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WP2

WeNEETlabs Pedagogical Methodology

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About the WeNEETlabs project

The WeNEETlabs project seeks to tackle social exclusion and unemployment of young NEETs, especially women, through key competences development like entrepreneurship and digital literacy in the context of social entrepreneurship labs to bolster the employability of young European women aged 18-30. WeNEETlabs will offer youth trainers practical methods to approach SE with young NEETs, a digital game to upskill them, and an employment portal to pair young NEETs with social entrepreneurs.

The WeNEETlabs project is implementing the following activities:
-Project management and coordination related activities;
-Pedagogical framework for the delivery of social entrepreneurship education to youth NEETs, especially women in a post-COVID-19 setting;
-WeNEETlabs educational game and accompanying operational manual;
-WeNEETjobs employment portal with cross-sectoral mentoring support;
-Pilot-testing activities;
-Dissemination and communication ones;
-Exploitation and sustainability ones.

The WeNEETlabs project results and outcomes are:
-upskilling of young NEETs, specifically women, with key competences
-increased capacity of youth workers to deliver innovative interactive resources on SE in the COVID-19 era
-empowerment of youth NEETs to acquire the necessary knowledge, skills and attitudes that will enable them to enter/ transition into the job market
-development of high-quality digital resources
-networking and mentoring relationships with experienced social entrepreneurs.

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Introduction

The overarching objective is to produce the WeNEETlabs pedagogical methodology that aims to:

1. provide youth workers and educators with an overview of the national state of the art in each partner country on social entrepreneurship and youth unemployment after the outbreak of COVID-19 and. This will contribute to the general objectives of the project by increasing the knowledge of youth workers on the subject.

2. Pinpoint the limitations, boundaries and gaps in the target groups' understanding of social entrepreneurship, digital literacy and job market. This input will inform the content to be produced in WP3 and will contribute to the general objectives of the project by enabling the development of high-quality digital resources.

3. provide suggestions on the most relevant practical tools and solutions to youth workers for social entrepreneurship education with NEET youth, especially women.

As the information will feed the content produced in WP3, it will contribute to the general objectives of the project by enabling the development of high-quality digital resources, as well as the creation of a dynamic learning environment.

4. offer recommendations on the most crucial traits sought out by employers on similar employment platforms. As the information will feed the content produced in WP3, it will contribute to the general objectives of the project by facilitating the engagement and exchange between NEET youth, especially women, and employers in the field of social entrepreneurship.

5. develop the most suitable pedagogical methodology in addressing the knowledge gap and most effectively engaging the

target groups. This pedagogical approach contributes to the general objectives of WeNEETlabs by being transferable across media through its use in the production of WP3 resources and the WP4 activities.

The main results and references included on the WeNEETlabs methodology are:

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-An overview of the national state of the art in each partner country on social entrepreneurship and youth unemployment after the outbreak of COVID-19 for youth workers;

- Recommendations of the knowledge content, practices and tools that would be most appropriate in the context of social entrepreneurship education, digital literacy and job searching with young NEETs, especially women;

- Suggestions on the most relevant practical tools and solutions to youth workers for social entrepreneurship education with NEET youth, especially women;

- Recommendations on the most crucial traits sought out by employers on similar employment platforms;

-WeNEETlabs pedagogical methodology towards approaching social entrepreneurship education, job-searching support and mentoring support with youth NEETs, especially women;

- Report document analyzing the outcomes of the survey, the interviews and the development of the pedagogical approach in collaboration with expert reviews.

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Methods

The project partners reached out to associated partners and their network in their national context working with youth workers, youth NGOs, educators, social entrepreneurs and other relevant stakeholders to engage their willingness to share the survey questionnaire with three target groups they have access to: young NEET people, especially women, employers in the field of social entrepreneurship, as well as the youth educators and trainers themselves.

At a second stage, they formed local focus groups with 5-7 youth workers and one-on-one interviews with 2-3 experts on social entrepreneurship and job search. Depending on the current COVID restrictions, meetings could be held online.

SDT, as WP leader, prepared 3 templates for input and data collection. Partners translated these in their languages to be used with the target groups. Once the feedback was collected, the partners wrote a short national report on the gaps in knowledge, skills and needs of social entrepreneurship education, digital literacy and job searching with young NEETs, especially women collected from the surveys and face-to-face meetings with stakeholders.

Based on this, SDT synthesized the input of the partners to report on the collective feedback in the geographical area of the consortium, as well as gather choices of appropriate pedagogical approaches to address these gaps and needs.

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1. **Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - *The case of Oslo***

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1.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle.

Based on the interviews' responses, we collected the following responses;

- A social entrepreneurship is seen as a business that has considerable positive impact to the community that the entrepreneur is part of. The aim is beyond making profits, but to generate greater good to a wider society.

- Social entrepreneurship doesn't require specific academic background. What is crucial is awareness of the problems in the community that we live in and empathy towards the people as well as understanding of their

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needs. Everyone can be a social entrepreneur, regardless of their social status or educational background.

