

TYPE PROJECT

**YOUTH EMPLOYMENT INITIATIVES:
20 CASE STUDIES FROM THE
EUROPEAN UNION**



Project funded through the PROGRESS Programme, DG EMPL

June 2012



"There is the urgent need to find appropriate solutions to tackle long-term young unemployment throughout Europe. The first, necessary step is to exchange on policy responses developed at the local level in the context of the biggest financial crisis since the Second World War."

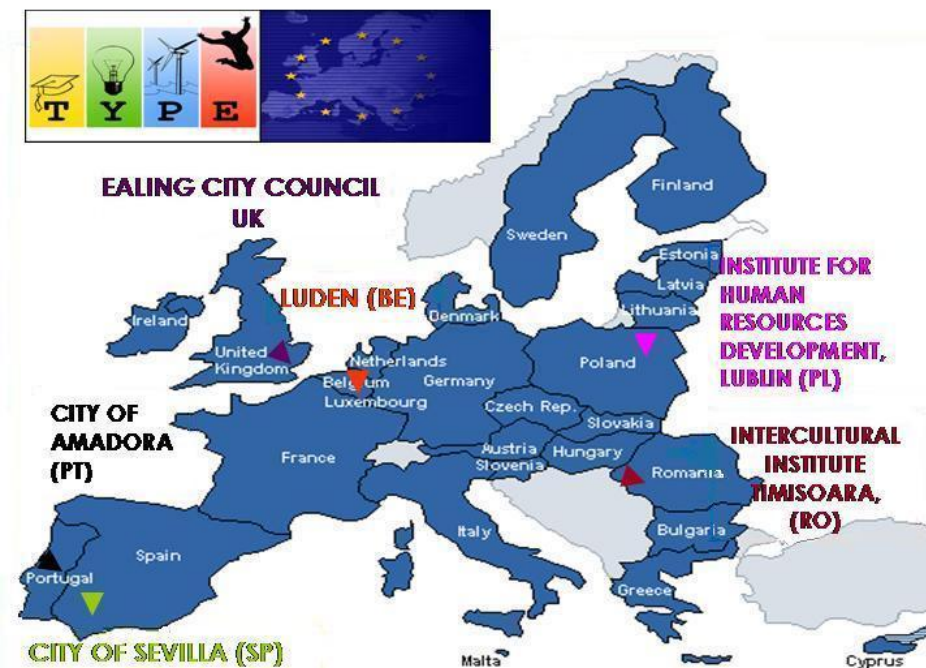
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1. INTRODUCTION

This report presents case studies of youth employment initiatives from local areas across Europe. The report is one of the resources produced by the TYPE project, led by LUDEN. The TYPE project is focused on youth unemployment. The project brings together partners from across the European Union to exchange good practice and experience in dealing with youth unemployment. Five local metropolitan areas are actively involved: Timisoara in Romania, Amadora in Portugal, Seville in Spain, Ealing in the UK and Lublin in Poland.



The second TYPE transnational workshop took place in Ealing in May 2012. The workshop focused on what steps local agencies can take to tackle youth unemployment. Through a programme of presentations, discussions and project visits, the TYPE workshop participants shared ideas and experiences about what works in helping young people to prepare for and enter the labour market.

This report presents 20 case studies of local initiatives to help young people into employment. Some of these case studies were first presented at the TYPE transnational workshop in Ealing, while others have been identified as successful projects that could be replicated by TYPE partners and other local agencies that are attempting to deal with the EU's rising crisis of youth unemployment.

2. CONTEXT

This section provides a brief overview of the context for interventions to tackle rising youth unemployment at the local level.

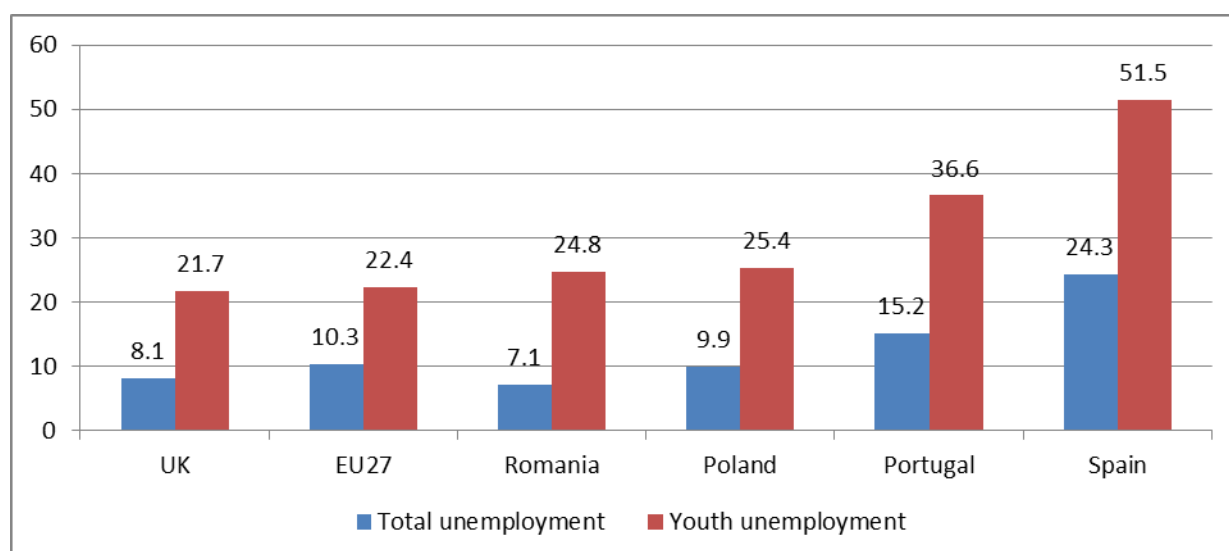
More detailed information on this context can be found on the TYPE website <http://type1.gec-eran.org/content/type>.

2.1 Youth unemployment

Unemployment, particularly amongst young people, has been steadily rising across the EU since the financial crisis and the onset of global recession in 2008/09. By April 2012, more than 5.6 million young people in the EU27 were unemployed, bringing the average youth unemployment rate up to 22.4 per cent. At the current time, almost one in four young people aged 16 to 24 are unemployed. Young people are twice as likely to be unemployed as adults.

There are considerable differences in the youth unemployment rates in the TYPE partner countries, as shown in Chart I. The rate is lowest in the UK at 21.7 per cent and highest in Spain at 51.5 per cent. The number of young unemployed people is highest in the UK, where close to one million young people are unemployed. The proportion of all unemployed people who are young is also highest in the UK; 38 per cent of unemployed people in the UK are under the age of 25, compared with 18 per cent in Spain, as shown in Table I.

Chart 1: Unemployment rates in TYPE countries, April 2012



Source: Eurostat. Figures are the most recent available: April 2012 for Spain, Portugal, Poland and EU27, February 2012 for Romania and the UK.

