



Flagship School to Work is platform for knowledge and measures that prevent early school leaving and integrate NEET into the labour market in the Baltic Sea Region

School to Work

Information Support Development

Flagship School to Work
www.s2wflagship.eu

School to Work is Doing Well and Will Improve

by Gunnar Anderzon, Leader of the Flagship School to Work, Swedish Association of Local Authorities and Regions

In spring 2018 an evaluation study was carried out to receive feedback from Flagship's School to Work members and partners. We can clearly see that we have improved our work since we started in 2014. And you, our members, can see the benefits of being a part of the Flagship both in a practical and in a strategic way. Our strength is, for example, that we are truly a platform that has a diversity of members from different levels and organisations that contribute to increased knowledge for member organisations

However, we need to do some developments. We need to clarify S2W's level of ambition for what the flagship should achieve and the role of the project organization. This will be something that we address as a development area during the coming year.

The actual measure to evaluate our progress, is one of the most important actions taken to improve our work, and to find new ways forward. That's also the case for the flagship.

In the past six months, S2W has carried out lots of important activities. Seminars, study visits and conferences. In different contexts we have focused on prevention of early

school leaving, NEETs and refugees. Our Knowledge Platforms have done a fantastic work and have created a stronger structure for the important issues they represent.

There are exciting things happening in Brussels, too. The next long-term EU budget is in full swing and some positive signals concerning our causes.

For the next period 2021-2027, the European Social Fund Plus will be strengthened and would be worth €101.2 billion. Geared to invest in people: ensuring they are equipped with the right skills needed to deal with challenges and changes on the labour market, following up on the European Pillar of Social Rights.

With the added value of transnational cooperation this can be money well invested. The importance of meeting across borders is invaluable and vital for creating the cohesion and social inclusion needed among EU Member States. S2W does that work already. But we need to strengthen our strategies and set the right policy's to get the response we need to improve the conditions for millions of young people all across the Baltic Sea and the EU.

Commissioner for Employment, Social Affairs, Skills and Labour Mobility, Marianne Thyssen, has said:

"Europe wants to empower people. We put our money where our mouth is. Our new, flexible and simplified social funds are focused on investing in people: to make sure they have the right skills, to make sure they have modern social protection adapted to new forms of work, and to show solidarity with those who need it most."

Let's do that and let's do it together. Let's empower and show some solidarity.

Education, Education, Education

by Matti Mäkelä, Knowledge Platform on Newly Arrived Refugees, Education Division in City of Turku

"Education, education, education" was how former UK Prime Minister Tony Blair set out his priorities for office in his first election campaign.

This was also a starting point for the Equal Access to Education workshop in the Sharing the European Dream seminar held in Rostock last March: Education is one of the most effective means to support the integration of newly arrived refugees and immigrants.

Education doesn't only help integration and language learning, but it also has a significant effect on employment rates. In Finland, for example, those who have only completed comprehensive school have an employment rate of 65 percent at best, while completing a degree in upper secondary education raises the rate to a little over 80 percent, and a higher education degree to 90 percent. Additionally – and somewhat surprisingly – those who have only completed comprehensive school are the last to enter the labour market; men around the age of 24, and women at the age of 35. This can be explained by the fact that uneducated people often have long periods of unemployment, child care leaves and possible studying attempts at the beginning of their careers, and these factors together keep their employment rate low. Not having

any other education aside from basic education also significantly shortens the

length of an individual's career. According to statistics, a man who has only completed comprehensive school will work for 25.4 years, and a woman for 22.7 years; men will also spend approximately 6.2 years and women 5.6 years as unemployed. Completing an upper secondary school degree increases the number of expected work years by six years for men and by ten for women.

Moreover, working life requires everyone to contribute when changes in the population age structure in Europe makes it increasingly important that all people receive education and find their way into working life.

