



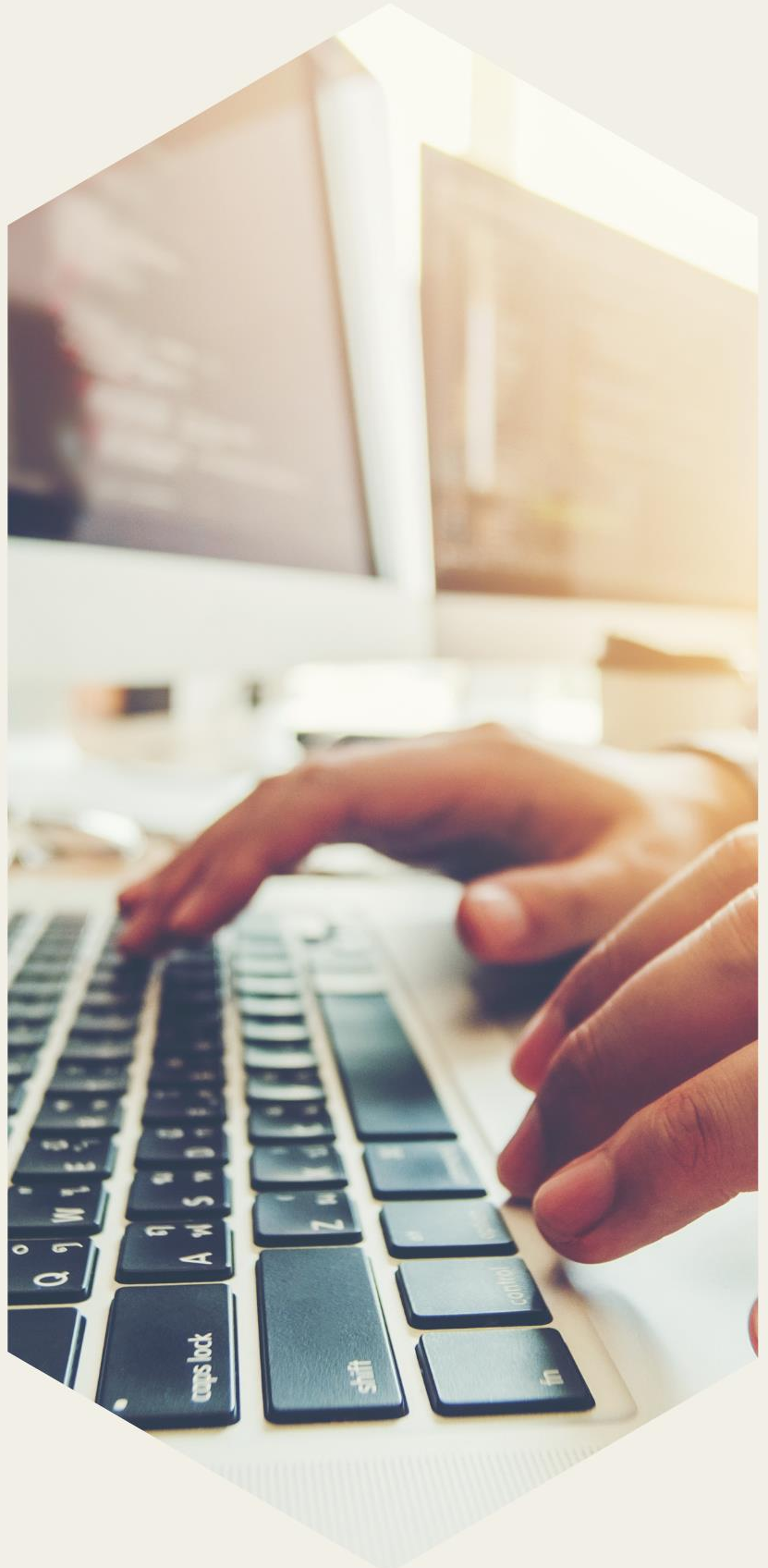
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## Output 2.4.2.: National Analytical Reports on the Conclusions of the National Seminars and Round Tables

