



MoreThanAJob

Reinforcing social and solidarity economy for the unemployed, uneducated and refugees

Activity 3.7.1— Evaluation report on SSE sub-projects' progress and results

Table of Contents

Introduction	4
Objectives of the sub-grants	5
Sub-grants winners.....	5
Expected outcomes	7
Jordan.....	7
Palestine	7
Greece.....	7
Italy.....	7
Lebanon.....	8
Assessment of the implementation of the subgrant’s activities	8
Jordan.....	8
Palestine	9
Greece.....	9
Italy.....	10
Lebanon.....	10
Conducted activities	Error! Bookmark not defined.
Jordan.....	11
Palestine	12
Greece.....	14
Italy.....	16
Lebanon.....	23
Result.....	30
Jordan.....	30
Palestine	32
Greece.....	33
Italy.....	34
Lebanon.....	36
Lessons Learnt.....	38



MoreThanAJob

Jordan.....	38
Palestine	39
Greece	39
Italy	40
Lebanon	40
Success story	40

Introduction

The project “**MoreThanAJob - Reinforcing social and solidarity economy for the unemployed, uneducated and refugees**” aiming at **fostering the social and labour inclusion of vulnerable groups through a stronger cooperation between Social and Solidarity Economy (SSE) actors and public administrations (PA)**. MoreThanAJob works to bring a change in the way SSE actors and public institutions work together for services provision to vulnerable groups. It aims to support the development of new social pilot schemes as well as analysing and providing suggestions how improving existing policies to better answer to the needs of the target groups. The project is funded by the ENI CBC Programme 2014-2020 and involves partners from five countries: Palestine, Jordan, Lebanon, Greece and Italy. The “Reinforcing Social and Solidarity Economy SSE for the unemployed, uneducated and refugees - MoreThanAJob” project falls under the European Union ENI CBC MED programme - Priority A.3: “Promotion of social inclusion and fight against poverty (Promote economic and social development)”. The project, which resembles to a consortium of seven partners from Palestine, Jordan, Lebanon, Italy and Greece, aims at enforcing social inclusion of vulnerable, unemployed populations by applying best practices for more effective collaboration of the SSE actors with relevant public administrations.

In the framework of MoreThanAJob project, the project has launched the call for sub grants aiming at financing SSE-PA cooperation projects aiming at improving welfare and social services for vulnerable groups in order to increase their opportunities for social and labor inclusion. Proposals presented under the call of sub-grants should insist on one of the following themes: Family and income support | Health and counselling services | Education and training | Career guidance and employment support | Culture and participation. MoreThanAJob is launching a competition offers 2 funded sub grants for with a grant size of 20,000 euros per proposal for each country. As a part of MoreThanAJob project, the coordinator of each partner announced the launching of two funded sub grants competition of collaborative projects between actors of the Social and Solidarity Economy and public administrations for the development of innovative social schemes in Jordan for Social and Solidarity Economy (SSE) entities. The proposals must necessarily provide for collaboration with at least one public administration body to be formalized during the project intervention through the stipulation of at least one Memorandum of Understanding with the identified public body.

This document has been developed as part of the A. 3. 7. 1 “Monitoring sub-grants projects’ progress and results” of the OUTPUT 3.7 “Evaluation report on SSE sub-projects’ progress and results”. *Which* will present the results of the continuous monitoring of the progress and results achieved by the SSE actors sub-projects that have been selected (through Output 3.6). The sub-projects programme will be divided in 3 phases, which characterize the phase of development of the sub-project and define the payment to the beneficiaries funded: 1) Design phase (1 month), 2) Implementation phase (6 months), 3) Evaluation phase (1 month).. Mutah University (MU) is responsible for creating the appropriate plan to be adopted by all partners to implement this activity. The aim of this task is to monitor the progress and results achieved by the SSE projects that have been selected. After the Design phase, the first



deliverable is expected from the projects, explaining the approach to be followed in detail. After the implementation phase, information on the activities carried out is expected for evaluation (1-2 deliverables). After the Evaluation phase, a final summary report is expected. This plan will describe the basic procedures that the evaluators of the partners organizations will follow based on the guidelines for the sub-grants application-section2-6.

In the following, the outcomes and results of all sub-grant projects will be presented.

5

Objectives of the call for the sub-grants

The objective of the call for sub-grant proposals is to finance **SSE-PA cooperation projects aiming at improving welfare and social services for vulnerable groups in order to increase their opportunities of social and labour inclusion.** The sub-grant proposal, as mandatory requirement, should include **initiatives that foresee the collaboration with a public administration** to be formalised, during the project’s lifetime, with the **signature of at least 1 Memorandum of Understanding** with the identified public body.

Projects should insist on one of the following themes:

Family and income support | Health and counselling services | Education and training | Career guidance and employment support | Culture and participation.

It is expected that proposals submitted under this call should foresee actions addressing at least 500 people that will benefit from the development of and enhanced access to social and support services and opportunities implemented.

Sub-grant Winners

In each country two proposals were selected and introduced to the local community and public authorities. Below table shows the winners in all countries:

Country	Sub-grant title/Applicant
Jordan	Social Solidarity Economy Values and Principles: Education and Training Action and Financial Plans/Applied Scientific Research Fund- ASRF.
	Unemployed males and females, families with limited income, families of Syrian refugees living in the town/Shihan Charitable Association -SCA
Lebanon	Psychosocial and Economic Resilience of Women in Deprived Areas/Common Effort-CE
	Cultivate new sets of skills and qualifications amongst under-skilled workers/PHI Group

Italy	Artigianato Interculturale-NOZ – coordinated by Centro Ricerche Economiche e Sociali per il Meridione [CRESM]
	The Game – Orientation to the Future – coordinated by Per Esempio Onlus
Greece	Educate and Act – EdAct/ SOCIAL ACTION AND INNOVATION CENTER – KMOP
	Guide your Career – GuideCar/ SYMPLEXIS
Palestine	Fostering Economic Empowerment of Women from Less Fortunate Families through vocational Training
	Fostering the Economic Empowerment of Fresh Female Graduates (From the Marginalized Areas) and preparing them to Enroll in the Labor Market/ Orjuwan

This report will present the results of the continuous monitoring of the progress and results achieved by the SSE actor's sub-projects that have been selected (through Output 3.6). The aim of this report is to monitor the progress and results achieved by the SSE projects that have been selected. After the Design phase, the first deliverable is expected from the projects, explaining the approach to be followed in detail. After the implementation phase, information on the activities carried out is expected for evaluation (1-2 deliverables). After the Evaluation phase, a final summary report is expected.

Expected outcomes

The subgrantees were granted to implement the activities of the projects based on the expected outcomes as presented in the proposals. Below are the expected outcomes of the proposals in each country:

Jordan: ASRF project intends to train 300 people, all of whom are refugees from various parts of Jordan (Karak, Tafila, Maan, and Shoubak), come from low-income socioeconomic backgrounds, and work in SSE. Professional scientific and business assistance to potential Jordanian innovators through capacity building, business consultation and guidance, and networking. Encourage and empower women to start their own businesses that will allow them to earn money while also being socially engaged. Promotion of an entrepreneurial and innovative culture in the Arab world. Providing vocational training workshops for



disadvantaged students and young entrepreneurs in Jordan's south. **While** the Dairy Product project aims to contribute to the training of unemployed young men and women in Shehan, as well as to assisting poor and low-income families, particularly those based on the presence of mothers, to fill their heads, in addition to assisting families of Syrian refugees living in Shehan. As a result, poor families will be able to meet their own needs as a result of an increase in their monthly income, and unemployed youth will have access to job opportunities within the town rather than working outside the Karak governorate, reducing transportation and travel expenses. Furthermore, the project will provide employment for at least (15) people who support families.

7

Palestine: MoreThanAJob Project implemented two subgranted projects in Palestine through two social solidarity economy institutions that target the vulnerable groups among Palestinian community including; women, unemployed graduates and refugee camps who have poor access to the educational services and job opportunities. These sub-granted projects served to transform the targeted vulnerable group from being aid-dependent to individuals who are able to create their own business and job opportunity and subsequently be economically empowered and have their stable life. In their turns, these final beneficiaries will be the success stories and the motivation for other people.

Greece: The GuideCar project aimed to connect one by one, the mentee and the staff of the bodies involved in its development, guided by the idea that the spirit of Mentoring program is built to facilitate knowledge transfer and career development, as a means of combating unemployment in Greece. GuideCar aspired to shape the future leaders who will be partnered with the current leadership in order to learn the interpersonal skills needed to help all employees reach their full potential. While “Educate and Act - EdAct” project was designed to respond to this socio-economic phenomenon, taking into account current trends in the labor market, while taking full advantage of the possibilities that technology offers. The project focused on the field of education with the provision of consulting services, setting as the main axis of action the organization of courses that equipped its beneficiaries with the ultimate goal of (re-)integration into the labor market and social cohesion.

