

fit4jobs



FIT4Jobs

our path to

ICT employment

ABOUT FIT4JOBS

FIT4Jobs is a European-funded piloting programme based on the successful FIT Ltd. (Ireland) model of upskilling job seekers and connecting them to employers. The objective is to recreate the successful FIT Training for Employment model together with partner organisations from six EU countries: Greece, Spain, Portugal, Ireland, Latvia and Lithuania.

FIT4Jobs is based on the FIT Training for Employment model. The process includes the following main steps:

- Identification, interview, aptitude testing and selection of suitable candidates for training
- Partnership with local employers to specify the curricula and provide support
- Provision of ICT training by 3rd party or public services
- Provision of softskills training and support
- Work Experience
- Job placement

A unique aspect of the programme is the strong and continuous support from employers who not only determine the digital skills in demand but also support the project with CV reviews, mock interviews, work experience and, finally, job placements.

Over the past 15 years FIT Ltd. (Ireland) has achieved a 75% progression rate to jobs. FIT4JOBS has achieved the same result. Recently the European Commission cited FIT as one of the most effective employability initiatives in Europe.

PARTNERS



Latvian Information Communication and Technology Association (LIKTA), the leading ICT professional non-governmental association promoting the development of Information Society and e-skills in Latvia.

Contact: Ms. Mara Jakobsone
www.likta.lv



The Lithuanian Association "Langasiateiti" (LIA), a non-profit initiative launched in 2002 by private companies that provides computer literacy and Internet training to adults stimulating the growth of e-services countrywide.

Contact: Ms. Loreta Krizinauskiene
www.langasiateiti.epilietis.eu



The Spanish Association of Telecentre Networks (ACRT), brings together a number of entities to impulse, activate and maintain public spaces (telecentres) in order to promote the Information Society and provide access to ICT to citizens.

Contact: Mr. Rodrigo Zardoya
www.comunidaddetelecentros.net



The Hellenic Professionals Informatics Society (HePIS) is a network of all ICT Professionals in Greece advocating their interests at both national and European level.

Contact: Mr. Manolis Labovas
www.hepis.gr



FIT Ltd (Fast Track to IT) (FIT), is an industry-led initiative which works in close collaboration with the (Irish) government departments and national education and training agencies, local development organisations and a host of community based organisations.

Contact: Mr. Manus Hanratty
(manushanratty@fit.ie)
www.fit.ie



Telecentre Europe (TE) is a member-based association representing networks and NGO's in the field of digital skills, social inclusion and ICT adult education providers.

Contact: Ms. Ilona Griniute
www.telecentre-europe.org



Programa Escolhas (ACIDI, IP), a nationwide program, created in 2001 and operating under the High Commission for Migration, aiming to promote social inclusion of children and young people from vulnerable socio-economic backgrounds.

Contact: Mr. Paulo Vieira
www.programaescolhas.pt

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It's not only about programming:
soft skills matter

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Life changing training experience

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GREECE

IT'S NOT ONLY ABOUT PROGRAMMING: SOFT SKILLS MATTER

Zoi Lazaridou



Computer Science is something that excited me since my childhood. I still remember my first encounter with a computer: I was curious to find out how it works and how to make use of it. As a matter of fact I decided to pursue my studies in Computer Science to get closer to my career goals.

Last year a friend of mine informed me about the FIT4Jobs project. He thought that I would benefit from the training program as it was designed to meet the current needs of employers. Moreover, the training was based on .NET programming language which is highly demanded by the ICT market in Greece.

The biggest advantage of the FIT4Jobs program for me is the soft skills training. We have learned how to apply for a job and how to prepare for an interview while the training cultivated a professional attitude

"I think it is a very good opportunity for young people with no work experience to enter the ICT field. FIT4Jobs training provides the skills and the knowledge that no university or educational institute offers. It is very well-organized and puts the emphasis not only on what we learn but also on how to further develop it."

– Zoi

among the students. Learning a programming language is a skill that can be acquired by reading. However, the professional behaviour in the working environment is something that cannot be acquired through a book or a tutorial. You need to build on it with the support of your colleagues or trainers.

I have been working in the ICT department of the "National Leasing" company, initially as an intern and then as an

employee. Our main responsibilities are to fix problems on PCs as well as managing users through the ActiveDirectory. My dream is to become an ICT manager one day and I strongly believe that the skills I acquired on .NET programming technology thanks to FIT4Jobs will help me reach my goals.



IRELAND

LIFE CHANGING TRAINING EXPERIENCE

Anil De Souza



Anil found himself out of work for 4 years following a career in Retail Management. Anil decided to look for a course to upskill and change direction, did some research online and came across the FIT4Jobs Social Media for Business course. Anil attended an open day and applied for the course.

