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## Gender guidance for employment choices:

### The Galaxy Project

#### Aims

The project proposal is focused on the identification of new skills and competencies for teachers, trainers and other operators involved in learning mediation within the systems of education and vocational training: guidance, counselling and advising and learning methodologies based on labour skills and competences. Galaxy aims to identify innovative modalities for the management of counselling and guidance activities directed towards women and to create a network, among the different actors, characterised by a gender perspective able to promote the integration and exchange of experiences, acquaintances and competences between teachers, trainers and other operators involved in counselling and guidance services in the different partners' Countries.

#### Activities & approach

The objectives will be achieved through a first analysis and comparison of the systems and of the different kind of activities/services of guidance and counselling which have existed and been used until now in the different Countries, accomplished right in the moments of passage and choice towards the higher education/studies and towards the insertion into the labour market. A second phase of the project, centralized on the actors and main responsible staff of guidance and counselling services, foresees the identification:

- of the competences which characterise the professional profiles directly or indirectly involved in these activities;
- the analysis of the customers/beneficiaries requirements and needs.

The results would concur to reach the elaboration of a matrix of new competences and skills for the guidance and counselling operators, agreed and shared by the whole partnership. Such matrix would allow in a more detailed way the elaboration of Training Models containing innovative indications and solutions on the modalities of management of these activities directed in particular towards a female public, with a gender orientation and perspective.

#### Target groups

Galaxy is targeted to direct beneficiaries: different professional profiles involved in the activities of guidance, counselling and advising (guidance operators/consultants, teachers, trainers) as well as to indirect beneficiaries: customers (girls/women engaged in the choice of the advanced/higher educational/vocational training pathway and/or of their labour insertion in the labour market) and in the referring guidance and counselling structures (public services for employment, European guidance system, guidance centres, vocational training agencies, schools, all those structures operating within the systems of education, vocational training and labour market/employment).

Moreover, through the creation of a network of exchange and of the community and through the use of new ICT, it will be possible to upgrade the competences and skills of these operators and to create a network that will be able to support integration pathways among consultants, guidance operators, teachers and trainers and customers.

#### Expected Results

Galaxy foresees to support the creation of transnational networks of opened vocational training, speeding up and facilitating the creation and exchange of methodologies, innovative instruments and tools that may concur to a real application of a new personalised and individualised model of guidance, able to strengthen the gender specificities.

#### Products

Research tools kit; Website [www.galaxyproject.eu](http://www.galaxyproject.eu); Context analysis report; Comparative analysis report; Virtual community; Needs analysis report; Cross-matrix within guidance operators' competences and users' needs; Territorial network map; Competences map; Design and test of some training unit; Testing results evaluation report; Finalisation of training units and production of CDROM with all Galaxy outcomes; 6 Newsletters.

## First transnational meeting

The first transnational meeting in Rome took place in the International House of Women in November 2006, with partners' representatives and some testimonials invited to start a common discourse about national guidance systems, gender conditions in the labour market, gender support services both for the youngest and for adults. In our working sections we would like to start from partnership field experiences, in each country and specific territorial context, through the acting of each organisation which gives us a rich overview from different prospects generating different kinds of intervention. In the following chapter we will try to summarise partners' contributions to the discussion.



GALAXY 1st Transnational Meeting in Rome, 2006 november, 13/14 Location: Casa Internazionale delle Donne, Via della Lungara 19, Roma

13/11/2006: Monday

- 10.00 Welcome and partners' presentation [Patrizia Loiola \(CORA\)](#)
- 11.30 Project presentation [Claudia Piccini \(CORA\)](#)
- 12.00 Presentation and sharing of the detailed plan concerning the activities to be done during the first 8 months... [Alessandra Antinori \(SV&CO\)](#) ... and discussion
- 13.00 Lunch (buffet)
- 14.30 Round table with experts concerning gender guidance methodologies:
  - Experts Intervention
  - Partner Intervention: presentation of the guidance system operating in every partner's territory
- 17.30 End of the 1st day of meeting

14/11/2006: Thursday

- 9.00 Welcome
- 9.15 Coordination methodology and partnership management and presentation of the Quality Plan
- 10.00 The financial management: [Patrizia Loiola \(CORA\)](#)
  - ISFOL intervention: [Lucia Zabatta](#), the reference person for the Project Galaxy
  - "Vademecum on the Eligibility of Expenditure" presentation
- 11.00 Presentation of the Project Partner Agreement
- 11.30 Financial Management: discussion
- 13.00 Lunch (buffet)
- 14.00 Graphic Image and website (community): presentation... [Elisabetta Cannova \(Speha Fresia\)](#) ... and discussion.
- 15.30 Planning of the 2° transnational meeting
- 16.00 Conclusion

## The national guidance systems at a glance

During the meeting in Rome, partners shared some information about the national situation of women in the labour market and the Lisbon strategy objective to reach 60% of women employment seems to be very far away for some of us - Italy has the worst performance! Guidance and training support in all experiences are two of the main focuses for individual empowerment, as well as promoting the overcome of stereotypes and concrete barriers for women employment (lack of care services, flexible contracts, salary inequality, temporary job) within policy and decision makers and communities. In all countries, public institutions devoted to labour market, active policies and social affair play an important role in the provision of lifelong guidance services, but no profit organisations to assist specific needs are among the main actors in these local networks. The Galaxy partnership relies on Rétravailler long and specific experience on gender issues related to the labour market to implement together learning modules useful to improve professional competencies in guidance and counselling fields. The contributions on partners' national guidance systems will be analysed in a common frame, as a first result of the comparative analysis. Soon available on the project website!