Italy: The 1st project intends to create a bilingual vademecum with information on the city's street-selling laws and how to launch a business activity in this sector through collaboration with the Municipality of Palermo. Street vendors can enrol in workshops on traditional and digital handicraft to encourage the gradual and voluntary transition of their wares into self-produced goods. Informational efforts will be carried both online and offline to encourage involvement and awareness of the project's operations. The 2nd project will provide people with migrant backgrounds with additional knowledge and skills, enhancing their employment opportunities, through its counselling service and workshops. The project envisions activities to improve access to and orientation to territorial welfare services. Among these, the peer-to-



peer counselling service will focus on increasing employment opportunities while also facilitating access to territorial welfare services. Throughout the project, recreation activities will be organized to facilitate project communication, including the sharing of information on available services in the area.

8

Lebanon: In this initiative, PHI Group aimed to alleviate inequities in the Lebanese labor market, notably in Lebanon's most destitute districts, in different regions across Lebanon including Bekaa, Beirut, South Lebanon, Mount Lebanon, and North Lebanon. PHI Group has nurtured new sets of skills and credentials among under-skilled people, particularly those from less privileged parts of Lebanon, by implementing this project. The 2nd project is implemented by Common Effort which is a non-governmental organization that aims to create permanent dialogue between young people and overcome the contemporary obstacles among Lebanese youth. Common Effort was founded in 2010 by a handful of Lebanese youth who have a deep and clear determination in making a change. They had a dream of a unified, stable and prosperous country away from divisions and conflicts and they wanted the return of Beirut as a cultural and legislative center as well as a model for freedom and respect for human rights.

Assessment of the implementation of the subgrant's activities

The projects were implemented as in the proposed action plans by the sub-grantees. Here, the action plans conducted by the projects are presented:

Jordan

Mutah University (MU) is the coordinator of the MoreThanAJob project in Jordan. Since the Ministry of Public Work and Housing wouldn't be able to continue working on the project, MU took the lead in this role. MU launched the announcement for the sub-grant opportunity in Jordan and followed up with all necessary steps to fulfill the requirements. MU team followed up with the sub-grant from the beginning. Below the activities implemented by MU to support the sub-grant winners:

- MU team conducted several workshops before launching the call to introduce the MoreThanAJob project to SSE actors and PA. After selecting the winners, MU met with the subgrant winners and explained to them the objectives of MoreThanAJob project and what is required from them to achieve their specified objectives in their proposal.
- Provided the winners with all instructions required technically and financially to fulfill the required reports. MU also supported the winners in preparing their reports.
- Several visits were paid to the ASRF location and MU team monitored the workshop conducted by ASRF in all southern cities. MU team had several comments on the training and they recommended to have deep thoughts in the training as we have several from PA.
- MU team managed for the winners to attend the online meeting with MoreThanAJob steering committee meetings.



MoreThanAJob

- Presented a brief about the progress of the project during meetings in Greece and Italy.
- Workshop and press conference was held at Tafila Technical University to introduce ASRF to local community and public authorities. Agreement was signed between Dr. Omer Maaith (the contact person in Jordan) and ASRF representative as requested by MotreThanAJob project.
- MU supervised and followed up with the MOU signed between ASRF and Tafila Municipality
- Supported ASRF in guiding all EU rules and preparing the required reports and submitted such reports on their behalf.
- The implementation of the two sub granted projects in Jordan considered a successful stories as the achived the objectives. All the required activities were carried out by the subgrantees with direct supervision by MU team.

9

Palestine

Nablus Chamber manage to make the necessary follow ups through direct contact with subgrantees, zoom and face to face meetings, emailing, field visits and coordination of their activity's workshops and events. The subgrantees were always invited to participate in all related project workshops and thus take part in these events. Serious steps toward effective coordination and workshops with public administrations and officers at early stage of the project were conducted. They succeeded to build a strong relationship and networking with the ministries and its representatives. These bulk of networking create a trust with the PA actors who facilitated all project procedures where required. The implementation of the two sub granted projects in Palestine was successful and achieved their desired goal. The activities were conducted with direct and parallel follow-up with the two partners in Palestine (NCCI & ANNU). At early stage of the project, Nablus Chamber with joint efforts with An-Najah National University took the responsibility for conducting financial and technical sessions which were professionally delivered to the subgrantees to guide them and guarantee the implementation of the subgrants in the proper way. Throughout all project stages and procedures, Nablus Chamber assumed the role of monitoring and guiding the implementation of the sub granted projects. This stage of monitoring included technical and financial guidance sessions before, during, and after the projects' completion. Nablus Chamber also participated in all events organized for the sub granted projects, such as (opening events, training sessions, media coverage, reporting and closing events). It is also important to highlight the chamber's role in facilitating networking between these SSEs and official ministries when signing MoUs with them and organizing workshops to create an active space for collaboration and information exchange.

Greece

- The collaboration of the Social Solidarity Economy actor (KMOP team) with a Greek Public Authority (Drama Chamber of Commerce and Industry) revealed new perspectives regarding the needs of the Greek labour market and managed to provide successful orientation to the beneficiaries. A MoU was signed between KMOP and the Drama Chamber of Commerce and Industry in order to assure the smooth implementation of the educational activity and the



expected impact on the beneficiaries. All the activities were monitored and supervised by EUROTraining Educational Organisation. Specifically, EUROTraining was continuously contacting KMOP team in order to control the activities and the level of the progress. According to the data obtained from monitoring and evaluation of the training activity, KMOP managed to complete in a successful way all of the designed activities and all of the phases of the implementation process. Despite the technical problems that caused a significant delay in the platform's launch, KMOP took advantage of the extension period and managed to finalize all of the activities within the new extended deadline.

- GuideCar organisation has designed the online mentoring portal under the supervision of the educational organization EUROTraining. This online mentoring tool was not visible to the public on time. To be more specific, they did not manage to reach to an agreement with the foreseen Public Authority in order to provide the required number of experienced staff members as online mentors together with the Symplexis' mentors. However, EUROTraining that constitutes their supervisor was immediately informed about the extent of their progress and they also requested an extension period. They had been looking for alternative options and they were thinking to include experienced members from more than one local authority/research institution as individuals to support the action. They believe that this alternative seemed to be in line with the submitted subgrant. The moment they finalized as well as their weekly availability based on our schedule, the online mentoring Platform was launched.

Italy

- Throughout the implementation of the local initiatives, CESIE monitored and supported the sub-grantees. Since the beginning, a meeting was organised with the sub-grantees focused on the financial management. During the meeting, the sub-grantees received information on the financial and reporting rules as well as the possibility to share and clarify their doubts. CESIE developed guidelines on the visibility and communication rules for the sub-granted initiatives. The document was shared with the sub-grantees and included also a plan for the communication of the projects' activities. Regular meetings and contacts were held between CESIE and the sub-grantees in order to have updates on the implementation of the activities and share any challenge they might have faced. The regular contacts allowed to discuss on mitigation measures in case of difficulties. Moreover, they allowed to have a clear overview of the advancement of the project activities. Along with the monitoring and supporting role on the realisation of the activities, CESIE supported the sub-grantees in the communication of achieved results. As part of it, three videos per sub-granted project were realised with the collaboration of the sub-grantees and the participants to the project activities. Representatives of CESIE attended some of the activities foreseen by the local initiatives in order to have a better idea of how they were organised and of the participation to them

Lebanon

BCTS was supervising and monitoring the implementation process of the 2 subgrantees during the whole period through the following:



- Met with the Ministry of Labor – MOL, and the Ministry of Social Affairs – MOSA and invited them to the launching event of the winners.
- Prepared the launching event in Lebanon for the 2 subgrantees
- Conducted a Kick-off Meeting with the 2 winners and prepared a road map for the collaboration and coordination between them and BCTS during the implementation phase of their projects
- Being present during the signature of the MOU between the representative of MOSA the Ministry of the social affairs, the high Minister Dr. Hector Hajjar, and the sub granted projects representatives
- Met weekly with the representatives of the sub grantees to ensure the progress of the 2 projects
- Participated in the meetings conducted with the mayors, the municipalities, the social and solidarity economic actors, and the representatives from the public administrations
- Facilitating some meetings and solving some blocking points with the municipalities and other entities
- Participated in all the training, coaching and the awareness sessions conducted by the 2 subgrantees by sending a representative from BCTS
- Followed up with the 2 winners for preparing their progress and financial reports
- Followed up on the implemented activities to be sure that the 2 winners are respecting the steps and activities as mentioned in the proposals.

Conducted Activities

MoreThanAJob subgrantees in all partner's countries conducted several activities including workshops, training, meetings, ...etc. In this section, brief about these activities is summarized:

Jordan

ASRAF project : The project was conducted via several activities, conducted as follow:

- a. ASRF has conducted professional vocational training customized for university students at Mutah University in South of Jordan.
- b. ASRF conducted training in creation of gardens which was part of the concept. In addition to teaching students how to take care of their gardens, each garden has a collection of bonds that have been planted with various vegetable species. In order to fulfill their wishes and dreams for a respectable life, it seeks to ameliorate the challenging living conditions endured by families concealed in the villages of **Al Baqa** governorate.