- A social entrepreneurship program should first and foremost waken the participants' motivation for self-development and help them to find themselves (what are my interests, what gives me energy and satisfaction, what are my strengths and capabilities, what are the areas I need to develop myself). On the second comes the confidence building and helping the participants to believe in themselves as well as upcoming opportunities. Lastly, the program should focus on marketing and networking skills, as well as training hard skills such as computer skills, and communication (channels, receivers, and message).

- Challenges that social entrepreneurs will face include first and foremost acceptance and growth. First, they need to earn their place and face the criticism (How does this work? Who are you to talk about this topic?) Then comes the growth and development in the form of wider acceptance in their network, approved financing, and support from the community/society (How can you expand, how wide and where?)

- Most of the social entrepreneurs are male founders (64%) according to the reports from 2022.
  The target group for NEET women is very narrow, you could be also middle aged and out of job, training or studying, but looking for options after being a stay-at-home parent for example.

- To attract female founders to social entrepreneurship programs must include a motivator. Ultimately everyone wants to do something for themselves in life. Self-development is therefore a great starting point to awaken the interests of possible participants. After finding themselves (strengths, abilities, skills, interests, motivation), there is a higher motivation and interest to look for and a chance to find purposeful goals in life. A purposeful goal might arise in a form of social awareness and helping others in familiar problematic situations (family, children, marriage, education, learning, mental health, job integration etc.)

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- There are many programs about gender equality and inclusion, however we all have unconscious biases. The program should help participants (not just females) to become aware of their own unconscious biases they hold that are limiting them. We all have a set of beliefs and bunch of rules that keep our beliefs in place. For example: “I am not good in learning (belief), because I am slow to read, I forget things, and I do not succeed in exams (rules)”. Women are generally more intuitive and able to critically consider their thoughts and beliefs, to rewrite them, and then to modify them. It takes effort and growth to change a belief and say, “I am generally good in learning, because I read with intent and focus, I contain the essential information, and I manage my thoughts and stress considerably well in exam situations”. This is a process that should be supported in the program.

1.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).

A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*

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10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*
14. *Would you like to participate in a training program for developing a business that improves people's life?*
15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*
21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle. We obtained all answers from youth between 18 and 29 years of age.

Based on the questionnaire responses, we collected the following data/responses;

- In regards to the target group, we discovered that many did not consider themselves fitting in the target group. Most of our contacts were older but outside studying or job and looking for options and opportunities. They were usually connected in some kind of training (periodically) or doing a part time lower level job, or studying. Our contacts were from all education

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levels and facing challenges to intergrade in work life. They were generally depended on support from their family or partner.

- After Covid-19 entering the job market seems to be more challenging due to the lack of opportunities.

- The time of being out of studying seems to vary from recent months up to few years. The reasons being kids/family, financial difficulties, and a loss of direction/purpose. Most are interested to study further.

- The reason being out of work life seems to be the lack of opportunities, receiving rejections and loosing hope and motivation.

- Working as an employee or business owner seems to interest many and they think that working together with others would be a good support. 50% had earlier experience. No experience, lack of courage, resources and knowledge were considered as the main obstacles. An idea of helping others is considered intriguing and a program could potentially be interesting. Few had tried a similar themed program before. They generally considered themselves as good in identifying problems and communicating their ideas.

1.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

1. Do more young NEET people approach you after COVID-19?
2. What kind of skills do most young NEET people lack in?
3. As youth trainer, what kind of obstacles do you face in training young NEET people?
4. What obstacles do you observe that young NEET people face?
5. Are NEET people interested in entrepreneurship?
6. Are young NEET people familiar with the term “social entrepreneurship”?
7. Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions...

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8. Would you like to add anything important we missed to mention or to discuss?

Based on the focus group responses, we collected the following data/responses;

- After the Covid-19, it is approximately the same number of contacts as before.

- The NEET people are seen to lack soft skills, higher level of digital skills as well as confidence and motivation. The obstacles they face include lack of time, motivation, and finances. They are not generally overly interested in entrepreneurship and fewer are seen to be familiar with the term social entrepreneurship. Entrepreneurship is interesting for the most of them.

- There is lack of recourses like time and educated skilled employees as well as financial support from the trainers' point of view.

1.4. Conclusions

The surveys were conducted to identify the gaps in knowledge, skills and needs of social entrepreneurship education, digital literacy and job searching with young NEETs, especially women by also collecting data from young NEET trainers and career counsellors.

The respondents agreed and emphasized the need for motivation, self-development, and confidence so as to believe in themselves as well as in the upcoming opportunities. After finding themselves (strengths, abilities, skills, interests, motivation), there is a higher motivation and interest to look for and a chance to find purposeful goals in life.

The respondents also indicated that the educational program should focus on marketing and networking skills, as well as training hard skills such as computer skills, and communication (channels, receivers, and message).

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It was also mentioned that they are facing challenges to intergrade in work life. They were generally depended on support from their family or partner as well as financial difficulties, and a loss of direction/purpose/motivation. Most are interested to study further.