In the workshop, the target was set to year 2038 with a vision that in that year everybody has an equal access to education regardless of their gender and social or ethnic



background. The workshop participants from five different BSR countries decided that this means the following things: Totally free education, individual plans and paths for everybody, new learning environments and new technology that supports education and breaks the borders, more co-operation locally and globally, and a change of mind-set (education and immigration means a more skillful work force, which means better productivity and more innovations, which means more wealth).

Members

by Inta Edgarsson, Coordinator of the Flagship, Swedish Association of Local Authorities and Regions

To learn and obtain information about well-functioning methods of working to target groups are two of the most often mentioned reasons for a municipality or school to decide to become a member of the Flagship School to Work. Today we have **62 members** from every country of the Baltic Sea Region.

You are welcome to join the Flagship School to Work. Membership is open to public and private organisations and institutions that aim to **reduce early school leaving** in upper secondary schools or in vocational education and training, **provide pathways to labour market** to those young people who are or might be at risk of being in **NEET situation**, and **integrate newly arrived refugees** in the **Baltic Sea Region**.

Join us to gain insights in latest findings and developments, to develop methods, collaborate with peers; have a platform for initiating projects and participate in policy forming processes.

MEMBERSHIP APPLICATION

Membership is free of charge.

You can find the [Membership Application](http://www.szwflagship.eu) on www.szwflagship.eu

IF YOU WOULD LIKE TO LEARN MORE, PLEASE CONTACT INTA EDGARSSON
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Connecting Experts for Better Work with Youngsters

by Anu Parantainen, Knowledge Platform on Prevention of Early School Leaving, Education Division in City of Turku

In the beginning of March ten experts from Gävle (Sweden) came to Turku to visit youth services and also other authorities who work with young people at risk to be early school leavers or who already have dropped out.



The aim of the visit was to see how things are done on the other side of the sea and also get new ideas and boost to own work. Even though the distance is not so big there were differences between every day practices and ways how authorities, organizations and NGOs work together. The program contained visits to one-stop-shop Vamos, outreach youth work, youth guiding services and youth workshop. One of the most discussed item was Finland's education system. Participants saw that it supports everyone to continue their studies and prevents

early school leaving. Still there are things to do, also in Finland.

In the final discussion the conclusion was that this kind of thematic study visits give a lot for those who participates. New ideas, new views and new contacts.

The study visit was a part of the activities which are offered by the flagship and in this case knowledge platform of Early school leaving. The focus in platform is to share good practices of preventing early school leaving, make the education and school – especially VET – more attractive and connect experts who are dealing with the same challenges.

NEETS Platform launches Thematic Working Groups

by Felix Schartner, Knowledge Platform Integrate NEETs, Norden Association in Sweden

Recruitment for the thematic working groups has begun and applications are continuously being assessed. Thematic working groups take the form of multi-skilled, transnational teams and constitute the production units of the knowledge platform.

By bringing together all relevant stakeholders around key themes relating to youth in NEET situation, the thematic working groups will ensure transnational learning and joint development of methods and policy recommendations. Structured input based on research, suitable and evaluated projects and initiatives, as well as the expertise and resources of the participants and their organizations, will ensure that the work builds on current good practice and further develops functional approaches. The diversity of the participants will also provide necessary input for co-creating inclusive and smart policy, removing structural obstacles and building new systems.

As part of the preparations for the launch of the thematic working groups, May also saw our first of two training sessions for process leaders. Their job will be to facilitate a process of co-creation during thematic working group (TWG) meetings and play a key role in maintaining the momentum of the development work in the Knowledge Platform. A second training session will take place in September.

As recruitment continues, you are cordially invited to submit an application to join one of the thematic working groups within the knowledge platform. You are also welcome to send us recommendations on organizations, projects, initiatives or engaged professionals from all levels, sectors and countries in the BSR. The first meetings will be held in early autumn.

Together we build sustainable, effective, and efficient forms of cooperation that allow us to tackle common challenges in the countries around the Baltic Sea.

FOR MORE INFORMATION

Five Thematic Working Groups:

- entrepreneurship,
- labour market integration,
- education,
- civil society involvement,
- resource centres (one-stop-shops).