- c. Six hundred and forty-eight citizens were able to cultivate and maintain their gardens. There are 48 persons from families who have received direct training, and 600 school children who will in the future have an indirect impact on their families.



Dairy products project The project was conducted via several activities as follow: Initially SCA tried to specify the target groups in the area and explain the project to them in addition to specifying the main resources to request the milk and the places to conduct the training.

- a. The training was done through two phases:
Phase one theoretical training at early stage of the project during January 2022 in the association location in Shihan town. Such course was dedicated to explain how to get the milk and the process required to reach the dairy product. The dairy products are: Yoghurt, Samneh, cheese and Jameed (The main parameter for the main traditional food in Jordan (Mansaf))
Phase two was done through an agreement with the only dairy product factory in the area to practically train the trainees on producing the dairy products using the required equipment and the right way to do that.
- b. After making sure that the trainees are capable of producing the dairy product and provide training courses to them, the necessary equipment and raw material (milk) required were provided to the target groups. The raw material was purchased from the sheep owners in the area.
- c. The production process was supervised by the association for each family.

- d. At the end, the marketing process was provided to the producers for the market and neighboring areas
- e. MOU was signed between SCA and Tafila Municipality
- f. Prepared the financial reports and technical reports including the inception report, stages report and narrative report



Visit was paid to the project by the MorethanAJob consortium during the meeting in MU and the partners were impressed about the output of the project. The partners had the chance to taste the product of this project by having a lunch of traditional food in Jordan as they invited by the people worked in the project.





Below some published articles and news

<https://web.facebook.com/MoreThanAJob/posts/pfbid02c9i9vCqgN1wkF1krUmCporqKnS3o2i4MWKfMZkT6CobXWdwo44JKaEiYX2He2p4C/>

<https://fb.watch/i8FwLOW-J/>

<https://web.facebook.com/MoreThanAJob/posts/pfbid02jFsMBqR2C17JqND8igkTfQFABWbdaQGEeb4yK3zbgHqciFTQw8a4krJuVYCipVJ2I/>

<https://web.facebook.com/MoreThanAJob/posts/pfbid02c9i9vCqgN1wkF1krUmCporqKnS3o2i4MWKfMZkT6CobXWdwo44JKaEiYX2He2p4C/>

<https://web.facebook.com/MoreThanAJob/videos/538700508207419/>

<https://web.facebook.com/MoreThanAJob/videos/716486479997132/>

<https://web.facebook.com/MoreThanAJob/videos/5736734263101408/>

<https://web.facebook.com/MoreThanAJob/videos/548897890593101/>

https://www.linkedin.com/posts/morethanajobeni_morethanajob-jordan-gomed-activity-7026141942874783744-wOXR?utm_source=share&utm_medium=member_desktop

Palestine

The sub grants in Palestine considered closely the support of the vulnerable group accord with the social solidarity economy schemes. Accordingly, the sub grants objectives and achievements met the project goal through the implementation of a series of vocational and technical trainings in parallel with number of life skills training courses. It is worth mentioning that these sub grants were basically the pilot of MoreThanAJob framework to measure its impact on each country context. In Palestine, the implementation of the two sub granted projects were applicable to the developed framework and feasible to its five best practices.



MoreThanAJob

The vocational and technical trainings aim at building up the required skills of the Palestinian youth from the less fortunate. The acquisition of these skills enables the Palestinian youth to draw their own map and future through self-employment or at basic levels to get the required qualifications to get a job opportunity. By achieving this, the project objective is reached and scored as sustainable. The objective of the project is also met by establishing a networking with the social solidarity economy institutions and entities in the Palestinian community with bridging their relationships with the public administrations and official ministries in concern. This step brought forward a promising opportunity for future collaboration to serve the targeted groups.

Providing Vocational trainings in certain required crafts and professions allow the target group of the project to get involved in these trainings since no educational qualification is needed. Otherwise, these units seek for building the capacity of these vulnerable groups, qualifying them in professions in a way that matches the market demand and subsequently create job opportunities for these groups or help them to start their own business (self-employment).





<https://www.facebook.com/MoreThanAJob/posts/pfbid077BtaMG9hGfUguYd3HPAuXcnYf96Zhg31cfdMWe7TAsbKZrhmXbrZyuf78E7ArbAl>

<https://www.facebook.com/MoreThanAJob/posts/pfbid09XdgJDVRRcsVjVxCeFhwp6QWZ16s8qNBS6yQEPcEuvjCxobacSNqdpdSLvhpwkQAI>

<https://www.facebook.com/MoreThanAJob/posts/pfbid02coveHSwg8bYAfT8cNJMBMTtZTrQd5u3JaQX3qCXyjZ4drFWXnQgy2mch9gBz6HMTl>

<https://www.facebook.com/MoreThanAJob/posts/pfbid02xDAjtJLiHQfJmcNFML6iKDcnSoqQPwKjsypNA2DM58kbhTRFhjUqifBAsSQzHvMfl>

[MoreThanAJob Project Palestine – Beneficiaries Testimonies 2022 - YouTube](#)

<https://www.facebook.com/MoreThanAJob/posts/pfbid02WUGSP4kfK1Ub2DVxVU8LFLhjGNnXPn7LGZzd4tNmpbx2ei4rJaHsonspjW9CN3Ful>

https://www.linkedin.com/posts/morethanajobeni_palestine-gomed-activity-7028382887628443648-qwcq?utm_source=share&utm_medium=member_desktop

Greece

“EdAct” project: During the first weeks of the project, the process of research took place in order to collect data and information regarding demands of the Greek labour market. Concerning the limitations and risks of this activity, we have to declare that our research for the demands of the Greek labour market was mainly based on labour force surveys by ELSTAT (Hellenic Statistical Authority). However, we also leaned on further surveys and data coming from other sources (e.g., Deloitte, Manpower 2018 Talent Shortage Survey) in order to acquire a more general and complete view of the labour question and the professional skills needed worldwide. In addition, our second activity concerned the preparation of the relevant training material. Our team managed to design the online platform on time under the supervision of the educational organisation EUROTraining, which was not immediately ready for the target groups. A common training framework was designed as well as guidelines in order to develop



a proper educational material, which aimed to address the skills and the needs of the labour market.

The main problem was that the design of the online educational tool was not ready for public use within the initial deadlines due to serious technical problems. However, EUROTraining that constituted our supervisor was informed about the extent of our progress and we had also requested an extension period. Furthermore, we had some online bilateral discussions with Drama Chamber of Commerce and Industry regarding the syllabus and the current market needs and we managed to sign a MoU with them, as well. The design of the platform emphasized the current needs of the market and offered courses which generally dealt with three major categories: Novel Technologies in Communication, Provision of Services, and Agrifood. In the first major category, the trainee was able to choose courses between the sub-categories “Digital Media Specialist” or “E-commerce systems specialist”. In the second major category there were courses relating to “Sales and Retail” and “International Commerce”. Finally, in the third major category there were courses available in the sub-categories “Food and Beverage” and “Food Management”. The aforementioned six different courses of different length were created, each one containing multiple modules of educational material and evaluation tests. The material was interactive and engaging, with each course providing a mix of soft and hard skills to the learners.

The above-mentioned courses were designed and offered in Greek. When the platform was publicly launched and available for our users, beneficiaries created an account and afterwards the admin gave them access to the courses they wanted to attend.

Although the design of the online platform was well – structured, there were some difficulties in turning this platform visible and publicly available. Due to technical problems, it was impossible to publish this useful platform for our beneficiaries on time.

Furthermore, there was another risk in this activity. Specifically, each participant was expected to have their own level of education, which was certainly diverse among the participant trainees. After selecting the relevant data from the beneficiaries through various methods (evaluation forms, questionnaires, interview questions), we concluded that there was not a wide educational gap among the participants and, as a result, the educational platform was organised accordingly.

For the 2nd project **SYMPLEXIS**: The first weeks of the project were dedicated to the process of mapping the needs in order to understand the demands of the labour market in Greece as well as the professional background of the target groups. The design of the online tool was directed at beneficiaries who aimed at developing their career, taking initiatives regarding the advance of their professional profile, and acquiring essential knowledge and skills for their future.

Taking into account the outbreak of the pandemic COVID-19 and the fact that ICT applications are significantly developed, the online portal was designed to facilitate professional advancement of beneficiaries through a distance approach of learning and mentoring. Through



this approach, some problems arose in relation to the mentees. Specifically, the relevance of the instrument was low for particularly vulnerable groups and additional personalized career guidance was required. In this case, the mentors assigned to each mentee were provided with specific guidance in order to resolve any shortcoming.

18

Our organisation has designed the online mentoring portal under the supervision of the educational organisation EUROTraining. This online mentoring tool was not visible to the public on time. To be more specific, we did not manage to reach to an agreement with the foreseen Public Authority in order to provide the required number of experienced staff members as online mentors together with the Symplexis' mentors. However, EUROTraining that constitutes our supervisor was immediately informed about the extent of our progress and we also requested an extension period. We had been looking for alternative options and we were thinking to include experienced members from more than one local authority/research institution as individuals to support the action. We believe that this alternative seemed to be in line with the submitted subgrant. The moment we finalized as well as their weekly availability based on our schedule, the online mentoring Platform was launched.

