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EXECUTIVE SUMMARY

The MoreThanAJob project wishes to bring a change in the way that Social and Solidarity Economy Actors (SSE) actors and public institutions collaborate for services provision to the unemployed, focusing on vulnerable groups (uneducated and newly arrived migrants/refugees).

During the project implementation, the SSE actors and public institutions representatives will be trained in the application of a framework of best practices. In the framework of Work Package 3 (WP3) and more specifically the Activity 3.1, cross-border training workshops were organized for transferring the knowledge on the application of the best practices to trainers.

Training seminars in all Partners' countries (Palestine, Jordan, Lebanon, Greece and Italy) for Social and Solidarity Economy actors in the field of unemployment, as well as in the field of refugees and migrants support were organized during February and March 2021.

In total, Around 100 participants in each country were participated in these seminars. The total duration of the seminars in each country was 20 hours.

In each Partners' country, three Seminars were delivered for 30/ 35 persons for the SSEs field every session.

The trainers in these seminars were the ones trained in the TOTs conducted on December, January and February. The material used is the same prepared about the Framework and the best practices for SSEs.

These SSEs Trainings were conducted Online/ Onsite (depending on the situation of the Pandemic due to COVID 19 in each country) separately and in the Native Language (Arabic, Italian, Greek) in order to make things more accurate and understood.

Every participant in these seminars had the chance to learn new concepts, to work in groups, to introduce new ideas and themselves to others who might have future collaboration and get recognized for MoreThanAJob project and sub grants in details.

Business Consultancy and Training Services – BCTS was responsible of the assessments and the evaluation the whole Training sessions. (Annex 5)

You can find below in details the whole evaluation of the SSEs Training sessions in all countries.



INTRODUCTION

The “Reinforcing Social and Solidarity Economy SSE for the unemployed, uneducated and refugees” project, referred to as “MoreThanAJob” falls under 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.

This project entails the following 3 main objectives:

- (i) Enhancing the access to employment and education system for vulnerable groups as, for instance, uneducated and refugees’ populations, that do not possess formal proofs of qualifications and skills;
- (ii) Designing and adopting a framework of new social pilot schemes, based on international best practices, which will assist the SSE actors working in the field of unemployment and facilitate their interaction with relevant public administration and
- (iii) Developing a virtual multilingual interactive space (portal) to enrich the interaction between these SSE actors and the Public administrations.

Since MoreThanAJob objectives are interlinked, the project’s contribution to poverty reduction through social inclusion (which consists of the injection of 200,000 euros in the form of subgrants) cannot be achieved without enhancing the coordination and interaction between SSE actors and public administrations (which consists of designing the virtual portal and the implementation of capacity development programmes) and therefore, 5 online “Training of Trainers” workshop was conducted concerning the implementation of “MoreThanAJob” Framework in both PA’s and SSE’s.

MoreThanAJob aims to promote economic and social development by facilitating the inclusion in the employment and educational system of some of the most vulnerable population groups. It will deliver and demonstrate a framework of best practices for inclusion of the unemployed (including refugees and uneducated) in the work and education system. The framework is based on the collaboration of SSE actors and public authorities for delivering more effectively their services. Selected SSE actors will also be directly supported through sub-grants.

The SSE actors and public institutions officers will be trained in the application of the framework. Pilot sub-projects applying the framework will also take place. By assisting the target population in entering the economy, we foresee at least 500 new full-time contracts.

The SSE actors and public institutions will be trained in the application of a framework of best practices. Pilot sub-projects applying the framework will also take place.



