JOBS 4ALL

JOBS 4ALL

Strengthening the Employability and Key Competences of Young People with Disabilities Through the Digital Transformation and Modernization of Youth Work

Capacity Pack for Youth Workers/Trainers Working with Young People with Disabilities

Module 1: Guidelines for JOBS4ALL Program Methodology

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The JOBS4ALL Consortium

The consortium consists of 7 organisations, from 5 countries each one with its own experience and field of expertise.
Their aim is to motivate people to become active citizens of their communities and to branch out into the wider context.

DEMOKRITOS NATIONAL CENTRE FOR SCIENTIFIC RESEARCH — Greece

Emphasys CENTRE — Cyprus

MetropolisNet European network of local development partnerships in metropolitan areas — Germany

APPDA Coimbra — Portugal

Zespół Szkół Specjalnych im. Janiny Porazińskiej w Ignacowie — Poland

2ο ΕΠΑΛ ΑΓΙΑΣ ΠΑΡΑΣΚΕΥΗΣ — Greece

LC YOUTH — Cyprus

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Module 1:

Guidelines for JOBS4ALL Program Methodology

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Introduction

The Capacity Pack for Youth Workers is part of the
DUAL CAPACITY BUILDING MATERIAL FOR YOUTH WORKERS AND EMPLOYERS

This material focuses on the development of a dual training to be provided to Youth Workers working with Young People with Disabilities and to representatives of the labour market.

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Aims of JOBS4ALL Project

The JOBS4ALL project **aims to improve the employability skills of Young People with Disabilities** (YPwDs) through the use of Virtual Reality (VR) and build a business community towards enhancing the work opportunities.

It aims to design, develop and pioneer the idea of setting up the Employment Hubs for YPwDs in the formal and non-formal environments offering a targeted Employment Program.

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Objectives of JOBS4ALL Project

- Ensure social inclusion, access and participation in the labour market for **YPwDs** and upgrade **Youth work** by addressing the need for digital transformation.
- Improve the employability skills of **YPwDs** and upgrade **Youth work** through increasing quality and innovation.
- Improve skills and competences of **Youth Workers**/trainers/educators etc. working with **YPwDs** to foster them training methodologies in regards to training programmes
- Establish a **broader community** that fosters them with opportunities in the labour market to enhance equal access and participation, which will reflect the rise of personal growth confidence

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JOBS4ALL Target Groups

Direct

- Young People with Disabilities (YPwDs) aged 15+ such as learning difficulties, Down syndrome, Intellectual disabilities, High functioning autism (HFA), etc.

Indirect

- Youth Workers (YW), Teachers, Educators, SEN Experts, Parents, Social Workers, Psychologists, Volunteers working with YPwDs, Employers
- Training centres, NGOs, Secondary Schools (mainstream or special), Colleges, Community Centres for SEN, Policy-makers, Public Authorities, Local Councils, Ministries of Education, Enterprises

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JOBS4ALL Objectives for 3 Target Groups

YPwDs	Youth Workers/Educators	Organisations/Employers
- To foster labour access and participation through the improvement of their employability skills - To enhance their practical knowledge and know-how on working environments - To develop self-confidence in working - To improve their career-prospects and be motivated in work - To advance their digital skills	- To advance their professional profiles - To enrich their practices and be introduced with new tools such as Virtual Reality (VR) - To improve the courses offered for SEN population - To acquire new skills and competences e.g. employability, business, digital - To establish links with key stakeholders and expand their networks	- Expand the programmes offered - To eliminate disparities in the region in regards to labour participation of people with disabilities - Create networks for the benefit of fostering equal access in the labour market for YPwDs and increasing the opportunities offered

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How to Achieve Objectives

- By introducing Virtual Reality (VR) Simulations in Youth Work (YW) to enhance YPwDs employability skills, based on Gamification tools.
- By developing a Capacity Building Program on acquiring employability skills, for Youth Workers and Employers.
- By designing a Policy Advocacy Pack for the integration of people with disabilities.
- By setting up the JOBS4ALL Community Hubs.