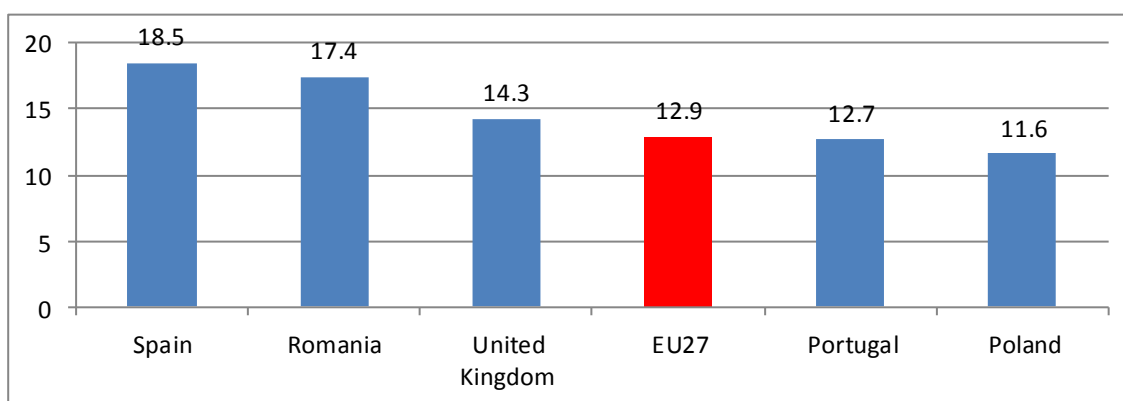
Table I: Number of under 25s unemployed, 2011

	Unemployed all ages	Unemployed under 25	Under 25 unemployed as a proportion of total unemployed
EU27	23,223,100	5,320,700	22.9%
Spain	4,999,000	889,000	17.8%
Poland	1,722,400	452,200	24.7%
Portugal	706,100	133,500	18.9%
Romania	730,200	210,300	28.8%
UK	2,538,500	965,500	38.0%

Source: Eurostat

The number of young people who are not in work, but who are also not in any form of education or training has also been rising. By 2011, almost 13 per cent of all young people across the EU27 were not employment, education or training (NEET). The rates vary between the TYPE partner countries; three TYPE partners (Spain, Romania and the UK) have NEET rates which are higher than the EU average.

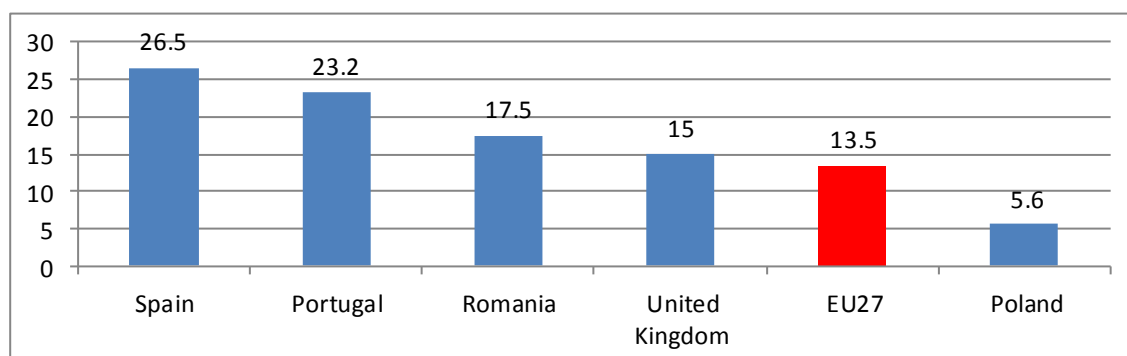
Chart II: Young people aged 15 to 24 who are not in employment, education or training, 2011 (%)



Source: Eurostat

Early school leaving is associated with high youth unemployment rates and is a pressing concern for EU policy makers. One of the headline targets of the Europe 2020 agenda is to reduce early school leavers to below 10 per cent. Of the TYPE partners, only Poland has an early school leaver rate which is below the Europe 2020 target and below the current EU27 average. A greater focus on reducing early school leaving is one of the recommendations urged by the European Commission for the recently published National Reform Programmes, as discussed below.

Chart III: Early school leavers from education, 2011 (% of population aged 18 to 24 having left school after completing lower secondary school education)



Source: Eurostat

2.2 EU policy and programme responses

In response to the persistently high youth unemployment rates across the EU, the European Commission launched the new 'Youth Opportunities Initiative' at the end of 2011. The initiative aims to encourage Member States to step up their work on preventing early school leaving, helping young people to develop labour market skills, and ensuring that work experience and on the job training are available to help young people to find their first job. The Commission has called for Member States to make greater use of EU funding to support this work, highlighting that €30 billion of ESF funding remains uncommitted at the current time.

The main actions financed directly by the Commission in the Youth Opportunities initiative include the following:

- €4 million to help Member States to set up youth guarantee schemes to ensure young people are either in employment, education or training within four months of leaving school;
- €1.3 million to support the creation of additional apprenticeships through ESF;
- €3 million of ESF Technical Assistance to support Member States to set up schemes for young business starters and social entrepreneurs.

Member States published their 2012 National Reform Programmes in April 2012, setting out their national strategies to achieve agreed EU employment goals, including the Europe 2020 target for increased employment rates in all Member States. The European Commission's recommendations on the National Reform Programmes (published on 30 May 2012) urge most Member States to give a higher priority to tackling youth unemployment, with recommendations for specific measures that include the following:

- Encouraging greater take up of apprenticeships (in the UK);
- Reducing early school leavers and increasing participation in vocational education and training (in Spain);
- Increasing the availability of apprenticeships and work based learning (in Poland).

2.3 Lessons from the second TYPE workshop

The presentations and discussions at the TYPE workshop in Ealing focused on the role of local agencies in helping young people to find a way into the labour market. An important lesson from the workshop is that some young people face far greater difficulties than others. High levels of unemployment are damaging the longer term opportunities for a generation of young people across the EU. However, it is clearly the case that some groups of young people are facing much tougher challenges than others to find their way into the labour market. These groups include ethnic minority young people, early school leavers with poor qualifications, and young people with disabilities. The difficulties facing ethnic minority young people were raised at the TYPE workshop in a presentation by Jeremy Crook from the UK's Black Training and Enterprise Group. Jeremy highlighted that ethnic minority young people in the UK are experiencing far higher rates of unemployment than white young people; currently, the unemployment rate for white young people is 20 per cent, but for black young people it is 44 per cent.

