

Good Practices Exchange

Managing Diversity at local level: working with stakeholders and professionals

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This presentation

How Alt Empordà County Council has developed the exchange of experience in the framework of the Local Implementation Plan.

The presentation is focused on:

1. Training on Managing the diversity at local level. Main outputs.
2. Design of a new service aimed to training young people aged 12-18 years old from migrant origin.

**LOCAL IMPLEMENTATION PLAN
ALT EMPORDÀ COUNTY COUNCIL
LABOUR PLUS PROJECT**

**1) TRANSFER OF
GOOD PRACTICE**



**MANAGING DIVERSITY
(Nieuwegein)**



First half 2014

**TRAINING DAY
JUNE 4th**

Managing diversity
at local level

REPORT AND VIDEO

Resource to work
with diversity

2) PILOT ACTION



**NEW APPROACHES TO SOCIAL AND LABOUR
INCLUSION OF YOUNG PEOPLE AT LOCAL LEVEL**



Second half 2014

**NEEDS
ASSESSMENT
OF YOUNG
PEOPLE**

**DESIGN
A SPECIFIC
RESOURCE AT
LOCAL LEVEL**

GAP !

2015

**GAP !
IMPLEMENTATION**

**GAP !
IMPACT
EVALUATION**

1) Transfer of Nieuwegein experience

Development of preventive work with different actors, such enterprises, professional teams, political level.

Introduction of innovative methodologies to address and work with diversity.

Plural Perspectives. *Managing the diversity in Alt Empordà*

Training on managing the diversity in our county from different perspectives. 4th June

The Management of Diversity: building interculturality through closeness to the region and the people.

How 6 stakeholders are managing the diversity in their work field (education, mass media, sport and leisure time).

Day on “Managing the diversity in Alt Empordà”

4th June



42 professionals from diverse stakeholders attended to the training

Resource to work with diversity at local level

Report Plural Perspectives

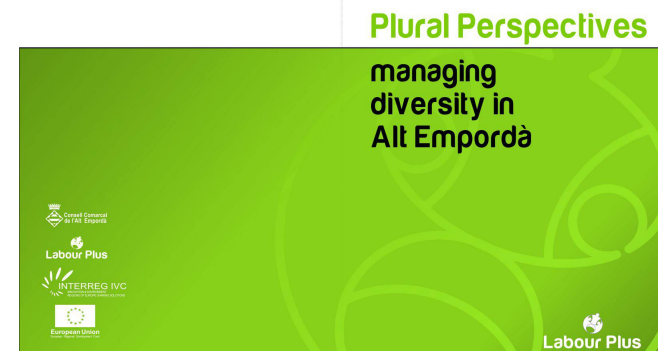
Theoretical approach about the Management of Diversity at local level.

8 experiences on the Management of Diversity in Alt Empordà in the fields of: education, social welfare, employment, health, culture, social participation, sport and media.

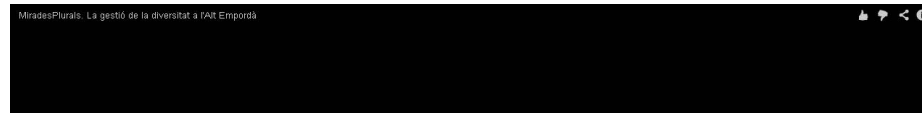
The experience of Nieuwegein

Available online:

http://issuu.com/aempordainlou/docs/plural_perspectives_labour_pl



Video Plural Perspectives



Mirades plurals

8 bones pràctiques de l'Alt Empordà sobre la gestió de la diversitat des de diferents àmbits i activitats quotidianes

Plural Perspectives, 8 Good Practices on the management of diversity in Alt Empordà in different fields and daily activities



<http://youtu.be/MmH4BIkQiA4>

2) The design of a new service: “GAP! Give me an Opportunity”

The GAP is aimed at developing a practical side of action, as result of having improved our knowledges of strategies and methodologies.

Objective: Dealing with the high youth unemployment an school drop-out rates

The work process began with a preliminary **needs identification** action (April-July 2014).

Research conducted by Fundació Surt:

- Interviews with different profiles of young people at risk of exclusion
- Discussion group with the young people
- Discussion group with professionals

Research conclusions concur in:

A low level of emotional welfare was detected.

The lack of service for accompaniment and emotional support.

The training and occupational paths of young people are highly conditioned by their emotional welfare and resilience.

“GAP! Give me an Opportunity”: Service design methodology

Is a **preventive** social and educational intervention service.

Focus on **Emotional aspects** with young people.

Design between July- November 2014.

Multidisciplinary team: Has been carried out through a joint working process between professionals from different services

“GAP! Give me an Opportunity”: Target group Young people aged 12 to 18 years old



“GAP!”: Space for therapy and accompanying the life path

The Therapeutic Space is the **Main Space** of the Project.