The NEET people are seen to lack soft skills and higher level of digital skills despite of motivation and confidence.

To conclude: the survey results suggest that participants are very interested in exploring the area of social entrepreneurship and want to find out more opportunities but no experience, lack of courage, resources and knowledge were considered as the main obstacles. They would like motivation, self-development and digital skills training programme to start and run their own businesses.

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2. Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - *The case of Greece*

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2.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle.

From the interview with social entrepreneurs, the importance of organizational skills, access to funding, digital marketing knowledge, financial management, and job searching skills were highlighted as essential skills for young NEETs in social entrepreneurship. The interviewees also emphasized the need for specific support for young NEET women to overcome gender stereotypes related to the workplace.

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2.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).

A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*
10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*
14. *Would you like to participate in a training program for developing a business that improves people's life?*
15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*

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21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle. We obtained all answers from youth between 18 and 29 years of age.

The questionnaire responses from NEET women showed that half of them faced challenges in personal and professional levels after the Covid-19 pandemic. The majority of them were not currently working, and half were financially dependent on someone else. While some participants had heard of the term before, there was a lack of clarity on what it entails and how it differs from traditional entrepreneurship. The majority of respondents felt that there is a need for more educational and training opportunities for NEET individuals, particularly in digital skills, financial management, and business planning.

The questionnaire also revealed that NEET women face unique challenges in accessing education and employment opportunities due to societal expectations of their gender roles. Many reported facing discrimination and biases in the workplace, particularly in male-dominated fields. Moreover, some NEET women are expected to prioritize family responsibilities over their careers, making it challenging to pursue education and employment opportunities. The questionnaire highlights the need for more gender-sensitive approaches to supporting NEET women in accessing education and employment opportunities.

2.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

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1. *Do more young NEET people approach you after COVID-19?*
2. *What kind of skills do most young NEET people lack in?*
3. *As youth trainer, what kind of obstacles do you face in training young NEET people?*
4. *What obstacles do you observe that young NEET people face?*
5. *Are NEET people interested in entrepreneurship?*
6. *Are young NEET people familiar with the term "social entrepreneurship"?*
7. *Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions...*
8. *Would you like to add anything important we missed to mention or to discuss?*

The focus group responses indicated that the lack of digital skills was a persistent gap for NEET individuals that needs to be addressed. Trainers also face various challenges when providing training, including limited educational knowledge, lack of familiarity with new technologies, and a lack of innovative educational approaches. The focus group also highlighted the need for greater investment in education and training programs for youth trainers/workers and NEET young people.

The focus group and NEET women's questionnaire responses highlight persistent gaps in knowledge, skills, and resources for NEET individuals, particularly in the areas of digital literacy, financial management, and business planning. Youth workers face various challenges when providing training to NEET individuals, including limited educational knowledge and a lack of familiarity with new technologies. Moreover, NEET women face unique challenges in accessing education and employment opportunities due to societal expectations of their gender roles. These findings underscore the need for more comprehensive and gender-sensitive approaches to supporting NEET individuals in pursuing education and entrepreneurship opportunities.

2.4. Conclusions

In conclusion, the findings from the field research emphasize the need for comprehensive and gender-sensitive approaches to supporting NEET individuals in accessing education and entrepreneurship opportunities. By addressing the persistent gaps in knowledge, skills, and resources, we can help young NEET

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individuals overcome the barriers that prevent them from achieving their full potential and contributing to society.

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3. Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - The case of *Italy*

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3.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through direct communication.

The interviews to experts in social entrepreneurship highlighted that the skills needed to work in social entrepreneurship are: sensitivity, mutualism, ability to generate inclusion and empathy. Concerning the topics to be addressed in a training program aimed at young NEET women, it emerged that they should focus a lot on the difference between volunteering and entrepreneurship: doing business means undertaking even if the ultimate goal is not to make a profit.

Another aspect to be considered concerns the means on how to start a business and run it and how to organize an inclusion plan.

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Then, when considering a training program for young female entrepreneurs, it is necessary to build a path to real job placement and give practical suggestions.
Focusing on gender equality policies would certainly attract more women to training courses.

Finally, the obstacles that a social entrepreneur has to face were also discussed, and it emerged that there is often a lack of funds and a lack of social sustainability of the activities.

3.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).
A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*
10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*
14. *Would you like to participate in a training program for developing a business that improves people's life?*

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15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*
21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle. We obtained all answers from youth between 18 and 29 years of age.

The online questionnaire have need addressed to Young, NEET and Women aged from 20 to 34 years: most of them has a **high level of education** (59,1%) and only **47,7% is unemployed**.

It is significant that since the Covid era, most respondents have **not faced major challenges personally or professionally.** Many have terminated their studies because they were employed, and those who are unemployed have turned down offered jobs or are dealing with few or no job opportunities.

Also noteworthy are the data **regarding interest in continuing their studies (29.5% yes)** and working as an employee (79.5%) and **participating in a training program** to establish an entrepreneurial activity (72.7%), as most participants reported that they had never attended any training program to develop an entrepreneurial idea.

