

# PLAN B



AYUNTAMIENTO DE ALBACETE



CONCEJALÍA DE EMPLEO, INDUSTRIA, TECNOLOGÍA Y COMERCIO

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PLAN B is a project of pre-labour insertion that the City Council of Albacete develops in collaboration with Health and Social Affairs of the regional administration of Castilla-La Mancha

This project is aimed at **young people between 16 and 20** years old, living in Albacete, derived and protected by the Regional Administration of Castilla-La Mancha in “Health and Social Affairs”

## SOME CHARACTERISTICS OF THE PARTICIPANTS:

- ★ **Social and emotional difficulties.**
- ★ **Young adolescent living in environments with high risk of social exclusion.**
- ★ **Low motivacion towards training and low expectation of the utility of education and culture.**
- ★ **Fairure school and drop out.**
- ★ **Lack of career goal and itinerary of employment**
- ★ **Low skills and habits to work.**

## SOME CHARACTERISTICS OF THE PARTICIPANTS:

- ★ **Low frustration tolerance.**
- ★ **Difficulties to plan and postpone gratifications.**
- ★ **High difficulties to find and keep a job.**
- ★ **High risk of social and labor exclusion.**
- ★ **Most of them are excluded from education and jobs market. So they are not learning new things and that's how they end up more and more marginalised**

# THE MAIN AIMS OF THE PLAN B:

## GENERAL AIMS:

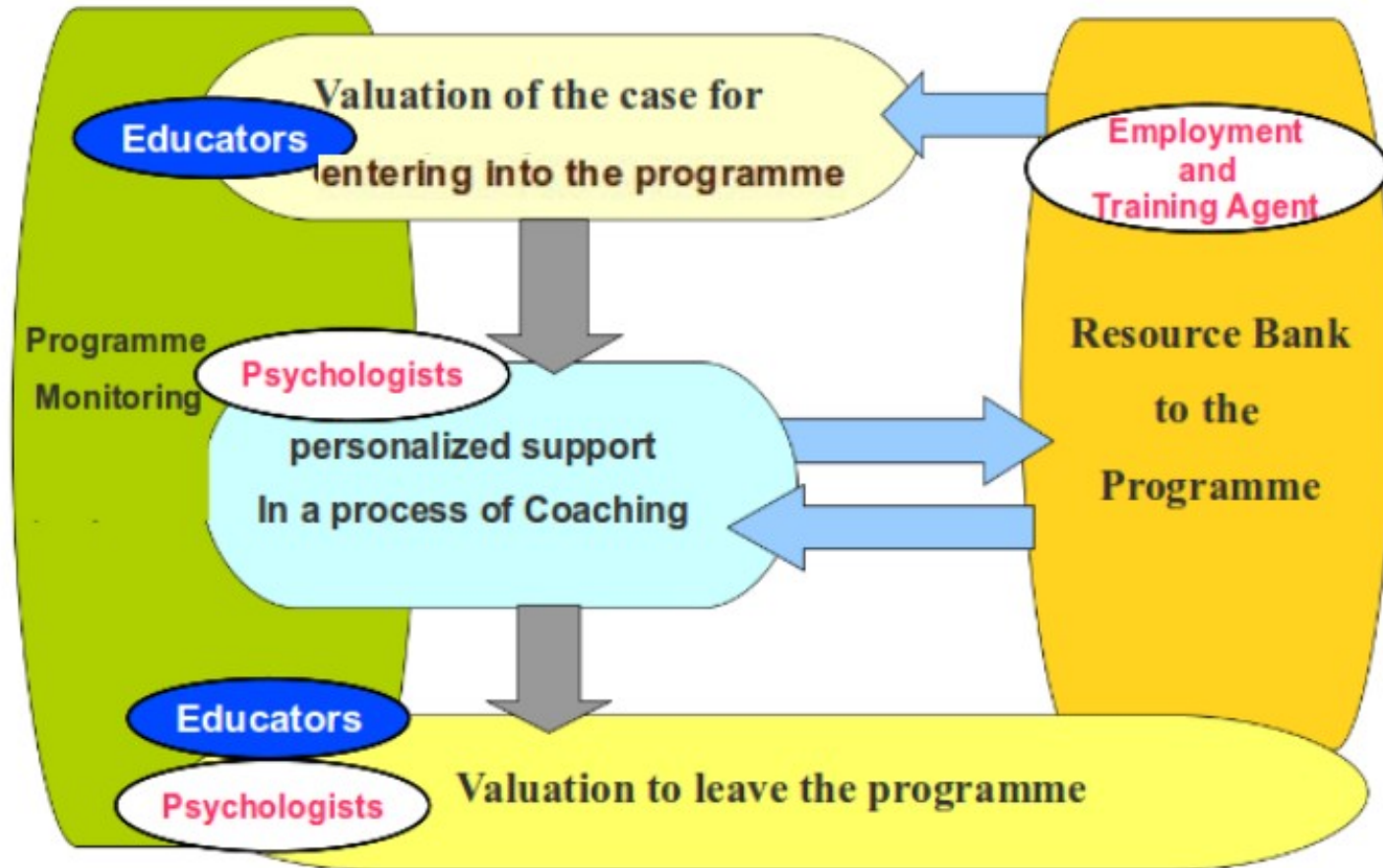
- ★ **Facilitate the social integration through the educational and labour integration.**
- ★ **Improve their employability**

