

Minute of the final meeting of NE.P.CO in Valencia, 17, 18 and 19 June

Introduction

The final mobility of the NEPCO project took place in Valencia on the 17th, 18th and 19th of June 2013. It held the final conference of the project, where the working papers and final results of the NEPCO project were presented.

The project partners attended the final conference, as well as participants from different Valencian organizations which work in the education and training field in order to raise awareness on the project and its results.

Attached document 1: Mobility program and final conference

Attached document 2: List of final conference attendees

Assistants:

German partners:

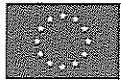
- Katja Heidel- responsible for the development and coordination of European projects;
- Christin Faust- responsible for the development and coordination of tourism projects.

Danish Partner:

- Helle Blonde- Manager of the Centre for competence development and jobrotation of the City Council of Randers
- Tony Elmstrøm- Employee of the Centre for competence development and jobrotation of the City Council of Randers
- Bent Raun- Manager of the School of Production
- Sonja Boye Jensen – Nurses' representative of the City Council of Randers.
- Martin Toft – Manager of the support service of the City Council of Randers and competent in the development of the jobrotation programme.
- Ann Taul Andersen – Representative of the Youth Education Guidance Centre of Randers.

Spanish partner:

- Maria Martínez- Responsible for European Projects of the City of Valencia.
- Oreto Argente- Responsible for European Projects of the City of Valencia.
- Alessia Damiani- Assistant of European Projects of the City of Valencia.



Development

Day 1:

On the first day, the participants of the NEPCO project held a series of interviews with different valencian organizations. First of all, they visited the EURES network office in Valencia, located in the Valencian Employment Service.

Diego Moliner, EURES adviser in Valencia explained the meeting attendees how the EURES network works and its purpose. EURES is a European employment services network designed to facilitate the mobility and placement of workers, so that they are able to access to job vacancies that occur in any of the countries which take part of the network. EURES enables employers to disseminate job vacancies across national borders (in any of the 17 countries of the European Economic Area) recruiting workers of any member state, improving its staff training standards, enhancing its products and expanding its operations.

The EURES network provides information on: the European labour market; relevant agencies on the area of employment and recognition of professional qualifications; legal conditions to facilitate mobility and equal treatment as a Community worker.

Public Employment Services of the European Economic Area have established a network of cooperation in order to promote the free movement of workers. For this reason, it was created the European Employment Services (EURES), managed by advisers and correspondents. Finally, he made reference to the EURES database, which offers valuable information, both quantitative and qualitative, on the following subjects:

- European candidates' profiles.
- Technical knowledge required.
- Code of practices in international recruitment.
- Living standards in different countries, etc.

Using this computer system, EURES advisers can not only provide the information required by users, but also communicate with them across the continent.

A meeting was then held in the Valencian Employment and Training Service (Servef), an organization dependent on the regional Government, with the Director General of Employment and Job placement, Mr. Felipe Codina, and with the Director of the job-matching service, Mr. Juan M^a Sáez. In the meeting they explained how the Servef works, the methodology used in job-matching and labour market characteristics.

Finally, participants visited the Valencia Tourism Foundation, where a presentation was given on the actions carried out to position Valencia as a tourist destination, with the aim of contributing to economic growth and, therefore, to job creation.

Day 2:

On the second day the participants of the project visited the Valencia Town Hall and had the chance to see at first-hand its museum, where a guide explained them Valencia's history and showed them around distinguished rooms like the Plenary Hall and the reception hall, known as the Hall of Glass.

Next, participants visited the Employment Agency A>Punt, an employment agency managed by the Employment department of the City Council of Valencia where unemployed people are helped to find a job and companies to find qualified staff that meets their needs. Besides a general presentation of the functioning and the aims of the agency, a special focus was given to one of the initiatives developed by the agency, the programme Express Training A>Punt. The three blocks of the training programme were illustrated: Express Training IN POSITIVE (that aims at enhancing the personal brand, achieving a professional strategy and learning how to successfully cope with a job interview); Express Training RECYCLE (that offers training to unemployed people in some of the most demanded fields of the labour market); Express Training WORK IN LANGUAGES (that provides language training).

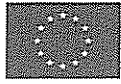
Participants were given a brief explanation on the Spanish formal and informal education. They also got to know how the Spanish administration was organized regarding employment and education at a national, regional and local level. Similarly, they were told which structure the Valencia City Council has: its areas or work, who is accountable for the Employment Department and the different council delegations.

Participants then moved to the Youth Delegation, where they were received by Silvia Sancho, head of the Youth Service. In this meeting participants learnt the actions and strategy for young people the City Council is working on. Silvia Sancho detailed the programs implemented regarding workers training, assistance and support for education, housing and employment, as well as creative and entrepreneur contests (Valencia Crea and Valencia Idea).

