



2 Mers Seas Zeeën  
INTERREG IVA  
FRANCE - ENGLAND - VLAANDEREN - NEDERLAND



# ILAEBOR



**BROCHURE**

One in seven learners in Flanders (northern part of Belgium) leave secondary education without achieving any formal qualifications. In addition, over 40 per cent of students from an ethnic background do not transfer to higher education. Zeeland (province of The Netherlands) noted a drop-out rate of 6.4%, in academic year 2008-2009, for vocational education and an increase of non-completions for students with multiple problems. A considerable number of disaffected young people find it difficult to be accepted or for their needs to be catered for due to issues caused by ethnic background, interpersonal problems or social disadvantage. Similar trends are apparent in the United Kingdom. This substantially impacts on the opportunities in the labor market for the individuals who have difficulties in these areas.

To address these problems Flanders, The Netherlands and the United Kingdom have formed a partnership funded by 'Interreg 2 Zeeën' programme. The project seeks to improve the link between this disadvantaged group and the labor market. The target group consists of long term unemployed; those with little education or unskilled, from ethnic minority groups etc. The project focusses on these areas as it was found, in all the partner countries, that the links between education, the labor market and the individual need improvement. It is this cooperation that forms the basis of the iLAEBOR project.



## How did the project come about?

iLAEBOR is an acronym for 'Investing in Labor and Education in Border Regions', the project originates from previous successful partnerships in cross-border projects within different EU programmes. Through the European partnerships a need was identified

to address the existing problems with labor market guidance and the social inclusion of individuals with multiple problems, into a new transnational project. The identified problems, target groups and activities are priorities within the Interreg IVa 2 Zeeën programme.



## Who is the target group?

- 1 Individuals who have multiple problems, which result in disengagement from the labor market; including people with social emotional problems, ethnic minorities, disabilities, low education, a judicial record/criminal past or a combination of these factors. The project focuses specifically on the unemployed and school-leavers.
- 2 Educational providers or training institutions, such as secondary, special (vocational) education and adult education. The three partner countries will ensure improved and more direct connections with the business community. In addition, the educational institutions will ensure that the curriculum is appropriate and suitable training materials are developed to train and monitor student progress.
- 3 The business community or labor market. Within the companies, individuals of the target group will be trained and coached. The companies will be encouraged to design and implement a diversity policy to recruit and retain employees successfully. Partners have already obtained letters of intent from their existing network of company contacts.



# What are the objectives?

iLaebor's central objective is to promote the connection between vocational education and the labor market for individuals with multiple disadvantages. This can be demonstrated through the seven sub objectives:

- 1 Analyse and connect labour market needs to the qualification level of job seekers of the target group.
- 2 Achieve a balance between (vocational) education and the needs of the business community.
- 3 Create an inventory and analysis of the available tools for assessment, guidance and coaching of the target group, employers and teachers within the educational institutions.
- 4 Develop innovative tools for assessment and match the different competences.
- 5 To place the developed innovative materials on a 'Sharepoint' for use by each partner country and provide support through a digital format.
- 6 Coach 90 individuals from the target group actively towards the labor market using the (further) developed tools
- 7 Set up cooperation and information networks for (vocational) education and the business community, including an ICT-platform for the exchange of knowledge and experiences concerning diversity management, coaching, achievements, challenges and further opportunities for funding.

## What results does iLAEBOR strive for?

- 1 Increase the number of long-term available employees, especially people who are disengaged, due to multiple problems.
- 2 Create better links, improved communication and structural cooperation between (vocational) education and the business world through which education has an increased connection for the labor market's needs.
- 3 Reduce unemployment and the social costs associated with this.



## What actions will be taken?

A variety of activities will be planned to achieve the aims and objectives. The activities consist of three categories;

The first category being the support of individuals and education institutions, this support will be provided by extra-curricular/out-of-school sessions;

a practical training plan; informal information meetings for the target group and their coaches; the development of a learning module 'diversity management' and the creation of online support for the target group.