TO LEARN MORE ABOUT THE KNOWLEDGE PLATFORM AND THEMATIC WORKING GROUPS, PLEASE CONTACT FELIX SCHARTNER
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BASICS



Target Groups

Young people who risk early school leaving (14 to 18 years old)

Young adults who risk becoming/ are in NEET situation (18 to 29 years old)

Newly arrived refugees



Structure

Three knowledge platforms in fields of Education and Labour Market: prevention of early school leaving, integration of young people who are in NEET situation, and integration of newly arrived refugees

FAST FACTS

62 Members

255 Participants

12 Events

Events of S2W in 2018

by Inta Edgarsson, Coordinator of the Flagship, Swedish Association of Local Authorities and Regions

Already in June can we say that Flagship's School to Work has spread. Since December last year we have more members, the number of events has increased significantly and also number of participants who have taken part in our various events, has increased.

If we compare statistics with 2017 in total, we can see that the first six months of 2018 have had five more events and 11 more participants.

Such quantitative changes can give qualitative outcomes both for learning something new about methods, approaches and tools that are used when working with youngsters, but also by encouraging each other in our network, together we decrease the number of children and youngsters who leave school early, we help them to come back to school or training, we support their efforts to become a steady employee, and also integrate in our communities.

To learn more on what has already happened and will happen in 2018, have a look!

Events until July 2018

☉ In February

Flagship School to Work meetings in Brussels with various actors

S2W meeting in Riga

S2W meeting in Hamburg, host – Policy Area Education

☉ In March

S2W study visit to county Gävleborg

UBC Migration Conference "Sharing the European Dream" (KP Refugees moderated two workshops: Education and Labour Market Integration)

Gävle's study visit to Turku (themes: early school leaving, youth services)

☉ In April

Inspiration Conference in Turku - Entrepreneurship in Practice & Theory

S2W meeting in Tallinn, host – Policy Area Education

S2W meeting in Hamburg, host – ESF Baltic Sea Network

Representation of S2W at meeting of Flagship Baltic Sea Labour Market in Riga

S2W meeting in Vilnius, host – Policy Area Education

☉ In May: Workshop on Appreciative Inquiry, Fire-works and Playfulness in Lund and Turku

☉ In June

Participation and sessions at Annual Forum of the EU Strategy for the Baltic Sea Region in Tallinn

S2W Conference Navigation and Guidance in Stockholm

S2W study visit in Stockholm

Upcoming Events

S2W events are organized both by the steering group and our members. We kindly encourage you to step forward and initiate a peer learning event, like seminar, workshop, study visit or conference. It will give you the possibility not only to tell about your work but also learn from S2W members!

☉ In September: study visit to Kristiansand in Norway (18th to 19th) with focus on measures and activities to integrate newly arrived refugees. Registration will be available on the 6th of August.

☉ In October: presentation of results of SALAR's project Plug In and Flagship S2W in Brussels

Besides the events mentioned above, we also have several steering group meetings where all knowledge platforms and the SALAR are represented.

FOR MORE INFORMATION

Visit Flagship's School to Work website www.s2wflagship.eu

IF YOU WOULD LIKE TO STAY IN TOUCH, PLEASE CONTACT INTA EDGARSSON
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Report by Knowledge Platform Integrate NEETs: “NEETs, projects and methods”

by Anastasiia Klonova, Knowledge Platform Integrate NEETs, Norden Association in Sweden

Knowledge Platform has now published [first report](#) that presents mapping of the projects and methods targeting young people not in employment, education or training (NEETs). Report covers following countries around the Baltic Sea: Denmark, Germany (Land of Hamburg), Estonia, Latvia, Lithuania, Poland, Finland, Sweden.

Report is exploring the NEET situation in the Member States and provides recommendations and analysis of the areas for further development in the transnational context within the EU Baltic Sea Region Strategy – Flagship School to Work. The report is a living document, that will be subjected to updates and changes.

