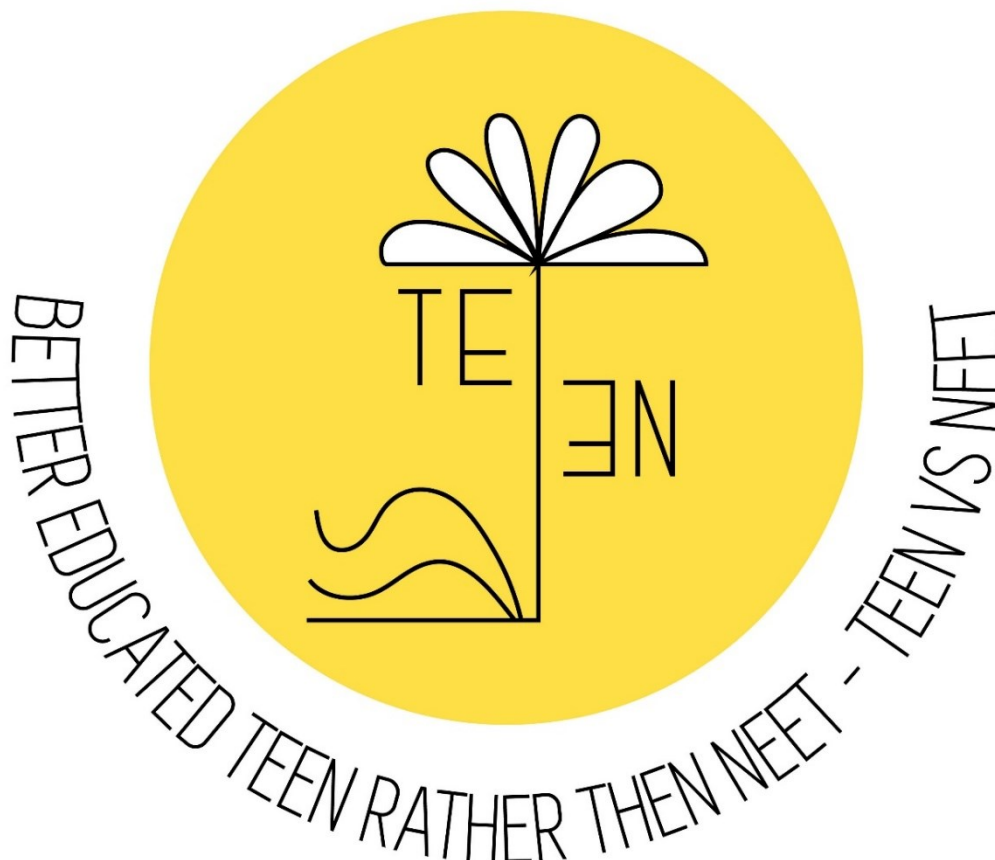


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JOINT REPORT ON PR4

Evaluation of the practical activities carried out in Romania, Poland and the Czech Republic.

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INTRODUCTION

The fourth outcome of the Erasmus+ TEENvsNEET project focused on "Workshops, discussion groups and guidelines". The main results obtained were:

- **Organization of live workshops:** activities were organized to test and experience the new path of development and awareness created in the previous work packages. This involved preparatory trials with a sample of students and young people, as well as a pilot trial of the full programme.
- **Conducting surveys:** at the end of the meetings, surveys were conducted to understand if and how the perception of the NEET phenomenon, early school leaving and opinions about the future had changed among the participants.
- **Data evaluation and reprocessing:** All information and data collected from the test sessions, pilot experimentation and surveys were evaluated and reprocessed.
- **Development of a guidance document:** A guidance document on "how not to become a NEET" was developed based on the analysed results and experiences.
- **Workshop and focus group design:** Each partner has designed the activities of the workshops and focus groups focused on their areas of expertise: Idoneus on the counseling methodology, Liceul Teoretic "Stefan Odobleja" on the consulting methodology, Biotech Professional on the team building methodology in the field of the environment, and CRAS on the roles of guidance counselor and coach, with particular attention to "weak" participants.
- **Monitoring of experimentation activities:** CRAS, Odobleja and Biotech animated and monitored the practical activities.
- **Collaborative dissemination and promotion of project results:** all partners collaborated in the dissemination and promotion of project results.