ACTIVITIES DESCRIPTION / SUMMARY:

In the framework of the MoreThanAJob project, different training sessions for SSE actors in the field socio-economic development and employment were implemented:

Objectives of these Trainings:

The main objectives of these trainings were focusing on improving the capacity of participants as follows:

- Empowering & Strengthening the skills of SSEs
- Recognitions of Competences acquired outside hosting country
- Labour Market integration through language education
- Labour market integration through skills matching and youth empowerment
- Enhancing social integration through community service interventions
- Promoting of the Social Generativity and enhancing social integration through community service interventions
- Supporting Innovation and entrepreneurship
- Exploring key best practices of Youth Empowerment & Engagement.
- Analyzing Generations gap & building frame work for effective dialogue.
- Exploring the scope of Innovation & Entrepreneurship as youth empowerment approach.
- Developing and building their own business model.
- Introducing MoreThanAJob project and its framework priorities in details.
- Presenting MoreThanAJob portal and the registration steps.
- Illustrating for the sub grants offered by MoreThanAJob, showing important documents.

It is worth noting that the invitations were sent to all SSE actors in each Partners 'countries (Annex 4)

In Jordan-Mutah SSEs Training

Mutah team prepared the presentations and the practical cases for these trainings. The training covered 20 hours to each group. The Training conducted by Mutah University Trainers as follows:

The first Training was held at the Minsitry of Public Works and Housing (MPWH)/Amman-Jordan on February 4 and 7, 2021; The second Training was Online to different NGOs in Jordan and was delivered on February 11,2021. The last Training was delivered at the Jordanian Engineering Institute- Karak branch on February 13 and 14, 2021.



The Trainees were from the MPWH, the Ministry of Labor, the Central Bank, the Ministry of Planning, the Arab women Organization, Karak Greater Municipality, Shehan association, Refugees Organization, Jordanian Hashemite Fund for Human Development (JOHUD), some Private companies, Jordanian Engineering Institute (JEI) and Mutah University. The total number of trainers over 160 persons. The training subjects covered the five chosen best practices selected in the agenda.

In Palestine-NCCI and ANNU SSEs Training:

Three extensive training days have been conducted on February 21, 24 and 25 by Nablus Chamber of Commerce & Industry and An-Najah National University for Palestinian stakeholders of social solidarity economy associations in two important topics of the drawn project framework to transfer the knowledge for partners in the following:

- Labour market integration through skills matching and youth empowerment.
- Support Innovation and entrepreneurship.

The training was conducted in collaboration of 4 trainers from both partners "Alaa Istaiteyeh, Dima Hilan from NCCI and Baheej Nasasra and Suheir Al-Saleh from ANNU".

Around 58 participants from different associations had attended the seminars through Zoom Platform.

The training took the main above two topics of MoreThanAJob priorities "Labor integration and Entrepreneurship". Both topics were described in details.

Moreover, trainers discussed project framework, priorities, portal and sub grant submission. The first day was an introductory day and discussed theoretically and practically the training tools, skills, problems faced by youth in integration the market and the youth empowerment strategies and importance. In addition to have a detailed look for MoreThanAJob project.

While the second day took a place to discuss the business model and entrepreneurship in practical and theoretical way.

The final day wrapped up the previous two days and described in more details the entrepreneurship and differences between business model and business plan, MoreThanAJob portal registration steps and MoreThanAJob sub grants submission criteria.

In Lebanon- BCTS- Business Consultancy and Training Services SSEs Seminars:

Three Topics were conducted in Lebanon by Business Consultancy and Training Services- BCTS for around 110 participants from the SSE sector.

The first topic entitled "Communication and Negotiation for better results" conducted via Zoom on February 10, 11 and 12, 2021.

The second Topic was related to “Strategic Planning for better Success” conducted online as well on February 24, 25 and 26, 2021.

The third topic was related to the “measurement of the Return on Investment in any Project” conducted on March 10, 11 and 12, 2021 online.

Participants were from different NGOs, syndicates and associations working to support the unemployment and uneducated people and the refugees.

The Trainers of these Seminars were: Dr.Wafaa Haidamous; Samir Naimeh and Emilio Zaccour.

The finally selected best practices which were adapted to the specific characteristics of the MoreThanAJob partners’ countries and the Guidelines for the pilot implementation of those best practices in the targeted countries which were prepared in the TOTs program for SSEs are used to develop the training material for the trainees of the SSE actors in the field of unemployment, uneducated and Refugees.

