Name of the Project/ Co-financed Action (Maximum 50 characters with spaces)	"ARAME" Training Programme in Alternation with Employment
Brief description (Maximum 1,500 characters with spaces)	The main objective of the Training Plan in Alternation with Employment - Youth Guarantee "Arame" was the qualified training of 15 students in order to facilitate their labour insertion in the Cooking sector. The training was mainly practical, consisting of the preparation of daily menus, a la carte and buffet services, as well as practising different culinary techniques. On the other hand, they also had the experience of working in Ingenio's Social and Health Centre for the Elderly, participating in events in the Occupational Centre and Day Centre for the Elderly, as well as other work in events organised by the Ingenio Town Council, such as the planning and elaboration of coffee-breaks (for courses and institutional visits) and the Southeast Fair. All the participants obtained the Professional Certificate in Cooking by passing the training itinerary of learning in specific and complementary actions of the programme, which they carried out during 11 months. The complementary actions consisted of visits from professionals in the hospitality sector, which generated great motivation in the students, as well as receiving knowledge of the specific tasks, which improved their chances of finding employment, allowing some students to participate in several calls for the selection of personnel.

Area of activity: (select	☐ I Access to employment for the active and inactive
one or more areas)	population
	☐ Gender equality and reconciling personal and family
	life with work
	☐ Mobility
	x Sustainable integration of NEETs (Young people)
	☐ Entrepreneurs and business creation
	☐ Adapting to change for businesses
	☐ Adaptation to change for employees
	☐Active ageing
	☐ Reducing school absenteeism and improving access to quality primary and secondary education
	☐ Tertiary education improvement, implementation and access
	☐ Lifelong learning
	☐ Integration of marginalised communities
	☐ Promoting social enterprises
	☐ Community-led development strategies
	☐ Improved access to social services
	☐ Active inclusion
	☐ Fighting discrimination
	☐ Modernising labour institutions and transnational mobility
	☐ Institutional capacity and efficiency of public administrations
	and services
	☐ Competence building for stakeholders
	☐ Sectoral and territorial pacts mobilising for reform
	☐ Low carbon economy
	☐ Digital agenda
	☐ Research and development
	☐ Access to employment, entrepreneurship
	☐ SME Competitiveness

Specific objective within which the project is framed	Specific objective: 8.2.2: To strengthen the employability and professional skills of young people not in employment and not integrated in education or training systems.
Date of implementation/ Duration	7 February 2018 - 20 January 2019 (11 months).
Total Budget	222,560 €
Social Fund Contribution	91.89 %
Participants (Disaggregate by sex, if available)	Number of participants: 15 (11 women and 4 men)
Country	SPAIN
Organisation	Foundation for the Promotion of Employment, Vocational Training and the Cooperative Movement of the Ingenio Town Council.
Web	http://www.ingenio.es
Social Networks	
Video/s	
	FOUNDATION FOR THE PROMOTION OF EMPLOYMENT, VOCATIONAL TRAINING AND THE COOPERATIVE MOVEMENT, an autonomous administrative body dependent on the Town Council of the Villa de Ingenio. Address: C/. Juan Negrín nº 9. Ingenio, province of Las Palmas. Telephone numbers: 928 78.09.20 / 78.57.04 E-mail: fundacion@ingenio.es
Contact Details	Responsible technician: Ms. Claudia Perdomo García.

JUSTIFICATION OF THE CRITERIA FOR BEING CONSIDERED GOOD PRACTICE

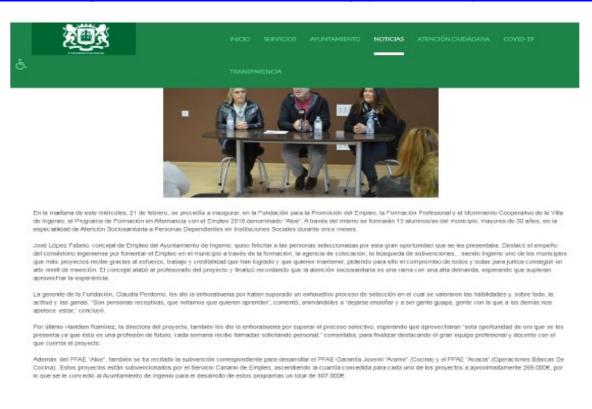
1. The action has been adequately disseminated to beneficiaries, potential beneficiaries and the general public.

POSTER



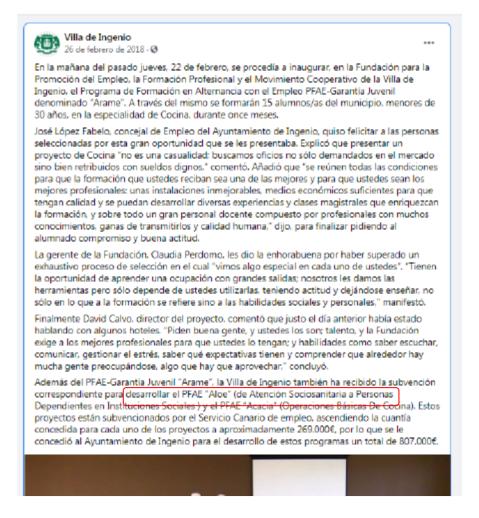
ON THE WEBSITE OF THE CITY COUNCIL OF INGENIO:

https://www.ingenio.es/index.php/noticias/itemlist/category/16-formacion-y-empleo?start=28



FACEBOOK:

https://www.facebook.com/villadeingenio/posts/1971204953140908



DIGITAL PRESS:

https://maspalomasahora.com/art/47043/ingenio-certifica-a-quince-nuevos-cocineros-con-el-pfae-arame



Además, en el acto de entrega de certificaciones el regidor recordó que el municipio "ha conseguido otros cinco nuevos PFAE, dos de cocina, dos de camareros y otro de atención sociosanitaria del que se beneficiarán 75 personas más".