# THE MAIN AIMS OF THE PLAN B:

## SPECIFIC AIMS

- ★ Give support to avoid failure school and drop out.
- ★ Facilltate the return of the youths to “Initial Vocational Qualification Programmes” and adult education center to get degree in secondary school.
- ★ Provide access to training course for employment and traineeships programmes.
- ★ Give support to avoid drop out of training course for employment and traineeships programmes.

# THE MODEL OF WORKING:



# COACHING FOR EMPLOYMENT:

The backbone from which all actions are articulated is a **personalized support in a process of Coaching** in which:

- ★ Detect the **needs** of the participants and **help them to built their personal strategy** to achieve their professional aims
- ★ Detect **areas of interes** related with the workplace.
- ★ **Prepare for change.**



## COACHING FOR EMPLOYMENT:

- ★ **Facilitate the development of resources, competencies and skills**, as well as the process of decision making to allow them the access and maintenance in the labor market
- ★ Provide them with the information and tools to look for a job, making easier the decision making process.
- ★ Have continuous feedback from all activities in which they are participating.

**In this process it is essential the previous work before the job search**

## RESOURCES BANK TO THE PROGRAM:

- ★ Academic training: Education Center for Adults and “Initial Vocational Qualification Programmes”.
- ★ Training courses for employment.
- ★ Special employment programmes developed by the City Council of Albacete.
- ★ Several activities and programmes developed from the area of youth of the City Council of Albacete.
- ★ Municipal Employment Agency.
- ★ Subsidies for hiring people who are involved in training and employment programmes of the City Council.

# RESOURCES BANK TO THE PROGRAM:

**TRAINEESHIP** programme:

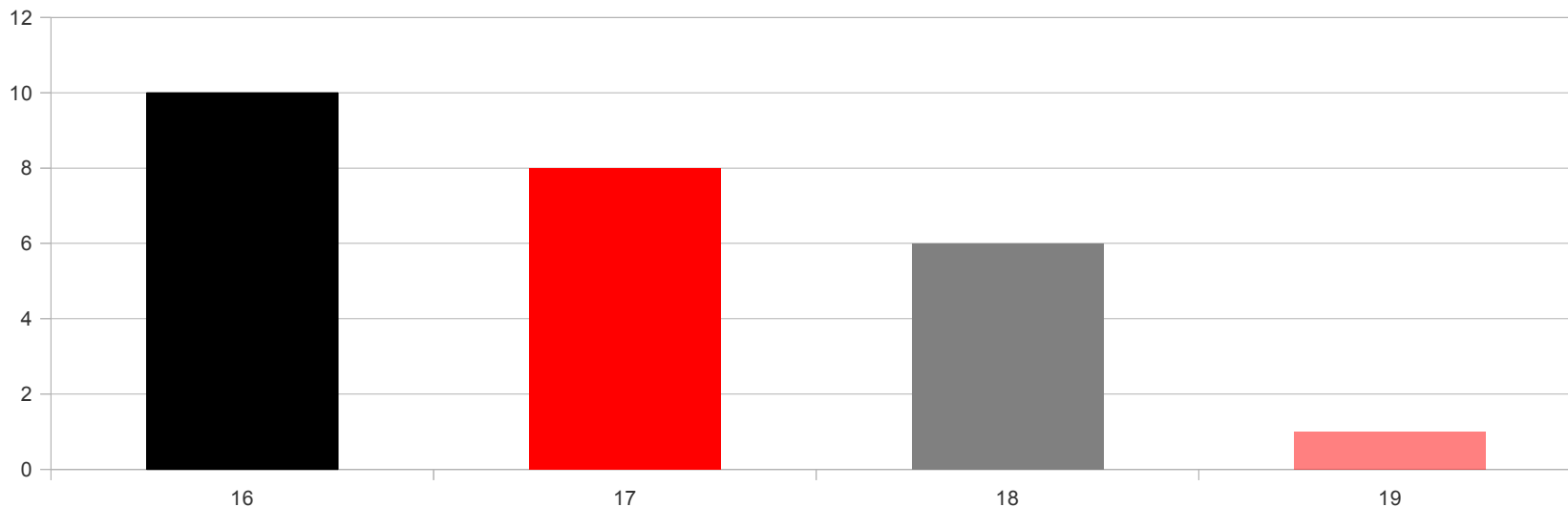
We have agreements with some companies and organizations



This programmes are very interesting for different reasons:

- ★ This programmes let us to work **basic habits** for employment in a **gradual way**.
- ★ We have the possibility to offer a small **grant for this period**, and obviously this help us to engage them.
- ★ We usually rely on companies and organization **accustomed to work with groups and people with special difficulties** and usually they have enough resources to do it well.