### More about us

All documents and papers on Galaxy project, produced by partners during the realisation process can be read and downloaded from our Website [www.galaxyproject.eu](http://www.galaxyproject.eu). If you prefer to have a more active role in Galaxy we are pleased to invite you in our Virtual Community to share knowledge, experiences, feelings on gender guidance.

### Join in the Galaxy Virtual Community

It is very easy, just visit our Website [www.galaxyproject.eu](http://www.galaxyproject.eu) and ask to become a new community's member filling in the Registration Form. You will receive an e-mail with all reassignments: your Password and a short Help Guide to interact successfully.

### Partnership

#### (IT) Leading partner: CORA

The mission of CORA is promoting equal opportunities between men and women in the labour market by means of training and guidance actions, helping people in getting a progressive awareness of their own resources and in a wider understanding of the cultural, organisational and social changes. In 1992 the association CORA was founded: 19 centres in 15 Italian regions, a real network aiming at exchanging best practices in guidance for women. ([www.retecora.it](http://www.retecora.it))

#### (RO) CNIPMMR

The National Council of Small and Medium Sized Private Enterprises in Romania – CNIPMMR – is a national employers' association, the only organisation for SMEs representative at national level in our country. The key mission of CNIPMMR is “to promote and defend SMEs interests in the relationship with decision-making public authorities, as well as with other bodies and organisations in Romania and abroad”. ([www.cnipmmr.ro](http://www.cnipmmr.ro))

#### (BE) SIREAS

is a non profit organisation created 45 years ago with the aim to help immigrants and refugees with their social, cultural and professional integration in the Belgian society. Our activities include individual social work and advocacy, adult education, health prevention, and vocational training of young adults who have no more access to the official educational system. ([www.sireas.be](http://www.sireas.be))





### (IT) SPEHA FRESIA

has been operating since 1983, as a non profit organisation, in the fields of Consulting, Training and Socio-economic Research, and since 2003 it is conformed to the quality management systems, as regards: provision of job counselling services and services for local development; design of systemic measures in support of the weak, social research services; continuous and lifelong learning training activities. ([www.speha-fresia.it](http://www.speha-fresia.it))



### (IT) SVILUPPO & COMPETENZE, SV&CO S.r.l.

is an organisation which operates in different sectors of the Research, Planning and Programming fields with regard for Education and Vocational Training problems. It was founded under the conviction of the ever raising need of creating support structures able to sustain general and sectors related training paths, on account of the growing demand of a quantitative and qualitative professional education. ([www.sviluppoecompetenze.it](http://www.sviluppoecompetenze.it))



### (RO) EABWSMEsMB

The Employers' Association of the Business Women of SMEs in Municipality of Bucharest has been established in 2005, aiming at supporting the development of SMEs owned or managed by women, activating not only in Bucharest but also all over Romania. We believe in the professional capacities of women, in their rights to benefit of equal opportunities and, especially, in the need to support the local community development based on women experience and proficiency. ([www.smeprojects.ro](http://www.smeprojects.ro))



### (IT) PERFORMA

provides Training and Consultancy Services to Companies in Ravenna and Rimini areas. It has been recently renewed to benefit corporations'; change has occurred through the involvement and the synergy with COFIMP, the only Italian Business School which for 20 years has been fully dedicated to SMEs. We offer Consultancy services as well as Training, in order to fully satisfy the needs arising to face the competition challenges of the global market. ([www.performa-online.it](http://www.performa-online.it))



### (ES) ESCALER S.C.C.L

is a co-operative company dedicated to managing services for people: services for people at risk of exclusion or who faces difficulties in accessing the job market, and joint work with economic and social players to promote territorial development. Through democratic, sustainable management that keeps us close to customers and users, we boost the growth and promotion of those linked to our project, reinvesting the company's excess funds and creating employment. ([www.escaler.coop](http://www.escaler.coop))



### (PT) CONSULTIS

is a private limited company and it was founded in 2005 to work in the field of entrepreneurship consultancy, innovation and specialised research, plus education and training activities. In the educational area, the aim is to provide a wide range of services to its individual or enterprise clients in all value chain of the formative process: diagnosis, planning, conceiving, organisation, development, follow-up, evaluation and certification. ([www.consultis.pt](http://www.consultis.pt))



### (FR) RÉTRAVAILLER

National Union is a countrywide structure constituted by 18 territorial associations. Each territorial association is self-directed and develops specific furnishings which respond to his regional publics' needs. This approach requires a lasting questioning and an everyday devotion. Territorial associations are organised as a network which is coordinated by the National Union. Retravailler's craft heart is professional guidance and insertion. Work identity stays his action rules hardcore, and professional guidance his field of action. ([www.retravailler.org](http://www.retravailler.org))