We designed a platform which operates in Greek and the mentoring sessions also took place in Greek. We managed to provide 6 mentors, 3 women and 3 men. Some of the mentors constituted team members of Symplexis and some others were independent experts. Our experts are coming from different fields and all of them provide a multi-dimensional professional background. Specifically, our experts are equipped with leadership skills and deep knowledge of miscellaneous specializations: 1) Business Management and Administration, 2) Innovation Strategic Specialist, 3) Business Consultant, 4) Capacity Building Trainer, 5) Project Managers.

Our beneficiaries were able to check the list of our mentors. Then, they clicked on each mentor and afterwards a short bio of the mentor was shown to them as well as their availability for a mentoring session.

Moreover, we also included on our platform's design another feature: the "GuideCar Library". This feature contains 3 sections: i) Opportunities for training and education, ii) Tools for job-searching, iii) Framework of career options and occupation overviews. Hence, our beneficiaries were navigated in a complete online guide, which addressed their educational and also their professional concerns.



<https://www.facebook.com/MoreThanAJob/posts/pfbid0VggTAK3UhawMU1MWZKDZjUyv5paM2ZelnQZ3Xfj85Qq1u9kAHuD7PCEQPcvRn9aI>

<https://www.facebook.com/MoreThanAJob/posts/pfbid07uVcKWuhAKvL8ehnfhWSq4hZDSWh1o191SonJqPoPtuv65rKPpfwPkTf9mXAHZrPI>

Italy

- **Training courses on digital and traditional handcraft**, in particular with biomaterials.
A 4-month training course on the basics of how to use digital technologies for the creation of handcraft products has been organised. During it, participants gained knowledge and skills on how to use laser cutting and CNC machines. It allowed them to transfer their knowledge of traditional craft and to be able to mix it with the new acquired skills in digital craft for the development of their products. Notwithstanding some barriers related to job and other commitments, all participants finished the course.
- **An information service on ethical and sustainable entrepreneurship**
The service has been carried out during the 8 months of the project. Through it, the project supported street-sellers and other citizens accessing to it in developing self-entrepreneurship and transforming ideas into business. The service focused also on promoting a business model based on the principles of ethics, sustainability and legality in line with the objectives of the project.



MoreThanAJob

- Drawing up a protocol agreement for establishing a **Monitoring committee on street-selling labour**

CRESM organised meetings with two department of the Municipality of Palermo, namely:

- *The Department of Production* in charge of the service for issuing the licences for production activities in the territory of Palermo, including the ones for street-selling. Representatives of this department attended some of the training activities carried out to know more about it. They also collaborated in the development of the multilingual leaflet with information on the requirements on how to start-up and implement street-selling business activities, in particular with a focus on people with a migrant background, people living in disadvantaged conditions and the ones at risk of marginalisation.
- *The Department of Social Activities* focused on local policies and monitoring of services to foster the inclusion of all citizens and, in particular, of the disadvantaged and vulnerable ones. Representatives of the department were regularly informed and involved in the different phases of the project.
- Development of a **multilingual set of guidelines** for setting up or renew a street-selling business. The set of guidelines resulted from the regular meetings with representatives of the public administrations mentioned above.
- Organisation of **communication and dissemination activities**:

CRESM organised events and meetings for the communication and involvement in the project activities. These events were carried out in reference organisations and places (e.g., the government office for tax assistance and information, trade unions, etc.) for the street-sellers and the migrant communities. The implementation of such activities allowed a regular debate with representatives of the public administrations and other social and solidarity economy actors.

Along with the face-to-face activities, CRESM worked to involve formal and informal leaders of the migrant communities in order to raise their awareness on sustainable social entrepreneurship and their role as multipliers in their communities. Indeed, this has been a further communication channel for the promotion of the project activities.

Furthermore, the dissemination of results through social media channels was based on the progressive involvement of potential beneficiaries and participants to the training activities in sharing their experience.

- A **peer-to-peer counselling service in employment and services orientation support**

The service was active for the whole duration of the project and was addressed to the migrant communities in order to facilitate their access to the territorial welfare services and the labour market. It also supported the beneficiaries in gaining transversal skills for a better integration in the labour market, such as the development of a CV or the preparation for a job interview.

The service was provided in different places of the city in order to reach more easily a greater number of beneficiaries and to have a wider impact on the territory.



MoreThanAJob

The service was run by Karidja and Moussa – the two peer-to-peer counsellors – who regularly supported the beneficiaries accessing to the service. During their experience as counsellors, they were able to develop their competences in career guidance and services' orientation.

- **Workshops of Italian language and informatics**

These training activities allowed participants to increase their knowledge of the Italian language and, at the same time, to gain informatic skills needed for the labour market. Originally thought as a course only on Italian language, its focus was enlarged to informatics as a result of informal exchanges with representatives of the migrant communities and other local actors. Indeed, it emerged the need among the target groups of learning the Italian vocabulary in informatics and, at the same time, improve digital skills and literacy.

- A **career day** to enhance the contacts with the labour market

During the event, the participants had the opportunity to know more about employment opportunities in Palermo and to have first information on how to prepare for a job interview. Participants also received a voucher for an interview with a local organisation or company to practice for a job interview and, at the same time, to establish a first contact with them.

- **Recreational events**

These had the twofold aim of communication the activities and results of the project, in particular among the migrant communities, and of fostering the dialogue among migrant and local communities in Palermo. As part of the events, participants had the opportunity to know other peers, share their experiences, their difficulties and to socialize. They were a further occasion to provide beneficiaries with information on the activities offered by the project in order to engage them



<https://www.facebook.com/MoreThanAJob/posts/pfbid0UBo75DX6nnBiB4xqfTJ99Z3643iSTY6CFo8f6ssNwyJJ3m56Xnj3Q3ZqyGwyNvPwI>
<https://www.facebook.com/MoreThanAJob/posts/pfbid02WQzQtz7RTemF6PdpN3JA9kGf9dyEEE5P9vkRL4jVSS5zsaVuNJTFQvtY9uUrCxFZl>
<https://www.facebook.com/MoreThanAJob/posts/pfbid0hfCEUYHf7iS3Dvz8jqJFt7XD8hyRgX9GCHwxSMtFd49Z2F6PvN2WWPqBrrRhbcWqI>
<https://www.facebook.com/MoreThanAJob/posts/pfbid0j1cBL4BqgnZh7EL1iMKGqpL6xzsnaoxRP4P9k7g1EuULNXFYxMxFpxAWBBPi58Uhl>
https://www.linkedin.com/posts/morethanajobeni_morethanajob-crecita-locale-e-inclusione-activity-7034470490094092288-Ln9q?utm_source=share&utm_medium=member_desktop

Lebanon

PHI-

Activity 1.1: Resource mobilization in targeted communities

PHI Group mobilized its internal resources and planned its outreach activities across the five targeted areas of Beqaa, South of Lebanon, Beirut, Mount Lebanon, and North of Lebanon. PHI reached out to the municipalities, local authorities and Community-Based Organizations among other SSE actors in the five targeted areas, where they introduced the project objectives and outcomes. PHI outreach facilitators selected the direct beneficiaries of this project. After conducting a wide needs identification in each targeted areas with the assistance of the local stakeholders, especially the subgrant winner in Lebanon Common Effort Organization. Thus, a total of more than 500 under-skilled women and men have been identified and invited to participate in this initiative. Additionally, PHI created a WhatsApp group for under-skilled workers who are interested in attending this training program in compliance with the pre-set selection criteria.

In order for PHI to select the direct beneficiaries of this project, a certain mapping and allocation of targets have to be done. For that to happen, PHI reached out to the municipalities, local authorities, and CBOs in the North, South, Beirut, Mount Lebanon, and Bekaa in order to present them with the project and coordinate with them when it comes to locations and targeted groups. The approach that was used is one that will give the local stakeholders in every targeted area. the ownership of the project and their full inclusion in the implementation.

Activity 1.2: Organize Awareness sessions for health and safety in the workplace

Red Cross Paramedic and the Civil defense team were involved in this training, they delivered training sessions on how to perform basic first aid to any handcraft or high- risk job-related injuries and accidents. The trainers and experts, usually centralized in Beirut. mobilized to Beqaa, Saida Region, and Mount Lebanon, and attended several meetings and briefing sessions. In which an orientation session was conducted to ensure consistent targeting and standardization of training materials in compliance with each course's learning objectives. Accordingly, training materials and methodologies were developed and distributed.

The second section session was given by a professional safety engineer, and trainer in the field of handicraft, construction and high-risk jobs to raise awareness of the general prevention and safety measures that should be taken in the workplace and at home.



Stemming from this workshop revolving around the health and safety prevention and protection measures and the coordination and cooperation of the municipalities and public institutions, PHI has collaborated further with governmental institutions and particularly targeting the Ministry of Labor as well as the Ministry of Social Affairs. The organization added a steering committee for subgrant groups to coordinate activities in regions close to each other.