Summer courses abroad for young people and the different destinations available depending on the age of participants were also explained. Another important line of action developed by the Youth delegation is supporting young entrepreneurs so that they can start their own business or do an internship in different companies gaining work experience.

Reference was also made to the training program, offered by the Youth Delegation at its local centres for children from 3 years to young people under the age of 35, detailed in the activity guide published three times a year. Finally, partners visited the centre facilities and its use.

After the meeting, the NEPCO partners visited "Las Naves", an old industrial park that Valencia City Council renovated and destined to the creation of a cultural centre for



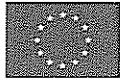
young artists. This space has modern facilities and all the necessary resources. It was set up to allow young people to develop their creative talents and to foster the creation of synergies between young artists that may bring to collective and multidisciplinary creations. During the visit to Las Naves, the partners could meet Arturo Ortigosa, Director Innovation of InnDEA Valencia, a foundation that fosters innovation and strategic development in socioeconomic fields to improve the urban innovation of the city. He explained how this non-profit entity, promoted by the City Council of Valencia, enhances the application and transference of new technologies in the business system, in scientific and research communities and in local administrations. He also described how it tries to promote the internationalization of companies and the talent recruitment. Finally, he illustrated the content of the Strategy Valencia 2020, a plan that will guide the social-financial development and human progress of the city over the next years.

Day 3:

The final day, the partners visited two Training and Employment Plans of the City Council of Valencia, "Carpentry" and "Traditional Dress". During the first visit they could see how 15 young unemployed people were trained and received professional education in the field of carpentry and furniture manufacturing. This programme aims at qualifying young people under the age of 30 with low qualification in a field that is one of Valencia's traditional industrial sectors. In the second Plan the partners visited "Traditional Dress", a programme conceived for 15 unemployed people with a vast experience on the field of tailoring. Their main task, thanks to the partnership with the Delegation for Festivities and Popular Culture, was the production of part of the Valencian traditional dresses for Corpus Christi. By means of this programme, the double objective of labour insertion and Valencian tradition and artisan work preservation was achieved. Moreover, the participants of the Training and Employability Local Plan were also receiving different lessons: computer courses, labour market orientation, entrepreneurship and gender equality, in order to improve their future employability.

Later, NEPCO partners went to Leones Centre where the programme's final conference took place. The Final Conference has included different institutions that work on education and training area.

After a first introduction of the NEPCO project, the NEPCO partners introduced themselves, explained which organizations they worked for and their reasons for joining the programme. Then, the conference continued with the presentation of the Guide of Labour Needs, Professional Profiles and Competences. First of all, the analysis of the adaptation processes of the Spanish, Danish and German national qualifications frameworks to the European Qualifications Framework were presented, trying to emphasize the similarities and the difficulties that had emerged during the process in the three countries. Then, the results of the researches on competences, skills and knowledge as well as on the most demanded professional profiles in the labour market



were illustrated. Each partner focused his analysis on different research areas. However, what emerged was that in all NEPCO countries structural changes had affected social and productive systems and consequently the labour market demand. It was therefore expected that the demand for highly skilled workers increased and that the employment for low-skilled workforce decreased. Regarding the personal skills and competences the market required, it emerged that the most demanded abilities were foreign languages knowledge and communication skills, flexibility and capacity to manage changes and to adapt to new situations, capacity for teamwork and for working under pressure. The auditors found the results obtained with those studies very interesting. They debated on the different ways to benefit from this new information and concretely how to make use of the results of the studies. Finally, the third focus of the guide, namely the analysis on general competences an entrepreneur would need, was presented.

After the Guide presentation, an illustration of some good practices in the field of employment and labour insertion of the partner countries was presented by Helle Bonde, the manager of the Centre for Competence Development and Jobrotation of City Council of Randers. These good practices are captured in the Guide of Good Practices, one more document of NEPCO Project. Particular attention was arisen around the Danish job rotation project. It allowed 120 nurses working for Randers Municipality to attend training programmes while 19 unemployed nurses substituted them, what gave them the chance to enter the labour market. The partners showed particular interest in the project and in the possibility to adapt it and start similar programmes in Valencia.

Finally, the conference was concluded with a recap of the most important results of the whole project. The partners agreed that NEPCO project had been important to establish important contacts and create a basis for further cooperation between the entities involved in the programme. Moreover, during the implementation of the project fundamental links had also been established with other entities, allowing knowledge of best practices and programmes to spread. Finally, confronting different educational and labour systems, the partners had had the chance to better understand the weaknesses and strengths of their countries, setting the basis for future improvements.

The conference ended with an appreciation to all the NEPCO partners and to the participants that took part in the final meeting. Also, the wish that the outcomes of the project were useful and that future collaboration would take place.



Signatures:

City Council of Valencia

N. A. Noguera

Randers Kommune - Center for Competence Development and Jobrotation

W. H. H. H.

Harz AG – Initiative Region of Growth

H. H. H. H.