Another lesson emerging from the TYPE workshop is the changing role of public sector agencies in responding to youth unemployment. As governments reduce public sector spending, public agencies are moving away from the role of directly providing support projects for young people and focusing more on influencing and encouraging the private sector to play a greater part in opening up opportunities for young people. This shift was neatly illustrated in the presentation from Blackpool Council. Peter Legg, Blackpool Council's Head of Economic Development, described the Council's growing role in working with private sector companies to encourage the creation of new apprenticeships. It seems likely that public agencies will increasingly play an 'enabling' role rather than the traditional delivery role that many have previously adopted.

The role that local agencies often play in brokering relationships between unemployed young people who need jobs on the one hand, and companies looking for specialist skills on the other, brings benefits to all those involved. This 'win-win' situation was described in several of the TYPE workshop presentations, including from Ealing Council which described the longer term benefits for the Council in recruiting local people who develop a sense of loyalty to the Council, resulting in increased staff retention and reduced recruitment costs.

2.4 About the case studies

The following case studies illustrate a wide range of approaches to tackling youth unemployment at a regional or local level. They include projects that are focused on the following areas:

- Developing the employability skills of young people who have extremely poor job prospects (e.g. Creating Positive Futures in the UK, Drommarnas Hus in Sweden);
- Encouraging employers to create apprenticeships or to take on new apprentices (e.g. Regio IJssel-Vecht in the Netherlands, Blackpool Council in the UK);
- Increasing young people's confidence and employability through international work experience, either on a small scale (e.g. KomPaRe in Sweden) or through large scale multi-partner projects (e.g. IdA in Germany, INOV-Contacto in Portugal);
- Diverting young unemployed people away from crime and anti-social behaviour (e.g. Garda Youth Diversion Projects in Ireland, Changing Sides in Germany);
- Helping young people to develop technical and vocational skills through apprenticeships (e.g. Modern Apprenticeships in Wales) or through sector-focused training (e.g. Sipario in Italy);
- Providing opportunities for graduates to get a foot on the ladder into the labour market (e.g. Adopt an Intern in Scotland).

All the case studies are of projects that have been initiated and delivered by local agencies. Almost all have been developed with support from the EU Structural Fund programmes and can be replicated in other EU Member States with assistance from the European Social Fund. Contact details are included for all projects and the project agencies would be very pleased to hear from anyone who wants to learn more about the development, delivery and successes of their approaches.

3.CASE STUDIES



Space Lab

Region: Vienna, Austria

Target group: Young people

Website: www.spacelab.cc

Spacelab provides opportunities for young Viennese aged 15 to 25 to enter a work environment and to obtain skills and vocational training. Spacelab targets young people who experience difficulties in entering the labour market, particularly those who did not finish school or only attended compulsory school, and who have difficulties in coping with the transition from school to work.

An important objective is to promote the untapped potential in young people and to work with them to define their challenges and ambitions. In 2012, 350 young people will be able to participate in Spacelab. The participants all share at least one of the following criteria:

- they did not finish school or only attended compulsory school
- they have difficulties in making the transition from school to the labour market
- they have vague or unrealistic ideas about their future occupation and job opportunities
- they have no/little experience in gainful employment
- they are exposed to several problem areas (with/without a migration background)
- they receive social welfare benefits
- they are without a job (with/without receiving unemployment benefits)
- they have not yet entered the support system provided by the Austrian government labour-market service (AMS)
- they cannot be reached by the standard instruments available to AMS as part of the labour-market policy.

The objectives of the programme are to stabilise the participants (in economic and mental terms) and to integrate them into existing support and employment systems. Spacelab helps each young person to draw up a personalised career development plan that details their skills potential and sets out their educational challenges. Participants are helped to join appropriate training courses and are given practice-oriented occupational guidance.

The project is delivered in two youth centres in Vienna. Youth workers contact young people to encourage them to use the Spacelab facilities on a drop in basis. At both locations, Prospect Coaches support young people to create their prospects.

In 2011, the project supported 440 young people. The project exceeded its target of helping 150 young people to find a job or vocational training, by supporting 180 young people to do this.

But the real success of the project is seen as giving new hope to young people who have lost faith in their ability to find a future.

Spacelab has received funding support from the European Social Fund and from the Vienna Employment Promotion Fund and the Public Employment Service AMS.

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Creating Positive Futures

Region: London, UK

Target group: Young people not in employment, education or training

Website: www.bels.org.uk



Business & Education London South (BELS) is a registered youth charity working primarily across south London to support disadvantaged 14 to 24 year-olds preparing for adult and working life. This includes assisting young people to engage with the labour market and progress into further training and education and to move from unemployment into sustainable employment. Operational since 2001, BELS aims to raise the aspirations, confidence and self-esteem of disenfranchised young people by taking them through a journey of social, educational and professional self-discovery. This is achieved through the provision of personal development and pre-employment programmes enabling young people to improve their educational achievements and employability skills while encouraging them to take control of their future.

Creating Positive Futures was a programme developed by BELS to help disadvantaged young people engage with the labour market and progress from unemployment into sustainable employment. BELS secured funding from the London Development Agency in March 2010 for the project, which ends in June 2012, with co-financing from the European Social Fund, to provide support to 380 young people and place 144 into work.

BELS has been working with partners across 12 London Boroughs to provide a holistic programme for young people not in education employment or training (NEET). The aim is to empower and help them into employment through the provision of skills training, one-to-one coaching, and adventure team building and employer engagement.

BELS support for young people included industry specific practical and experience based training targeted at entry level job opportunities in sectors such as catering and hospitality, construction, retail, media and other related training provision. The project involves many different and imaginative ways to engage with and keep disaffected young people interested and to help them learn the 'soft' skills that are also necessary for successful employment, including how to work in teams, planning and communications.

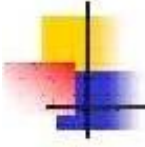
The independent evaluators concluded that in Creating Positive Futures 'BELS has developed and delivered an excellent service for young people who are NEET. The service has helped over 180 young people to move in to positive activities, including 144 who are now in employment and 35 who have returned to education. The project has provided an important source of stability and support to troubled young people at a time when the wider support arrangements for this target group have been in disarray..... The project has achieved all of its key contracted output and outcome targets. The number of sustained job outcomes may well be exceeded within the project period and will almost certainly be exceeded in the longer term'.

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aicep Portugal Global

INOV Contacto Estagios Internationaies

Region: Portugal

Target group: young graduates

Website: www.inovcontacto.pt

Today, many companies are actively seeking young graduates with a more global perspective and with a solid network of cross-border contacts to help broaden their own market horizons. In a rapidly globalising economy, the importance of reaching out and connecting with international partners cannot be overestimated.

In Portugal, the ESF-funded INOV-Contacto project places young workers in multinational enterprises abroad and then returns them home to local companies whose activities have tended to be restricted within national boundaries. INOV-Contacto internships last from six to nine months, with participants spending about one week at a project campus in Portugal and then six or more months working abroad.