El concejal de Empleo, José López, celebró que Ingenio "es ya un referente gracias a la credibilidad y nivel de inserción del alumnado" por fomentar proyectos "bien remunerados y formar profesionalmente y a nivel personal".

El director del proyecto, Daniel Calvo, ha incidido en que "la inserción si es una realidad", así como "todos los cambios positivos que se generan al firmar un contrato, no sólo para el trabajador, sino para su familia, la Fundación y el propio municipio".

Desde 2014 se desarrollaron en Ingenio doce proyectos con quince alumnos cada uno, lo que suma un total de 180 personas formadas en Proyectos de Formación en Alternancia con el Empleo en diferentes especialidades, desarrollados en la Fundación para la Promoción del Empleo financiados por el Servicio Canario de Empleo

2. The action incorporates innovative elements.

All the training work was developed in a practical and dynamic way, creating a training experience beyond the master classes, with activities such as "The Phone Call", in which they had to answer a call from a company, or "The Job Interview", which they carried out in the Foundation's Employment Guidance offices.

Improving the social skills of the beneficiaries was the key tool to increase the chances of successful job placement (discipline, organisation, teamwork, adaptation, stress management). In this sense, the Training Coordinator worked with group dynamics and the project manager worked individually.



The students studied the sector's labour market in depth to find out about the hotels, restaurants, catering companies and social and health care centres where they had the best chances of working. In addition, they made visits to find out about the demand for staff that they needed to hire immediately or in the future.

The students registered with the various employment agencies in the sector (Escuela de Hotelería de Las Palmas, Hoteles Escuela de Canarias, Centro de Formación de Hostelería y Turismo de Canarias, as well as the employment agencies of the hotel chains). Another of the job search actions was to register the students in the job vacancies of hotels, restaurants and catering companies.

Another novelty in the training process was the 'company simulation', a process that involved the students rotating, each week, through the different positions that make up the kitchen organisation. On the other hand, the knowledge of hygiene and safety, having monthly audits, working with suppliers and following the control of the different warehouses, brought the students closer to living the reality of their profession, which enriched the students when it came to broadening their professional knowledge. The aim was to reproduce a work situation as real as possible, and to learn, with the help of the teaching staff, how to carry out kitchen management and administration tasks such as working in a team, control frustration, obeying orders and carrying out cleaning tasks.

Students were also involved in the pursuit of self-employment, participating in simulations of companies and businesses, imitating professional life, with their respective transactions, marketing, sales and accounting activities.

Another novelty was the improvement in the methodology for learning and improving English. As most of the students had a good command of the language, the theoretical classes were mostly devoted to specific kitchen vocabulary and to explaining the most frequent actions in a normal working day.

3. Adequacy of the results obtained to the established objectives.

Throughout the 11 months of the programme, the general and specific objectives were achieved as the students were able to obtain the Certificate. During this time they developed the processes of preprocessing, preparation, presentation and conservation of all kinds of food. They defined gastronomic offers, applying the corresponding techniques with autonomy, achieving the established quality and economic objectives and respecting the rules and practices of safety and hygiene in food handling.

Based on the monitoring carried out, it can be stated that the results have been positive. The teaching staff have assessed that the students have improved their professional competences and skills in a sector with a high demand for work, but with many complications, especially in terms of stress situations, pressure, teamwork and the need for continuous training.







Master Class Bakery and Vegetables

4. Contribution to the resolution of a problem or weakness detected in the territorial area of implementation.

This project made an important contribution to the local development of the municipality, as it involved the training of a group of people under 30 years of age, with no previous qualifications and no work experience.

This training contributed to the improvement of their professional qualification, ensuring a theoretical and practical training that will enable them to find employment. At the same time, the project favoured the employability of the young people in an occupation with future prospects and high labour demand.

5. High degree of coverage of the target population.

Thanks to the training programme, the participants carried out culinary work in different municipal facilities, which had a positive impact on the services offered by the municipality and from which 450 people benefited.

6. Consideration of the horizontal criteria of equal opportunities and non-discrimination, as well as social responsibility and environmental sustainability.

The principles of equal opportunities, equal treatment between people and equality between women and men have been applied in all phases of the selection process of the students who have taken part in this project, always seeking parity between men and women.

65% women and 35% men participated, including management, teaching and support staff.

In addition, the Training Programme also included lessons in the Complementary Transversal Training Modules related to equal opportunities between men and women, environmental awareness, European Social Fund and Information Society.

7. Synergies with other policies or instruments of public intervention.

This project had the collaboration of the Confederación Canaria de Empresarios, Adecco Hostelería, ETT Activa Canarias Hostelería, Centro Alzheimer Canarias, Panadería Amaro, Germán Santana, Cáritas Interparroquial, Catering Vintia, Meeting Point, Hotel El Caserío, Hotel Radisson Blue Mogán, Grupo Dunas Hotels, Grupo Lopesan, Grupo Satocan, Labrada Hotels, Hotel Seaside Gran Residencia, Grupo Cordial, Grupo Gloria Palace, Luis Hoteles, Grupo MUR, Cadena RIU, Centro Ocupacional de Ingenio, Centro Sociosanitario para Mayores de Ingenio and Centro de Estancia Diurna de Mayores de Ingenio.