

GOOD PRACTICE

LEES

CAREER BOOSTING PROGRAMME





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Family, Social Affairs and Equal Opportunities

Title	
LEES (Lanzadera de Empleo y Emprendimiento Solidario) Career Boosting Program)	
<p>It's a new way to attack unemployment. It's a collaborative and solidary way to search employment and starting up companies.</p>	<p>way</p>
Location / geographic coverage	
<p>Spain, Region: Castilla y León.</p>	
Summary	
<p>LEES (Employment shuttle and Solidary Entrepreneurship)</p> <p>José M^a Peridis, the promoter of LEES define it as: "A team of unemployed, volunteer, active, visible and solidary. Every team of LEES is formed by 20 persons. This is a diverse team (different careers, studies, ages...) that are coordinated by a coach (also a former unemployed) which search work all for all. They support each other.</p> <p>http://www.youtube.com/watch?v=NOOfqiC4rRE</p> <p>Unemployment policies are sold out; their aims are not focus on the people or local needs. LEES try to solve this because it's a new concept in social intervention to unemployment. Lanzaderas put the focus on the <u>unemployed</u> people, being themselves <u>the main figures</u> in their processes of employability. This project is based <u>on cooperation and mutual assistance as synergies</u> generating strategies to overcome the current situation. Unemployed people interact in a new context, a context of trust with shared feelings, experiences, information, training and so on which greatly improves the chances of finding employment and the development of own self-employment projects.</p>  <p><u>LEES use coaching methodology</u>: there's a main coach whose role is to be the group leader and motivate it. But the <u>unemployed</u> are the main actors of the process, developing a collaborative and supportive structure that empowers them to job search and building their own businesses, entrepreneurs or project groups. Similarly, it is a flexible methodology, which also integrates training, developing emotional intelligence, group techniques, relationship management, charitable activities, entrepreneurship etc.</p>	
<div> <div> <p>OBJECTIVES:</p> <ul style="list-style-type: none"> • Empowerment unemployed people • Support context adaptation • Promote flexibility • Make it possible public and private cooperation • Become a national programme </div> <div>→</div> <div> <p><i>Improve the employability of the unemployed from a perspective that places them in an active position, shared and supportive to the great challenges posed by the current situation.</i></p> </div> </div>	

Type of the good practice
It's an initiative of labour integration.
Stakeholders and partners
<p>→ <u>Target group</u>: Unemployed people from Cantabria and Castilla y León regions.</p> <p>→ <u>Users</u>: Unemployed people, enterprising, companies that are looking for staff, city councils, etc.</p> <p>→ <u>Who are involved?:</u></p> <ul style="list-style-type: none"> ○ Promoter: Santa Maria la Real Foundation (NGOs) ○ Financial support: Cantabria's government, and private funding <p>Collaborating institutions: City Councils (Santander, Torrelavega, Castro Urdiales, Astillero and Aguilar de Campoo). They facilitate spaces, resources and the recruitment of the unemployed that will be in the LEES.</p>
Issue / challenge and goals / assumptions
<p>→ <u>Issue</u>: Unemployment</p> <p>→ <u>Origin</u>: Unemployment is not only a government issue it's a social question, so the LEES emerge/appear because of:</p> <p>Social needs General apathy Lack of initiative</p> <p>→ <u>Goals</u>:</p> <ul style="list-style-type: none"> ○ LEES start on April 2013. At his moment there are 5 shuttles operating: Santander, Torrelavega, Castro Urdiales, Astillero and Aguilar de Campoo. ○ At this moment 35 persons (40%) have found a work through LEES. ○ LEES is a regional initiative that is growing, it's a project that will become a national programme. For example in September a city council of Valencia (Carcaixent) visited LEES because they are interested on transfer this good practice to their village. <p>http://www.lanzaderas.es/canal-lanzadera-torrelavega/624-visita-de-la-alcaldesa-de-carcaixent-y-emcan</p> <p>→ <u>Theoretical model</u>:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; background-color: #c0392b; color: white; padding: 10px; text-align: center;">The person is the main figure</div> <div style="border: 1px solid black; background-color: #c0392b; color: white; padding: 10px; text-align: center;">Team support</div> <div style="border: 1px solid black; background-color: #c0392b; color: white; padding: 10px; text-align: center;">Solidarity</div> </div> <div style="border: 1px solid black; background-color: #c0392b; color: white; padding: 10px; text-align: center; margin-top: 10px;">Improve competences to promote the employability</div>
How does it work?
<p><u>Methodology:</u></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; background-color: #e74c3c; border-radius: 50%; width: 150px; height: 150px; display: flex; align-items: center; justify-content: center;">TEAMWORK</div> <div style="border: 1px solid black; background-color: #e74c3c; border-radius: 50%; width: 150px; height: 150px; display: flex; align-items: center; justify-content: center;">COACHING</div> <div style="border: 1px solid black; background-color: #e74c3c; border-radius: 50%; width: 150px; height: 150px; display: flex; align-items: center; justify-content: center;">NEW METHODS OF TRAINING: SYNERGIES</div> <div style="border: 1px solid black; background-color: #e74c3c; border-radius: 50%; width: 150px; height: 150px; display: flex; align-items: center; justify-content: center;">PROMOTE TRANSVERSAL COMPETENCES (SOCIAL SKILLS)</div> </div> <p>http://www.youtube.com/watch?v=dzEtKcVAmMw</p>

Results
<p>This is a recent project that began in April 2013 so there are no evaluation reports but the indicators will be: the rate of integration (percentage unemployed people that have found a job), new business started up and the implication rate (new LEES in other regions of Spain or Europe).</p> <p>Other relevant information is which related with the change on feelings and attitudes of unemployed people involved in LEES (more motivation, feel support, initiative, new knowledge and skills acquired, etc).</p>
Evaluation
<p>As it was said before, LEES started on April 2013, so it's soon to have an evaluation but we could note some recommendations</p> <p><u>Recommendations: What we have to do</u></p> <ul style="list-style-type: none"> → Diverse groups. → Empower people <p><u>Recommendations: What we have not to do</u></p> <p>Treating unemployed people as passive subjects</p>
Lessons learned
<ul style="list-style-type: none"> → Unemployment causes serious consequences on emotional balance → The power of the teamwork and solidarity. → People wants to lead their own career → Change the situation is possible. → Unemployment is a social issue.
Sustainability and transferability
<p>Financial support. Cultural change: from job consultancy/counselling to team coaching.</p>
Contact details
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