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For most participants, great are the **high aspirations to become an entrepreneur** and to transmit and communicate their ideas. Also noteworthy is the fact that by working together, better results can be achieved (90.9%).

3.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

1. *Do more young NEET people approach you after COVID-19?*
2. *What kind of skills do most young NEET people lack in?*
3. *As youth trainer, what kind of obstacles do you face in training young NEET people?*
4. *What obstacles do you observe that young NEET people face?*
5. *Are NEET people interested in entrepreneurship?*
6. *Are young NEET people familiar with the term "social entrepreneurship"?*
7. *Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions…*
8. *Would you like to add anything important we missed to mention or to discuss?*

During the focus group with youth workers, it was found that the number of NEET youth who approached associations for services and activities grew after COVID. Many young people **lack digital skills**, and often the biggest difficulty that a youth worker is facing is the **lack of motivation to pursue studies and/or take an interest in the proposed activities**. An interesting finding is that many young people are **becoming interested in entrepreneurship** and what it implies (management, risk opportunity). Unfortunately, they are still not well informed about the concept of entrepreneurship and it would be an amazing opportunity to focus on training in this area.

3.4. Conclusions

In order to investigate on the state of art in Italy, a filed-researched based has been carried on through the implementation of three questionnaires and

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interviews to young NEET and women and a focus group with some social entrepreneurs and youth workers.

The gathered information has provided a deep insight on the skills need to work in social entrepreneurship, the focus area of social entrepreneurship program, the skills gap in young NEET, the challenges that educators are facing and the situation of young NEET and women in Italy (level of unemployment, level of education, their knowledge about social entrepreneurial skills).

Finally, the field research findings highlight the importance of comprehensive and gender-sensitive approaches to assisting NEET individuals in accessing education and entrepreneurship opportunities. We can assist young NEET individuals in overcoming the constraints that keep them from reaching their full potential and contributing to society by addressing chronic gaps in knowledge, skills, and resources.

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4. Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - *The case of Sweden*

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4.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through direct communication.

All 3 interviewed define social entrepreneurship as the endeavours who solves social problems and challenges. Some local examples of social entrepreneurship are Future Navigators, Yalla Trappan, and many others. The kind of skills does someone need to work in social entrepreneurship are sensing problems, understanding the reason of problems, prototyping solutions, testing solutions, changing and validating hypothesis, developing viable business models, perspective Navigation, Insights, relevance realisation, Understanding - connecting the dots.

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The focus areas of social entrepreneurship program for young NEET women should be on believing in oneself, strengthening their self-confidence and develop social skills to understand problems and test solutions.

The challenges that a social entrepreneur faces are in general making money, understanding, prototyping business that generate social value and economic value to the owners and workers.

Not sure what could be unique in a social entrepreneurship program for female entrepreneurs but a mix of activities and bridges to success could be good.

Recommendations provided: How to navigate an Event-Driven Learning Society and understand collective value creation with Michael Sillion aka Captain Future.
https://www.youtube.com/watch?v=VkaYmpkK6S4

4.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).
A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*

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10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*
14. *Would you like to participate in a training program for developing a business that improves people's life?*
15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*
21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through acquaintances, achieving a snowball effect, as we encouraged the participants to share the survey forward to their close circle. We obtained all answers from youth between 18 and 29 years of age.

Based on the questionnaire responses, we collected the following data/responses; 4 out of 6 participants have concluded secondary education and not being interested in further studies.

They have been/are financial dependent on someone, either parents, partners, or the government.

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All the participants believe that it has been more difficult during covid and after the pandemic.

On average participants have been out of work or studies for +5 years and out of work for 3 years.

The main reason for being out of studies are lack of interest and the reason for being out of work are either lack of opportunities or busy with family.

2 out of 4 of the participants are interested in further short study programs. All would like to have a work, and 50% liked the idea to become a business owner.

All would like to improve people's lives but they do not know how or if even possible. None have participated in a business training program before and one participant has been an entrepreneur in her home country.

In general, the aspirations respondent has to become a business owner are very low, it is very difficult for them to identify problems that could be resolved with a product or service, they believe they have low competence to communicate their ideas and they did not know about the public offices that promote entrepreneurship in Sweden.

4.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

1. *Do more young NEET people approach you after COVID-19?*
2. *What kind of skills do most young NEET people lack in?*
3. *As youth trainer, what kind of obstacles do you face in training young NEET people?*
4. *What obstacles do you observe that young NEET people face?*
5. *Are NEET people interested in entrepreneurship?*
6. *Are young NEET people familiar with the term "social entrepreneurship"?*
7. *Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions...*

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8. *Would you like to add anything important we missed to mention or to discuss?*

3 out of 5 interviewed trainers believe that the interest in training has decreased after Covid-19. They believe that the process of coming again is starting to become like before corona. The skills trainers believe youth should be trained on are entrepreneurial digital, and social skills. Obstacle that trainer's face are mostly economic obstacle, meaning paid hours, and collaboration opportunities with other organizations. According to the trainers, obstacles that participant face are family issues, social connections, and motivation. All of the participants in the interviews believe that about 7 out of 10 would like to become entrepreneurs but they do not have the right tools or support to become one. All responendts believe it can be good with more training opportunities, but the situation is not that simple as finance is key to perform the activities specially because the target group do no pay for trainings. Motivational Interviewing is a great tool for that kind of work, and CBT are some of the trainings that we mention in the interviews.

