

Training programmes for counsellors for implementing community integration of difficult-to-employ people (COM-IN)

Competence model for the community coordinator for difficult-to-employ (DTE) people

The partners of the COM-IN project have successfully completed the development of the competence model for the "Community Coordinator for Difficult-to-Employ (DTE) People," marking a significant milestone as the third project result.

In the collaborative efforts of partners from Slovenia, Italy, and France within the COM-IN project, our focus has been on empowering "Community Coordinators" (CC) operating in diverse organizations dedicated to the working and social integration of DTE individuals. These coordinators, while not directly engaging with DTEs, play a pivotal role in networking, collaborating with counsellors, and liaising with partners involved in DTE-related initiatives. The partnership observed that these coordinators have a lack of competences for more efficient working integration of DTE in the cases, where the cooperation of several organizations is essential.

To find out which competencies CC may lack; we conducted a total of four focus groups—one each in Slovenia and France and two in Italy. The participants, middle managers from various organizations including employment centres, youth support programs, social integration programme, vocational and training organization, NGOs, cooperatives, and other organizations exhibited a keen interest in the CC competence model. They emphasized the necessity for enhanced cooperation, particularly in complex scenarios where recruiting involves multiple organizations such as employment offices, vocational training organizations, and cooperatives.

During the focus groups many topics were discussed - key competences of "CC", areas for further development and challenges identified. Like the competence model for "DTE Consultant", the competence model for "CC" is also very complex. The model acknowledges various competences as CC, from forming and maintain diverse counsellors' teams, to establishing networks needed to implement projects or service delivery to help counsellors in supporting DTE.

The identified competencies for CCs span managerial skills, technical expertise, soft skills, and know-being competences. Our goal was to describe each competence by illustrating situations in which it is demonstrated. Besides being able to inspire and build a group common vision, CC has to be familiar with territorial services offer for jobseekers, employers, partners and employees; he/she has to demonstrate also reliability, persistence, interest for cooperation. In the competence model each of competence is briefly described, indicating situations in which is demonstrated.

This comprehensive competence model serves as basis for the development of the "Training programme for "Community coordinator", the fourth project result COM-IN project. When preparing the training programme, which will be tested in February 2024, we will employ effective training methods and learning instruments aimed at facilitating the acquisition of the competencies outlined in the model.