According to Eurofound the term NEET is used to describe young people who are not engaged in any form of employment,

education or training. NEETs can be registered in a welfare service, but there are also unregistered youth who are at a high risk of exclusion – and here the outreach work is crucial – we need to know how many they are on a municipal level and then develop methods to reach them.

The term has come into the policy debate in recent years due to disproportionate impact of the recession on young people (under 30 years old). Age group for this report is 18-29 years, meaning that most of the projects discussed and analysed will concern young people in this age group. The report offers updated information and statistics on the national and regional level.

The report was written by researcher and expert in the youth field Lidija Koluh-Söderlund and Jenny Tägtström from the

Nordic Welfare Centre. The second report with mapping of One-stop-shops (Resource centres) in the Baltic Sea Region, will be available in early autumn this year.

FOR MORE INFORMATION

The report aims to:

- provide knowledge about young people who are not engaged in any form of employment, education or training (NEETs) in the Baltic Sea Region;
- provide information on ESF (European Social Fund) projects and other measures performed about combatting youth exclusion from education and labour market.

YOU CAN FIND THE REPORT ON WWW.S2WFLAGSHIP.EU OR CLICK [HERE](#)

Flagship’s New Visual Identity

by Inta Edgarsson, Coordinator of the Flagship, Swedish Association of Local Authorities and Regions



We happily introduce you with our new logotypes. Both Flagship and every knowledge platform has its own logotype. The yellow one stands for the Flagship, whereas:

- ⦿ the **RED** one represents Knowledge Platform for **Prevention of Early School Leaving**,
- ⦿ the **TURQUOISE** one represents Knowledge Platform for **Integration of NEETs**,
- ⦿ the **GREY** one represents Knowledge Platform for **Integration of Refugees**.

The new logotypes are simple, functional and in enthusiastic colours. We hope that the new logotypes will ease perception of ownership of S2W events and activities.

In addition, we also have new templates for our events to succeed with more common image of the Flagship School to Work albeit we are three different organisations that plan and run activities for members.

Fire Works! in Lund and Turku

by Mika Salonen and Annina Laaksonen, Education Division in City of Turku

by Jenny Strand, Skåne Association of Local Authorities

In late May this year, a team of trainers from Flanders in Belgium came to Lund in Sweden and then went to Turku in Finland to facilitate a two day intensive and playful training. The training was organized according coaching methods like Appreciative Inquiry and Fire Works!

Participants of the training course were social workers and coaches who work with migrants, young people and people who find it challenging to integrate in labour market and society in general.

More playfulness and passion

Around 30 employees from Skåne's municipalities gathered for a two-day training in the Fireworks and Playfulness coaching methods. These were specialists who meet and work with newly arrived refugees during their working day and who were looking for inspiration and new ways to guide and coach into the Swedish society.

The focus of the training was how specialists can use games, passion and strengths in guidance and coaching. These are elements that make us feel alive, make us dream and provide us with positive energy. The training was largely experience-based. Participants were trying the methods themselves and then applied them to their own work situation.

During the second day of the training, participants shared what inspired them at the workshop and formulated their own dreams.

We hope that from now on local experiments will be applied to reach out to newly arrived women and will address game-based social codes, by creating meeting places in Fireworks and playful spirit, and running games and playful, passion-based methods in daily routines.

Finding inner fire in Turku

Laughter, enthusiasm and playfulness filled the classrooms of Turku Vocational Institute.

During the training, participants learned about coaching models by trying-out them, story-telling and playing games. They had the opportunity to play and try by themselves. Playfulness was an important part of the workshop. For example, a card game was played where the rules suddenly changed and it caused very different feelings in different players. Some of the players reacted by adapting to the new rules, some by defending and keeping their own rules. By trying playfulness by themselves, the participants realized that it makes learning easier and helps the message stay in mind much clearer. The core of the workshop was finding the inner fire – "Discover the fire within you!"



how it feels when you enter a setting where you neither understand the rules nor have the language to ask for directions in any effective manner. We have been given the opportunity to form big dreams together and powerful tools to implement them. I am excited to follow this through and to see what changes we can make together and how we can use our insights in our individual professions as well!