4.4. Conclusions

The surveys were conducted to identify the gaps in knowledge, skills and needs of social entrepreneurship education, digital literacy and job searching with young NEETs, especially women by also collecting data from young NEET trainers and career counsellors.

The respondents agreed that the main reason for being out of studies are lack of interest and the reason for being out of work are either lack of opportunities or busy with family. They also indicated that the focus areas of social entrepreneurship program for young NEET women should be on believing in one self, strengthening their self confidence and develop social skills to understand problems and test solutions.

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5. Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - *The case of Cyprus*

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5.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through direct communication.

The survey responses shed light on various aspects of social entrepreneurship, particularly in the context of young NEET women during the pandemic. The respondents' understanding of social entrepreneurship is grounded in creating a positive social impact while being financially sustainable. They also provided examples of social enterprises, including Agia Skepi, Gardens of the Future, and GreenCyprusComposting.

The skills required for social entrepreneurship, as noted by the respondents, include good communication and social skills, social awareness, business acumen, and the ability to balance the value of the cause with sustainability.

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Additionally, respondents provided useful insights into the focus areas of social entrepreneurship programs for young NEET women, such as empowerment and leadership, skill development, social and environmental impact, financial literacy, access to capital, and digital literacy.

The challenges faced by social entrepreneurs, according to the respondents, include funding, legal and regulatory issues, market and competition, social and cultural barriers, and measuring and communicating social impact. The respondents highlighted the need for tailor-made programs that cater to the unique challenges and needs that female entrepreneur face.

5.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).

A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*
10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*

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14. *Would you like to participate in a training program for developing a business that improves people's life?*
15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*
21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

The majority of participants belonged to the age group of 27-34, with only one participant in the 20-26 age group. This suggests that the questionnaire attracted more responses from relatively older NEET women. The educational level of participants was split between tertiary education or higher and secondary education or lower, indicating that NEET women from both educational backgrounds were willing to participate in the questionnaire. Furthermore, the majority of participants were employed, indicating that being NEET does not necessarily equate to being unemployed.

The main reasons for participants being out of studies or work were primarily financial difficulties or personal reasons such as having children or mental health issues. Half of the participants expressed an interest in further studies, while the other half did not, showing that NEET women have different aspirations and priorities. Most participants expressed interest in working as an employee or being self-employed, with only one participant unable to work. 50% of the participants expressed an interest in owning a business, while a minority were unsure or not interested.

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More than half of the participants expressed that they are not interested or not able to participate in a training program for developing a business that improves people's lives. Only one participant had previous experience in a business development training program. However, 83.3% of the participants had prior experience as an entrepreneur, but one participant expressed that she is learning as she goes. Most participants had low aspirations of becoming a business owner, with only one participant having a high level of aspiration. Participants found it relatively difficult to identify problems that could be resolved with a product or service.

Most participants were unaware that there are public offices that work on promoting business development, and most were unaware that there are organizations that can give them money to grow their business. This lack of awareness indicates a need for better dissemination of information regarding available resources.

5.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

1. Do more young NEET people approach you after COVID-19?
2. What kind of skills do most young NEET people lack in?
3. As youth trainer, what kind of obstacles do you face in training young NEET people?
4. What obstacles do you observe that young NEET people face?
5. Are NEET people interested in entrepreneurship?
6. Are young NEET people familiar with the term “social entrepreneurship”?
7. Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions...
8. Would you like to add anything important we missed to mention or to discuss?

The majority of youth trainers and workers who participated in the survey reported an increase in the number of young NEET individuals approaching them

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after COVID-19. This finding highlights the impact of the pandemic on young people and the need for support in this vulnerable population.

The survey results indicated that digital skills were identified as a key area where the majority of young NEET individuals fall short. The lack of time, motivation, financial issues, and family issues were also mentioned as obstacles faced by young NEET individuals.

The most common challenges that youth trainers face when training young NEET individuals were a lack of time, motivation, family issues, and a need for new educational approaches. This finding suggests that youth trainers require additional resources and support to better address these challenges and improve their effectiveness in training young NEET individuals.

The survey results also highlighted the need for more training opportunities for young NEET individuals, particularly those with financial difficulties and demanding schedules. Providing additional resources and support, such as transportation assistance, could help address these obstacles and increase the accessibility of training opportunities.

The majority of youth trainers and workers believed that NEET individuals are interested in entrepreneurship, suggesting that social entrepreneurship could be a viable option for addressing the needs of this vulnerable population.

The responses to the open-ended question on the familiarity of young NEET individuals with the term "social entrepreneurship" were mixed. While some respondents were familiar with the term, others had a distorted understanding of it. This finding suggests that there is a need for greater education and awareness-raising efforts around social entrepreneurship among NEET individuals.

