationship in which the mentor passes knowledge down to the mentee.

However, this toolkit will try to shift the axe of the analysis: *mentees will not be presented as mere vessels that knowledge is poured into passively but, rather, as valuable human assets to attract and train in order to face the challenges of nowadays' world of work*. In this sense, while focussing on the practical models and schemes of mentoring programmes, you will also be invited to see mentorship as a mutually beneficial developmental relationship that encourages the mentee to take agency, to be committed, responsible and accountable.

The **Mentor's Kit** is comprised of five chapters. Chapter 1 is dedicated to the explication of international mobility, what it is and how it has become (more than a simple stay abroad), a real learning tool in the life of many young people and a catapultor for their professional integration. A mobility experience allows for a large scale of personal and professional development depending of each person. Chapter 2 presents the value in the companies of soft skills and emphasises the importance to recognise them when recruiting. It is not easy and quick to develop and acquire soft skills and an educational mobility abroad usually helps a lot. In chapter 3, you will understand the mentoring approach and its effective implementation.





You will appreciate how you, mentor, can help the mentee in the process of developing soft and hard skills abroad while thinking at their future professional integration. Lastly, chapter 4 will connect you with the job coach : the role and missions before, during and after a mobility experience and how both of you interconnect. To conclude with the chapter 5 in which testimonies of mentors have been collected in order to illustrate the SYMPATIC approach, its benefits and its impacts.

IO3:Mobility Pack

It is of key importance to help participants showcase the competences acquired and/or reinforced during their work-based mobility abroad. The objectives are to encourage the involvement of young people in a self-evaluation process and to enable them to be active in the implementation of their future scenario.

With the help of the job coach the participants can *identify their competences in the mobility based on the 8 Competences* recommended by the Council of the European Union This must be done during the preparation phase, the implementation phase, and after the project. The mobility pack will also contain some tools for assessing the competences

After identifying the competences, the job coach should help the participant answer this question: *How can these competences be used in the participant's future scenario?*

The 7 *future scenarios* after the mobility project are:

- Self-entrepreneurship
- Assess to the labour market
- Training /Volunteering
- Validation of experience
- Living abroad
- Access to work in public administration
- Formal Training

Each one of these scenarios includes specific information about each partner's country.






IO4:CONNECT Platform

The **CONNECT platform** aims at *bringing together employers in a specific sector, tutors and young job seekers*. The employers will be able to create their profile and announce their vacancies in a structured way enlisting the specific soft and hard skills required. Young job seekers will be able to create their profile and enlist their soft and hard skills gained during their mobilities and VET programs. The tutors will also be able to create their profile enlisting their specialization and making themselves available for online support to young seekers. The platform will be able to make a match between job seekers and vacancies based on the skills required.

A short guide on how to use the **CONNECT Platform** has been distributed to the partners. Job coaches and Mentors have started using the platform in order to register themselves and create their Public profile. Candidates with the help of the job coaches have also started enrolling in the platform.

In order to register and create a job profile you must follow these five simple steps:

- 1.Type the project's web page <http://sympatic.projectsgallery.eu/>
 - 2.Click on CONNECT Platform
 3. Click on Register to the top left of the page and click on Register. Add all your details (fields with an asterisk are mandatory) and then click on REGISTER.
 4. Click on Login. Type Username and Password and click on remember Me. Click on LOG IN
 5. In order to post your public profile Click on Post my Public Profile and select Post my Job Coach Profile. Add your details. All fields with an asterisk are mandatory. Click on SUBMIT. In the same way I can post as a Mentor or a Candidate.
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MULTIPLIER EVENTS AND FINAL CONFERENCE

Each partner is organising its **multiplier in event** in its country in October and November 2021.

The online final Conference **SYMPATIC Final European Conference** is organised by Metropolis net/ European Metropolis Employment Network EWIV and will take place on the 25th of November 2021.

For more information about the project's deliverables, multiplier events and Final Conference please visit <http://sympatic.projectsgallery.eu/>.



Coordinator



Partners



Centro Italiano Opere Femminili Salesiane
Formazione Professionale

Contact Details:

FRANCE:

Euoricircle, Website: www.euoricircle.info

ADICE, Website: <https://adice.asso.fr/>

CYPRUS:

EDITC LTD, Website: www.editc.eu

GERMANY:

MetropolisNet, Website: www.metropolisnet.eu

u.bus GmbH, Website: www.ubus.net

ITALY:

C.I.O.F.S., Website: www.ciofs-fp.org



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