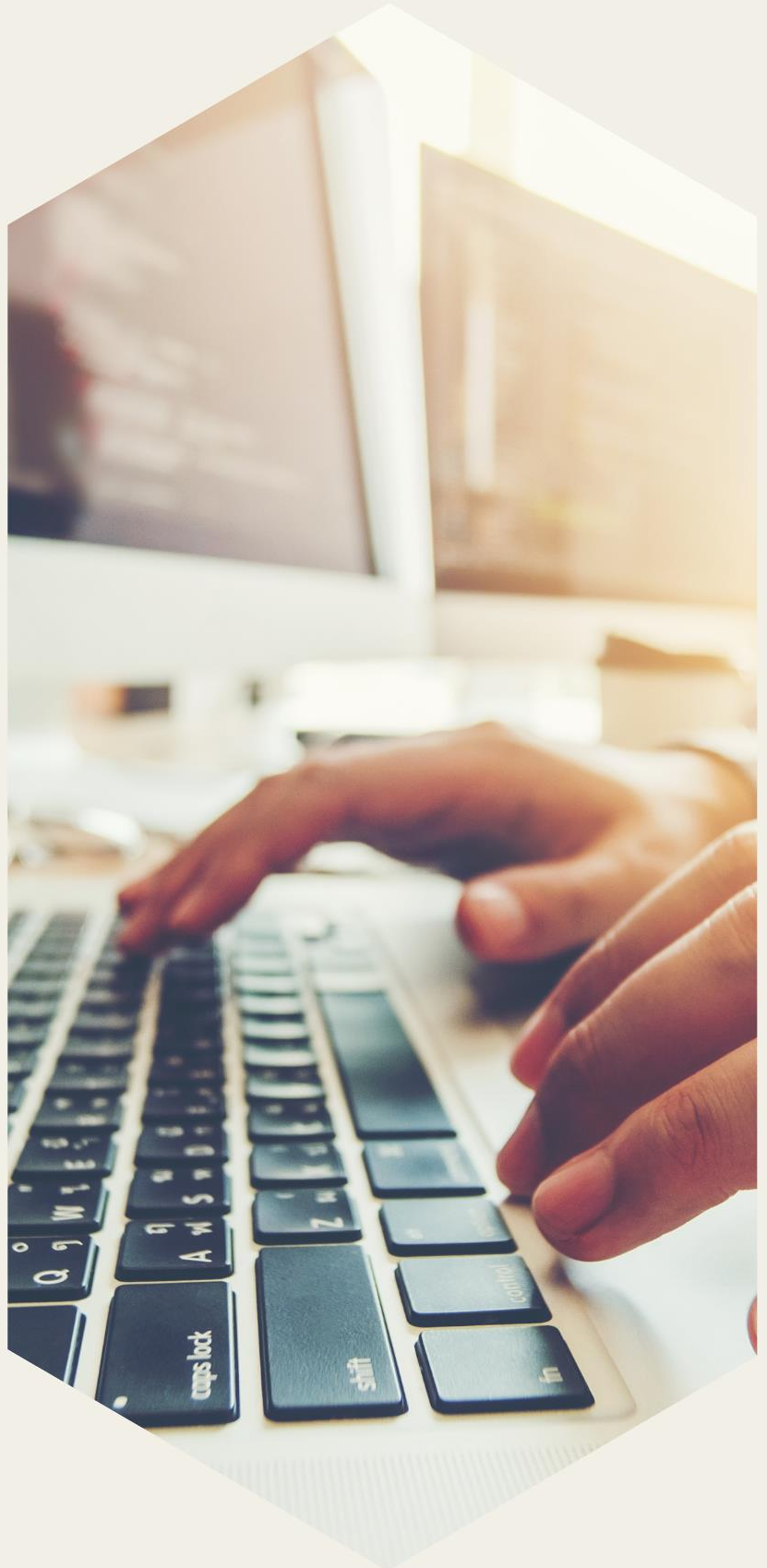# Output 5.4.2: Code4SP National suggestive templates on policy reform. A comprehensive Transferability Guidebook for potential adopters (policy level)

WP5:
Upscaling, Exploitation and Sustainability of Code4SP Results

Prepared by:

Center for Social Innovation

Project Information

Project Acronym: Code4SP

Project Title: Coding for Social Promotion

Project Reference: 621417-EPP-1-2020-1-PT-EPPKA3-IPI-SOC-IN

Project website: www.code4sp.eu

Authoring Partner: CSI

Document Version: 1.0

Date of Preparation: 11/07/2024

Document History			
Date	Version	Author	Description
11/07/2024	1.0	Popi Aresti	Code4SP National suggestive templates on policy reform. A comprehensive Transferability Guidebook for potential adopters (policy level).

