



# Pinardi

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*Compartir para educar*



*WHO ARE WE?*

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# Who Are We?

Pinardi is a non-profit organisation born in Madrid in 2001 in order to provide for the comprehensive education, especially of children and youth at risk, as a tool for the individual's personal development and his/her social and labour integration.

## MAIN FOCUS AREAS:

### Educational Area:

- Day centres
- Alternative education programs for ESL prevention
- Family intervention
- Psychotherapeutic support
- Residential aftercare
- Juvenile justice.

### Vocational guidance, Training and Labour Integration Area:

- Initial VET Programs
- Vocational guidance and counselling services for youth and adults
- Job search support service
- Digital literacy
- Youth employment programs
- Job placement programs.



# *POLITICAL CONTEXT IN SPAIN*

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# Political Context in Spain

- Unemployment rate = 18'2%
- Youth unemployment rate (<25) = 40'5%
  - ↳ Out of which, LTU = 38'5%
- Unemployment rate among those who have not completed compulsory secondary education = 64'2%
- Early school leaving rate = 19'97%
- Young VET students rate = 4%
  - ↳ Formal education does not meet market needs



# *FIRST PROFESSIONAL EXPERIENCE*

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*(FPE)*



***“In order to improve the employment prospects of the long-term unemployed, individualised support and tailored work-based training programmes developed with local employers should be developed.”***

**(FEDEA, 2016)**



# First Professional Experience

FPE is a collaborative model based in public/social/private partnership, created in 2014 with the support of JPMorgan Chase Foundation to increase employment opportunities for youth at social risk.

It focuses on a work-based learning approach where leading companies in the tourism, catering and logistics sectors offer training and mentoring in the workplace. It provides:

- An introduction to the world of work and to a particular industry.
- General and job-specific competences and knowledge, as well as occupational networks
- A sense of progress and accomplishment, the possibility of making choices, fostering their confidence and commitment
- The motivation to obtain an academic qualification, engage in further training or return to formal studies.





# First Professional Experience

## PROGRAM COMPONENTS

### 1. SELECTION PROCESS

Initial filtering by Pinaridi and final selection by HR department at the company.

### 3. PROFESSIONAL DEVELOPMENT

Follow up program to improve the job prospects of those who have already completed the first phase. After the design of a career plan, developed in collaboration with the partner companies, industry-centred technical training, ongoing soft-skills training (innovation, leadership...) and coaching sessions will be offered.

### 2. WORK-BASED TRAINING

Specific training within the company (2-3 month), supported by a professional mentor in the workplace. Concurrently, Pinaridi provides training in soft skills, English and financial education.

### 4. COMPREHENSIVE SUPPORT

Educational mentoring from Pinaridi and use of other resources available in the organization (coverage of basic needs; Transitional Living Programs; psychotherapeutic support...)



# First Professional Experience

## TARGET GROUP

18–25-year-olds in situations of social vulnerability

Most common risk factors :

- **PERSONAL:** lack of personal and emotional skills; lack of motivation towards training or job search; low self-esteem; young people who have been associated with the criminal justice system; lack of plans for the future.
- **EDUCATIONAL:** low level of education and poor academic performance; high rate of early school-leaving; learning difficulties.
- **FAMILY:** low socio-economic background; parents with low level of education; family conflicts; lack of decent housing; lack of social assistance; time spent in the child protection system.
- **SOCIAL:** lack of social network support, especially among those from migrant backgrounds.
- **WORK:** lack of work experience or precarious working conditions.



# Impact of previous editions (I)

## First Edition: 01/10/2014 – 30/09/2015

- 97 young people reached
  - ↳ Out of which, 79 successfully trained
- 57% placed into employment
- Strategic Partners: 5 large companies in the hospitality and restoration sectors.



# Impact of previous editions (II)

## Second Edition: 15/12/2015 - 15/06/2017

- 140 young people reached
  - ↳ Out of which, 124 successfully trained
- 65% placed into employment
- 35 participants improved their career progression opportunities
  - ↳ Out of which, 19 in a more qualified position
- Strategic Partners: 7 large companies and 6 SMEs in the catering, restoration, hospitality and logistics sectors.



# *LESSONS LEARNED AND KEY ELEMENTS*

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# Key elements

## 1. ROLE OF THE COMPANIES

- Co-design, implementation and impact assessment of the process
- Professional Mentoring
- Delivery of workshops on labour skills
- Involvement of staff from different departments
- Commitment to co-finance further editions

## 2. COMBINATION OF ON-THE-JOB AND OFF-THE-JOB TRAINING

- Training on soft-skills, English, financial education, digital tools...
- Meaningful experiences (fairs, masterclasses...)

## 3. PROFESSIONAL DEVELOPMENT

- Development of participants' full potential
- Tailored solutions

## 4. HOLISTIC APPROACH

- Educational mentoring from Pinardi
- Participants' engagement
- Coordination with other resources of the organisation

***NEW EDITION***

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***(FPE: A consolidated model of quality)***



# New Edition: CONSOLIDATION

## INNOVATIVE ELEMENTS:

- New sector: Fresh food industry.
- New component: Preparation to obtain an official academic certificate or access formal VET/higher studies, enabling participants to work and study at the same time to access future qualified positions through tailored solutions.
- New outputs: FPE academic model to be scaled to other sectors and territories and be shared with other social actors and companies.
- New beneficiaries: scale provision of training and “professional development” to a higher number of recipients.





# New Edition: CONSOLIDATION

## EXPECTED RESULTS:

- 140 participants enrolled in FPE trainings
  - ↳ 55% employment rate
- 40 participants enrolled in Professional Development
  - ↳ 35% career progression
- 80% of participants have their educational situation assessed
- 30 participants enrolled in preparation to access a certification or formal studies
- 2 organisations trained in FPE methodology

**DURATION:** 30 months (01/11/2017 – 30/04/2020)



