Vinnande Arena
Vårgårda municipality

A project in Vårgårda municipality in Sweden
Funded by European Social Fund
Purpose

• Create win-win situations in the labour market

• Create internships in Vårgårda and develop them to safe learning area.

• Create favorable conditions for women and men who lack employment and need support in approaching the labour market.
Goal

• To enhance the participants abilities to enter the labour market.
• To ensure that the participants perceive the activities as meaningful.
• For the participants to gain further insight about his or hers abilities related to employment.
Goal

• To make it easier for employers to take on worktrainees by conveying knowledge and guidance.

• To draw attention to the importance of the supervisor’s role.
Who can participate

- Persons aged between 18-65 years, who are unemployed and in need of individual support for approaching the labour market.

- Citizens of Vårgårda municipality.
The project team includes

Combined expertise which enables the team to investigate and coach from a holistic perspective.
An occupational therapist

- Helpful for the person to find their work ability
- Participates in the workplace
- Has a dialogue / interaction with the person.
- Makes the task analysis by observing
- Follows up using various tools.
A Rehabilitation coach

- Helpful for the person to find their work ability
- Motivational interviewing
- Participates in the workplace
- Feedback
- Group activities
A socialworker

- Manager of the project
- Method development
- Knowledge about people who have been socially excluded
- Knowledge of Social Services
- Holistic perspective
Why Vinnande Arena is needed

• To ensure that activities are monitored in a qualitative way.

• To give the participant the support she or he needs to assimilate the internship.
Why Vinnande Arena is needed

• To strengthen and appreciate the employer and supervisor in their role conveying knowledge and guidance.

• To adapt the training efforts to the participants conditions and circumstances.
Cooperation partners

- Employment services
- Social services
- Employers
Mapping

• Resources and opportunities
• Skills and areas of interest
• Motivation
• Perceived work ability
• Perceived activity level
Internship

• The project team develops an internship within the current area of interest.
• Every workplace must be selected and appropriate to the participants needs.
• The goal for the participants is to gain further insight about his or hers abilities.
Internship

• The project team introduces the participant to the workplace.
• Contract is signed by the participant and the supervisor.
• The project team monitors and evaluates the internship in consultation with the participant and the supervisor.
Supervision

Important characteristics and competences:

• Secure
• Ability to communicate knowledge
• Organisation ability
• Structure
How we work with gender mainstreaming

• Normcritical perspective

• Identifying and breaking norms and stereotypes

• 4R Method: allows you to chart and analyse your operations from a gender equality perspective
What are the challenges so far?

- To develop a flexible approach among all the rules of the cooperating authorities.
- To create and maintain interest for the project.
More challenges

• To find participants from the right target group who benefits from project activities.
• To provide participants with activities and motivate them to participate.
• Finding time to create innovative methods.
What is interesting in running a project like Vinnande Arena

• To develop innovative methods
• To develop work processes
• To work with transnational exchanges
• To work with gender and accessibility
• To work with ongoing evaluation
Common points with Fit for Flexi

• The target group is people who are unemployed.

• Both projects aim to work with gender mainstreaming.

• Both projects aim to adapt the labourmarket to people with special needs and to people’s different lifesituations.
Common points with Fit for Flexi

• Both project are working to create a workplace-based learning and helps the individuals to way word on their skills.

• Both projects make contacts with employers and create jobs.

• What else?