24

Activity 1.3: Establish a unit for health and safety monitoring/reporting process

PHI Group coordinated with all responsive local authorities and stakeholders and public administration in each of the five 5 targeted areas, to be part of the committee where all high-risk and under skilled workers to report all health-related matters.

During the awareness sessions, the interventions, testimonies related to the human rights violation, gender discrimination or harassment, or even wrong treatments by the employers to the employee, and unattained health accidents had been recorded by the trainers to be reported to the committee once established.

Output 2: Improving worker skills and increasing their accessibility to decent work opportunities

Activity 2.1: Conduct Handcraft Vocational Trainings

The beneficiaries were divided into five work stations in which they had the opportunity to try the "Do It Yourself" handcrafts and to learn how to create wood-based products. They acquired the needed skills to turn old material into small handcrafted items which have a potential selling value.

It has been seen that there are some small handcrafted that have generated income for families over the years. This training focused on teaching the participants how to create products from wood-based DIYs and turn old material into handcrafted items that can be sold and turned into a source of income. This session revealed to the beneficiaries how even waste can be turned into ecological products whereby many clients and consumers have now shifted their interests into upcycled items, those that have been recycled and remade into a new item. This workstation was a technical and practice session which has given the participants the basics of recycling material, creating new material, and was particularly conducted through training them on a few items throughout the session with the guidance of the technical engineer trainer.



Activity 2.2: Conduct Soft Skills Training and Coaching Sessions:

During these coaching sessions, the targeted beneficiaries acquired additional business skills in relation to how to choose their projects based on their study of the markets and their needs assessment. They were also introduced to how to develop their business ideas, pricing techniques, and marketing strategies.

These sessions have provided the participants with additional soft skills that they will require in their career building, job seeking, and jobs development. This session has included training pertaining to effective communication and increasing the communication skills of the attendees as well as how to develop their business ideas, pricing techniques, and marketing strategies even if their businesses are small and particular to their areas and groups. The beneficiaries learned how to choose their project, assess the market's needs, build it, price it, and how to sell it.

25

Activity 2.3: Enhance Coordination and Dialogue between Trained Target Groups and Public Administration:

At the end of each training day, several of the participants' beneficiaries showed interest in expanding their acknowledgment from what they acquired into small businesses and were extensively informed on the numerous possibilities of forming alliances with other present beneficiaries to enhance and promote their businesses. All in all, these sessions have cumulatively enhanced and fostered a better communication and coordination technique and process between the target groups that were hence better equipped for their jobs and the public administration to the local authorities.

Activity 1.2: ORGANIZE PSYCHO-SOCIAL WELL-BEING PEER-TO-PEER (P2P) COUNSELLING SESSIONS

To ensure that no beneficiary's mental health or psychological concerns are left unattended to, and to prohibit such issues from hindering their ability to fully immerse themselves in the training content, 3 expert counselors were recruited to conduct psycho-social well-being Peer-to-Peer (P2P) counseling sessions. All of them were women; One of these counselors was centralized in Beirut, the same goes for Bekaa and Saida. These counselors conducted several meetings and briefings before the beginning of the activities, while the outreach was almost 80% done, in order to establish the guidelines and rules of conduct for the P2P sessions, as well as issue the content for the awareness raising sessions targeting issues of gender-based violence, sexual and reproductive health rights, and mental health awareness. All the guidelines and training content followed strict "do-no-harm" policies and promoted the



creation of a safe space for the interchange of dialogue amongst the beneficiaries. Thus, each P2P session included an average of 20 beneficiaries in Saida and 25 in Bekaa, aiming to reach 100% of the 500 targeted beneficiaries. A total of 9 P2P sessions were conducted over the time frame of 2 weeks.

26

Activity 1.3: ESTABLISHING MECHANISMS FOR SOCIAL COHESION (WITH A FOCUS ON P2P COUNSELLING AND SOCIAL GENERATIVITY)

Running in parallel with the P2P sessions and the outreach process, numerous other stakeholders were contacted to issue partnerships that proved to enhance the safe and smooth running of the project, as well as provide Common Effort with the relevant bodies to contact in case of any needed referrals. More than 20 stakeholders were contacted among which Caritas, Espoir de Joie, Kafa, the Internal Security Forces, and the mayors of multiple towns in each selected region. 7 Regional Resource Mobilization meetings were conducted prior to the implementation of the activities to ensure that all required ties are established and that no safety risks arise during the project's course. Finally, to promote the sustainable economic growth of the beneficiaries, as well as boost their employment opportunities, a memorandum of understanding was signed with the "Ministry of Social Affairs" on April 12, 2022. Under this framework, the Ministry of Social Affairs coordinated the implementation process.

COMMON EFFORT-

Activity 2.1: ASSESS THE NEEDS OF THE SELECTED GROUPS AND SEGREGATE THEM INTO SECTORAL PRODUCTIVITY CLUSTERS (SPC)

After attending the P2P psychosocial support and counseling sessions, as well as the awareness-raising sessions, 100% of the beneficiaries underwent a thorough assessment of their needs and interests before being divided into sectoral productivity clusters.

The clusters were divided into 3 categories:

- SPC01: Fashion and accessories
- SPC02: Agro-industry (Agriculture and food security)
- SPC03: Education.

20% of the total beneficiaries were diverted to SPC01, whereas 45% were to SPC02 and 35% to SPC03. This segmentation lasted a total of 21 days, running approximately in parallel with the psycho-social P2P sessions.

Activity 2.2: ORGANIZE SOCIAL BUSINESS DEVELOPMENT

After segmenting the beneficiaries into their corresponding SPCs, the beneficiaries were able to receive their desired technical training. The trainers were recruited from previous Common Effort projects implemented, totaling at 5 trainers distributed 100% in Beirut, 80% in Ain Kfarzabad, and 80% in Bramiyeh. More than 5 meetings were conducted with the trainers during the outreach process in order to confirm the content of their sessions and perform rehearsals to minimize any risks of mishaps in the sessions. The training content focused on essential skills that can be utilized for the development of businesses and the garnering of sustainable income. All capacity building sessions followed the same do-no-harm principles outlined and abided from the onslaught of the project. A total of 18 training sessions took place, each consisting of 63 hours. The training sessions were implemented along the following division: 56% in Ain Kfarzabad, and 44% in Bramiye. 98% of the beneficiaries attending the P2P sessions continued to the capacity-building sessions, with 100% reaching the end of those mentioned sessions.

27

Activity 2.3: PROVIDE TECHNICAL GUIDANCE FOR THE ESTABLISHMENT OF SOCIAL ENTERPRISES AND COMMUNITY ACTIONS

At the end of the training sessions, all the beneficiaries were thoroughly encouraged to expand their business strategies by teaming up with other beneficiaries and establishing social enterprises. The interested beneficiaries, totaling 84% of the overall number, were extensively informed on the numerous possibilities of forming alliances to enhance and promote their businesses. The capacity-building trainers included multiple and various approaches to the creation of social enterprises, and Community Based Organizations (CBO). Thus, 45% of the total beneficiaries reported having successfully cooperated with other beneficiaries within CE's "PSYCHOSOCIAL AND ECONOMIC RESILIENCE OF WOMEN IN DEPRIVED AREAS".

Output 3: Fostering efficient dialogue, cooperation, and synergies between emerging social initiatives and relevant private and public sector stakeholders.

Activity 3.1: SUPPORT COMMUNITY-BASED INTERVENTIONS IN ACCESSING THE MORETHANAJOB PORTAL

After providing the interested beneficiaries with the technical guidance needed to establish CBOs, 100% of the partnered beneficiaries received extensive training and assistance on how to access the MoreThanAJob portal. 15% of these beneficiaries reported having extremely



benefitted from their introduction to the portal. Whereas 5.5% of beneficiaries and CBOs reported had still been actively using the portal 2 weeks after their training sessions.

Activity 3.2. PROMOTE DIALOGUE AND KNOWLEDGE EXCHANGE BETWEEN EMERGING SOCIAL ENTERPRISES AND RELEVANT PUBLIC AND PRIVATE SECTORS STAKEHOLDERS

Through the Regional Resource Mobilization meetings with stakeholders, Common Effort was able to refer 5% of the beneficiaries to the relevant employing bodies within their regions, whether that be small and local shops, to larger establishments. Furthermore, in additional efforts to increase cooperation amongst stakeholders and establish synergies, a total of 27 WhatsApp groups were created to entertain dialogue between all stakeholders of specific productivity clusters. All participants of the group showcased wonderful and helpful energies, whereby they enthusiastically helped each other recall the content of the training sessions and exemplified the knowledge acquired by sending pictures of their own created products. 60% of the groups, and almost 30% of the group members, remained actively interacting and sharing knowledge and further experience on the social media platform well after the end of the program implementation.

