



Erasmus+

## **“Educators of cultural competences for the people aged over 50”**

### **METHODOLOGIES FOR WORKING WITH UNEMPLOYED PEOPLE OVER 45 YEARS**

The main objective of these methodologies is working competencies and empowering people for future employment. The average participant has been long-term unemployed, thus has not been working in years and lost touch with the labor market.

Activities and processes are aiming at employment of the participants. They include technical and more personal topics like self-consciousness, self-esteem, communication, handling emotions or basic social skills and behavior.

#### **Type of methodologies:**

**INDIVIDUAL FOLLOW-UP** through personalized tutoring, where roadmaps and individual plans are defined, with the objective of improving skills and offering both professional and emotional support. Every participant has a person of reference. This tutor is leading the process and following up and reporting about the participant's development. In average these processes take around one year, with at least two meetings a month between tutor and participant.

**GROUP ACTIVITIES** to strengthen skills through working with the group's synergy. These meetings also serve to continue working on topics raised and worked in the tutoring and as exchange spaces between participants. They often relate to one another through the exchange of experiences in these group meetings. The amount of group meetings carried out varies among the different programs and the necessities of the group. The number varies between four meetings a year and one every month. From doing workshops about more technical topics related with future employment (CV, ways of job hunting, rights and obligations of employees), the content of group activities also aims at enabling participants to overcome a job interview successfully. That means working on (non-verbal) communication, self-consciousness, handling emotions and identifying yet unknown competencies, etc.

**SPECIFIC TRAININGS** in order to open the access to another field of labor other than the participant's current experience. These short trainings follow a very practice oriented approach and are meant for the participants to get into contact with more labor demanded sectors, where they can find work later on. Sometimes these trainings are combined with internships as well.

**ADDITIONAL ACTIVITIES** in groups aiming at strengthening the group's cohesion or getting to know the work network of the participants. Here any kind of activity would be possible, ranging from participation in networking events to visiting fairs, enterprises and other entities.