WP2: Knowledge Exchange  
and Transferability Plans

Prepared by:



## Project Information

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# 1. Introduction

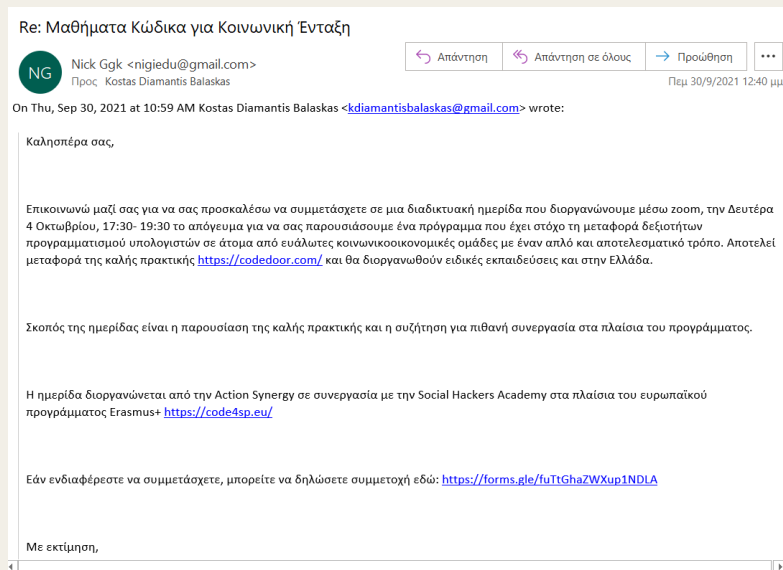
## Short Overview of the project

The project Code4SP aims at transferring the “CodeDoor Best Practice” to the partner countries in order to facilitate the transfer of computer programming (coding) skills to people from vulnerable socio-economic groups. Coding is a hard skill that is currently limited and highly paid on the labour market; the new “Coding experts” join the labour market with high success: over 90% of the CodeDoor’s alumni have been able to find a job or an apprenticeship in the last four years or have set up their own start-ups, and many CodeDoor alumni act as mentors for the new generation.

## Methodology of inviting participants and recruiting stakeholders

The National Seminar and Roundtable in Greece have been organised on Monday, 4<sup>th</sup> of October online. The Roundtable was organised in the morning with the participation of 6 people while the National Seminar was organised in the evening with the participation of 35 people.

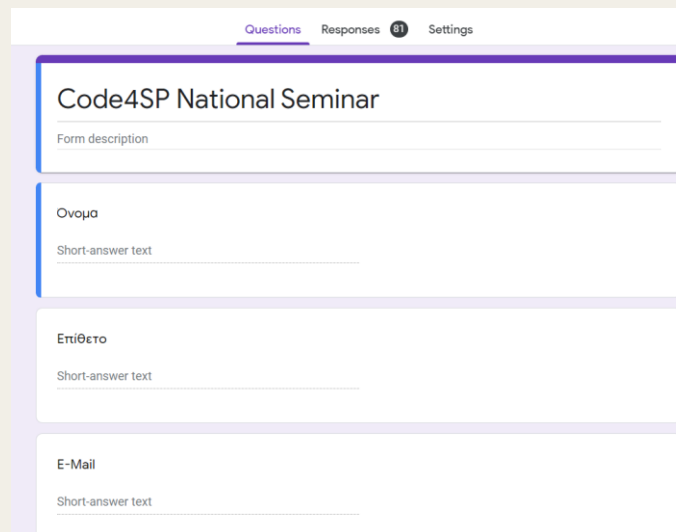
For the National Seminar, an open call for participation was sent by e-mail to members of the target groups which had previous cooperation and involvement in activities organised by Action Synergy. This included NGOs working with migrants and refugees, school teachers, educational stakeholders, IT experts and HR experts.



Additionally to this, an open call for participation in the seminar was published to the facebook page of Action Synergy.