Activity 3.3: SUPPORT THE ESTABLISHMENT OF SYNERGIES BETWEEN INITIATIVES

After creating common platforms to promote the establishment of synergies between stakeholders from varying SPCs, Common Effort observed significant, positive interactions. 3% of emerging Social Enterprises from a specific sector reported benefiting from a discount from other emerging Social Enterprises from different sectors, (discounts, promotion, reductions...) This, thus, strengthened the sustainability of the synergies established between those prominent cooperatives.





<https://www.facebook.com/MoreThanAJob/posts/pfbid0q8sGA6hbqFiSPj1q1FtRizsKFcZ8G5K3tYNL726iz8iGa5vjQbUnKSbSrvzWX4bEI>

<https://www.facebook.com/MoreThanAJob/posts/pfbid02Da1S2DSicrwLCPx1HaiZ1icRNUk5k7amPmZxjJDKEKfMmLURzL8mTbaAYh3L2ebI>

<https://www.facebook.com/MoreThanAJob/posts/pfbid02coyeHSwq8bYAfT8cNJMBMTzTrQd5u3JaQX3qCXyjZ4drFWXnQgy2mch9gBz6HMTI>

https://www.linkedin.com/posts/morethanajobeni_morethanajob-subgrant-project-activity-6963003495104864256-tT37?utm_source=share&utm_medium=member_desktop

Result

MoreThanAJob subgrantees were able to achieve their objectives and gained a good result. A huge monitoring and supervising were implemented as well as several meeting and visits by the coordinator of MoreThanAJob. Below summary of the results from each country:

Jordan

ASRAF project is related to one of the best practices shown in the MoreThanAJob framework which is Market integration by educating the host community language (Language training for refugees) Adult Migrant English Program (AMEP) – Australia. This best practice focused on conducting training on enhancing the Language to prepare the refugees for the market. On the other hand, ASRAF focused on the social inclusion concept to be clear to the trainees who look for a job related to the social field. More than 250 participants benefitted from the training conducted by ASRAF in the southern part of Jordan. Most of those trainers are from the local



community, graduate students, staff, students, refugees, and it is expected at least 50 out of them will start a job or improve his or her existing one.

The output from this project can be summarized as follow:

- Training seminars for SSE actors, public authorities and training the trainers
- Report on best practices in social schemes to the benefit of unemployment of vulnerable populations, and on the portal assessment
- Report describing the modalities of implementing the MoreThanAJob framework and guidelines for its implementation
- Evaluation reports on SSE sub-projects' progress and results
- MoUs with the SSE actors involved in sub-grants

Regarding the outcomes from this project, below what have been achieved:

- ASRF has provided professional business training to young across Jordan reaching students in southern part of Jordan.
- ASRF has followed up with funding and professional business guidance and mentoring to 3 aspiring Jordanian innovators which has resulted in the implementation of 3 applied research projects.
- ASRF has invested over 2 million JODs of its raised capital and donations in supporting and creating an engaging entrepreneurial environment for women innovators and young entrepreneurs in Jordan

Dairy products project yielded positive results. The trainees learned how to make dairy and cheese, which will provide them with an income when they start their small businesses and help their families cover their expenses. Furthermore, the training provided trainees with the opportunity to enter the labor market by displaying products, which constitutes fairness and equality in competition with others. As a result of this project, low-income families will receive assistance, their financial situation will improve, especially for families with working mothers. Unemployed youth will also be employed in order to lower the town's unemployment rate and provide them with employment opportunities. Unemployed people will also be trained in manufacturing through the holding of training courses, and poor families and the unemployed will receive guidance on how to meet market demands.

- In terms of the project's results, SCA has given women and refugees in the southern region of Jordan the necessary skilled training, followed up with funding, provided professional business mentoring to all trainees, and bought the necessary equipment for the production of dairy products. As a result, many families have started their own businesses to make cheese and labneh.
- The project's final results are excellent, demonstrating that the association's goal of improving town life and assisting low-income households has been accomplished in all respects. Since the trainees are family heads and there was a general shortage of milk at the governorate level at the beginning of the project, in addition to the coincidence



of Ramadan in April, the association struggled to supply milk for the purpose of training the trainees on the manufacturing process. The course was therefore delayed to May because of this, and because the shortage of milk coincided with the month of Ramadan. The solution to this problem involved hosting a theoretical session in the month of March and a 12-day intensive practical session in the month of May.

32

Palestine

The Results of subgrants have special intersection with MoreThanAJob best practices, achievements and outcomes: Sub granted projects seek to promoting economic & social development by facilitating the inclusion in the employment of the most vulnerable population groups. It delivered and demonstrated the project framework and its five best practices for inclusion of the unemployed. In this regard, the main achievements of sub granted projects in Palestine can be summarized as following:

The first Sub-grant “Fostering Economic Empowerment of Women from Less Fortunate Families through vocational Training” which trained 35 people in dessert making and upholstery. This project strived to promote economic and social development by fostering the economic empowerment of women from less fortunate families from marginalized areas and preparing them to enroll in the labor market through vocational training.

The two projects paired up well with MoreThanAJob goal through job creation and employment opportunities for their beneficiaries in two fields of training; upholstery training course (8 out of 15) beneficiaries got a job – through the networking with factories, and companies in the field of upholstery which obtained the work-based learning period and employed the participants after training. In the Sweets Training Course (16 out of 20) beneficiaries got a job and what is worth mentioning that those 16 beneficiaries who got a job opportunity since 9 of them already have an entrepreneur idea and have the skills, and 7 who started their own projects (Start Ups) and they will be able to proceed in their own business after obtaining the required knowledge and skills.

For the goal relating to strengthening the relationship between the public authorities and social solidarity economy institution, CSNG signed a Memorandum of Understanding with the vocational training center Mariam Hashem for Culinary Arts & Catering in order to host the implementation of its training in the field of International Desserts Making. It also signed another MoU with Nablus Vocational Training Center to conduct the upholstery training. These MoU’s are one of the strategic goals that facilitate the work of the SSEs in providing their services and for future collaboration as well.

The second sub-grant: Orjuwan; Fostering the Economic Empowerment of Fresh Female Graduates (From the Marginalized Areas) and preparing them to Enroll in the Labor Market”. Orjuwan supported 50 young people towards employment through a series of training courses on digital marketing and graphic design. After the completion of these trainings, 10 projects were selected and funded with priority given to female participants who

have experience in graphic design and digital marketing and based on economic need. The project also offered 50% of participants the opportunity to sign official contracts with a number of community-based organizations (CBOs) as employment opportunities. Furthermore; an agreement is signed with the Ministry of Labor as part of networking with the public authorities.

Greece

- There was a delay in implementation of the project “EdAct”, resulted to a delay in launching the platform and thus completing our activity. In fact, they were facing certain difficulties regarding the online website. Definitely, they managed to create and design every detail in the specific online educational tool in order to be published as soon as possible. However, until August 30, 2022, their team managed to complete all of the necessary steps of the implementation process in order to reach the extended deadline and to provide the relevant results of our actions. Focusing on the skills and demands of the Greek labour market, the training framework introduced to the beneficiaries some of the employable skills that helped them to learn how to adapt to real work situations. This somehow facilitated their transition phase from being a student to being a professional. Due to the increasing competition in the global economy, industries and firms, the developed and developing countries look for an employee with higher level of skills, who can engage in innovative tasks and can also improve the quality and services of their company. People are more easily employed if they have extensive education and training, high skills, ability to work in teams, the ability of information and communication technology (ICT), ability to solve problems, and communication skills. This combination of skills enables them to adapt to the changes in the world of work. Taking into account the skills needed by the Greek labour market and leaning on the necessity to integrate vulnerable groups to the Greek workforce, the designed online platform offered a wide variety of courses that addressed the demands of the labour market in Greece. According to the beneficiaries’ view, the “EdAct” platform provided them the necessary guidelines in order to receive the relevant education and build a strong professional profile, which ensures them a certain progress in the Greek labour market.
- Regarding the 2nd project below summary of the achieved results:

Short-term Results:

The design of the mentorship programme contributed to:

- ✓ Strategic development of both new and existing talents
- ✓ Growth and innovation of companies
- ✓ Constant evolution and development of potential employees
- ✓ Creating career opportunities to inactive and unemployed people

- ✓ Guiding inactive and unemployed people to be integrated in the Greek labour market

Long-term Results:

- The mentorship programme contributes to:
 - ✓ The development of the economy
 - ✓ The advance of the professional identity of the beneficiaries
 - ✓ The formation of social identity of the beneficiaries
 - ✓ How to become a good citizen
 - ✓ Basic skill acquisition

Italy

Result and description ¹	Expected results	Achieved results
<p><u>Consultation meetings with the Municipality of Palermo</u></p> <p><i>Through the collaboration with the Municipality of Palermo, the initiative will develop a multilingual vademecum with information on the street-selling regulations in the city and on how to start-up a business activity in this field.</i></p>	<p>At least 1 meeting each two months</p> <p>At least 1 Memorandum of Understanding signed with the relevant public administration</p> <p>Development and publication of the guidelines for street-selling by 6 months after the end of the project</p>	<p>Regular meetings with representatives of the public administrations were carried out during the 8-month of project implementation.</p> <p>Notwithstanding a regular collaboration and discussion with the Municipality of Palermo, it has not been possible to sign the MoU. This has also been due to the political elections run in June 2022 and, therefore, the change of the political representatives. However, the Municipality of Palermo has regularly collaborated in the implementation of the project activities, in particular the information service.</p> <p>A leaflet with information on how to start up a business in the street-selling field</p>
<p><u>Training on handicraft</u></p> <p><i>Training courses on traditional and digital handicraft addressed to street-sellers to foster the gradual and voluntary conversion</i></p>	<p>Beneficiaries acquire competences in traditional and digital handicraft</p>	<p>15 people with migrant background participated to the training course on handicraft acquiring basic competences in the use of new technologies for the creation of their products. The course focused also on the exchange of knowledge and experience in traditional craft among the participants. In this way, they also gained and improved knowledge in</p>

¹ The description is a translation of the one included in the application and refers to the one provided by the organisation in that phase.

