



ESF 20

Training and Support for Labour Market Integration of Socially Excluded Persons

The Need for Working Together

- The ETC's Employment Advisors acknowledge that there are individuals who even though had been registering for employment for a substantial amount of time and have been actively seeking employment, could still not find employment **due to some kind of barriers independent from their will.**
- From experience, ETC recognised the ESF 20 project 'Training and Support for Labour Market Integration of Socially Excluded Persons' as **an effective tool to overcome such situation.**

The Participants

- All Employment Advisors (EAs) identified a number of clients from their caseload whom they considered to **best benefit from the programme.**
- The selection was possible because each EA meets their clients on a regular basis, therefore, the clients' needs and difficulties are assessed.
- The age of the participants was from 16 years onwards. **Equal opportunities** were adhered to at all times
- The participation in this project was **voluntary**, therefore it was up to the participants to accept the service provided. We believe that that in such project, the job seeker's willingness is essential.

The Process

- The ETC informed all the clients selected for this project and invited them to an introductory meeting.
- Further on in the project, the EAs continued to submit clients whom, from their personal action plan interview, it emerged that they would benefit from having a mentor.
- All participants referred to the project were accepted and allocated a mentor.

The Mentor

The value of mentoring in the Personal Action Plan for Employment

- From previous projects, like the 'Involvement of Cottonera Women in the Labour Market, in 2002/2003, and the Scheme INT (Ibda In-Negozju Tieghek), ETC has learned that **mentoring is an effective and powerful tool.**
- The mentoring process is **an added value** and an **extra hand** to the personal 'job seeking' action plan defined between the employment advisor and the job seeker.

The Role of Social Mentoring in the PAP

- Due to caseload size and time limitations, it is physically impossible for the EA to be present in every situation encountered by the job seekers, like when attending interviews or in situations when they need extra support.
- The social mentors managed to **fill this gap**. In difficult situations clients were assisted by their mentors.
- Social Mentoring is valuable because it works with clients **holistically** by taking in consideration their psycho-social situation.
- Mentoring contributes towards submitting **fresh ideas** on the client's situation especially in cases of long term unemployment.
- It is also essential to **develop the necessary contacts** with employers and service providers.

Difficulties Encountered

- Insufficient address and contact details given to ETC.
- The term ‘Socially Excluded‘ in the title hindered clients’ participation in this projects.
- The jobseekers perception about ETC is not clear
- Time limit
- Sharing of information vs Confidentiality

Recommendations

- It is recommended that for the benefit of the jobseeker, a three way meeting between the mentor, the mentee and the respective employment advisor is organised at least at the initial and final stage of the mentoring period.
- This is important to establish a good relationship and also to avoid duplication of work and eliminate misunderstanding. Moreover it is necessary to agree jointly the upcoming commitment in the client's action plan.

Way Forward

ETC looks forward to participate in similar projects in the future.

It is important for all professionals to work together and share good practices.

Keep constant contact with ETC since various new initiatives funded by ESF will soon be launched.

Never give up!

Final word to the job seekers...

Congratulations for taking this opportunity!!

Never give up, ETC is there to assist you...

Be persistent, use your contacts and you will achieve!!

Thank You



Thank You to FSWS, for once again choosing ETC as your partner in this project.

Thank You to the mentors. You did your job really well.