The project has been running since 1997. In that time, it has handled more than 40,000 applications and 3,500 internships in 73 countries with a special focus on Spain, the USA, United Kingdom, Brazil and China.

INOV-Contacto coordinator Maria João Bobone of Aicep Portugal Global (who manage the project) says, "By helping young graduates to achieve their career goals in the international arena, we are contributing to the formation of a new generation of young Portuguese who are more outwardly oriented, with real experience to increase the international standing of our own companies." Aicep Portugal Global is a Portuguese government business agency, created in 2007, focused on encouraging the best foreign companies to invest in Portugal and contributing to the success of Portuguese companies abroad in their internationalisation processes or export activities. "Our approach has been to target companies and businesses within strategic markets," says Ms Bobone, "including engineering, management, new technologies and marketing. The result is that we now have young workers coming back into the Portuguese economy with open minds and eyes trained on new and different opportunities. And they are putting Portugal's best face forward to the rest of the world."

Of the 3,500 interns who have taken part in the programme so far, 45 per cent have been offered a job within the hosting company, and 60 per cent of these jobs offers have been accepted. A large majority of both interns and companies consider that the programme has played a significant role in integrating interns into the labour market.

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Barnardo's Works Highlands & Islands

Region: Highlands & Islands, Scotland, UK

Target group: disadvantaged young people

Website: www.barnardos.org.uk/scotland

Barnardo's Works Highlands & Islands has been operating from its base in Inverness since 2008 and functions as a partnership between Barnardo's Scotland and its associated employers. Its key focus is to work with young people aged 16-24 who have multiple barriers to sustaining employment. Barnardo's consistently work with groups of young people who would not traditionally find it easy to access the same opportunities as their peers.

Over the last year Barnardo's have worked with more than 80 young people, who have successfully overcome a variety of barriers: 85% with little or no work experience, 70% lacking formal qualifications, 47% with past alcohol or substance misuse issues, 45% with a criminal record, 36% struggling with homeless and 20% care leavers. Barnardo's have consistently seen over 70% of participating young people move into employment or training as a result of the scheme, with over 60% sustaining this positive option 39 weeks after programme completion.

Covering the unique geography of the Highlands has meant that the team have developed a good understanding of the local labour market and challenges that are unique to a Highland context. Specifically, seasonality of employment (and higher unemployment during winter months), high incidence of multi-employment or self-employment and geographic issues, such as a lack of or cost of public transport, can be seen to present barriers to young people wishing to enter the job market for the first time. To overcome this, the Employer Liaison team network with employers covering a broad range of sectors. Many employers also have specific recruitment issues for particular roles, and have found that working alongside Barnardo's achieves greater success and longevity in these employment opportunities. The team have a group of over 40 employers within the region who have successfully taken young people into full-time employment, and this continues to grow and expand as the search continues for opportunities to match with individual aspirations.

Barnardo's Works Highlands & Islands currently provide a range of support programmes that are tailored to meet the specific needs of different groups of young people, including young parents and young people with poor literacy skills. Many of these programmes are supported with funding from the European Social Fund.

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New City/Drommarnashus (House of Dreams)

Region: Rosengård, Malmö, Sweden

Target group: disadvantaged young people

Website: www.drommarnashus.se

"Our mission is simple. We cannot do anything about youth unemployment, but we can make unemployment more fairly distributed. Can young people in the districts of Rosengård and Seved (areas of severe disadvantage) in Malmö really have the same chances of a job?" This is the starting point for the New City project, which provides coaching support to young people. "They come to us voluntarily and often on their own initiative. They are young people who cannot get into the labour market", says Lone Lindström, chairman of the association "House of Dreams" which runs New City in the middle of Rosengård, in Malmö. Young people aged between 18 and 24 can get help to link up with government agencies among other organizations, and participate in activities that can open up the path to work. "We coach. We reason with and help young people to discover their skills. Thinking a bit further than the only job I might be able to get is warehouse work. Perhaps we go with them to talk to people at a folk high school or a workplace" says Henrik Nilsson, one of seven coaches in New City.

In meetings with employers, the young people introduce themselves and present their CVs. At one "speed-dating" event, 18 young people introduced themselves to employers and seven got a job. The coaches help the young people to prepare thoroughly with help on their CVs and presentation skills. The assistance lies often in helping the participants to discover their own skills, and the kind of experience they often believe employers are not interested in. The coaches also work intensively with employers. The group calls perhaps seventy or eighty employers to invite them and only ten really want to come. Others want to come just because it is good PR for them to be seen in this context. The coaches tell the employers that it is about young people in their 20s who have had no special training.

All parties in the project have learned from this way of working. The Job Centre in Malmö has coaches that search for their target group, schools and social services in the same way as in New City. The social services have even started open social counselling with a social worker, where people can drop in without an appointment. The New City project was previously funded through the EQUAL programme. Now part two is in progress and the project stakeholders believe that there is a need for the project to continue. They consider that it takes time to find good methods and gain credibility; in the case of this project, as much as seven or eight years. In the continuation project the goal is to develop and refine the methods, including the establishment of a business network to work with, learn from, and also demonstrate obstacles to young people in the labour market.

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Modern Apprenticeships

Region: Wales, UK

Target group: people with low levels of skills

Website: www.wefo.wales.gov.uk/programmes

The Modern Apprenticeship programme was run by the Welsh Government Department for Education and Skills (Lifelong Learning and Skills). It was part of a suite of projects aimed at supporting the strategic framework for 'raising the skills base of the workforce and supporting progression in employment through basic and intermediate level skills'. This has evolved as a large Government funded programme offering employed status individuals work related skills, mainly through apprenticeship training frameworks designed in close liaison with, and endorsed by the Sector Skills Councils (representing industry), UK and Welsh Assembly Government curriculum authorities and awarding bodies. It aimed to increase the numbers in training by purchasing additional training volumes thus increasing participation on these apprenticeships by around 17,000 over four years. The project began in August 2007 and ended in August 2011. ESF grant funding of over £50 million (approx. 60,000,000 Euros) was awarded with a total project cost of just under £100 million.

The project had four major objectives:

- To substantially increase the number of people undertaking apprenticeships in Wales;
- To meet the demand for vocational skills, including in growth sectors;
- To improve the awareness, esteem, and thus take up of vocational skills training by the employed workforce;
- Finally, to improve the quality of programmes in Wales, and in doing so trial new ways in which these could be improved.

The target beneficiaries ranged from adults in need of basic skills, young people in need of key employment skills training, and a mixture of older and younger workers who will become more employable, more promotable and could earn more if they had increased skills and qualifications. The project aimed to encourage the take up of apprenticeships by those whose gender is underrepresented in the sector concerned (e.g. women into construction or land based industries, men into care and hospitality).