Anil had a general understanding of IT from a basic computer skills course he completed in 2002. Through his FIT4Jobs course he became familiar with social media platforms for business, html and website creation, content management and soft skills such as communications and interview skills. Anil found the interview skills particularly beneficial as he had not been interviewed in years and feels it has played a large part in his success in Telefonica. Anil found the training to be challenging and a steep learning curve, but

the tutors delivering the content were from industry and Anil found their input very relevant. As part of his course Anil was placed in Telefonica on a 13 week internship where he worked with the Social Media Team and he enjoyed his time in this area. When his internship came to an end, his manager did not have headcount to keep Anil on his team, but was so impressed with Anil's contribution that

he recommended Anil to other departments. Anil is now working as a HR Advisor for Learning & Development across all of Telefonica's UK stores and credits his FIT4Jobs course for putting him on the path to retraining and giving him the confidence to sell his skills and experience in formal interviews. Anil sums up his experience on the FIT4Jobs course as 'life changing for me'.

"I was delighted to offer an internship to Anil on my Social Media/Attraction Team and I was impressed with his contribution to our team projects. I was happy to recommend Anil to other HR Departments when his internship ended as I was not able to offer him a full time position on my team. I think the FIT4Jobs Programme is a great avenue for employers to gain access to proactive, highly employable individuals who are retraining in new areas."

*– Tomas Danhel,
Attraction, Media Planner
Telefónica Europe People Services Ltd*



LATVIA

AN OPPORTUNITY FOR JOB SEEKERS

Marija Vilne



Marija Vilne actively participates in different social activities and was trying to find a job in her field of interest when she heard about FIT4Jobs project last year. Marija found information about the project on the largest job portal in Latvia CV Online and decided to apply.

FIT4Jobs training proved that Marija was willing to gain new knowledge and skills and also learn to easily adapt to new circumstances and present herself in the best way. During the training Marija improved basic ICT skills for effective work and learned specific ICT software based on the employer's needs, for example, the company's e-portal and telephony system. Also she learned soft skills related to customer service such as remote communication with customers, customer needs recognition, and argumentation and stress management. As very

"I always try to improve by learning something new or strengthening my knowledge in the given field. The most important reason why I've applied for the FIT4Jobs training was the opportunity to attend the training course and get the possibility to put those skills into practice with a particular company."

– Marija

valuable Marija mentions employment skills: how to behave in a job interview, where and how to search for vacancies, and how to use social networks for job search.

After the training ended Marija continued with the internship in Ltd. Latvenergo, one of the most well-known and experienced companies in Latvia. One-month internship allowed the employer to observe the knowledge, communication and other specific skills Marija would need in an

actual position. At the same time, this practical experience was a chance for Marija to understand the specific working environment and job requirements.

Marija was invited to a job interview after her internship was over. In addition, Marija had several other job interviews and she has accepted a job offer from another employer who also participated in the project - Lattelecom - for the customer service representative role in Riga.



LITHUANIA

STARTING ICT CAREER WITH FIT4JOBS

Viktorija Sidabraitė



I have heard about FIT4Jobs from my college students. They have been discussing that participation in this training is offered free of charge and we might have a good chance to broaden our ICT skills. So I started browsing for the ad and successfully applied for the training.

Since I have some programming knowledge I have chosen to learn IS testing. I enjoyed the FIT4Jobs training a lot because lectures and practical work were successfully combined. Training was pretty intensive and this kept our knowledge fresh – we could remember what was learnt the day before. Revision of the material learnt helped to strengthen our knowledge.

I have also gained really useful knowledge in soft skills. This later helped me to be more confident when meeting my employer

for the job interview in ICT department. I was very lucky because during the interview I came across the questions we have discussed during soft skills training, so it helped me to answer them. At the same time I

could feel that my future employer appreciated my participation in Fit4Jobs.

At present I am employed at The National Paying Agency under the Ministry of Agriculture where I've started working while participating in the FIT4Jobs training.

"It was really worth to take part in the FIT4Jobs training because it is a good foothold for someone who wants to start ICT career!"

– Viktorija

"FIT4JOBS and similar projects provide the opportunity to a young person to realise what IT profession is about which later enables them to choose the right direction for the future. It's also a chance to try what is unfamiliar and challenging, acquire work experience, apply and broaden one's knowledge. I appreciate the opportunity for young people to work for some time in an IT company as a possibility to find themselves in IT world of today."

– Edvinas Kripaitis,

Head of System Development Unit
National Paying Agency under the Ministry
of Agriculture



PORTUGAL

A TRAINING TO PLACE YOUNG JOBSEEKERS IN THE LABOUR MARKET

Carlos Andrade



I found out about the FIT4Jobs initiative on a technology news portal last year. During the course, I have developed my hard skills immensely, learning to program in C#, SQL and HTML. In this context, we worked on group projects where organisational skills and collaboration were both very important.