About the method

Appreciative Inquiry was developed in the United States in the 1980's, and it has been used as a model of organizational change. The Fire Works model is based on AI and was developed in Belgium. Fire Works is a strength-based coaching model that helps people to discover their values, strengths, talents and passions and uses those as the core of developing a motivational future and making it reality.

The trainers of workshops came from two Belgian organizations, Thomas More University College and De Aanstokerij NGO.

Was the fire lit?

The feedback from both the trainers and the participants showed that the Fire really Worked in Turku.

Whereas the participants from Lund commented that *I have seen so much glow in the eyes of others! The training has been fantastic. Although I have worked as a coach for a long time, this gave me a new and deepened dimension of coaching.*

Another participant said, *What an amazing and insightful workshop we have had! It was a privilege to attend! Through simple means, such as a card game, we have gotten a taste to*

FOR MORE INFORMATION

Training was an activity of the ESF funded projects AboaNova from Finland, Plai 2.0 from Belgium and BSR Integrate Now project, in which Skåne Association of Local Authorities is partner.

Findings from S2W Evaluation

by Inta Edgarsson, Coordinator of the Flagship, Swedish Association of Local Authorities and Regions

Flagship's steering group (SALAR, City of Turku and Norden Association in Sweden) has received various important signals from network's members. Now we know for sure that activities run by the Flagship and our member organisations are relevant to you, you as members wish to be more involved in joint projects, initiatives, and we know that indeed it is pure knowledge of well-functioning methods and ways of working with the target groups that motivates you to be an active participant of the S2W!

The signals were received from an evaluation study that was carried out in early spring 2018. Then all of you were approached by a Swedish company Strategirådet either in a form of a request to participate in online survey or a phone interview. Here I would like to thank you every one of you who have shared their views and information and made it possible for us to learn more about your anticipations, possibilities and our joint ambitions!

A total of 22 organisations (of 59) responded to the questionnaire, which is equivalent to a response rate of 37 per cent. The analysis shows that there is a good level of diversity among those who responded, in terms of both the type of organisation and the target group the organisations work with. Moreover, the distribution regarding organisation type and target group generally reflects the distribution of the total number of member organisations.

In addition, 12 interviews were conducted in total. Along with results of both online questionnaire, interviews, a document study was conducted to receive more background information and analytical directions.

Among other findings, the report states that:

- the most common motives to be active in the S2W is access to networks and access to knowledge of well-functioning methods and ways of working with the target groups;
- membership has contributed to increased knowledge; of both the target groups and well-functioning methods and ways of working with the target groups;

•we also know that the results that most member organisations stated were a consequence of their membership do not match the motivation on which they have based their participation.

We have also learned that S2W members are interested in further improvements in areas like:

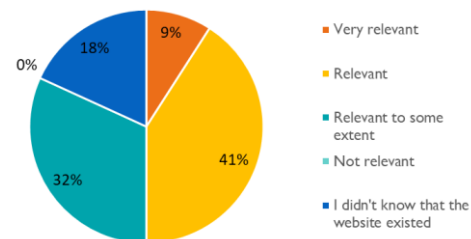
1. Developing new methods/ways of working in respect of the target group,
2. Increased knowledge of how other countries are able to support the regional and local level from a national strategic level;
3. Access to larger networks of relevant partnership organisations.