Innovative features from this project included:

- Apprentice Matching Service;
- Shared Apprenticeship schemes;
- Improve Wales' involvement in Skills City, Skillscymru, and WorldSkills competitions
- Major strategic positioning and marketing campaign for apprenticeships to raise their profile on a scale not previously attempted.

The project supported a total of 33,912 participants with 24,579 participants gaining qualifications and 2,645 participants entering further learning. Young people aged 16 to 24 were the largest group of participants, representing almost 50% of those who took part in the programme.

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Sipario (Curtain): Professional training for the live entertainment industry

Region: Marche, Italy

Target group: young people seeking careers in live entertainment

Website: www.fondazionepergolesispontini.com

The Fondazione Pergolesi Spontini is named after two of the most famous composers from the Marche region of Italy and promotes musical and theatrical activities in that region. In February 2010, with ESF funding, the Foundation launched the Sipario project to train young people for work in live music and the theatre.

The project involved thirteen different vocational courses, which covered not only artistic areas like singing, dancing and orchestral conducting, but also events management and communication, plus technical skills such as costume design, lighting, sound and scenography or theatre design. Each course was provided free and lasted between 600 and 700 hours over the course of a one year period.

The response was overwhelming, with hundreds of applications from young people all over Italy and beyond. From more than 800 candidates, 530 hopefuls were selected and 182 finally accepted on courses, with 159 of them obtaining professional qualifications by the end.

Students acquired practical experience in their chosen fields, taking part in 15 musical productions in Marche and elsewhere. And the Foundation also helped them find work after the courses finished: by September 2011, 67 of the trainees had secured contracts.

Over the last decade, Italy's performing arts have suffered huge cuts in state funding, and recently even lottery resources have diminished. "Sipario was unique," says coordinator Germana Giorgerini. "The world of live entertainment is in crisis in Italy at present, and yet at the same time there is a shortage of trained professionals. Thanks to the ESF, this project was able to give new hope to a whole group of aspiring young artists."

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Work Factory

Region: Amal, Sweden

Target group: unemployed young people

Website: [Work Factory/Unga som vill!](#)

Work Factory was a successful project implemented in Amal, Sweden from 2008 to 2010. It focused on getting young unemployed people into work, studies or training. In 2010, 18 per cent of young people aged 20 to 24 in Amal were unemployed, making Work Factory a valuable and necessary project.

Work Factory targeted young people between the ages of 16 and 25 who were on state welfare or municipal support. Over 300 project participants took part in various training exercises for a three-month period, learning important skills. These included writing a CV and cover letter, interview techniques, improving their self esteem, health and fitness exercises and visits to companies and schools.

The success rate, measured by how many participants became able to support themselves financially and not rely on benefits, was high, reaching approximately 60 per cent. Of these, 38 per cent found work, 13 per cent returned to education and 8 per cent received vocational training.

According to Per Lundin of the municipality, the project benefits were not just for the young participants but also for the wider community. "I would say the impact on the local community was better interaction and cooperation between the different authorities," he says. "There has been a big improvement."

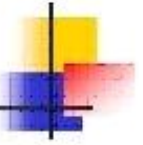
The original Work Factory project came to an end in 2010 and has since been mainstreamed into the work of the municipality where it has received European Social Fund support of approximately €400,000. "The ESF support has helped a lot and we couldn't have managed without it. It has given us the opportunity to build the solid foundation we stand on today" explains Mr Lundin.

Mr Lundin explains what happened when the original Work Factory project ended in 2010...."After the project ended in 2010, Work Factory was implemented in the ordinary activities of the municipality of Åmål. We extended the age limit from 25 to 65 but the main focus is still on unemployed young people. In the project time we discovered that we couldn't reach the ones who was far away from the labour market. We applied for a new ESF project called "Arena Ungdom 2" so we could be able to help these people as well. Today we are two projects working with young unemployed in the municipality. Work Factory acts as a method based on participation of young unemployed people from "Arena Ungdom 2" as well as the ordinary activity of the municipality. We have a very good cooperation with both the public employment service and the social insurance agency. Since November 2011 we have managed to

reduce the unemployment figure for 16 to 25 year olds by 10 per cent in the municipality of Åmål”

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Integration durch Austausch (Integration through Exchange)

Region: Germany

Target group: disadvantaged young people and young single mothers

Website: www.ida-eumap.de

Integration durch Austausch (IdA) was launched in October 2008 to help people who are experiencing difficulty accessing training or the labour market to find a suitable course of training or employment through transnational mobility projects. To achieve this goal, local welfare agencies, employment agencies, training and educational institutions, charities, professional associations, businesses and societies have come together to work with partner organisations from across Europe.

IdA is being implemented in two rounds of funding, the first of which is aimed at disadvantaged young people and unemployed young adults. Currently, around 69 project partnerships have worked on improving training and employment opportunities for over 5,000 disadvantaged young people, unemployed young adults and young single mothers. The focus of their activities is a supervised one to six-month stay abroad (internship, job camp or training course) in another EU Member State.

The IdA programme delivers three interrelated aims:

- 1. Improving opportunities through transnational mobility for disadvantaged young people in the transition from school to career (“first threshold”)**

Up to now, disadvantaged young people in the transition from school to career had very few opportunities to gain work related experience in another EU country. By offering internships abroad, IdA is helping to improve young people’s ability to work as well as to promote their integration in the labour market.

- 2. Supporting the transition from training to employment (“second threshold”) for young unemployed people through work experience abroad**

The transitional phase from training to employment is not always a smooth one for those who have finished their course of training. To ensure young unemployed adults who have completed a course of training can gain practical experience in another EU country, the IdA programme supports work placements and internships.

- 3. Supporting the labour market integration of young single mothers through transnational mobility**

In Germany young single mothers represent the group most at risk of poverty. In addition, the demands placed on employees in terms of their mobility have risen continuously in recent years. That is why IdA also offers young single mothers the opportunity to gain professional experience in another EU country. Any childcare costs incurred in countries within the EU are covered.

To support the implementation of IdA from 2008 to 2015, a total of €120 million from the European Social Fund has been set aside and around €25 million from funds provided by the Federal Ministry of Labour and Social Affairs.

Interactive project map and links to Youtube videos can be found at:
http://www.esf.de/portal/generator/9840/ida_publicationen.html

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YOUTHREACH

Youthreach

Region: Ireland

Target group: early school leavers

Website: www.youthreach.ie

Youthreach is the principal national response in Ireland to the difficulties faced by young people who have left school early. It is an education and training programme targeting those between 15 and 20 years of age who have left the mainstream school system with poor qualifications or no qualifications.

The programme is delivered in 150 centres across the country and caters for about 7,000 learners nationally. The centres are small with an average of 35 to 40 places. The programme provides an alternative education to roughly 12.5 per cent of the cohort of early school leavers (aged 15-20) at any one time. The course is full-time and learners generally stay for two years. An allowance, which is age and attendance related, is paid to the learners.