My internship took place in EVERIS, a multinational consulting company with offices in Lisbon. Both the atmosphere and cooperation in the team were fundamental to my integration and professional development. I was truly committed maximising my knowledge

acquired in order to take the full advantage of this great opportunity. At the end of my internship EVERIS offered me an employment contract.

I am over the moon in having been part of this big company and for the opportunity that it has granted me thanks to my training!

"FIT4Jobs has opened up new horizons and opportunities for me!"

– Carlos

"FIT4Jobs is a unique program that enables to re-qualify and educate the youth with the aim of placing them in the labour market. We are very satisfied with this partnership."

*– António Brandão de Vasconcelos,
Chairman, everis Portugal*



SPAIN

AFTER ICT TRAINING – NEW CAREER PROSPECTS

Laura Fernández



I came across the FIT4Jobs initiative when attending the information day on the project held in Barcelona in April 2015. There I saw a presentation about the training content and objectives. It was also a hiring opportunity, so I decided to participate.

On one hand, the FIT4Jobs training had a strong focus on Java programming and database building. We were working in teams during the course, trying to simulate the work in a company. On the other hand, the training also offered a part on soft skills in topics like time management, project cycle, group dynamics, teamwork and communication skills.

During the training, especially at the start, it was a great challenge and at the same time an obstacle for trainees with no technical background, such as mine. However, and this is something we have seen ourselves,



"FIT4Jobs has been a unique opportunity for many young people like me with no technical background to reinvent ourselves and to find new professional routes that we had never explored before!"

– Laura

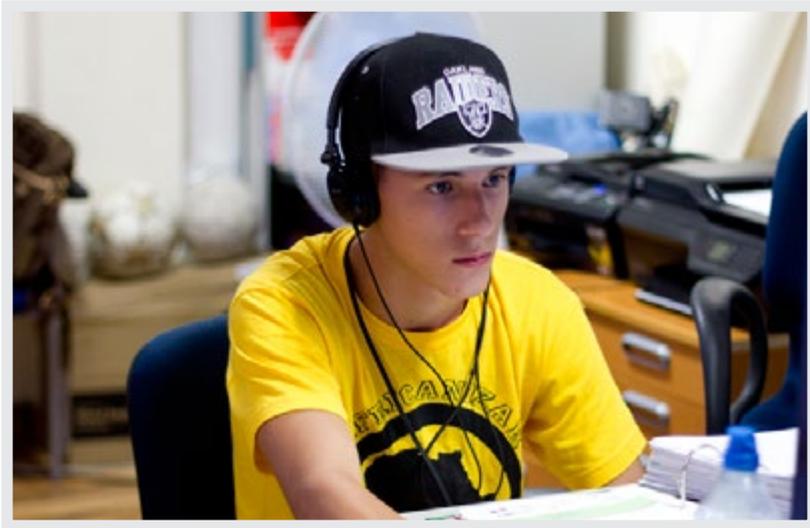
"EVERIS participated in the FIT4Jobs project to reach young talent with no prior ICT training. We have confirmed that with the attitude, desire and motivation to reorient profiles towards the technology sector and after a good training and support needed, the FIT4Jobs trainees have been well adapted in the company and they are outperforming the challenge every day."

– Vanessa Paulino,
Responsible of talent identification
and recruitment of EVERIS

the possibility to learn a programming language offers new career prospects. The overall training and learning experience has been very satisfactory.

Today I work for the multinational company EVERIS where I've started since October 2015. The

evaluation of FIT4Jobs trainees' integration in the company is very positive and we are very motivated by tasks and functions that we get. I am grateful for this learning opportunity and the possibilities of professional development in my current workplace.



FIT4Jobs in action



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TRAINEES SAY...

"I think it is a very good opportunity for young people with no work experience to enter the ICT field. FIT4Jobs training provides the skills and the knowledge that no university or educational institute offers."

– Zoi, Greece

"FIT4Jobs has been a unique opportunity for many young people like me with no technical background to reinvent ourselves and to find new professional routes that we had never explored before!"

– Laura, Spain

"It was really worth to take part in the FIT4Jobs training because it is a good foothold for someone who wants to start ICT career!"

– Viktorija, Lithuania

EMPLOYERS SAY...

"The FIT4Jobs Programme is a great avenue for employers to gain access to proactive, highly employable individuals who are retraining in new area."

– Telefónica, Ireland

"FIT4Jobs is a unique program that enables to re-qualify and educate the youth with the aim of placing them in the labour market. We are very satisfied with this partnership."

– EVERIS, Portugal

"FIT4JOBS and similar projects provide the opportunity to a young person to realise what IT profession is about which later enables them to choose the right direction for the future."

– National Paying Agency under
the Ministry of Agriculture, Lithuania

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For more information see: <http://ec.europa.eu/progress>

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