Table of Contents

Code4SP National Policy Reform Template & Transferability Guidebook

This guidebook serves as a practical framework for organizations, policymakers, and institutions looking to adopt and implement the Code4SP model at a national or regional level. The aim is to promote effective and scalable policy reforms that improve technical training opportunities for marginalized groups, particularly migrants, through targeted strategies and partnerships.

1. Establish Protocols with Learning Institutions and Migrant Associations

By establishing protocols with both learning institutions and migrant associations this will facilitate collaboration between educational institutions and migrant associations to ensure an inclusive learning environment.

Steps to implement

1. **Identify key partners**

Create a list of local educational institutions, universities, vocational schools, and migrant associations with the capacity to support training programs.

2. **Develop formal agreements**

Draft Memorandum of Understanding (MoUs) between these institutions and the Code4SP framework to formalize cooperation.

3. **Shared goals and communication plans**

Establish regular communication channels to discuss program updates, challenges, and successes.

4. **Monitor and adjust**

Ensure regular evaluation meetings between all partners to refine the process and identify areas for improvement.

2. Train and Hire Capable Staff for Technical Training

You need to ensure a skilled workforce is in place to deliver high-quality programming training to migrants and disadvantaged individuals.

Steps for Implementation

1. **Recruitment of trainers**

Collaborate with local IT and technical education institutions to hire experienced trainers or industry professionals.

2. **Certification programs**

Provide train-the-trainer programs to equip teaching staff with the necessary pedagogical skills.

3. **Diversity and inclusion training**

Ensure that trainers are aware of the unique challenges faced by migrants and can adapt their teaching to diverse learning needs.

4. **Continuous professional development**

Offer ongoing training to keep staff updated on the latest technologies and programming languages (JAVA, CSS, etc).

3. Assign Social Workers to Guide the Process in Partnership with Migrant Associations

Support learners holistically by providing social and emotional guidance throughout the training process. In the Code4SP project, mentors were in place to provide guidance and assistance anytime the participants wanted.

Steps for Implementation

1. **Recruit or collaborate with social workers**

Partner with local migrant associations to assign social workers who understand the cultural and social contexts of the trainees.

2. **Create individual learning pathways**

Develop personalized guidance plans for each trainee to ensure that social, emotional, and practical needs are addressed.

3. **Provide wrap-around services**

Ensure that trainees have access to mental health support, housing assistance, and other social services through collaboration with social workers.

4. **Feedback loops**

Organize regular check-ins between social workers, trainees, and trainers to monitor progress and make adjustments to support services as needed.

4. Establish a Network of Engaged Companies to Host Training

Build a robust partnership with local companies willing to provide hands-on training, internships, or apprenticeships for trainees.

Steps for implementation

1. **Engage potential employers**

Reach out to companies in IT and other relevant sectors to introduce them to the Code4SP initiative and its benefits.

2. **Incentivize participation**

Offer financial compensation, tax benefits, or other bonuses to companies that host trainees and support their professional development.

3. **Create a mentorship structure**

Encourage participating companies to assign mentors to guide trainees through their apprenticeship or work experience.

4. **Recognize and reward participation**

Establish a recognition system for companies that successfully integrate trainees, such as public endorsements, awards, or media coverage.

5. Establish Partnerships with Relevant Services to Provide Benefits for Trainees

Motivate trainees by offering additional advantages that will support their commitment and engagement.

Steps for implementation

1. **Identify key services**

Partner with local services such as transportation, childcare, healthcare, and language support to offer benefits to trainees.

2. **Incentive programs**

Provide stipends, transportation vouchers, or other support to reduce barriers to participation.

3. Connect trainees with career services

Establish partnerships with local job placement agencies, career coaches, and employment centers to help trainees transition into the workforce after completing the program.

4. Promote trainee success

Ensure trainees have access to networking opportunities, industry events, and career fairs to boost their visibility in the job market.

Transferability Considerations

1. Adapt to Local Context

Modify the program based on local labor market demands, cultural sensitivities, and migrant community needs.

2. Government Engagement

Secure support from local and national governments to provide long-term sustainability through funding and policy alignment.

3. Monitor and Evaluate

Implement a robust evaluation framework to track the progress of trainees, the satisfaction of participating companies, and the overall impact of the program.

Conclusion

By following these steps and guidelines, the Code4SP model can be effectively transferred and scaled in different national and regional contexts. The combination of educational, social, and corporate partnerships ensures a holistic and sustainable approach to upskilling disadvantaged individuals and promoting their integration into the labor market.