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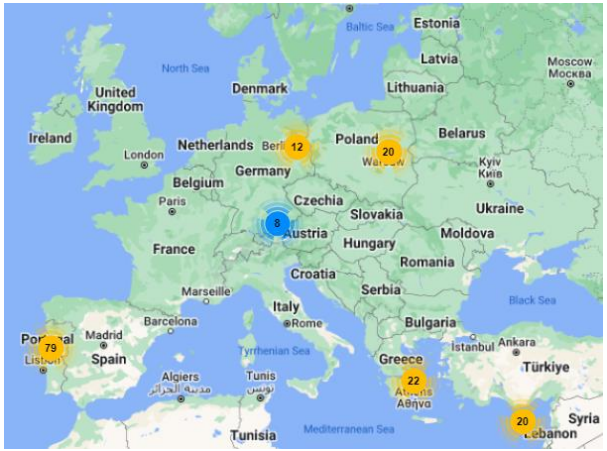
JOBS4ALL Main Results

- ✓ An Employability Mapping Tool, for mapping the employment scene with 100 Good Practices
- ✓ Creation of Synergies with Youth Workers and Labour Market Actors
- ✓ National infographics and visual presentations of the employability scene for YPwDs
- ✓ Comparative Results
- ✓ Guidelines and Procedures for Setting Up the Employment Hubs



These results can be found at: https://jobs4all-project.eu/pr1/

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JOBS4ALL Main Results

- ✓ Competence Framework – Syllabus with 3 Modules and 3 levels each
- ✓ Training Pack for Specific Jobs In 3 Different Sectors (Hotel Service Assistant, Catering Assistant and Warehouse Assistant)
- ✓ Open Badges for the Validation of the newly acquired competences for each job
- ✓ Dual Capacity Building Training Packs for Youth Workers and Employers

These results can be found at: https://jobs4all-project.eu/pr2/

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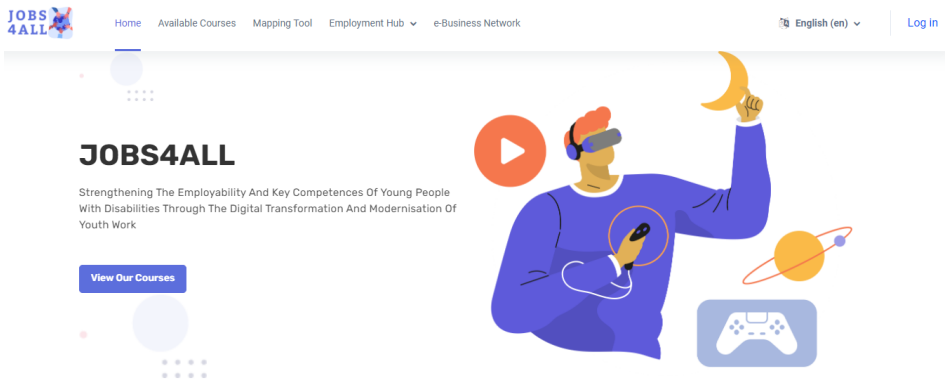
JOBS4ALL Main Results

- ✓ VR simulation Game based on the 3 job profiles
- ✓ Interactive e-Learning and e-Assessment platform https://jobs4all.iit.demokritos.gr/



These results can be found at: https://jobs4all-project.eu/pr3/

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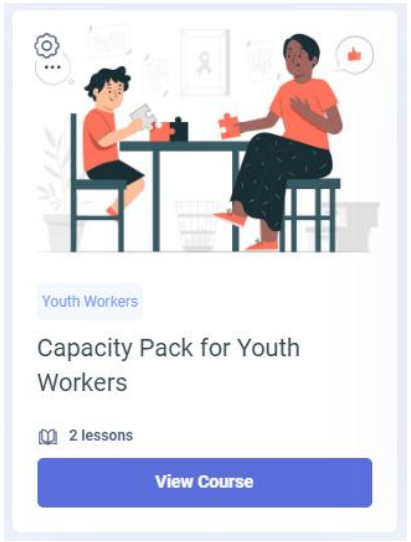
Capacity Pack for Youth Workers

4 Modules

- **Module 1:** Guidelines for JOBS4ALL Program Methodology
- **Module 2:** JOBS4ALL Training Pack
- **Module 3:** Guidelines for JOBS4ALL Simulations
- **Module 4:** Monitoring and Assessment through Open Badges



Blended Training of 30 hrs.