The material prepared in English is been translated into all consortium’ languages (Arabic, Italian, Greek).

Each material used includes presentations, notes, visual material and practical cases.

Table 1 Training Schedule

Training Date	Location	Prepared and Delivered by:
February 4 and 7,2021	Ministry of Public Works and Housing/Amman -Jordan	MUTAH University - Jordan
February 8,10 and 11,2021	Online - Zoom	NCCI - Palestine
February 8,9,10,11 and 12,2021	Online - Zoom	Eurotraining - Greece
February 11,2021	Online - Zoom	MUTAH University - Jordan
February 13 and 14, 2021	Online - Zoom	MUTAH University - Jordan
February 10, 11 and 12, 2021	Online – Zoom	BCTS - Lebanon
February , 24,25 and 26, 2021	Online – Zoom	BCTS - Lebanon
March 10,11 and 12, 2021	Online – Zoom	BCTS - Lebanon



RESULTS / DISCUSSION:

These Trainings in all countries were well organised and prepared in order to deliver the discussed topics in the best way and to explain to all participants everywhere the same Standards of the MoreThanAJob Project (Framework, best practices, Portal, subgrants,...):

The main outcomes were as follows:

- Trainees were able to define the explored key best practices of Youth Empowerment & Engagement as concepts of youth empowerment, training methods, main problems as generations gap and vital effective dialogue, etc.
- Identifying entrepreneurship concept and business model main categories.
- Introducing trainees for ideation concept and distinguishing the differences between business model and business plan.
- Helping participants in developing and building their own business model.
- Sub grants offered by MoreThanAJob were illustrated, showing important documents.
- Improving the dialogue and the negotiation between SSE actors and PA officers
- Studying and measuring the ROI (Return on Investment) of each project
- Building a Solidarity among the SSE actors.

The main objectives were met after having satisfied all participants who attended the training and all agreed that the training had empowered their skills, introduced new concepts and enabled them to have an interesting useful time.

These Seminars allowed the SSEs to understand better the “MoreThanAJob” project and its objectives.

This will facilitate the next steps in our project to meet our objectives in each Partners’ countries.



CONCLUSIONS AND RECOMMENDATIONS

The overall implementation of the MoreThanAJob training seminars for SSEs has strengthened the project network and collaboration at a cross-border level. In general, the activities focused on building and strengthening the capacity of trainees, in terms of knowledge and skills for implementing and disseminating the MoreThanAJob framework to Social Solidarity Economy actors (SSEs).

As a Conclusion, the most important for participants in all sessions was:

The interaction and the spirit created during these seminars were so positive.

The participants who came from different regions and institutions, NGOs, and others were interested at all levels.

Sharing Ideas and opinions with different culture were shared during the trainings and specially their recommendations that we will take into consideration.

Finally, it is quite important to mention that during these workshops, peer-to-peer learning was encouraged.

In addition, the exchange of best practices has brought forward “new knowledge” among the participants.

Overall, the networking of the trainees has been strengthened and a common channel of communication, mutual learning and support has been created. Such an outcome is crucial and beneficial especially for the later stages of our project.

The Material were sent by Email during the ONLINE trainings; and concerning the ONSITE Training, it was delivered on a flash-Memory.

We highly recommend to distribute certificates; the participants will take it positively and it will add value to our credibility.

APPENDICES

Annex 1: SSE Seminar in Jordan (MUTAH University February 4 and 7,2021)

Day 1: Thursday 4 /February 2021

Activity	Time
Registration	9.30-10.00
Prof Omer Maaitah: Coordinator at Mutah University/Jordan Opening the training (Welcome and general idea about morthanAJob project, portal and website, subgrant of the project)	10.00-11.30
Business plan and Small Business Dr Adel Saloom	11.30 – 13.30
Practical case (Exercise) Mange by Dr Adel Saloom	13.30-14.15
Coffee Break	14.15-14.30
Interview skill and Civil Behavior Dr. Suha Dmoor	14.30-15.30
Practical case (Exercise) Mange by Dr. Suha Dmoor	15.30-17.00
Close day 1: Prof Omer Maaitah:	14.30-15.00
Lunch	15.00-16.00

