

SOCIAL INCLUSION

1. Job shadowing summary:

Detailed breakdown of the job shadowing structure, including modules, sessions, and timelines.

PROGRAM EXAMPLE

Day 1: travel (arrival)

Day 2: Introduction and Orientation

Morning activities

Welcome and Orientation:

Introduction to the program, objectives, and to the key concepts of social inclusion. Overview of the VET centres and companies to be visited.

VET Centre Visit 1:

Guided tour of an ENAIP Vocational Education and Training (VET) centre, specialised in social inclusion practices. Participants engage with staff and students, discussing educational approaches and inclusion strategies and projects.

Lunch Break

Afternoon activities

Workshop on Social Inclusion in Education:

Interactive session focusing on methodologies, best practices, and challenges in implementing social inclusion in educational settings. Participants will work in groups to develop mini projects.

Day 3: VET Centre 2 and Company Visit

Morning activities

VET Centre Visit 2:

Visit to another ENAIP VET centre with a focus on community-based learning. Participants will observe classes and participate in discussions with educators on inclusive teaching methods.

Lunch Break

Afternoon activities

Company Visit 1:

Guided tour of a local partner company that excels for its strong commitment to social inclusion in the workplace. Participants will meet with HR and diversity officers to learn about inclusion policies, employee support systems, and community engagement.

Day 4: Company Visit and Final Workshop

Morning activities

Company Visit 2:

Guided tour of a local partner company that excels for employing marginalized groups. Participants will observe work practices and engage in discussions on the role of businesses in promoting social inclusion.

Lunch Break

Afternoon activities

Final Workshop and Reflection Session:

Participants will consolidate their learning, share insights, and work on action plans for implementing social inclusion strategies in their own contexts.

Day 5: travel (departure)
<i>Overview of the topics covered and the skills/knowledge participants will gain.</i>
<i>The program focuses on introducing the concept of social inclusion, showcasing VET centres' best practices and company inclusion policies, and developing actionable inclusion plans to implement social inclusion in education and the workplace.</i>
<p>Topics Covered:</p> <ul style="list-style-type: none"> • Social inclusion in education and the workplace • Best practices for inclusive teaching and learning • Role of businesses in promoting social inclusion • Strategies for engaging marginalized communities <p>Skills/Knowledge Gained:</p> <ul style="list-style-type: none"> • Understanding of social inclusion principles • Practical knowledge of implementing inclusive practices in educational and professional settings • Ability to evaluate and improve social inclusion strategies within organizations • Enhanced intercultural communication skills through interaction with foreign colleagues
<i>Explanation of the methodology or spreading information approach used during the job shadowing.</i>
<p>Interactive Learning: Participants engage in hands-on activities during workshops and site visits, promoting active learning and real-world application of concepts.</p> <p>Peer Learning: Interaction with foreign colleagues at VET centres and companies encourages exchange of ideas and collaborative learning.</p> <p>Reflective Practice: Reflection sessions help participants critically assess their learning and plan for practical application.</p>
2. Job shadowing learning outcomes:
<i>Clear identification of the skills, knowledge, and competencies participants will acquire.</i>
<p>Competencies:</p> <ul style="list-style-type: none"> • Cultural sensitivity and the ability to work in diverse teams • Critical thinking in assessing and improving inclusion strategies • Effective communication with stakeholders across educational and professional sectors <p>Skills:</p> <ul style="list-style-type: none"> • Design and implement inclusive education and work practices • Foster an inclusive environment in diverse settings • Leadership in advocating for social inclusion within organizations <p>Knowledge:</p> <ul style="list-style-type: none"> • In-depth understanding of social inclusion frameworks and strategies • Knowledge of effective policies and practices in inclusive education and employment • Awareness of the challenges and solutions related to social inclusion in different contexts
<i>Measurable objectives to assess the effectiveness of the job shadowing.</i>
Objective 1: Development of an action plan for implementing social inclusion strategies at their sending organisation.

<p>Objective 2: Improved understanding of inclusive practices through contributions to group discussions and workshops.</p> <p>Objective 3: Self-assessment of an improved ability to promote social inclusion.</p>
<p>3. Participants requirements:</p>
<p><i>List of prerequisites, if any, for attendees to make the most of the job shadowing.</i></p>
<p>English B1 level is recommended.</p>
<p>Professional Experience: Education, social work, human resources, or a related field where social inclusion is relevant.</p>
<p><i>Technical specifications or equipment needed for participation (if applicable).</i></p>
<p>Personal Devices: Laptop or tablet for notetaking and participating in interactive sessions.</p>
<p><i>Any recommended background knowledge or experience.</i></p>
<p>Basic Understanding of Social Inclusion Experience with Group Work</p>
<p>4. Validation:</p>
<p><i>Assessment criteria or methods to validate participants' learning.</i></p>
<p>Participation and Engagement in discussions, workshops, and site visits will be observed and evaluated.</p>
<p>Action Plan Submission to implement social inclusion strategies in their context.</p>
<p><i>Explanation of how achievements will be recognized or certified.</i></p>
<p>Certificate of Attendance</p>
<p>Europass Mobility (if required by sending organisation).</p>
<p><i>Opportunity for feedback and evaluation of the course content and delivery.</i></p>
<p>At the end of the program, participants will complete a feedback form evaluating the content, delivery, and overall experience.</p>