<i>of their goods into self-produced items.</i>		traditional craft techniques, including ones from different cultural background than their own. The training course realised in 11 meetings of 3 hours each, for a total of 33 hours.
	Beneficiaries will transform their goods into self-produced items	Participants to the training course learnt how to create their own products through the use of new technologies. Among them, 5 participants showed a particular interest in further develop their capacities and, thus, they are being involved in a more advanced training course during fall 2022.
<u>Creation of an information service on ethical and sustainable entrepreneurship</u> <i>The information desk will support street-sellers and other vulnerable groups (e.g., unemployed people, workers in fragile conditions, etc.) with the final aim of promoting an ethical business model and better working conditions.</i>	Beneficiaries reorganising their business activity	Through the access to the information service, beneficiaries gained and improved their knowledge on how to start-up their business or activity in the field of street-selling. Along with this initial aim, the service supported the beneficiaries also in accessing territorial welfare services, such as employment support desk, licences release, etc. 51 persons accessed to the information service.
	Beneficiaries accessing the information service	
<u>Promotion and dissemination of the activities and results</u> <i>Online and offline information campaigns will be realised to promote the participation and knowledge of the project activities.</i>	People reached through the information campaigns	Online and offline communication activities have been organised throughout the project implementation to share the results as well as to encourage the participation of street-sellers and the wider community to the project activities. Around 500 people participated to the dissemination and communication activities carried out by CRESM. As per the online communication activities, around 6000 people were reached.
<u>Social and labour inclusion of people with a migrant background</u>	250 migrants accessing the counselling service	183 migrants accessed the counselling service during the project implementation. Out of these 183 people, 14 accessed it throughout the 8 months allowing to support

<p><i>Through the counselling service and the workshops, the project will provide people with a migrant background with further knowledge and skills enhancing their employment opportunities.</i></p>		<p>them in different aspects related to their social and labour inclusion.</p> <p>The number of accesses to the service has not reached the expected indicator due to the new emerging needs on the territory and the need among beneficiaries of having offered paid internships or opportunity.</p>
	100 migrants participating to the workshops	<p>57 migrants participated to the workshops.</p> <p>As mentioned in the previous paragraph, these activities have been reformulated due to the challenges in finding participants. This has been mainly due to:</p> <ul style="list-style-type: none"> ▪ the need among beneficiaries of participating to training activities that could guarantee them a paid internship during or at the end of the path; ▪ the presence on the territory of other training courses offering such opportunity; ▪ other commitments of the potential participants that made it difficult for them to participate to the different activities.
	100 migrants participating to the recreational activities	<p>94 people participated to recreational events for the communication and dissemination of project activities and results as well as for socialization among participants to foster intercultural dialogue.</p>
	150 migrants improving their employment opportunities	<p>222 migrants were supported in improving their competences and knowledge of the labour market.</p> <p>Due to a more regular access to the peer-to-peer counselling service, also the people accessing to it had the possibility to increase their employment opportunities.</p>
	60 migrants improving their competences in Italian language	<p>32 migrants improved their Italian language competences by participating to the workshops on Italian language and informatics as well as by accessing the counselling service.</p>
	40 migrants improving the awareness of their competences and capacities	<p>53 migrants increased their awareness on the capacities to enter the labour market and the ones they can use to enhance their employment.</p>
<p>Set-up and improvement of territorial services</p> <p><i>The project foresees activities to improve the accessibility and orientation for territorial welfare services. Among these, the peer-to-peer</i></p>	<p>People reached through the communication activities</p>	<p>333 people reached through the recreational activities realised during the 8-month project</p>
	<p>Desks and counters for the peer-to-peer counselling service</p>	<p>The peer-to-peer counselling service took place in 3 different counters in the city centre of Palermo.</p> <p>One of the counters was placed in an office of the Municipality of Palermo. The collaboration with the public</p>

<p><i>counselling service will be focused on facilitating the access to territorial welfare services, along with increasing employment opportunities. Throughout the project, recreation activities will be organised for the communication of project activities, including the possibility of sharing information on available services in the territory.</i></p>		<p>administration allowed to reach a greater number of people, but at the same time brought beneficiaries to know more about the local services available for them.</p>
	<p>Memorandum of Understanding with a public administration</p>	<p>1 MoU was signed with <i>Casa dei Diritti</i>, a unit of the Municipality of Palermo. The MoU includes the commitment to a long-lasting collaboration between Per Esempio and the Municipality of Palermo for the development and implementation of services aimed at fostering the inclusion of vulnerable groups.</p>

Lebanon

- In response to the inadequate and risky safety measures identified in many of the targeted beneficiaries' industries of employment, **PHI** arranged workplace health and safety awareness trainings. The courses were split into two parts, the first of which was taught by a Red Cross Paramedic team on how to deal with any craft-related or high-risk job-related accidents and injuries. An expert in the domains of crafts, construction, and high-risk jobs led the second part of the program to raise awareness of general preventative and safety measures that ought to be applied at work and at home. In addition, the PHI group improved employee skills and increased their access to acceptable employment opportunities by offering coaching and soft skills seminars in addition to a series of handicraft vocational training classes. This was also accomplished by fostering better communication and cooperation between government representatives and trained target groups. Overall, the target groups, who were better equipped for their jobs, and the public administration on both the national and local levels were improved and encouraged to use better communication and coordination techniques and processes.
- By expanding on the foundation of "MoreThanAJob" EU funded cross-border initiative, **Common Effort** was able to create a safe space for the most vulnerable to open-up, fearlessly express their traumas, and seek out the support team. Several cases were discovered as a result of the P2P counseling sessions, and they were referred to



professional and Social and Solidarity Economy (SSE) actors and human rights and psych-social activists. The CE trained peer team received reports about victims who had been verbally and sexually assaulted in many situations. No case was left behind with the development of a committee; each individual encountered and in need of aid was directed to relevant experts specialized in professional case management as well as WhatsApp groups dedicated to sensitive and urgent cases. The WhatsApp groups were labelled "Wellness for Women", and it was meant to connect GBV referrals/Trained Peers with peers in need of assistance. A collaborative endeavor focusing on improving mental health and developing economic resilience among disadvantaged women coming from the host and refugee communities. Common Effort aimed to improve the psychosocial well-being of vulnerable and defenseless women from Lebanon's most destitute districts in order to attain this goal. Peer-to-Peer (P2P) counseling was used to improve participants' well-being. Common Effort has boosted the economic resilience of decentralized sector-focused women clusters and is being bolstered by social business development workshops. Furthermore, Common Effort promoted effective conversation, cooperation, and synergy among growing social projects and important business and public sector parties.

Lessons Learnt

Jordan

- **ASRAF:** The takeaways from this project are that each person has a hidden energy that needs to be awakened in order for them to use the skills they possess to benefit society as a whole and become self-sufficient. The concrete results provide evidence of the continuation of this work in this activity after the support provided has ended. As a result, the income the trainees will make from their potential will boost their desire to start their own company using the knowledge they have acquired. We discovered other jobless people that are motivated and interested in receiving the training.
- **Shehan:** The takeaways from this research are that everyone has a hidden energy that has to be activated in order for them to employ the skills they possess, benefit society, and attain self-sufficiency for society as a whole. After the support provided for this activity has ended, the tangible results provide evidence of the work's continued progress. The income the trainees will make from their production will thereby boost their desire to produce again in the future. We also discovered additional jobless



women who are enthusiastic and driven to pursue the training necessary to create these goods.

Palestine

- The highlighted learnt lesson from our pilot in Palestine is to make more desk research and on the target community social status to oversee the challenges that might raise in the future steps. The importance of strengthen the networking between the national stakeholders, social solidarity institutions and public administrations which lead to more reasonable outputs and desired results within the community rules and employed policies. It also enlightens the insight of SSEs about the new updated policies, procedures, strategic national plans, and new reinforcement social programs to link their beneficiaries directly with any promising opportunities.