The programme is intended to help its participants to develop the knowledge, skills and confidence required to participate fully in society and progress to further education, training and employment. For the participants, the programme aims to promote:

- personal and social development and increased self-esteem;
- independence, responsibility and active citizenship;
- a pattern of lifelong learning.

The programme is delivered in out-of-school settings. These are intended to be engaging, dynamic, flexible and innovative. A pillar of Youthreach is local centre management, enhancing responsiveness to local social, economic and cultural conditions and to individual learner needs.

The programme falls into four phases: induction/engagement; foundation; progression; and, transition. These phases are not time bound and are organised to allow and encourage learners at various levels to progress through the programme.

From the outset it was envisaged that Youthreach would synthesise the three disciplines of education, training and youth work. In these disciplines teaching and training are cooperative. The learner is the driver of the learning process with her/his experience incorporated into the work that is done in classrooms and workshops.

In Youthreach, the curriculum involves the totality of relationships between staff and learners. It is a flexible framework on which learning activities are built. Three criteria define the approach:

1. It should be *relevant* to the culture of the learner, to the range of intelligences that learners display, to the present and to the future lives of the learners;
2. The curriculum should be *challenging*, in terms of setting high academic and vocational standards, of real-life applications and of personal ambitions;
3. The Youthreach curriculum should be *imaginative*, fostering the creative and expressive qualities of the learners and a sense of wonder, of fantasy and imagination.

Transversal elements such as personal development, guidance, basic skills and health promotion are integrated in a curricular matrix. Supports for learners are provided in collaboration with them through a key working or mentoring approach.

Over two decades after its first Centres opened, Youthreach is now a well-established national programme situated in a continuum of measures responding to disadvantage in the education and training systems. Evaluations by the Inspectorate of the Department of Education and Skills report that participants highly value their experience in Youthreach and would recommend it to others. Reviews of learner outcomes in the past have consistently shown over 75 per cent of participants progressing to the labour market or to further education and training

Contact

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Regio IJssel-Vecht

Region: IJssel-Vecht, Netherlands

Target group: unemployed young people

Website: www.nautus.nl

The economic crisis has affected most businesses in some way and hampered job creation. Yet an ESF-sponsored project in the IJssel-Vecht region of the Netherlands is promoting an innovative form of job creation for young people. The municipality of Zwolle, along with twelve other municipalities, is implementing a project called 'Vouchers leerwerkbanken' which provides job vouchers for local companies to take on apprentices. These municipalities are being supported by the company Nautus.

The municipalities in IJssel/Vecht region and Nautus realised that it is increasingly difficult for young people to find a job and get experience under their belts. It therefore introduced the voucher system for the region. It is up to municipalities to offer firms the vouchers, which cover 50 per cent of the minimum wage of a new young employee.

New recruits have to be under 27 and unemployed to be eligible. A big communications drive was initiated to inform companies, schools, young people and municipalities in the region about the scheme.

The project, which will run until August 2012, aims to get all of the 12 municipalities in the region involved and disburse up to 320 vouchers. As a result of this project, young unemployed people have been given a chance to get on the first rung of the job ladder whilst also getting an education in school.

Companies can hire young employees for 50 per cent of the wage and contribute to lower youth unemployment in the region. During the project the municipalities concluded that the vouchers persuade firms to employ the young unemployed, but the firms also ask for support by jobcoaches of the municipalities. These jobcoaches have regular contact with the firms and the young people. So the ESF-project has expanded. Now vouchers and the use of jobcoaches are being supported by ESF.

"Without the ESF, fewer vouchers would be given out and the effect of the project would be much smaller," said Leon Beernink of Nautus. This project is also a boost for the collaboration of the municipalities now and in the future, an additional positive result.

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Irish Youth Justice Service

Seirbhís na hÉireann um Cheartas i leith an Aosa Óig

Garda Youth Diversion Projects

Region: Ireland

Target group: disadvantaged young people

Website: www.iyjs.ie/en/IYJS/Pages/WP08000062

Garda Youth Diversion Projects are local community based activities which work with young people. These projects aim to help young people move away from behaving in a way that might get them or their friends into trouble with the law. The projects are community based, multi-agency crime prevention or crime reduction initiatives which, primarily, seek to divert young people who have been involved in anti-social or criminal behaviour by providing suitable activities to facilitate personal development, and promote civic responsibility and improve long-term employability prospects.

They help young people to develop their sense of community and their social skills through different activities. The projects offer opportunities for education, employment training, sport, art, music and other activities. Most projects operate outside of school hours. However, in areas with a high proportion of early school-leavers, activities may also be planned during the daytime.

The projects also contribute to improving the quality of life within communities and to enhancing Garda/community relations. The projects may also work with young people who are significantly at risk of becoming involved in anti-social and /or criminal behaviour.

Essentially the projects provide a resource to An Garda Síochána (the national police service of Ireland) and to Juvenile Liaison Officers in particular, in the implementation of the Diversion Programme. There are currently 100 of these projects operating throughout the country. Most projects are located within areas of high social deprivation.

The Irish Youth Justice Service operates as an executive office located in the Department of Children and Youth Affairs (DCYA). It is staffed by officials from DCYA and the Department of Justice and Equality. The Service secured funding for Garda Youth Diversion Projects through the European Social Fund 2007-2013 Programme for the specific purpose of improving the education and employability prospects of young people engaged in the projects. Funding under the programme was made available under two sub-measures. Sub-measure 1 – Funding for the provision of personal development courses and IT courses; and, Sub-measure 2 – funding for the provision of additional Youth Justice Workers in each project to help to identify pathways to employment.

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Changing Sides (Seitenwechsel)

Region: Berlin, Germany

Target group: young people previously involved in right wing extremism

Website: www.exit-deutschland.de

EXIT-Germany focuses on helping young people in Berlin who want to break away from right-wing-extremism and to start a new life. 'Changing sides' helps them to develop new perspectives and to find jobs or suitable training places.

People who have been active in radical groups often face significant obstacles to exit that scene. Even if they manage to overcome ideological dogmas, they are still caught up in a context of strong personal relationships and a climate of violence with potential severe consequences for "traitors". They also often have considerable criminal records themselves and might lack proper vocational training.

EXIT-Germany helps young people who want to escape from their situation to develop new perspectives outside the right-wing environment.

The 'Changing sides' project organises contacts and gives practical aid, including to the families involved, and answers questions regarding personal safety, social problems and individual reappraisal.

Support through the Federal ESF programme "XENOS - EXIT to entry" enabled the organisation to put an emphasis on integration of former radicals into the job market. This begins with a definition of personal competences and aspirations and leads to finding adequate placements in training or employment.

EXIT works intensively with potential employers and training bodies to overcome prejudice and create perspectives for re-entry into society.

In the more than ten years of activity in this field, EXIT Germany has been able to help over 400 young people to escape from extremism and restart their lives.