The report that is a result of the study is going to be used by the team of the Flagship to improve our work, engagement of members and become more comprehensible and tangible. To do that, Strategirådet has recommended Flagship to look into various development directions. Amongst others, here are some aspects the steering group will look into:

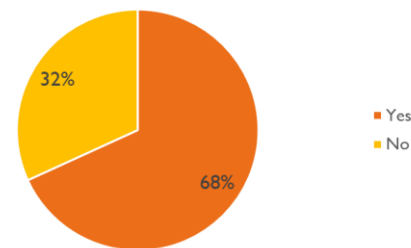
- S2W activities and functions might be more target-orientated and measurable,
- More field-work, analysis and reports regarding methods, measures and general policy networks that permit success of S2W members,
- The overall role of the Flagship's steering group: to support or to develop, or to raise awareness and advocate?
- How to use the potential of members?

It seems that four years after establishment of the Flagship, a perfect timing has arrived for making a joint decision on our further development. Finding directions, activities and focus are on our agenda for the coming six month. We hope to address your ambitions and concerns in this development process. And we would like to do together with you. So let's keep being in touch!

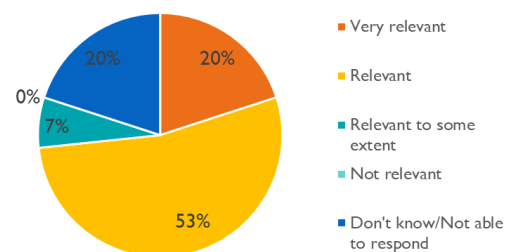
HIGHLIGHTS



Relevance of content found at S2W website www.s2wflagship.eu



Participation in events organized by S2W members



Relevance of activities to my organisation's work that are organized by other member organisation

FOR MORE INFORMATION

The evaluation study looked into aspects like:

1. What is the scope of S2W's current work today?
2. What reasons do the member organisations have for participating?
3. What benefits do the member organisations get from participating in S2W?
4. What are the expectations of member organisations as regards the results of their participation in S2W in the future?
5. What factors influence the potential benefits of S2W?

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Flagship School to Work is a platform that represents initiatives and projects in fields of education and employment that aim to prevent early school leaving and to integrate young people who are not in education, employment or training into labour market by use of holistic approach and with a strategic significance for the Baltic Sea Region.

Flagship School to Work operates in policy area Education of the EU strategy for the Baltic Sea Region.



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Knowledge Platform Integrate NEETS

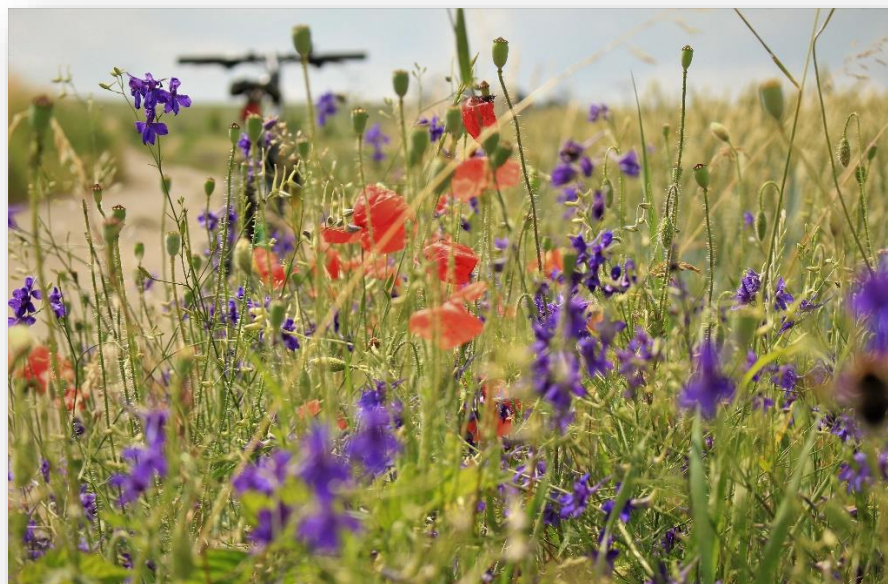
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Happy Midsummer!

Have a colorful, adventurous and mindful summer.

Gunnar, Inta, Matti, Anu, Anastasiia and Felix

Sources of pictures: Unsplash online community and Steven Solia