Greece

- The parties engaged were able to gain a better understanding of how public authorities and private players may work together to create projects thanks to the Action. They were able to create a strong consortium that supplied the ideals of cohesion and inclusion thanks to their shared expertise in the process of online training within the context of the implementation of European funded projects. Via the signing of a Memorandum of Understanding, their partnership was established, assuring both their alliance and the anticipated effect on the target group. Significant information on the demands of the Greek labor market was provided through the "EdAct" program. By endeavors in education and training, both the SSE actor and the Public Authorities were able to find solutions to the issue. These actors also succeeded in creating synergies and solidifying opportunities for cooperation. All of these actions, along with the utilization of cutting-edge and digital tools, accelerated the participants' professional development.
- Technology is the key to success in the field of social integration, as we have learned. Users of the digital tool during the design phase attested that an accurate talent assessment helped them obtain a new qualification by directing them to suitable courses and assisting them in locating possibilities for "vocational qualification" examination and certification. We were able to successfully upload "GuideCar" on Symplexis' website in order to spread the word about our activity and encourage everyone who was willing to take part. Also, Symplexis was successful in spreading word of the sub-grant to a list of recipients.

Italy

This paragraph includes some of the main lessons learnt and related recommendations following the implementation of the sub-granted projects in Italy.

40

- ***There is an emerging need for training courses and paths including a paid internship or short job experience.***

The difficulties in involving participants in the workshops were mainly linked to the lack of a paid internships or job experience as part of it and that were instead offered by other initiatives in the territory.

In particular, this might be a challenge when the training offered are focused on increasing transversal skills for a better integration in the labour market.

It should be taken into consideration the opportunity to foresee **vouchers or other forms of payment** to provide participants with this opportunity and, at the same time, to encourage the participation of local employers. This will also allow their awareness on difference and the importance of including vulnerable groups.

- ***Bureaucracy is one of the main barriers at the collaboration between the public administrations and the SSE actors.***

Although it has been easy for the sub-grantees to establish an informal collaboration with representatives and offices of the public administrations, the formalisation of such collaboration through the signature of a Memorandum of Understanding was challenging.

This is mainly due to the different levels of bureaucracy leading to signing such document and the steps that are required to do so.

- ***The type of training activities that mostly interest the target groups identified by the two initiatives, namely the migrant communities, are the ones focused on providing competences that are directly usable in the territory.***

One of the challenges in finding participants was also linked to the need of the beneficiaries of receiving skills that can be directly spent in the labour market. In particular following the pandemic, there is a change in the training needs of the citizens, in particular the ones from vulnerable groups. Training courses focused on transversal skills are becoming less appealing and they tend to prefer courses providing hard skills.

Moreover, the participation to such activities might be irregular due to other commitments of the participants or the possibility to have short term jobs

Lebanon

It was for BCTS a wonderful experience beside the responsibility toward the main leader and the Managing Authority because we stressed much in order to make things clear and real for us first, for the beneficiaries, for the main partner and for the Management authority as well.

We had to follow weekly without putting any pressure on the subgrantees because we can lose all credibility if they were under pressure and we won't reach our objectives.



Adaptation and resilience were the most important things that were learned in addition to effective leadership. Building a team, positive spirit, respect, and mutual trust were from the beginning important factors in order to reach our objectives.

Patience was also a lesson, especially in Lebanon where we face a lot of challenges, We discovered how much the targeted population chosen was eager to learn, to work, to find suitable jobs, and to survive due to the huge inflation.

41

Success story

Jordan

- Asrf: Nonetheless, both the literature and the research usually agree that the more the public is involved, the higher the chance of a good social inclusion outcome. Social inclusion can be achieved without the engagement of the public. Omer Maaitah, the project coordinator at Mutah University, emphasized this. Acknowledge that social integration may be possible. If inclusion is seen as a "do-able" issue, all parties involved—including families, teens and young adults with disabilities, and community members—are much more likely to be motivated and eager to work toward it.
- The project's contribution to Jordan's poverty reduction through social inclusion (which entails the injection of 40,000 euros in the form of subgrants) cannot be realized without improving the coordination and interaction between SSE actors and public administrations because the objectives of MoreThanAJob are interconnected. So, two SSE players received subgrants of 20,000 euros each. In the sections that follow, we strive to relate the results of the two subgrants to the goals and outcomes of MoreThanAJob as well as the project's successes.
- Shehan: In Jordan, the project was carried out at a town in a rural region (150 Km south from Amman). Particularly among women, this area experiences a high unemployment rate and low income. Fewer than ten percent of the residents of this area are sheep and goat owners. By executing initiatives like offering them training courses to improve their abilities, the Shihan Charity Organization did its utmost to improve the lives of their people. They saw the sub-grant from the More Than A Job project as a chance in this direction.
- The Alaqarbeh family provided us with a success story from their initiative. The wife took part in the training program, and the family resides in a town close to Shihan. Her prior expertise in making cheese, Jameed, and labneh has been improved by this effort. They launched their own business this year after purchasing numerous tons of milk.



They created Jameed, which is Mansaf's major product, and made more than 6000 JD in profit. Their customers were mostly from the family members who lived in Amman and other Jordanian cities. The marketing and other dairy products still require more attention.

42

Palestine

- The two subgranted projects were successfully implemented in Palestine and finished with the intended results. The two partners in Palestine were directly and simultaneously followed up with throughout the operations (NCCI & ANNU). Early on in the project, Nablus Chamber assumed responsibility for organizing financial and technical sessions that were expertly delivered to the subgrantees in order to guide them and ensure the proper implementation of the subgrants. This was done in collaboration with An-Najah National University. As a result; *peer-to-peer counseling service for developing Solidarity Economy value chains* is initiated where project subgrantees: the Civil Society of Nablus Governorate (CSNG) and Partners for Sustainable Development (PSD) have established their own networking with the focal point of Tamkeen Program at the Ministry in a way that enable the beneficiaries of their training courses to get benefit and enroll in the Tamkeen Program

Greece

- Through the “EdAct” initiative, significant data regarding the needs of the Greek labour market were revealed. Both the SSE actor and the Public Authority found ways to address the problem through educational and training initiatives. Moreover, these actors managed to develop synergies and established strong cooperation possibilities. Finally, all these steps, in combination with the use of innovative and digital tools, accelerated the professional progress of individuals involved.
- Based on the evaluation forms, the questionnaires and the interview questions provided by Symplexis to the beneficiaries, all of the 124 mentees confirmed that the specific e-mentorship programme constituted an added-value for the development of their professional background. The mentees-beneficiaries highlighted that the e-mentorship programme helped them to advance their skills in order to correspond to the needs of the Greek labour market. Moreover, they stated that it was the first time they received compact information in terms of training and education opportunities, job-searching tools and certification possibilities. It was obvious that the designed digital environment combined with the relevant links regarding education and employment opportunities was proven enormously useful for the beneficiaries; the entire information needed was gathered in one platform with compact references and details.

Italy

- The Department of Production is in charge of providing the service for issuing permits for production operations within Palermo, including those for hawking goods on the street. Representatives from this department participated in certain training exercises to learn more about it. They also worked together to create a bilingual brochure that details the prerequisites for starting and operating a street-selling business, with a particular emphasis on immigrants, persons from impoverished backgrounds, and those who run the danger of marginalization. The Department of Social Activities concentrated on local policies and service monitoring to promote inclusion of all residents, particularly the weak and disadvantaged.
- **15 persons with migrant background** participated and completed a training course on the use of digital technologies in the craft sector. As part of the course, they learned the basics in the use of the cutting laser and the CNC machines. Out of these participants, **5 people** will continue their training path by participating to an advanced training in autumn 2022. This training will be organised by CRESM and will provide them with further knowledge and competences in the use of the digital technologies introduced as part of the training of *Artigianato Interculturale*. At the end of the advanced course, CRESM aims to employ the participants at NoZ as trainer and craftsmen.
- **+50 migrant street-sellers** accessed the counselling desk and received support on how to turn their ideas into businesses, but also in accessing other services available in the territory.
- **2 peer-to-peer counsellors** who gained and improved skills in supporting people with a migrant background in accessing the local services available for them as well as in enhancing their employability opportunities

Lebanon

PHI Group: Mr. Khaled Jouri

I participated in this workshop because I needed guidance on what to do and I needed new opportunities to be open. I discovered that with the wood that is around us as waste, in dumps, or thrown away considered as useless, we can find opportunities in the tools available in each house, or home. We can convert them into something beneficial as part of recycling unused materials or even selling them. We discovered that working with wood needs patience and passion but also woodwork has an artistic value that can be turned into an opportunity that



one can benefit from. I will definitely fill my free time experimenting with what I learned in this workshop.

Common Effort - CE: Mrs. Fatima Zeaier

For the first time I felt safe to talk, since the trainer was from the same environment I came from, I was able to open up and voice my tragedies and concerns. We had discussions and connected to each other's stories. The trainers understood where we are coming from since they have the same background as us. We learned from each other especially after coming up with this WhatsApp group. It was a support group where our well-being was safeguarded and we felt ready to start thinking outside the box, to search for new opportunities and open new businesses. Enhancing our wellbeing was not solely beneficial for us but also for our families who were positively affected by our improved mental health.

-