The overall aim was to test the developed programme with real participants, collect feedback, refine the approach and produce practical guidelines that can be shared and replicated to help prevent young people from becoming NEETs. This work package represents the culmination of the project's efforts in creating an innovative development and outreach program for students.

PRESENTATION OF THE FIGURES OF COACH AND GUIDANCE COUNSELOR

In the Erasmus+ TEENvsNEET project, the figures of **coach** and **guidance counselor** were designed for students who had fundamental roles in peer support.

The **coaches** in the TEENvsNEET project were young people who helped other young people to develop their personal and professional skills. Their role was to motivate and support the participants, helping them to identify their potential and develop strategies to overcome challenges. The coaches worked closely with their teammates to provide personalized support and help them achieve their goals.

Guidance **counselors** were young people who were passionate about educational and professional guidance. Their role was to provide support to young people to help them make informed decisions about their future. The guidance counselors worked to help their peers understand their needs and plan their educational and professional path.

In general, both coaches and guidance counselors were essential to provide peers with the necessary tools to face the challenges of the labor market and improve their future prospects.

The design of the activities of the workshops and focus groups made it possible to actively involve the participants and improve their awareness of the NEET phenomenon and the importance of vocational education and training.

The workshops covered different areas, such as counselling methodology, team building and career guidance, while the focus groups allowed to collect feedback and opinions from participants to improve the project.

PRACTICAL ACTIVITIES

Workshops

- **Idoneus:** prepared the workshop materials on counselling methodology, focusing on effective communication techniques and problem-solving strategies.
- **Liceul Teoretic "Stefan Odobleja":** He organized sessions on counseling methodology, focusing on the importance of self-awareness and future planning.
- **Biotech Professional:** animated workshops on team building in the field of the environment, promoting collaboration and environmental responsibility.
- **CRAS:** led workshops on the roles of guidance counsellor and coach, with a particular focus on "weak" participants, providing personalised support to overcome difficulties.

Main results

1. **Experimentation of the Development Path:** The workshops allowed to test and experiment with the new path of development and awareness created in the previous work packages. This involved preparatory trials with a sample of students and young people, as well as a pilot trial of the full programme.
2. **Consulting and Team Building Methodologies:** Each partner animated workshops focused on their areas of expertise:
 - **Idoneus:** Counselling methodology.
 - **Liceul Teoretic "Stefan Odobleja":** Consulting methodology.
 - **Biotech Professional:** team building in the field of the environment.
 - **CRAS:** roles of guidance counsellor and coach, with attention to "weak" participants.

3. **Feedback Collection:** At the end of the workshops, surveys were conducted to collect feedback and understand if and how the perception of the NEET phenomenon and opinions about the future had changed among the participants.

Focus groups

Focus groups were used to gather feedback and opinions from participants on the workshops and the overall program. They were conducted in such a way as to allow young people to freely express their experiences and suggestions for improving the project.

Main results

1. **Collection of Opinions and Experiences:** Focus groups were used to gather feedback and opinions from participants on the workshops and the overall program. They were conducted in such a way as to allow young people to freely express their experiences and suggestions for improving the project.
2. **Identification of Needs and Challenges:** Through focus groups, the needs and challenges of the participants were identified, providing valuable information to refine the project approach.
3. **Development of Practical Guidelines:** The results of the focus groups contributed to the development of practical guidelines that can be shared and replicated to help prevent young people from becoming NEETs.

In general, both the workshops and the focus groups contributed significantly to the creation of an innovative and inclusive program, developing personal and professional skills, improving awareness among participants about the NEET phenomenon and strategies to prevent it, and providing valuable feedback to improve the project and make it more effective.

EVALUATION AND PROCESSING OF DATA

The evaluation and reworking of the pilot experimentation in the Erasmus+ TEENvsNEET project was carried out following a structured approach that included several phases:

Stages of the evaluation

1. **Data Collection:** Several methods were used to collect data, including surveys, interviews, and focus groups. These tools made it possible to collect feedback from participants and to understand the impact of the program.
2. **Data Analysis:** The data collected was analyzed using both qualitative and quantitative methods. The qualitative analysis helped to understand the experiences and opinions of the participants, while the quantitative analysis provided numerical data on the effectiveness of the program.
3. **Identification of Strengths and Improvements:** From the analysis of the data, the strengths of the program and the areas that needed improvement were identified. This allowed the program to be reworked and optimized for future implementations.
4. **Reworking the Results:** The results of the evaluation were used to develop practical guidelines and improve the program. This included updating the advisory methodologies and integrating new strategies to increase the impact of the project.