Will be used to:

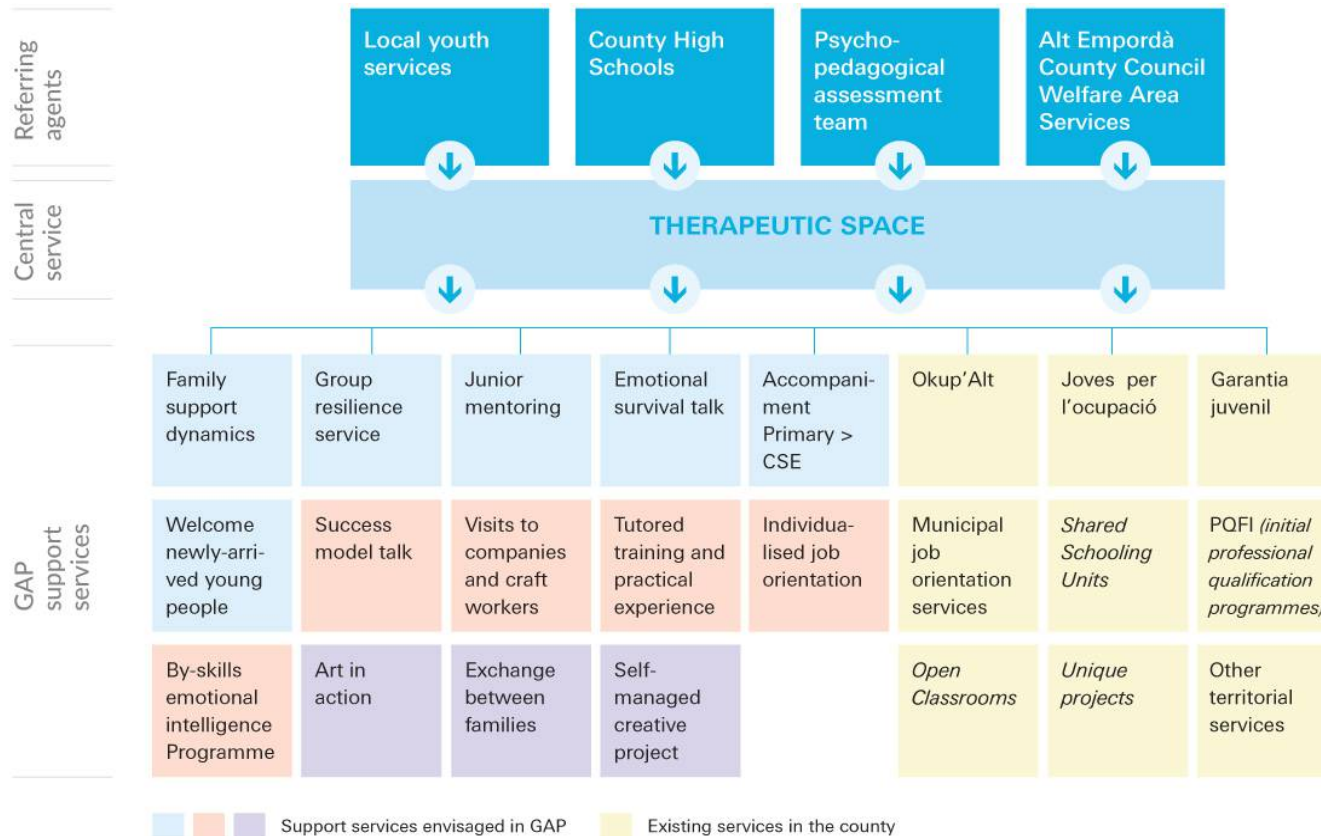
- work on participants' emotional welfare
- improve their awareness, self-esteem, communication skills
- work on responsibility, autonomy

Professional team: Psychologist and Social Educator

Interventions: Individual and grupal



“GAP!”: Working process of the social and educational service



“GAP!”: Innovative elements of the social and educational service

Traditional approach	Innovative criteria of the GAP service
Specialisation and segmentation of public responsibilities.	Multidisciplinary and transversal design.
Palliative nature, geared towards correcting the effects of the problem.	Preventive nature. Intervention on the 12-14 year age bracket where there are no services.
General diagnoses.	Diagnosis that includes the needs of the young immigrant population.
Focused on the transition from school to work from a heavily instrumental standpoint.	Focused on emotional empowerment to improve future employability.
Segmented management of services, with weak coordination with the rest.	Networked service management.
Static service and somewhat inflexible with regard to the participant's specific needs.	Flexible service adapted to each participant's specific needs.
Evaluation of the result of the services and programmes.	Evaluation of impact through social experimentation.

“GAP!”: Multidisciplinary team design



“GAP!”: Final design and implementation

The service is designed in general terms and has been edited.

The service design is not closed. Partners contributions are welcome.

The County Council of Alt Empordà will work for make possible the implementation of the service.

Thank you for your attention

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