Day2: Sunday 7 /February 2021

Activity	Time
Sum Up Day 1	11:00 – 11:10
Total Quality Management Dr Mohammad AlMajali	11.30 – 14.30
Unemployment in Jordan Prof Omer Maaitah	14.30-16.00
Coffee Break	16.00-16.30
Communication skill and Job Hunting Dr Saif Nawayseh	16.3:00 – 18.00
Practical case s	18:00 – 20.00
Discussion of the days two and Closing	20.00-21.00
Training Evaluation	21.00-21.15
Lunch	

Day 1: Thursday 11/February 2021

Activity	Time
Dr: Mohammad Almajali: Technical Manager at Mutah University/Jordan Opening the training (Welcome and general idea about morthanAJob project, Portal and subgrant)	9.30-10.00
Introducing the participants	10:00-10:30
Refugees in Jordan Dr Lara Alshawawreh	10.30-11.20
Business plan and Small Startup Business Dr Adel Saloom	11.25 – 12.25
Interview skill and Civil Behavior Dr. Suha Dmoor	12.30-13.20
Break	13:25-13:45
Communication skill and Job Hunting Dr Saif Nawayseh	13:45-14:30
Unemployment in Jordan Prof Omer Maaitah	14:30 – 15:15
Practical case (Exercise)	15:15-16:00
Discussion of the days two and Closing	16.00-16.20
Training Evaluation	16.20-16.45

• اليوم الاول : 2021-2-13 يوم السبت

النشاط	الوقت
• تسجيل	9.300.-10.00
• كلمة ترحيبية و مقدمة عن مشروع فرصة عمل يقدمها الكتور عمر المعاينة منسق المشروع بالاردن	10.00-11.30
• خطط العمل و المشاريع الصغيرة • الدكتور عادل سلوم	11.30 – 13.30
• تدريب عملي يديرة الدكتور عادل سلوم	13.30-14.15
• استراحة قصيرة /قهوة	14.15-14.30
• مهارات المقابلات واسلوك المدني • الدكتور سهى الضمور	14.30-15.30

• تدريب قصير تديره د سهى الضمور	15.30-17.00
• انتهاء اليوم الاول	14.30-15.00
• غداء	

• اليوم الثاني: 2021-2-14 يوم الاحد

Activity •	Time •
• مراجعة لليوم الاول	11:00 – 11:30
• ادارة الجودة الشاملة • الدكتور محمد المجالي	11.30 – 14.30
• العاطلين عن العمل بالاردن • الدكتور عمر المعاينة	14.30-16.00
• استراحة	16.00-16.30
• مهارات التواصل واقتناص فرصة العمل	16.3:00 – 18.00
• تدريب يديره الدكتور محمد المجالي	18:00 – 20.00
• حلقة نقاش	20.00-21.00
• تقييم التدريب	21.00-21.15
• غداء	

Annex 2: SSE Seminar in Palestine (NCCI and ANNU February 8,10 and 11,2021)

Time	Content	Remarks
9: 00 -9:30	• Welcoming, Introduction, Expectations, Training Objectives, Training agenda, Training Rules, and Training Framework	
9:30 - 10:00	• Introduction for MoreThanAJob Project & Framework	
10:00-11:00	• How to Prepare for Your Next Training “Skills & Design” • Skills Matching, Goals, Plans, Main 21th Century Skills needed in Labor Market	Interactive discussion & Groups work

	<ul style="list-style-type: none"> • What to take into consideration? 	
11:00- 11:20	Coffee Break	
11:20 - 1:30	<ul style="list-style-type: none"> • Diversity and Understanding Work Environment in Labor Market • Diversity: Understanding others – Generations gap & building framework for effective dialogue • Youth Empowerment Scope (Brainstorming) • Youth Empowerment towards better society, empowering, strengthening and including youth in the work environment. • Reduce unemployment, crime, drugs and abuse. • Key for Youth Empowerment ?? (Education at Academic and Vocational levels) 	Interactive discussion, Groups work, & Case Study
1:30 -1:45	Wrapping Up	