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KomPaRe

Region: Piteå and Skellefteå, Sweden

Target group: young unemployed people

Website: www.pitea.se/kompare

In the counties of Norrbotten and Västerbotten in Sweden, a large percentage of the workforce will leave their jobs in the near future. Meanwhile, there is a large group of young unemployed people who often remain, irrespective of the demand for labour. A project for skills development in Piteå and Skellefteå and work placements across the county borders has given good results.

“The idea was that young people themselves would create their own programmes and then we hand-picked the placements. The workplaces had different purposes for different people; some wanted to learn more about the industry, some needed structure in their lives and others wanted to get a job,” says Lotta Sundman, project manager for the KomPaRe project.

The project operated in Piteå and Skellefteå, and the focus was on young people who are a long way from the labour market. The collaboration across county borders is an aspect that Lotta Sundman sees as a very positive aspect of this type of project. “It is very inspiring to work across county borders, and we were able to discuss the various challenges we faced,” she says.

An important part of the project methodology is that the participants have something to do every day – everything from work experience to study visits. “Every morning we had a breakfast meeting with the participants to create structure in their lives. We were often visited by an employer under relaxed conditions, which lead to a natural discussion. Participants could also practice studying, either at a folk high school or adult education, to try out a learning environment.”

The project has also worked with a transnational project in the university town of Leuven in Belgium where five young people from KomPaRe project undertook placements as park workers. “It was great”, says Lotta Sundman. “They understood that they had courage and could handle more than they thought”. In that group, all but one went on to work or do training. The ESF funding enabled the project to organise work experience abroad for participants. It is usually difficult for people who are registered jobseekers to go abroad without losing their financial support, even if the aim is to increase their chances of getting a job.

KomPaRe ended in August 2011. In the two counties, 140 people were helped by the project. The original goal was that 50 per cent would go on to work or study, but the result was even better than that, with 59 per cent of the participants going on to work or study after the project.

In Skellefteå, the municipality has since implemented the entire project and in Piteå they are working with some of the methods. Among other things, they have continued with shared breakfasts so that young people can inspire each other. “Above all, it is a mental thing,” says Lotta Sundman “That young people themselves express what is good and what works, instead of us thinking things out for them”.

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Youthbuilding

Region: Local areas within the UK

Target group: disadvantaged young people

Website: www.ybuk.org/

Youthbuilding projects involve the construction industry, social housing agencies and a range of other organisations in local construction projects that provide training and employment opportunities to disadvantaged young people.

The youthbuilding approach took off in the UK in the late 1990s. In 1996 the Young Builders Trust used funding from the European Social Fund to set up the 'Youthbuilding Britain' programme. This involved 12 projects nationally, most of them led by registered social landlords. Other youthbuilding projects spontaneously developed, and 1998 saw the first national Youthbuilding Conference involving the various strands of youthbuilding in the UK together with trainees and policy makers from YouthBuild USA.

To date, 140 youthbuilding projects have been completed in the UK, with over 4,000 trainees benefiting.

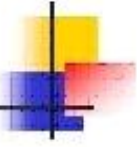
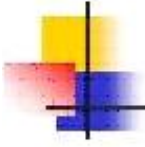
A key strength of Youthbuilding is in addressing major but differing agendas as a single strategy. The word has complementary meanings: projects where young people construct buildings as part of community regeneration; and projects that build self fulfilment in the young people involved. There is no single model for youthbuilding projects; they are varied and flexible depending on local needs, the partner agencies involved and the availability of local funding. A 2003 review of 30 UK youthbuilding projects found that they shared the following features:

- All work with young people who are disadvantaged in terms of labour market entry; usually with few or no qualifications; often with very low levels of basic skills; generally living in run down or deprived neighbourhoods; sometimes with additional problems e.g. a criminal record or history of substance misuse ;
- Most use construction skills training as a vehicle for improving the employability of trainees; usually hand in hand with developing other employment skills e.g. literacy, numeracy, motivation and time keeping;
- Most provide a substantial element of on site training, both to further develop construction skills and as a supported transition into the world of work;
- All provide additional support to trainees to help them overcome their lack of experience, confidence or personal difficulties with moving into jobs, e.g. advice and guidance, mentoring, in work support etc.

In some youthbuilding projects, young people have been involved in the construction of social housing properties which have provided them with accommodation when completed. In such cases, the participants develop a strong commitment to their local community and anti-social behaviour declines as a result.

Contact

www.ybuk.org





Adopt an intern

Region: Scotland, UK

Target group: unemployed recent graduates

Website: www.adoptanintern.org.uk

Adopt an Intern is a graduate placement programme organised by The Centre for Scottish Public Policy, an independent, non-partisan public policy think-tank. Adopt an Intern advertises and facilitates fair and accessible internships for recent graduates and postgraduates with organisations across all sectors. It works on the principle that what you know, not who you know, should influence your opportunities. The programmes are 50 per cent employer funded and 50 per cent funded by Adopt an Intern.

The programme aims to:

- create routes to graduate employment, accessible to all, with organisations across all sectors,
- imbed a vibrant, accessible and fair internship culture in Scotland,
- create new opportunities for employers to take on young enthusiastic graduates.

Internships must last for at least three months and for a minimum of 20 hours per week. All interns must be paid at least the minimum wage. In the 22 months since it was set up, the programme has supported 160 graduate internships. Results are impressive. 60 per cent of participants go into full-time employment with the internship host organisation or another employer within a month of completing their internship.

In addition to providing recruitment and funding support, Adopt an Intern also provides:

- Guaranteed feedback on applications,
- Workshops on employability,
- Resources and advice on best application practice (interview skills, CV writing etc).

It has also developed a new online platform providing information covering

- Graduate employability,
- Application and interview advice,
- Tips on how to effectively structure and organise workloads

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Ealing Council Apprenticeship Programme

Region: London, UK

Target group: disadvantaged people

Website: www.ealing.gov.uk/info/100002/business/246/apprenticeships

The Ealing apprenticeship programme has been very successful and has evolved significantly since its introduction in Ealing Council in 2007.

The programme covers a wide and growing range of occupational areas. It involves:

- A one year training contract with an optional second year;
- A training allowance;
- Work-based learning leading to an apprenticeship qualification;
- A chance to add to and develop existing skills;
- Work experience at Ealing Council;
- advice on career development at Ealing Council or elsewhere;
- Mentoring support;
- A buddy scheme;
- Group support for apprentices and supervisors;
- An annual graduation and awards ceremony.

Since 2007, Ealing Council has recruited approximately 115 apprentices and 67 have completed their apprenticeships. Of these, 66 have achieved level 3 qualifications, 39 have achieved level two qualifications. Almost one in four participants have disabilities, half are from ethnic minority groups and half are young people.