A google form was created in order for the participants to register in the event. The registration form was asking also the expectations of this group of people from the seminar. 81 people have registered to attend the event in the Google Form. All the people registered have received a zoom link in order to be able to attend the event. Eventually, 35 people have joined the event.



Questions Responses 81 Settings

Code4SP National Seminar

Form description

Όνομα

Short-answer text

Επιθετο

Short-answer text

E-Mail

Short-answer text

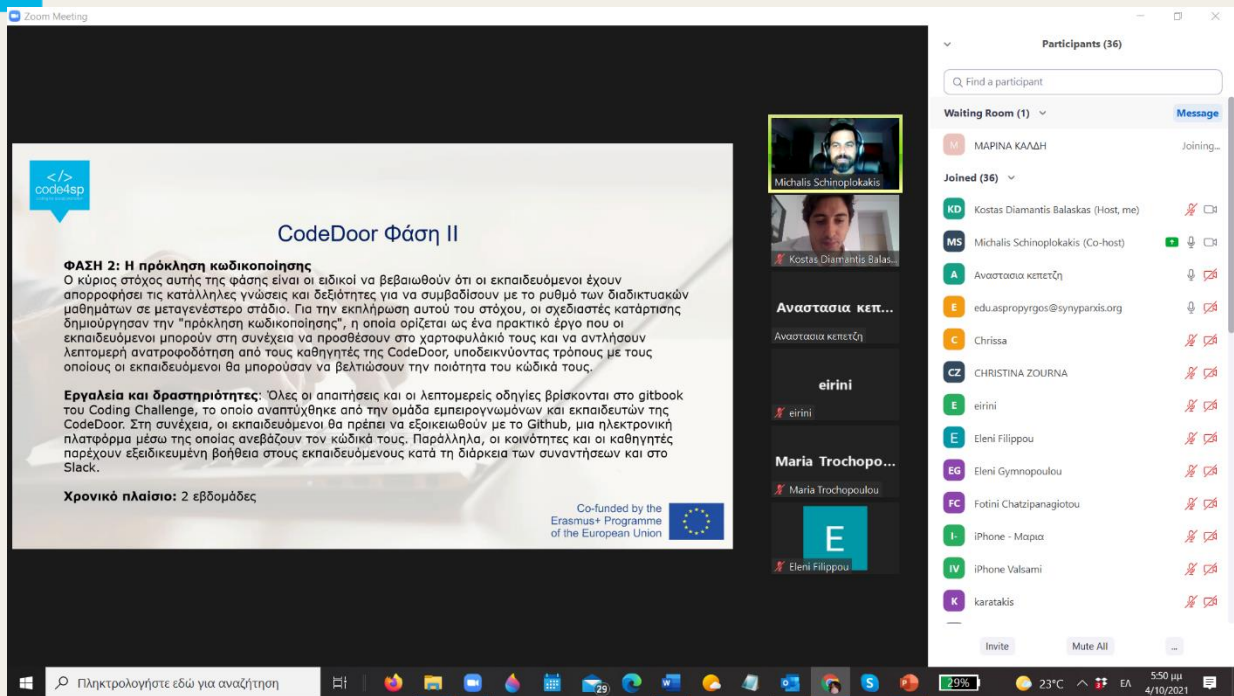
In relation with the Roundtable, there were invited experts that fit in the profile description included in the guidelines document and which cooperate closely with Action Synergy in a range of different activities. In this way, there were selected people with whom we have a greater level of confidence and this helped the flow and depth of the discussion.

## 2. Key findings from National Dissemination Seminars

### Demographics of the participants

The participants in the online seminar were mainly social workers and teachers that are working with vulnerable target groups in the framework of NGOs, teachers that are working in schools, IT experts and recruitment experts. 35 people have participated in the National Seminar.