Annex 3: SSE Seminar in Lebanon (Business Consultancy and Training Services BCTS February and March 2021)

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اليوم الثالث	البرنامج
استقبال المتدربين ملخص اليوم الثاني	٩:٣٠ - ٩:٠٠
كيفية جمع البيانات (دراسة حالة)	١٠:١٥ - ٩:٣٠
عزل الأثار (دراسة حالة)	١١:٠٠ - ١٠:١٥
استراحة	١١:١٥ - ١١:٠٠
تحويل البيانات	١٢:٠٠ - ١١:١٥
تحقيق قيم عائد عالية لأي مشروع - تطبيق نهائي	١٢:٣٠ - ١٢:٠٠
الخاتمة تقييم اليوم الثاني تقييم البرنامج	١٣:٠٠ - ١٢:٣٠

Annex 4: Invitations



معالي وزير التشغيل والعمل والاسكان الاكريم

تحية خيبة وبه ...
اشارة الي مشروع (More Than A Job) A_A.3.2_0286
والسيد نوم من الاتحاد الاوروسي ضمن مشاريع (ENI CBC MED)
والانفاقية التي تيسر تمويلها منساقرة وزارة التشغيل المعاصرة والاسكان بالمشروع
تشيديك مرتبط مع جامعة مؤتمة والتي يتم من خلالها تشريب كسائر السورارة
واكتسبهم الخبرة من خلال ١٥ المشروع .
وعليه ارجو معاليكم التكرم بالموافقة على ان يتم عقد دورة تدريبية
حسب الإختصة المرغوبة والمخصص عن المشروع لتكسائر السورارة بقسمها فريق
جامعة مؤتمة وذلك بعني الوزارة دون ان تشمل الوزارة أية تكاليف مالية.
وتفضلوا بقبول فائق الاحترام

منش المشروع
الإستاد الدكتور عمر حوام المعينة

ENI CBC Mediterranean Sea Basin Programme - MoreThanAJob Project: Reinforcing social and solidarity economy for the unemployed, uneducated and refugees



دعوة مجانية للمشاركة في تدريب قطاع الاقتصاد الاجتماعي والتضامني (SSEs)

يهدف مشروع "أكثر من وظيفة" MoreThanAJob إلى تعزيز الإدماج الاجتماعي للفئات الأكثر حاجة والتعاطلين عن العمل من خلال تطبيق أفضل الممارسات بهدف تعاون أكثر فاعلية بين ممثلي قطاع الاقتصاد الاجتماعي والتضامني (SSEs) والإدارات العامة. تم تمويل مشروع MoreThanAJob من قبل EU-ENI CBC MED وينفذ من قبل 6 شركاء من 5 دول (فلسطين، الأردن، لبنان، إيطاليا واليونان).

في إطار هذا المشروع، اجرت مؤسسة (BCTS) للاستشارات والتدريب -لبنان دورتين تدريبيتين متتاليتين موجهة إلى الفاعلين في قطاع الاقتصاد الاجتماعي والتضامني (SSE) عقدت هاتين الدورتين إلكترونياً وذلك من الساعة التاسعة صباحاً حتى الواحدة من بعد الظهر وفقاً للجدول الزمني التالي:

- التدريب الأول: الأربعاء 10 شباط والخميس 11 شباط والجمعة 12 شباط 2021
- الموضوع: التواصل والتفاوض الفعال لتحقيق الأهداف
- التدريب الثاني: الأربعاء 24 شباط والخميس 25 شباط والجمعة 26 شباط 2021

الموضوع: التخطيط الاستراتيجي لإنجاح أي مشروع

استكمالاً للمشروع سيتم اجراء دورة تدريبية تالفة الأربعاء 10 آذار والخميس 11 آذار والجمعة 12 آذار بعنوان قياس العائد على الاستثمار في المشاريع!

