

Step by step to employment

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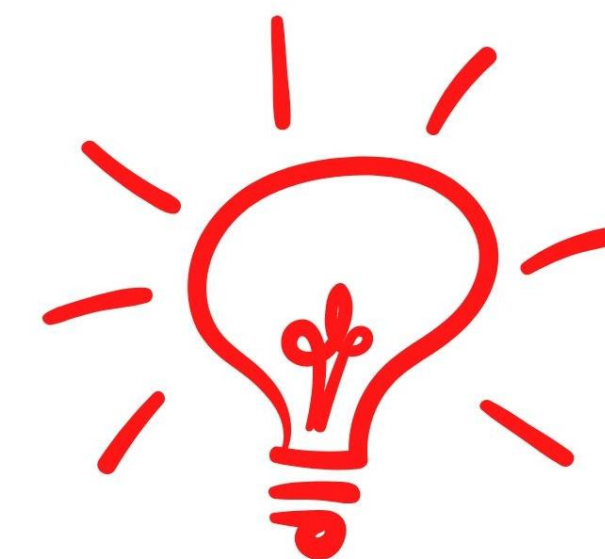
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The project was co-funded by the European Union from the European Social Fund.

Step by step to employment



Call for Proposals: Support for the Social Inclusion and Employment of Marginalized Groups

Call Reference Number: UP.02.1.1.06

Grant Agreement for projects financed by the European Social Fund within the 2014–2020 financial period.

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**Project
coordinator**

**Projekt građanske demokratske inicijative –
P.G.D.I.**

Partner

Social Welfare Center Beli Manastir



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PGDI

Objectives

1

To improve access to the labor market by enhancing the professional competences of unemployed individuals from marginalized groups through the implementation of adult education programs

2

To enhance the social inclusion of unemployed individuals from marginalized groups through the implementation of personal development workshops and the provision of social mentoring services

3

To enhance the knowledge and skills of professionals working with unemployed individuals from marginalized groups



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Planned number of beneficiaries

- 30 unemployed individuals participating in the training
- 78 unemployed individuals, including long-term unemployed, participating in the workshops
- 30 Guaranteed Minimum Benefit (GMB) recipients involved in social mentoring



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Number of beneficiaries

- Trained: 30 unemployed individuals
- Participated in workshops: 78 unemployed individuals, including long-term unemployment
- Socially mentored: 31 guaranteed minimum benefit (GMB) recipient



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Activity 1

Selection and implementation of validated adult education programs



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Implemented activities:

- Informing potential beneficiaries through media, promotional materials, and meetings in local communities
- Selecting 30 beneficiaries to participate in adult education programs
- Selecting validated adult education programs based on the expressed interest of registered beneficiaries
- Enrolling 30 individuals in the validated training programs

Results achieved:

- 30 beneficiaries trained as: accountant, caregiver, cook, pastry chef, masseur, and pedicurist
- 30 beneficiaries awarded diplomas validated by the Ministry responsible for education
- Enhanced professional knowledge and skills of unemployed individuals from marginalized groups for labor market entry



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Activity 2

Development and implementation of targeted programs for the empowerment of marginalized groups