The second category is the transition from education to the labor market; this package of activities consists of coaching the 90 participants towards employment; the conversion of (ICT) instruments for assessment to improve the match of supply and demand; to deliver practice-oriented (ICT)

educational resources and online support with relation to ICT educational resources.

Finally, supporting diversity management to ensure companies receive support to encourage the deployment of individuals of the target group. Included in the third category are activities such as developing diversity plans and procedures; coaching of employers and staff; making recommendations during the recruitment process and pursuing possible subsidies.

# Project Partners



More info: [www.sytrawest.be](http://www.sytrawest.be)

Syntra West is a private not for profit training organisation, for more than 10 years Syntra West has been active, both as contractor and partner, in European projects. Syntra's project office on average coordinates about 20 projects with national, European, bilateral or international funding. Over the years, Syntra has successfully achieved over 100 projects. One thing they focus on is the transfer of knowledge and expertise in the field of independent entrepreneurship and learning entrepreneurship; another focus is realising projects of a high innovative content; new methodologies, tools and the content of training that will take place during the normal 'operation' of the training institute in favour of the KMO's, the independents and prospective independents in Flanders.



More info: [www.petroc.ac.uk](http://www.petroc.ac.uk)

Petroc is Devon's leading general Further Education (FE) College in the South West region of the United Kingdom. Petroc provide a range of academic and vocational opportunities to students of all ages. Although the main campuses are based in the rural towns of Barnstaple and Tiverton Petroc are actively involved in training across the South West region, nationally throughout the United Kingdom and internationally through European funded projects and connections with manufacturers. Petroc is currently involved in several projects, in particular the European Social Fund and the Leonardo da Vinci programme (part of the Lifelong Learning Programme).



More info: [www.prowork.nl](http://www.prowork.nl)

Prowork is a not for profit organisation with experience in regional, national and international partnership projects. Currently, Prowork is partner of the Interreg IV project 'Cover IT' (The Netherlands and Flanders/Belgium), partner of the Leonardo da Vinci projects 'Energy+' & Train Frame and a twinning project of the UTSN funds The Netherlands-Suriname, 'Coaches @ Work'. In addition Prowork participates in different projects within the Lifelong Learning Programme of the EU (e.g. Step-IN, Qualified for Europe) and ESF-EQUAL projects (IMPACT, Structuur, EMU-Pass).



More info: [www.cat-ch.eu](http://www.cat-ch.eu)

CAT-CH (Centre for Assistive Technology - Compensating Handicap) is an initiative of the NPO CST (Computers at School and at Home). The centre coaches people with disabilities, their families, teachers, carers etc. in the use of ICT solutions by means of individual coaching, train-the-trainer sessions and raising awareness. CAT-CH thereby increases the chances of inclusion, for people with a disability, in education and into employment. Furthermore CAT-CH has a range of Assistive Technology products in the premises of CST. Sessions can therefore be illustrated with real, practical examples where visitors can try the different aids to get familiar with them.



More info: [www.empower.be](http://www.empower.be)

Vzw JKVG/Empower also has a range of experience with European projects. For example the Interreg III project 'Empower'. This project consists of two 'windows': one for individuals with a physical handicap, to teach them to communicate smoothly and to behave confidently with potential employers, colleagues and supporting services. A second 'window' is active to support employment and empowered activities for handicapped clients.



More info: [www.scalda.nl](http://www.scalda.nl)

Scalda is an institution for vocational and adult education. As a link between schools for pre-vocational secondary education on the one hand, and the job market and institutes for higher education on the other, Scalda is a key player in the region. Scalda consists of nine highly autonomous educational units, offering a wide range of programs within the fields of engineering, IT, health, social work, business, leisure and hospitality, sports, shipping and transport. Scalda serves over 12,000 students with a wide range of backgrounds, ambitions and abilities. Scalda is a natural partner in projects aimed at unlocking student potential, helping young people develop into able professionals through programs that are well adapted to the needs of the various industries and professions.



If you would like to be informed about the progress of the project, please visit [www.iLAEBOR.com](http://www.iLAEBOR.com) and sign up for the newsletter.