In term of results for individual apprentices, 80 per cent of participants have progressed onto positive destinations. 27 participants have progressed onto jobs with Ealing Council, 15 into external jobs and six have gone to university.

The benefits of the programme for Ealing Council have included:

- High retention rates and a loyal workforce;
- The apprentices bring fresh ideas to the service and young people are keen to learn new skills;
- It improves the style of team members and managers alike;
- It provides an opportunity to understand 'life stages' and 'life skills' through a learning environment;

- Apprentice graduates have been recruiting other apprentices;
- It delivers a win-win situation as young residents have positive opportunities.

Ealing has also developed Ealing Pathways, a six month pre-apprenticeship programme for 16-24 year olds, which runs twice per year for groups of 10 people. It involves 3 days work placement, 1.5 days training and half a day mentoring per week, along with support to progress onto other positive next steps.

The Council is also working to increase the numbers of apprenticeships in the borough of Ealing. It is doing this by developing an Ealing borough apprenticeship network with other employers, a borough wide apprenticeship website, targeting other employers to encourage them to take on apprentices, promoting training provider partnerships and working on a wider apprenticeship procurement policy with other London councils.

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More information can also be found on the TYPE project website in the resource from the Ealing Workshop: <http://type1.qec-eran.org/content/type>

Measures to increase youth employment in Romania

Region: Timisoara, Romania

Target group: Young people

Website: www.intercultural.ro



The Intercultural Institute of Timisoara is a non-government organisation working to promote interculturality in the Timisoara region of Romania through a range of education and research initiatives. At the TYPE workshop in Ealing, Corina Raceanu from the Intercultural Institute presented an overview of measures to increase youth employment in Romania. Corina's presentation highlighted the following issues:

Romania faces a number of challenges in trying to improve pathways for young people to enter the labour market. These include high levels of labour force migration (almost 80 per cent of young people think that they can do better abroad) and a lack of harmonisation between the education system and labour market needs. There is an urgent need to change youth attitudes towards work. Currently, only 11 per cent of young people surveyed believe that they can succeed in life by working. This attitude is a legacy of the communist system of 'connection' in employment and corruption. There are very low levels of youth involvement in voluntary activities and internships, resulting in widespread lack of work experience for young people seeking to enter the labour market. Despite a legislative programme to establish and encourage apprenticeships, the number of apprenticeship places remains very low as employers have shown little interest in getting involved.

In response to these challenges, a number of steps have been taken to develop improved pathways into work for young people. These include the establishment of a County Agency to provide professional guidance, mediation and job placement for young people through personalised social assistance. The County Agency facilitates job insertion by placing young people into jobs with cooperating employers. Each young person signs a 'solidarity contract' with the County Agency which guarantees employment for a period of between one and two years. Participating employers receive a subsidy towards the salary costs of the young person. As youth unemployment continues to rise in Romania, an increasing number of young people are being supported through this scheme. In 2011, 2,076 young people were mediated and counselled by the County Agency, 2,013 young people signed solidarity contracts, and 1,874 young people were engaged by employers. The programme is very successful.

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More information can also be found on the TYPE project website in the resource from the Ealing Workshop: <http://type1.qec-eran.org/content/type>

Blackpool: the youth unemployment challenge

Region: Blackpool

Target group: Young people

Website: www.blackpool.gov.uk

An interesting case study was presented at the TYPE workshop by Peter Legg from Blackpool Council which highlighted the changing role of a local authority in managing the national response to youth unemployment. Unemployment in the UK has been rising since 2009. Following a change in government in May 2010, the previous government initiative to tackle youth unemployment through a major injection of public funding to provide guaranteed work placements for all young people has been replaced by a new approach that focuses more on encouraging private sector employers to provide work experience placements and to create new apprenticeships.

Blackpool is a large seaside town in the north west of England, with a population of 140,000. Blackpool has the highest concentration of seaside tourism employment in the UK, with 11,000 direct jobs. The advent of cheap international travel and changing holiday markets in the 1970s and 1980s has led to a gradual decline in Blackpool's economy. Fewer visitors come to Blackpool, they stay for shorter periods and they spend less money. The consequences of the decline in tourism include fewer jobs, a shrinking working age population, and rising unemployment.

Blackpool Council has been engaged in a substantial programme of regeneration since 2005 and has led a series of employment interventions aimed at improving pathways into work for people who are unemployed. However, youth unemployment has risen steeply in 2011 and 2012. National research shows that the experience of unemployment is particularly damaging for young people, who are more likely to become unemployed and welfare dependent in later life. Youth unemployment is particularly severe for ethnic minority groups and for young people with disabilities, learning difficulties and caring responsibilities.

To address the national problem of growing youth unemployment, the UK government has introduced a new 'Youth Contract' to support 18 to 24 year olds through programmes of work experience, work incentives and apprenticeship incentives. For local authorities like Blackpool Council, the Youth Contract is challenging to implement. The focus is on job creation in the private sector, where local authorities have no direct control but can only 'influence'. The difficulties of influencing private sector companies to create new apprenticeships and provide more job placements for young people can be challenging. Blackpool Council has found that this new approach is complicated but that results can be achieved. An important area of learning for the Council has been in its engagement with the private sector, where it has taken on a stronger leadership role, leading by example, and by using its influence with the private sector through procurements and contracts to push companies into greater engagement with youth employment initiatives.

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More information can also be found on the TYPE project website in the resources from the Ealing workshop: <http://type1.qec-eran.org/content/type>

Professional Experiences to Employment

Region: Seville, Spain

Target group: unemployed people with low qualification levels

Website: www.sevilla.org



To help tackle the unemployment crisis that is growing across Spain, Seville City Council is leading a range of programmes to help unemployed people to find a way into the labour market.

The Professional Experiences to Employment programme (EPES) has as its key objectives (1) to promote the integration of unemployed people into the working structures, habits and values of a company and (2) to understand the context in which occupations operate within the labour market. Participants of the EPES programmes are unemployed and generally have no work experience in their desired occupational area. The programme is focused on people with lower levels of qualifications including young people under the age of 30, long term unemployed people and immigrants. Participation in the programme is for between two and six months, through a programme of workshops that take place for four days each week. Individual participants receive financial assistance of around €400 per month while they are on the programme, through funding from the City Council and ESF. The EPES project team work with companies to identify suitable work placements and to match trainees with appropriate companies. While the participants are on placement in the company, EPES continues to provide weekly follow up with each individual for a period of six months.

From 2008 to 2012, 628 individuals and 463 companies have participated in the EPES programme. Of those individual participants, 215 (34%) have secured jobs as a result of the programme.

The programme is seen as successful for both individuals and companies. The individuals gain work experience and the opportunity of a full time job, while the companies gain a deeper understanding of their future Human Resources needs, at virtually no cost.

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More information can also be found on the TYPE project website in the resources from the Ealing workshop: <http://type1.qec-eran.org/content/type>