The responses to the open-ended question on additional training opportunities highlighted the need for additional resources and support for both youth trainers and NEET individuals. Financial constraints and other obstacles prevent NEETs from accessing adequate training opportunities, and providing additional

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resources and support, such as transportation assistance, could help address these obstacles and increase the accessibility of training opportunities.

A significant proportion of respondents did not provide any response to the open-ended question, highlighting the need for more engagement and communication with youth trainers and workers.

5.4. Conclusions

In conclusion, the responses, under social entrepreneurs' questionnaire, provide valuable insights into the perspectives of social entrepreneurship for young NEET women. The findings suggest that social entrepreneurship can offer a promising avenue for young NEET women's economic empowerment and skill development in the post-COVID-19 era. The observations drawn from this survey can be used to inform the development of effective policies and programs that support young NEET women's social entrepreneurship.

The data shows that NEET women have varying levels of interest and aspiration in further studies, working as an employee or being self-employed, and owning a business. Financial difficulties and family responsibilities are the primary reasons for being out of studies or work, while some participants have mental health issues. There is a lack of awareness among participants regarding resources available for business development. However, most participants express an interest in using their business to improve people's lives and agree that working together with others can create better results.

Overall, the findings from this questionnaire provide valuable insights into the challenges and aspirations of young NEET women, which can inform the design and implementation of programs such as WeNEETlabs. It is essential to understand the unique circumstances and needs of NEET women to develop effective strategies to empower them to become successful entrepreneurs and active members of society.

In conclusion, the online questionnaire conducted with youth trainers and workers through Nicosia Hub provides insight into the needs of young NEET individuals in the context of social entrepreneurship. Lack of digital skills, time,

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motivation, financial issues, and family issues were identified as key obstacles faced by young NEET individuals. While there is interest in social entrepreneurship among NEET individuals, there is a need for more training opportunities for both youth trainers/workers and NEETs, particularly those facing financial difficulties and other obstacles. The survey results suggest that greater education and awareness-raising efforts around social entrepreneurship are needed among NEET individuals, and that additional resources and support for both youth trainers and NEET individuals could help increase the accessibility of training opportunities and improve outcomes for this vulnerable population.

This report highlights the importance of understanding the needs of young NEET individuals and the role that social entrepreneurship can play in supporting this vulnerable population. It is crucial that policymakers and organizations prioritize the development of programs and initiatives that address the needs of young NEET individuals, particularly in the wake of the COVID-19 pandemic.

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6. Analysis of the data gathered per target group (young NEET women, youth workers, social entrepreneurs) - *The case of Belgium*

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6.1. Social Entrepreneurs

To conduct this research, at least 2-3 entrepreneurs, career councelors or social entrepreneurship experts invited to one-to-one interviews for inputs in what a social entrepreneur is seeking in a job applicant etc. A questionnaire of 10 questions has drafted (provided also in an online mode) and divided into the following areas of research;

1. *What do we mean with the term "social entrepreneurship"?*
2. *Could you name an example of a social enterprise?*
3. *What kind of skills does someone need to work in social entrepreneurship?*
4. *What should be the focus areas of social entrepreneurship program for young NEET women (not in education, training or work)?*
5. *What are the challenges that a social entrepreneur faces?*
6. *Can anyone work in the field of social entrepreneurship?*
7. *Do you think there are more male or female founders in social enterprises?*
8. *How could social entrepreneurship programs attract more women?*
9. *What could be unique in a social entrepreneurship program for female entrepreneurs?*
10. *Do you have any other useful information and recommendations to share?*

The questionnaire was carried out online from February to April 2023. The questionnaire was distributed through social media, e-mails, and through direct communication.

The survey responses started with a statement about the term "social entrepreneurship". They mentioned that it is a company that has a social focus, that wants to impact the lives of people, often the workers or manufacturers that work for the company or a third party or social group of society. Also, they are mentioned that these are entrepreneurs who make social impact, whose business model revolves around bringing improvements to society and creating social change. Remarkable examples were mentioned such as the LNKnits in Belgium, MsBay in Belgium, Tony Chocolonely in the Netherlands, and Belgium. Tony Chocolonely (Dutch/Belgium) is one of the best examples of a company working towards ending slavery and child labor in the chocolate industry and

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raising the standards for the cocoa farmers in Africa. LNKnits and Ruana, Belgian clothing brands working with local communities of knitters and weavers in Latin America to provide them with certifications, while offering fair pay and child care options for the mothers who work for the company.

The skills required for social entrepreneurship, as noted by the respondents, include the need to care about social impact, responsibility, the need to make yourself accountable, to have emotional intelligence and intercultural sensitivity, also creativity and drive. Like all entrepreneurs, creativity, drive, innovative skills, risk taking, intercultural sensitivity, empathy, problem solving. Additionally, respondents provided useful insights into the focus areas of social entrepreneurship programs for young NEET women.