Methodologies used

- **Surveys:** Conducted to collect immediate feedback from participants and assess their satisfaction and learning.
- **Interviews:** Used to deepen individual experiences and gather qualitative feedback.
- **Focus Groups:** Organized to collectively discuss the impressions and suggestions of the participants.

Objectives of the evaluation

The main objective of the evaluation was to understand the effectiveness of the pilot program and identify areas for improvement. This has made it possible to strengthen the project and make it more effective in preventing the NEET phenomenon.

All the data collected was evaluated and reprocessed to understand the impact of the project and identify areas for improvement. The results showed an increase in awareness among participants about the NEET phenomenon and an improvement in their future prospects.

Activities in Romania

Liceul Odobleja has developed the "Learning Program for the Guidance Counselor" to provide future guidance counselors with the necessary skills to support young people. The program was divided into two meetings of four hours each, involving three students from the Liceul Odobleja.

Main activities:

1. First Meeting: Fundamentals of Guidance Counseling

- **Objectives:**

- Define the role and responsibilities of the guidance counselor.
- Develop active listening and empathy skills.
- Dig deeper into custom planning.

- **Activities:**

- Introduction to the role of the consultant and discussion of the qualities needed.

- Active listening exercises and empathic communication.
- Creation of personalized orientation plans on hypothetical cases.

2. Second Meeting: Advanced Tools and Techniques

- **Objectives:**

- Introduce digital tools for consulting (e.g., Trello).
- Deepen advanced counseling techniques such as visualization and feedback.
- Guide participants in creating personalized action plans.

- **Activities:**

- Exploration and use of digital tools for orientation management.
- Practical exercises on visualization techniques and strategies to overcome obstacles.
- Development of individual action plans for the professional future.

Evaluation of activities:

- Participants developed a greater awareness of the role of the counselor.
- The use of digital tools has facilitated the management of cases and the personalization of orientation paths.
- The feedback collected suggests expanding the program with more practical sessions and opportunities for real counseling.

Activities in Poland

The TEEN vs. NEET project implemented a programme of practical activities in Poland, in collaboration with CRAS. These activities aimed to develop young people's professional and personal skills, promoting employability and social integration.

Main activities:

1. Practical Workshops and Training

Practical workshops were organized in different professional fields, with particular attention to:

- Technical and manual skills required by the labour market
- Development of soft skills such as communication, teamwork and time management
- Practical simulations of work activities

These workshops allowed participants to gain hands-on experience in simulated work environments.

2. Mentoring Program

A key element of the activities in Poland was peer mentoring, in which the most experienced young people supported those in difficulty through:

- Individual and group sessions
- Career guidance activities
- Support in preparing for interviews and writing the CV

This approach helped to improve the self-esteem and motivation of the participants.

3. Collaboration with Companies

The project involved several local companies to facilitate the professional integration of young NEETs. The following were organized:

- Company visits
- Internships and traineeships
- Meetings with professionals and potential employers

Thanks to these collaborations, several participants had the opportunity to access concrete work experience.

Evaluation of activities:

1. Participant Feedback

The young people involved highlighted the following benefits:

- Increased confidence in one's own work abilities
- Increased awareness of available career opportunities
- Increased soft and professional skills

2. Instructor and Mentor Opinions

The instructors noted significant progress in the participants, in particular:

- Improved attitude towards work
- Increased interest in vocational training
- Increased ability to work in a team

3. Overall results

The activities carried out in Poland have had a positive impact, helping to reduce the risk of social exclusion among young NEETs. Collaborations with companies have strengthened the link between training and the world of work, promoting a smoother transition to employment.

Activities in Czech Republic

The TEEN vs. NEET project implemented a series of training and practical activities in the Czech Republic with the support of Biotech Professional s.r.o. These activities aimed to improve leadership skills, foster social inclusion and increase the employability of students through innovative and interactive methodologies.