للمزيد الرجاء التسجيل على هذا الرابط:

<https://forms.gle/Xa9ifM6zWZivziw5>

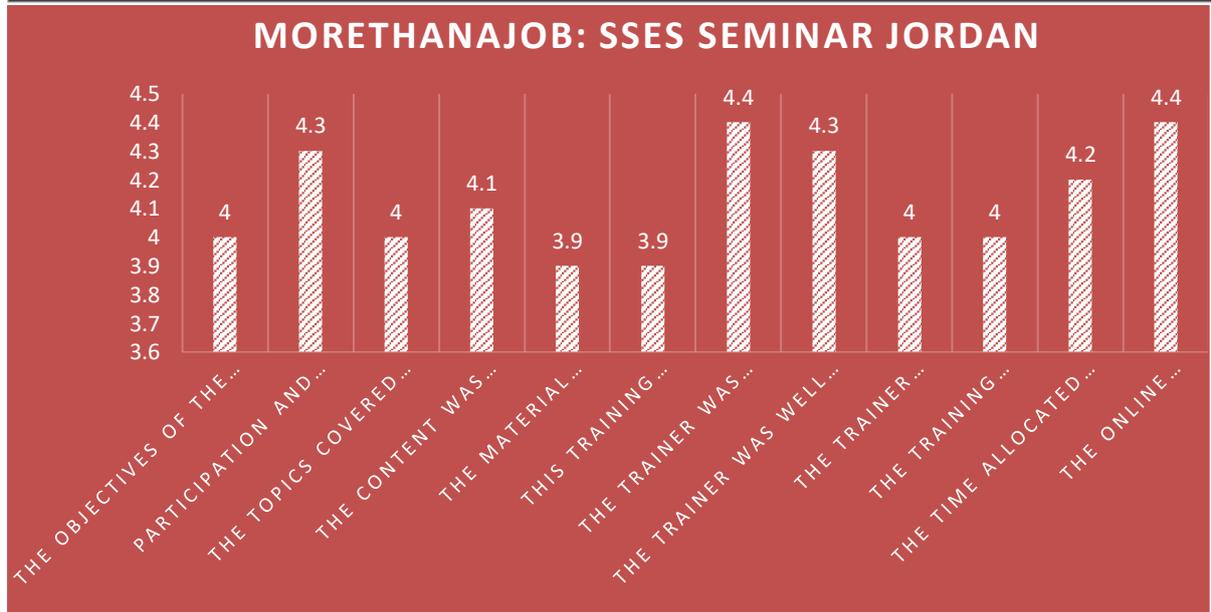
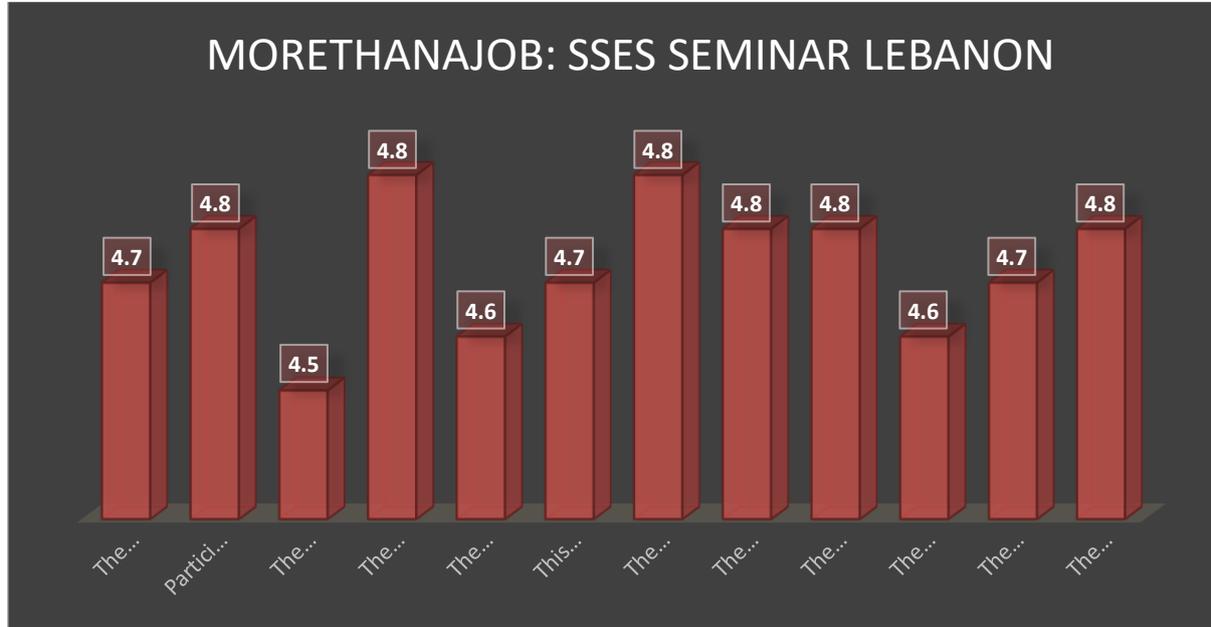
د.وفاء هيدموس
المديرة العامة