NEET women could be involved in several projects and work with social entrepreneurs, there are several opportunities in the fashion and clothing industry for example, for them to learn skills in sewing and the making of clothes and work with smaller brands. Additionally, in the retail and manufacturing industry there are lots of opportunities for young women. The challenges faced by social entrepreneurs, according to the respondents, include striking a balance between profitability and responsibility, staying genuine to your social goal. Also, staying true to their social cause, upscaling, making impact, raising awareness in their communities.

Organizing fairs, events to create impact and attract young female workers as well as by making the right contact with labor agencies to promote events and networking to attract young women in the field.

A unique approach in a social entrepreneurship program for female entrepreneurs is to discover the unique talents of the young women to see how they can be embedded in the business idea. The social program for female entrepreneurs could focus on equipping them with skills to help in an already existing industry but it can also help them develop their own business ideas, in partnership with other NEET women, so entrepreneurship and start up training, coaching.

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6.2. Young NEET women

To conduct this research, at least 8-9 young NEET women between the ages of 18-30 took part in the study by filling out the questionnaire contacted by at least associated partners per partner organisation with relevant work in the sphere of youth social entrepreneurship invited to share the questionnaires with their network of young NEET women (target group).

A questionnaire of 23 questions has drafted (provided also in an online mode) and divided into the following areas of research, demographics point of view as well as what the focus of the future program would be;

1. *Which age group do you belong to?*
2. *To which educational level do you belong?*
3. *Are you employed?*
4. *Are you financially dependent on someone?*
5. *After the Covid-19 era, do you face more challenges in personal and professional level?*
6. *How long you been out of studies?*
7. *How long you been out of work?*
8. *What are the main reasons you been out of studies?*
9. *What are the main reasons you been out of work?*
10. *Are you interested in further studies?*
11. *Are you interested in working as an employee?*
12. *Would you like to work as a business owner?*
13. *Would you like to improve people's life through your business?*
14. *Would you like to participate in a training program for developing a business that improves people's life?*
15. *Have you participated in a business development training program before?*
16. *Do you have any experience as an entrepreneur (creating and selling something)?*
17. *How big are your aspirations to become a business owner?*
18. *How easy is it for you to identify problems that could be resolved with a product or service?*
19. *How good are you at communicating your ideas?*
20. *How committed are you to helping people through your own business?*

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21. *Did you know that there are public offices (from the government) that work on promoting business development?*
22. *Did you know that there are organizations that can give you money to grow your business?*
23. *Do you think that working together with others can create better results?*

Most of the responders belong to the age group of 27-34 years old and on secondary education or lower, they are not employed, and they are partially financially dependent on someone. Most of them also responded that they face more challenges in personal and professional level after the Covid-19 era. It is worthwhile to mention that 40% mentioned that they are out of studies due to "not interested/not motivated" and 30% mentioned that they are out of work due to lack of competences. Most of the participants expressed positively their interest in further studies, working as an employee, working as a business owner, improving people's life through their business, participating in a training program as they have not participated in a business development training program before or they do not have experience as an entrepreneur.

Most participants had high aspirations to become a business owner, to identify problems that could be resolved with a product or service, to communicate their ideas and express their commitment to help people through their own business. They are also aware of the existence of the funding organizations as well as the public offices (from the government) that work on promoting business development.

6.3. Young NEET trainers

To conduct this research, at least 5-7 youth workers per partner organisation asked to participate in the local focus groups using a structured questionnaire (8 questions) with the following questions to be addressed;

1. Do more young NEET people approach you after COVID-19?
2. What kind of skills do most young NEET people lack in?
3. As youth trainer, what kind of obstacles do you face in training young NEET people?
4. What obstacles do you observe that young NEET people face?
5. Are NEET people interested in entrepreneurship?
6. Are young NEET people familiar with the term "social entrepreneurship"?

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7. Are there sufficient training opportunities for you as a youth trainer/worker and young NEET people? Write down your suggestions...
8. Would you like to add anything important we missed to mention or to discuss?

Most youth trainers and workers who participated in the survey reported an increase in the number of young NEET individuals approaching them after COVID-19 (80%). This finding highlights the impact of the pandemic on young people and the need for support in this vulnerable population.

The survey results indicated that digital skills were identified as a key area where the majority of young NEET individuals fall short. The limited educational knowledge lack of motivation and family issues were also mentioned as obstacles faced by young NEET individuals.

Based on youth trainers/workers observations, the obstacles that young NEET people face are mainly family issues, financial issues and limited knowledge on how to deal with new technologies.

The survey also pointed out that NEET people in Belgium are interested in entrepreneurship (60%) but they are not familiar with the term “social entrepreneurship”.

6.4. Conclusions

In conclusion, coaching programs should include a cycle to also follow up with the young entrepreneurs, so not only preparing them to get started but also helping them grow and assist them through their entrepreneurial journey until this is no longer needed.