Main activities:

1. Selection of Young Leaders

The first phase involved the identification of six young leaders (three male and three female students) selected on the basis of:

- Organizational and leadership skills
- Teamwork skills and peer support
- Motivation and responsibility
- Communication and problem-solving skills

The young leaders underwent an initial assessment and coaching sessions to enhance their skills.

2. Discussion and Training Groups

During the second phase, **12 discussion groups** were organized, in which the participants explored topics such as:

- The role of peer mentors and counselors
- Active listening and conflict resolution techniques
- Group dynamics and motivational strategies
- Ethics in mentoring

These sessions included hands-on activities such as role-playing exercises, gamification and collaborative problem-solving.

3. Counselling and Coaching for Young People

In the next phase, the young leaders conducted **peer coaching** sessions on key topics:

- NEET phenomenon: causes and prevention
- Educational and career planning
- Personal development and self-esteem
- Prevention of social exclusion
- Digital skills and responsible online behaviour
- Communication and presentation techniques

More than **50 students** participated in these sessions, supported by digital resources, e-learning modules and online forums. Practical exercises such as job interview simulations and peer reviews were also carried out.

Evaluation of activities:

1. Young Leader Feedback

The young leaders expressed a high level of satisfaction with the program. Among the main positive aspects highlighted:

- Increased confidence in oneself and one's leadership skills
- Interactive and real-world learning
- Development of communication and mentoring skills

Some participants suggested including **additional case studies and simulations** to enhance hands-on learning.

2. Instructors' Opinions

The instructors emphasized the enthusiasm and commitment of the participants, highlighting:

- A strong interest in the topics covered
- Significant progress in leadership skills
- The need to integrate digital tools for more engaging learning

3. Feedback from Participating Students

Students who received support from young leaders reported significant benefits, in particular:

- Greater clarity on educational and professional choices
- Increased confidence in your decisions
- Development of communication and interpersonal skills

Some students suggested introducing **guests from the world of work** and company visits to make the training experience more concrete.

4. Evaluation of Adult Observers

Observers found that:

- Peer mentoring fostered a positive learning environment
- The structured training of young leaders has been effective
- It would be useful to provide periodic refresher sessions for mentors

CONCLUSIONS

The fourth outcome of the Erasmus+ TEENvsNEET project, focused on "Workshops, discussion groups and guidelines", represented an important step forward in the creation of an innovative programme to prevent young people from becoming NEETs. Workshop and focus group activities, together with the development of practical guidelines, provided valuable tools for the future.

The success of the initiative in the Czech Republic, Poland and Romania confirms the importance of peer mentoring as a tool to improve the employability and personal growth of young people.

Main results

1. **Pilot Experimentation:** The pilot experimentation allowed to test the new path of development and awareness created in the previous work packages. The results showed an increase in awareness among participants about the NEET phenomenon and an improvement in their future prospects.
2. **Practical Guidelines:** A guidance document on "how not to become a NEET" has been developed, based on the results analysed and the experiences gathered during the workshops and focus groups. This document provides practical strategies that can be replicated in different educational settings.
3. **Roles of Coach and Guidance Counselor:** The figures of coach and guidance counselor have played a crucial role in supporting young people. Coaches helped participants develop personal and professional skills, while guidance counselors provided educational and professional guidance.

Impact and sustainability

The project has shown that a collaborative and multidisciplinary approach can have a significant impact on young people's lives, helping them build a better future. The sustainability of the project is ensured by the creation of materials and strategies that can be easily replicated and adapted in different educational contexts.

Recommendations for the future

For future implementations, it is recommended to continue to monitor and evaluate the impact of the programme, integrating new technologies and methodologies to keep young people engaged and interested. In addition, it is essential to actively involve schools and local communities to ensure greater dissemination and sustainability of the project.

In conclusion, the TEENvsNEET project achieved its main objectives, providing a replicable model to prevent the NEET phenomenon and promote the personal and professional development of young people.

SOURCES

- Project presented.
- PR2 and PR3 reports.
- Developed practical guidelines.
- Data collected during workshops and focus groups.
- Surveys and participant feedback.
- Internal reports on project management and effectiveness.
- Reports and contributions from the partners involved in the project, such as Idoneus, CRAS, Liceul Teoretic "Stefan Odobleja" and Biotech Professional.