

**Workshop 5:  
Building up Regional Initiatives to Develop Guidance for low-skilled  
adults - BRIDGE project**

**Atelier on the project Bridge**

**Incentives for new guidance paths for low skilled workers**

- a) **Guidance and foreign languages** : Often LSW don't speak well the language of the country they are working for : the question of giving guidance in foreign languages is important. Some LSW have been in a country for years and have worked only with people of their own country. **The Bad Württemberg pilot project (Rolf)**. Another aspect would be to give all the vocabulary of their job in their field in the country language so that they feel more at ease and closer to the country in which they live
- b) **At least a 14 h guidance availability /day except sunday** since quite a great number of these LSW are not available during normal working hours. Phone/skype/ E-exchanges should enable to lengthen the open hours. **The Danish experience ((Michel)**
- c) **The reinforcement of inter-network cooperation at regional and national level between structures responsible for guidance especially for the sake of LSW and with the support of Euroguidance. Ex the French and Irish examples ( Graziana or/and Jennifer)**
- d) **Self entrepreneurship** : in countries like France where at the present time, you have very few jobs available, it would be important to underline and value this aspect
- e) **There are many senior organisations/associations (and not only) willing to help** younger people within a job. Most of these seniors are average or highly qualified people. It would be good if amongst these associations/organisations there would be people prepared to support LSW with upskilling.
- f) **We assume that low skilled workers want up-skilling because their jobs have evolved in such a way that they need further training or because they can only be unhappy in their job. Is it true for all ? Aren't there jobs which evolve very little and need only further basic training ? Aren't there happy low-skilled workers who want to stay like that ?**
- g) **The wording of low skilled workers should be changed as it is insulting these people.**It simply shows our lack of respect for this category of people
- h) **The possible role of guidance counsellors vis-à-vis LSW :**
  - Our societies should learn how to respect this category of workers.** This means also that guidance counsellors should have an especially constructive attitude towards them. They should value their work, listen and analyse their competences. Quite a few are immigrants and haven't had the chance to find a better job but have far better competences than for the job they are doing. Guidance counselors should really give them a better chance and help them upskill
  - LSW are not always willing or capable of up-skilling** : but since society is moving towards changes of jobs through a life time, it might be a positive step for guidance counsellors, after looking carefully at their to guide LSW towards other « low skill jobs » hence giving them a flexibility which in turn might lead them to a desire for up-skilling ;
  - **LSW and their dreams. Like everybody they may have their dream of a new kind of job they don't really know about.** The role of the guidance counsellors would

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then be to put together LSW and responsible of a firm/administration together for an informal meeting around a cup of coffee/the so that the LSW gets a better understanding of what the job is all about. This should be done only if the guidance counsellor feels that the LSW has the potential competences to get a job in this field one day. **Ex of the Swedish Doublecup( Rolf)**

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