

OUTPUT FACT SHEET

Trainings

Version 2

Project index number and acronym	CE 1345 SIV
Output number and title	O.T3.3 Coaching Concept
Responsible partner (PP name and number)	Centire s.r.o. (PP 11)
Project website	https://www.interreg-central.eu/Content.Node/SIV-.html
Delivery date	31/05/2022
Summary description of the implemented training measure(s), explaining the specific goal(s), target groups and transnational added value	

**This output should relate to the coaching concept, but at the same time the whole output is related to trainings (according to the form). Therefore, in the whole document we use the connection coaching / training, although this document is primarily based on the document Coaching Concept, which was delivered as deliverable within WP1 D.T1.2.6 Coaching Concept.*

Coaching / training has become the basis for selected voucher programs. The main idea of the provided coaching / training was to provide job seekers activities, thanks to which they will improve their soft or hard skills.

Coaching was provided to improve soft skills in following topics:

- preparation for the interview,
- CV preparation,
- how to look for a job.

At the same time, the project partners provided support to job seekers and support when starting a new job. Some project partners also provided support to employers in the field of aspects of employing disadvantaged groups and dealing with this situation.

Training focused on hard skills was diverted from setting up a voucher program and the skills needed to get a job with an employer:

- Slovenia: trends in tourism, digital marketing
- Austria: Stage 1 - IT skills, Stage 2 - Mentoring program for graduates
- The Czech Republic: entrepreneurship program
- Poland: digital skills

Coaching / Training was organized on-site, hybrid and online. Due to the pandemic situation, many activities for job seekers were implemented online (online meetings, webinar, individual consultations). If possible, the offline form of coaching / training, or a combination of both forms, was preferred.

Coaching / training was developed based on the voucher model. In some models (Slovenia, Austria, Poland) the training was provided by an external partner who provided the content of the coaching / training. In other models (Slovakia, The Czech Republic, Germany), the project partners provided the content of coaching / training.

Transnational added value consisted mainly of sharing experiences and mutual inspiration. The project partners regularly informed themselves about the content and course of coaching / training and subsequently they were able to modify or improve their own.

The target groups were disadvantaged groups in the labor market, varying by country. The focus of the voucher program is detailed in O.T3.1 Voucher System Tool.

NUTS region(s) where training(s) have been conducted (relevant NUTS level)

The coaching/training activities were held in following NUTS 2 regions:

Germany: Baden-Württemberg

Croatia: whole Croatia

Slovenia: Eastern Slovenia, Western Slovenia

Austria: Vienna

The Czech Republic: Central Moravia and Moravskoslezsko (Moravian-Silesian)

Poland: whole Poland

Slovakia: Bratislava region, Western Slovakia, Central Slovakia, Eastern Slovakia

Expected impact and benefits of the trainings for the concerned territories and target groups

Coaching / Training pursued the main goals for job seekers:

- (1) prepare the job seekers for the job search process,
- (2) prepare a job seekers for the start of employment,
- (3) hard skills upgrading so that job seekers are able to find a job.

Coaching / Training pursued the main goals for employers:

- (1) Preparation of conditions for the employment of a disadvantaged job seeker

Thanks to coaching / training, job seekers (or even employers) have acquired the necessary skills that lead to employment. In addition, they had an effect on project partners who conducted coaching / training. As a result, they organized the entire process, gained experience and developed materials that are usable in the long term. Secondary beneficiaries of coaching / training are also employers, who have gained better prepared candidates as a result.

Thanks to the organization of coaching / training, the project partners also increased their institutional capacity.

Sustainability of the training(s) and developed training material(s) and their transferability to other territories and stakeholders

The Social Impact Voucher project pilot tested the settings of voucher programs, including the organization and provision of coaching / training. Thanks to the project, the project partners gained valuable experience in:

- Analysis of the needs of target groups,
- Coaching / training content preparation process,
- Coaching / training organization for target groups,
- Evaluation of coaching / training as well as evaluation of the impact of coaching / training on target groups.

All project partners will continue their voucher programs, including provided coaching / training. The experience from the SIV project will allow them to set up coaching and training even more effectively. The project created curricula, coaching and training materials that can be used for other activities in the field of sustainability. At the same time, these materials can be published and mediated by other interested parties. The coaching / training concept was also presented within the Stakeholders briefing, therefore all relevant stakeholders have knowledge of their existence. The concept of coaching / training is inspiring for a number of stakeholders who will implement activities to help employ any disadvantaged groups (for example, for high schools / universities, employment offices, non-profit organizations, etc.).

The main lessons learned, on which all project partners agree, is that the most effective is a combination of group training and individual coaching.

References to relevant deliverables and web-links If applicable, pictures or images to be provided as annex

This output is related to following deliverables (available in eMS):

- D.T1.2.6 Coaching Concept
- D.T3.1.2 Voucher Process
- D.T3.2.1 Improved Voucher Process