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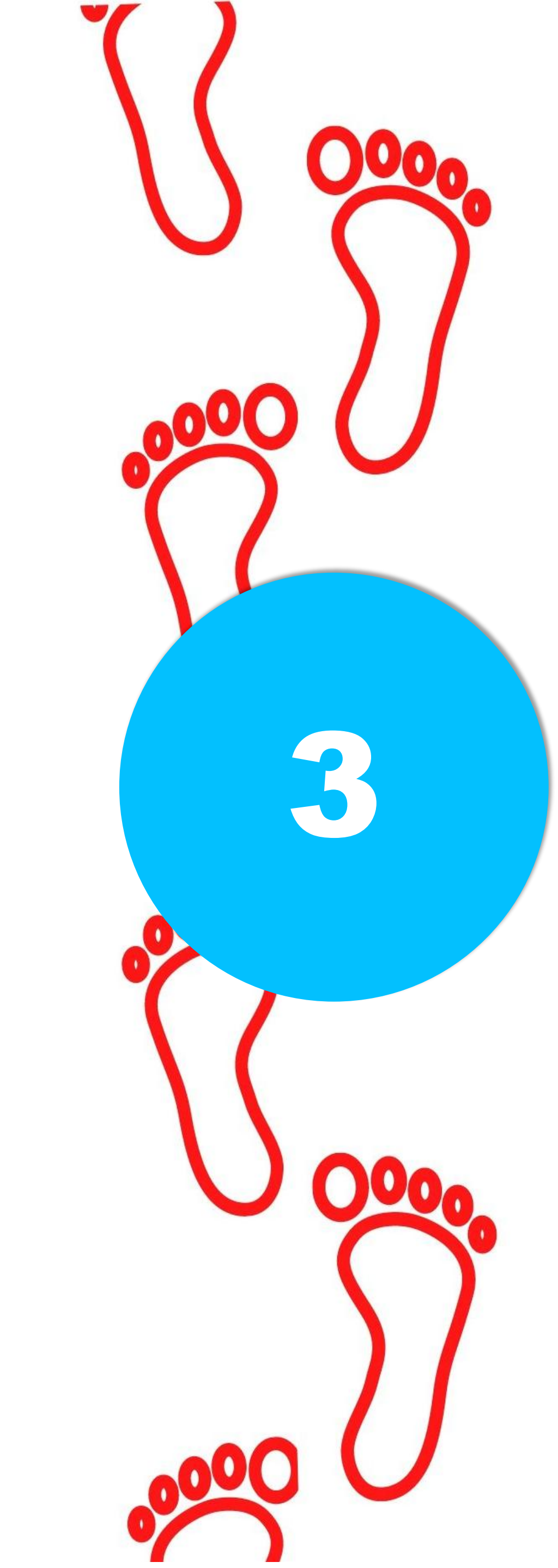
Implemented activities:

- Informing Guaranteed Minimum Benefit (GMB) beneficiaries about project activities
- Selecting 36 beneficiaries for social mentoring services and delivering social mentoring services
- Conducting IT training workshops
- Conducting workshops to enhance soft skills

Achieved results

- 36 Guaranteed Minimum Benefit (GMB) beneficiaries participated in social mentoring, with 31 completing the full mentoring process
- Preparation of 31 individual plans for social mentoring participants
- 31 beneficiaries received certificates of participation in social mentoring
- Conducted IT training for 28 beneficiaries
- Enhanced IT knowledge and skills of unemployed individuals
- Improved knowledge and skills in active job search
- Organized and conducted 8 cycles of 4 workshops to enhance soft skills
- 51 beneficiaries participated in employment support workshops





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Activity 3

Developing the capacities of professionals working with unemployed individuals to improve services for labor market access and social inclusion of target groups



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Implemented activities:

- Informing institutions and associations supporting unemployed individuals from marginalized groups about inclusion opportunities in Osijek-Baranja, Vukovar-Srijem, and Virovitica-Podravina counties
- Conducting training for social mentors in the community
- Conducting supervision for service provider

Results achieved:

- 16 professionals attended training for social mentors
- Skills in providing support to unemployed individuals were enhanced
- 16 professionals received certificates of participation in the social mentor training
- 3 supervision workshops were organized and conducted



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Social mentoring process



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1. Initial phase
 2. Building the relationship
 3. Setting the direction
 4. Progressing
 5. Conclusion of the relationship



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Implementation challenges



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Covid-19 challenges

- delays in activity implementation
- periods of isolation (staff and beneficiaries)
- shift to online activities



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Other challenges

- Finding suitable beneficiaries for participation
- Motivating and actively engaging participants
- Ensuring continuity through mentoring phases (number of sessions per beneficiary)
- Cases of incomplete mentoring
- Achieving intended goals with beneficiaries
- Personal barriers in working with users



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Achieved changes

- Stronger mental and social status
- Increased awareness of user rights
- Achievement of individual goals
- Employment of beneficiaries
- Improved quality of life



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Projekt građanske demokratske inicijative – P.G.D.I.



Žrtava
Domovinskog rata
25,
Šećerana



+385995288074



pgdi@pgdi.hr



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PGDI