All Modules can be found at:
https://jobs4all.iit.demokritos.gr/course/index.php

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Training Tips for Youth Workers

1. Set clear objectives
2. Know your audience
3. Engage participants
4. Use varied teaching methods - feel free to create your own material (with easy to read ppt presentations/ cards/videos)
5. Create a positive learning environment
6. Encourage active participation
7. Use large fonts
8. Always use photos and simple words (easy to read)

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Guidelines for JOBS4ALL Program Methodology

- **Understand the Aims and Objectives of the JOBS4ALL Program**
  - Collaboration, innovation, inclusivity, empowerment.

- **Assess Participants' Abilities**
  - Use the person-centered approach - Adapt to each participants' needs
  - Evaluate participants' skills and build a support framework for the ones that need more assistance.
  - Profile building of participants

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Guidelines for JOBS4ALL Program Methodology

- **Diverse Engagement Tools**
  - Include interactive elements like group discussions, case studies, and practical exercises into the sessions to cater to different learning preferences.
  - Ensure these activities align with the diverse abilities and learning styles of YPwDs (person-centered approach)

- **Open Communication Channels**
  - Encourage participants to share thoughts, questions, and experiences openly.
  - Regularly check in with participants to solicit feedback, ensuring continuous improvement in the learning experience.

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Guidelines for JOBS4ALL Program Methodology

- **Introduction to Competence Framework**
  - Purpose and importance of the Competence Framework in accordance with the Training Pack.

- **Employment Hub Training**
  - Aims to support financially-vulnerable, unemployed youth by upskilling them to increase their chances of finding employment.
  - Learn how the hub works
  - Apply knowledge on employment hub platform

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Guidelines for JOBS4ALL Program Methodology

- **VR Game Training**
  - Understand diverse engagement tools
  - Get acquainted with the equipment
  - Play

- **Evaluation**
  - Define evaluation criteria
  - Data Collection methods
  - Participant feedback

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Guidelines for JOBS4ALL Program Methodology

- **Get Familiar with the 3 Jobs**
  - Get a comprehensive understanding of the 3 areas of training

- **Competencies for Each Work Area**
  - For each work area, detail the specific competencies expected at the Beginner, Intermediate and Expert stages.

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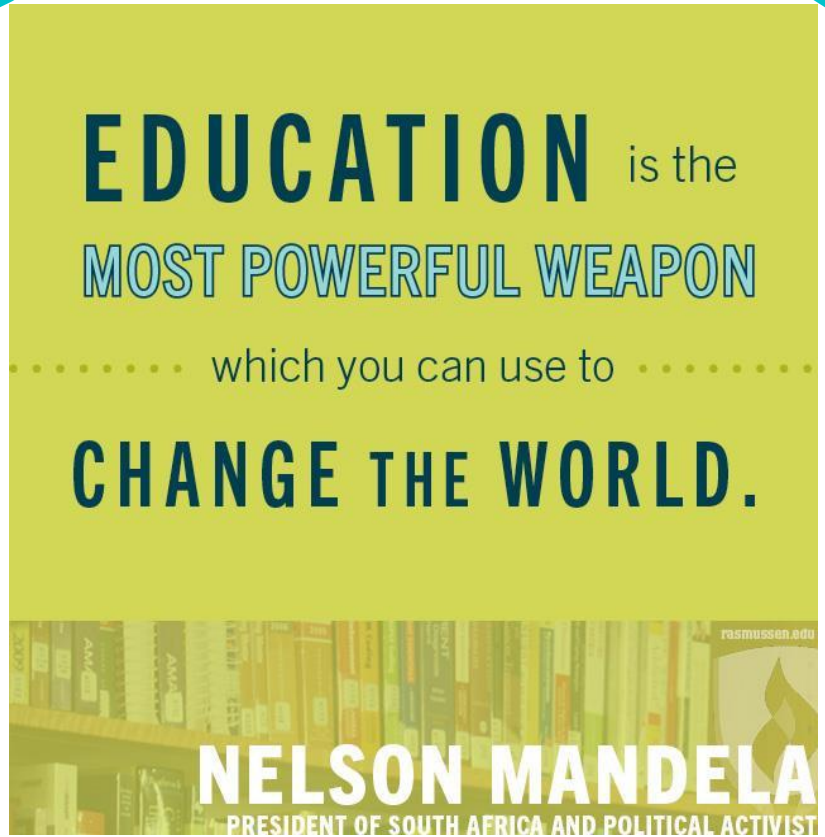

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Contact us through

For more information please visit the project website and e-Learning Platform at:
https://jobs4all-project.eu/ | https://jobs4all.iit.demokritos.gr/

Employment should be accessible and available to all.

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