## Findings based on discussion

The participants have shown a real interest on the project and the platform and they were interested to know how they could be involved in the project. Some of the main issues that have been identified in relation with the transferability of the results are the following:

- Language:** Some of the participants, representing NGOs that are working with migrants and refugees have explained that the people that they are working with do not know well neither English nor Greek (even if it is much more possible for them to speak English than to speak Greek). This is related with the fact that migrants and refugees do not consider Greece as a final destination but as an intermediary stop, therefore the motivation for them to learn the language and integrate in the Greek society is low. This target group would be able to follow such a course only in their language (Urdu, Farsi, Arabic etc). It was also

mentioned that the knowledge of English varies according to the country of origin of these people

- **Autonomous learning and self-discipline.** The participants have explained their experience from working with migrants, refugees (and generally people from lower socio-economic backgrounds) online. They have said that they have observed that autonomous learning does not work well since the group lacks self-motivation and self-discipline. They have explained that there is a need for face to face meetings and a constant monitoring from a trainer/ tutor in order to be able to concentrate on their work and achieve the learning objectives of the project
- **Infrastructure:** The course requires the access to a computer and a stable wifi connection which usually are difficult for members of the target group. Most of the migrants and refugees own a smartphone and have access to internet through the data of this phone. However, it is not usual to have access to a computer or to a stable wifi connection in their house. For this reason, there were questions from the participants on whether it would be possible to use their smartphone in order to work on the platform. It was suggested to build a stable cooperation with NGOs, community centres and/or schools that have this infrastructure and could be able to offer it to the project participants.
- **Duration:** It was mentioned that the duration of the course is big, therefore it requires the commitment of the participants for a long time. This could eliminate different kinds of participants: Many migrants and refugees, especially in Greece are very mobile, so it is not sure that they are going to be in the country for the whole period of the course. Since Greece is considered a transit country and not a final destination, many migrants do not stay permanently or for a long time and this can create problems for courses of longer duration. For this reason, it was asked to have the flexibility of online tutoring and monitoring by distance in case



that someone leaves the country in the middle of the course. The long duration eliminates also school students that it would be difficult to them to combine a long-term commitment to the project with their everyday school tasks and activities.

- **Eligibility of the beneficiaries:** The participants in the National Seminar have made the examples of several people that they are working with in order to verify if they are eligible to participate in the project. Among others, they have made the example of an Indian student of the last class of the high school with good English language skills but no Greek language skills, of a former beneficiary of their NGO that is now in Germany (after family reunification) with who they have still maintained contact etc. It was agreed that the beneficiaries that are going to be selected should be able to stay in the course for its whole duration, so it is crucial that they are committed and also it is necessary that they are in Greece, at least at the time when the course starts. Also, it was agreed that there is a need to define clearly the term “vulnerable target groups” in order to clarify which groups are eligible and which groups are not.
- **Legal status of the internships:** An issue was raised in relation with the legal status of the internships. It was mentioned that in Greece, in order for the internship to be legal, the employer needs to pay to the intern a minimum wage plus social security. This is for the internships that are organised outside the framework of university or VET schools and outside of government programs where the wage of the intern is paid by the state. Therefore, it would be needed that internships are organised online (to avoid physical presence of the intern in the premises of the company) and that the legal status is checked before completing the internship agreements.

### 3. Key findings from Round Tables

#### Demographics of the participants

6 participants have participated in the Roundtable that took place online. These people were:

- Efi Geronimaki, University of Ioannina, Responsible for the relationships between university and companies
- Corinna Pertsidou, Director of the 2<sup>nd</sup> High School of Gerakas
- Michalis Schinoplokakis, Work Place Psychologist, Action Synergy
- Maria Trochopoulou, Digital Media Educator, Network for the Rights of the Child
- Kostas Diamantis- Balaskas, Project Manager, Action Synergy
- Petros Politopoulos, IT expert, Farmakidou



Many of the points that were raised in the framework of the National Seminars have been raised also in the framework of the Roundtables. Additionally, the following issues were mentioned:

- **Selection process:** It was discussed that the selection process is very important in order to select committed people that are going to have less probability to drop out and that are going to fully benefit from what the project has to offer. For this reason, it is important to organise a personal interview with the candidates in order to be able to assess their motivation and select the people that would really benefit from the project
- **Gender Issue:** Most of the migrants and refugees that come in Greece are male. Therefore, if we focus in this population, it is highly probable that the vast majority of the project beneficiaries in Greece are going to be male. The project needs to define if there is a need to maintain a gender balance because this would have an impact on the selection criteria for the beneficiaries.
- **Sustainability:** The participants from the Roundtables have touched also upon the issue of sustainability. They have suggested that it is necessary to organise capacity building courses for NGOs in order to be able to include the Code4SP training in their regular service
- **Internship:** A great part of the discussion was made in relation with the internship and the contact with the enterprises which was considered the most challenging part of the project. It was said that it is necessary to approach the enterprises in a specific way that would make them understand the benefits that they could have from their involvement in the project. The preparation stage for this is crucial. Also, it is necessary to design together with the companies an internship program that will define specifically the tasks and timetable of the work of the interns in order to be effective. The partners together with the company should agree before the beginning of the internship its aims objectives and methods.

## 4. Conclusions and Recommendations

### Key Results of National Seminars

In summary, the participants both in the National Seminar and in the Roundtable have expressed their interest in the transfer of the CodeDoor practice in Southern Europe and were very willing to get involved in the project activities. They have appreciated the possibilities that the CodeDoor practice can provide to people from vulnerable target groups and highlighted the innovation of the approach for the increase of the employability of these people. They have considered that the structure and content of the CodeDoor practice is clear even if since they have seen only a presentation and they were not involved in a full training, they could had a very comprehensive idea of the practice.

However, they have expressed some challenges and a need for further clarification of some aspects before the beginning of the piloting. Issues related with the language and duration of the training could eliminate from the selection process, individuals that could benefit from it. Frequently, members of vulnerable target groups do not have access to laptops and stable wifi and since, the practice could not be implemented through the use of smartphones, it is needed to ensure access to the necessary infrastructure. The experience from the pandemic has shown that people from this target group do not have the self-discipline and motivation that is necessary in order to engage in self-learning activities and therefore greater monitoring should be in place. The issue of internships has also been identified as a very challenging one and specific attention needs to be made in the building of the cooperation with the enterprise in order to complete the internships successfully. It was mentioned that the training could not be offered to people with now educational background and for this reason it is important to define the previous knowledge required.

## Recommendations for future action

Based on the feedback we had from the events, the following suggestions can be made for future action.

Language	<ul style="list-style-type: none"> <li>- Examine the possibility to translate the training material in languages other than English or the national language (e.g. Urdu, Farsi, Arabic).</li> <li>- In case this is not possible or effective, define the language pre-requisites</li> </ul>
Autonomous learning and self-discipline	<ul style="list-style-type: none"> <li>- Need to use face to face meetings (as much as possible) between the learners and the tutors during the piloting</li> <li>- Need to create mechanisms for effective monitoring of the learners in a frequent basis</li> </ul>
Infrastructure	<ul style="list-style-type: none"> <li>- Before the piloting, make agreements with NGOs, community centres, schools to provide their infrastructure (computers, wifi) that could allow the organisation of the training</li> </ul>
Duration	<ul style="list-style-type: none"> <li>- Create mechanisms that would allow the continuation of the participation of learners even if they change location during the year</li> </ul>
Eligibility of beneficiaries	<ul style="list-style-type: none"> <li>- Define which target groups come under the term “vulnerable” for the purposes of this project</li> <li>- Define the prior knowledge and other requirements that are necessary to participate in the course</li> <li>- Define if it is necessary to add a gender approach in the selection process</li> </ul>
Selection process	<ul style="list-style-type: none"> <li>- Organise personal interviews with potential beneficiaries as part of the selection process</li> </ul>

Sustainability	<ul style="list-style-type: none"> <li>- Organise capacity building courses for NGOs in order to include CodeDoor training in their practices</li> </ul>
Internship	<ul style="list-style-type: none"> <li>- Check the legal status and requirements for internships offered in the framework of such project</li> <li>- Design for every internship, a detailed plan commonly agreed with the enterprise</li> <li>- Design a strategy for approaching and dealing with enterprises for the internship</li> </ul>