

## Work-training company 'The Factorie'

Employment training for young people networks knowledge across generations.

### EAFRD-funded projects

**Location:** Schagen, The Netherlands

**Programming period:** 2014-2020

**Priority:** P6 - Social inclusion & local development

**Focus Area:** Local development

**Measures:** M19 - LEADER/CLLD

<b>Funding:</b>	Total budget	198 500 (EUR)
	EAFRD	99 250 (EUR)
	National/Regional	99 250 (EUR)

**Timeframe:** 2017 to 2020

**Project promoter:** Werkleerbedrijf De Factorie

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### Summary

The Factorie supports young people who need support for entering the labour market. It offers them easy access to basic volunteer work through which they can acquire work experience and build their confidence. At the same time, senior volunteers are actively involved in transferring their knowledge to young people. They work with the young people, making a meaningful contribution for the trainees which is also meaningful for them. This cooperation takes place within the service provision for elderly people living at home.

### Project results

- 181 young people gained voluntary work experience leading to other training or volunteering positions, or paid employment.
- Hundreds of abandoned bicycles were refurbished.

### Lessons & Recommendations

Voluntary work experience for young people helps boost their capacity and confidence as well as their interest in their local communities.

Social capital benefits from CAP funding can be extended through follow-up support.

### Context

The Kop van Noord-Holland region in the Netherlands has a rapidly ageing population. At the same time, young people in the area have limited employment and career opportunities. Bringing together the needs of these two vulnerable groups can lead to new ways of social interaction which can be beneficial for both groups. As people get older, they wish to continue to live independently and at the same time to feel that they have a purpose. This can be achieved by older generations applying their knowledge and experience to help younger generations.

### Objectives

The Factorie aims to transfer employment skills and knowledge between generations to achieve win-win outcomes for all involved resulting in more stable and sustainable rural populations.



## Activities

Voluntary work placements were organised for young people to assist and learn from elderly people living at home. Young people learned from older generations about domestic duties such as food provision, sewing, or gardening.

Supervisors were employed to advise and guide young people via personal development plans and related goals that were evaluated.

Workshops were organised for young people to gain teamwork experience via beneficial tasks such as refurbishing or repairing old items and abandoned bicycles for reuse, making garden fences, etc.

## Additional information:

n/a

## Main results

- 181 young people gained work experience from the project. These young people started as volunteers and then moved on to other training courses or voluntary work placements elsewhere or found paid jobs.
- Hundreds of abandoned bicycles were refurbished and sold or used for the benefit of local residents.
- The Factorie's financial sustainability was improved through successful contractual arrangements with three regional municipalities and the Institute for Employee Insurance.

## Key lessons

Providing work experience for young people through this type of project helps boost their capacity and confidence as well as their interest in their local communities. This can have knock-on benefits to help reduce rural depopulation pressures and other challenges linked to underemployment in the countryside.

Follow-up support for young people in the project can help add value to the project's initial investments by CAP funding in social capital.



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