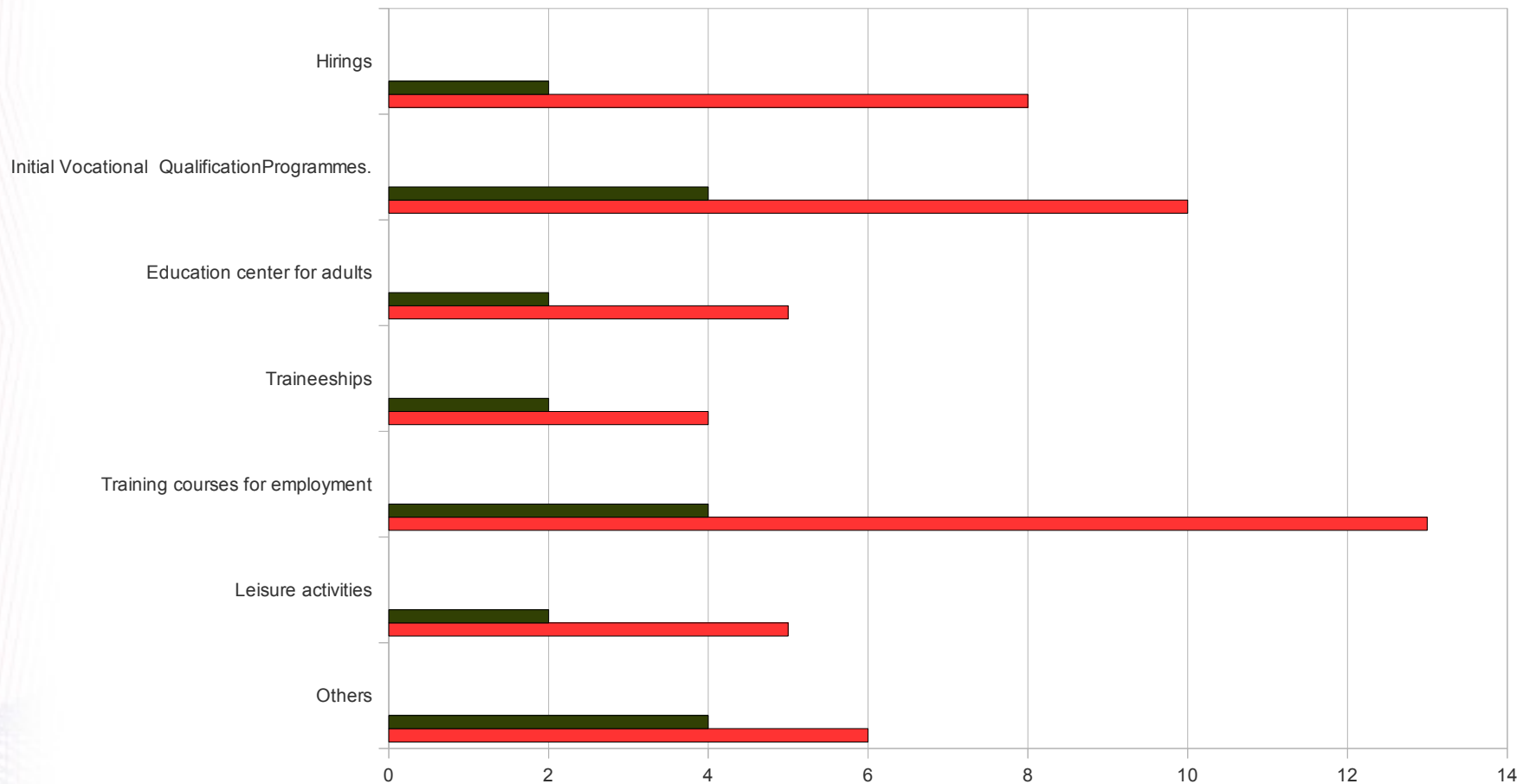
# SUMMARY OF ACTIVITIES IN 2013

During the last year 25 youths have participated in the programme, 18 boys and 7 girls with the following ages:



18 boys   7 girls

# SUMMARY OF ACTIVITIES IN 2013



# EXCHANGE OF GOOD PRACTICES: SUGGESTIONS TO THE PARTICIPANTS FOR EMPLOYOUTH PROJECT TO IMPROVE THE PROGRAMME:

- Possibility to work in group with the beneficiaries to improve some basic skills and competencies for employment.
- Use sports to improve their motivation and generate more healthy living habits, such as discipline, etc.
- Organize traineeships programmes into the Town Council of Albacete.
- Offer employment contracts in to the Town Council to all the participants.
- More workers to detect resources and generate activities in the resource bank.
- More human resources to provide service to other groups at risk of exclusion.

**THANKS YOU FOR YOUR  
ATTENTION AND CONTRIBUTIONS**



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