In conclusion, the data shows that young NEET women have varying levels of interest and aspiration in further studies, working as an employee or being self-employed, and owning a business and the main challenge that should be adrressed is the lack of competences as well as lack of motivation.
To conclude, the youth trainers/workers also made suggestions under the sufficient training opportunities including; enough resources to support trainings,

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increase of tailor-made options, assistance on matching the training with the profile, guidance and follow up should go hand in hand with training for young NEET people.

Recommendations

The WeNEETlabs project seeks to tackle social exclusion and unemployment of young NEETs, especially women, through key competences development like entrepreneurship and digital literacy in the context of social entrepreneurship labs to bolster the employability of young European women aged 18-30. WeNEETlabs will offer youth trainers practical methods to approach SE with young NEETs, a digital game to upskill them, and an employment portal to pair young NEETs with social entrepreneurs.

After the surveys conducted in project countries, WeNEETlabs formulate the following recommendations;

- ✔ Increase of motivation, self-development, and confidence of young NEETs women

  Focus on marketing and networking skills, as well as training hard skills such as computer skills, and communication (channels, receivers, and message).
- ✔ Increase of soft skills and higher level of digital skills
- ✔ Create gender-sensitive approaches to supporting NEET individuals in accessing education and entrepreneurship opportunities.
- ✔ Address chronic gaps in knowledge, skills, and resources.
- ✔ Increase of interest and opportunities
- ✔ Development of social skills to understand problems and test solutions.
- ✔ Understand the unique circumstances and needs of NEET women to develop effective strategies to empower them to become successful entrepreneurs and active members of society.

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- ✔ More training opportunities for both youth trainers/workers and NEETs, particularly those facing financial difficulties and other obstacles.
- ✔ Increase the accessibility of training opportunities and improve outcomes for this vulnerable population.
- ✔ Understanding the needs of young NEET individuals and the role that social entrepreneurship can play in supporting this vulnerable population.
- ✔ Policymakers and organizations prioritize the development of programs and initiatives that address the needs of young NEET individuals, particularly in the wake of the COVID-19 pandemic.

Pedagogical Methodology

Based on the above recommendations provided, a course structure for the WeNEETlabs project designed to address the needs of young NEET women aged 18-30. The course structure includes modules and activities that focus on key competences development, including entrepreneurship and digital literacy, and should be designed to increase employability and empower young NEET women.

Module 1: Motivation and Self-Development

- Unit 1: Building Confidence and Self-Esteem
- Unit 2: Setting Personal Goals and Aspirations
- Unit 3: Building Resilience and Overcoming Challenges

Upon completing this module, participants should be able to:

- Define and articulate their personal and professional goals.
- Develop a sense of self-confidence and self-worth.
- Recognize and overcome personal and external barriers to motivation.
- Create a plan for ongoing self-development and growth.
- Demonstrate improved self-esteem and motivation.

Module 2: Entrepreneurship and Digital Literacy

- Unit 1: Introduction to Social Entrepreneurship
- Unit 2: Digital Literacy and Computer Skills
- Unit 3: Effective Communication and Networking

By the end of this module, participants should be able to:

- Understand the fundamentals of social entrepreneurship and its potential impact.
- Acquire essential digital literacy and computer skills.

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- Communicate effectively and build a network within the entrepreneurship community.
- Develop basic business concepts and models.
- Apply digital tools and techniques for marketing and outreach.

Module 3: Soft Skills and Higher-Level Digital Skills

- Unit 1: Soft Skills Development (e.g., teamwork, leadership, problem-solving)
- Unit 2: Advanced Digital Skills (e.g., data analysis, social media marketing)
- Unit 3: Creating a Personal Brand Online

After this module, participants should be able to:

- Exhibit improved soft skills such as teamwork, communication, and problem-solving.
- Apply advanced digital skills for data analysis, online marketing, and content creation.
- Develop a personal brand and online presence.
- Collaborate effectively in a team or project setting.
- Analyze and adapt to changing digital trends and technologies.

Module 4: Social Entrepreneurship for NEETs

- Unit 1: Social Entrepreneurship Models and Case Studies
- Unit 2: Business Planning and Development
- Unit 3: Measuring Social Impact and Sustainability

Upon completing this module, participants should be able to:

- Identify social issues and potential solutions.
- Understand different social entrepreneurship models and case studies.
- Create a comprehensive business plan for a social enterprise.
- Measure and evaluate social impact and sustainability.
- Develop a project or venture with the potential for positive change in the community.

Module 5: Training Opportunities and Accessibility

- Unit 1: Youth Trainer Development
- Unit 2: Financial Assistance and Scholarships
- Unit 3: Accessible Learning Platforms and Resources

At the end of this module, participants should be able to:

- Recognize the importance of continuous learning and personal development.
- Understand the role of youth trainers and mentors.
- Access financial assistance and scholarships for further education and training.
- Locate and utilize accessible learning platforms and resources.
- Navigate and make the most of available training opportunities, especially for those facing financial difficulties or other obstacles.

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The learning outcomes align with the objectives of each module and aim to equip participants with the knowledge and skills necessary to enhance their employability, confidence, and ability to make a positive impact in their communities.

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