Annex 5: SSE Evaluation Results

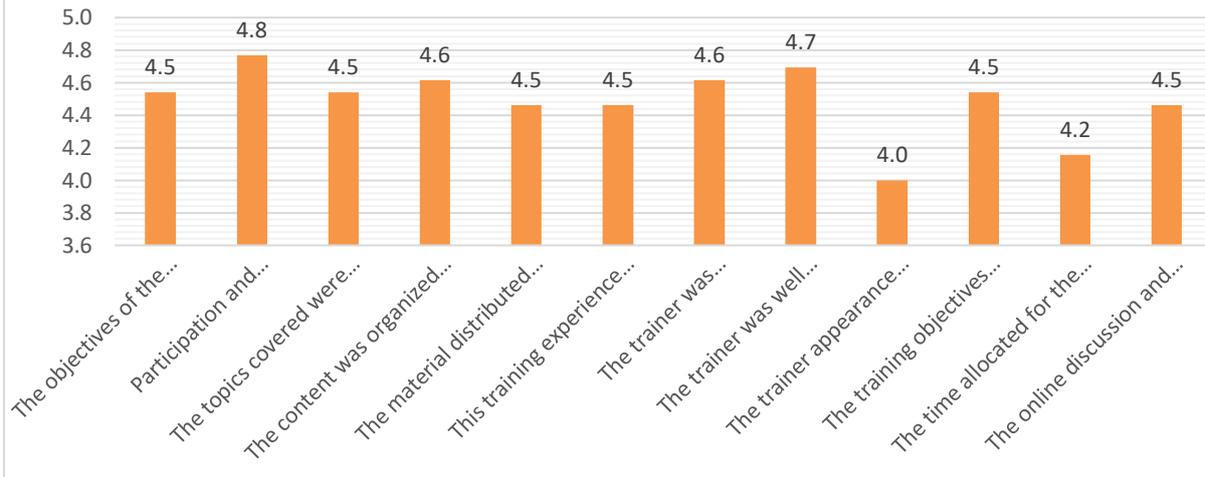
Evaluation Questions

- The objectives of the training were clearly defined
- Participation and interaction were encouraged
- The topics covered were relevant to me
- The content was organized and easy to follow
- The material distributed were helpful
- This training experience will be helpful in my field of work
- The trainer was knowledgeable about the training topic(s)
- The trainer was well prepared
- The trainer appearance was professional
- The training objectives were met
- The time allocated for the training was sufficient
- The online discussion and facilities were adequate and sufficient

Evaluation Chart



MoreThanAJob: SSEs Seminar Palestine





Annex 6: Pictures from the ONLINE/ONSITE SSEs Seminar

