

Since April 2021, the Development Agency of Karditsa, Greece, namely AN.KA., one of “YES” Project’s Partners, initiated employment coaching sessions to NEETs refugees -in the broader sense, meaning both asylum seekers and recognized refugees- aged 18-29 y.o.

AN.KA., developed the said service, which was by then only targeting Greek citizens meeting the NEETs’ criteria, and further expanded it to refugees in a way that could be more applicable to their needs and background.

More specifically, the employment coaching sessions to NEETs refugees consist of 5 more or less, offline/online, individual sessions of 1 hour duration each. These sessions, making use of coaching as well as NLP (Neurolinguistic Programming) tools, involve;

- inclination diagnosis tests,
- discussion on role-models,
- vision board homework,
- recording of the NEET’s data identification of his/her biggest gaps and needs,
- mind-empowerment exercises,
- questionnaires i. enabling the better self-realization of the way the NEET is following in his/her job research process and ii. facilitating the NEET’s familiarization with the perspective of a recruiter in the phases of interview and of employment,
- soft skills online self-evaluation wheel along with a practical guide on how the 10 most important soft skills can be further developed,
- goal setting using the S.M.A.R.T. model
- SWOT Analysis,
- CV compilation and
- an action plan with a 6-months application horizon.

At the moment AN.KA. is amidst the process of coordinating with other actors (UNHCR, IOM, Actionaid, Greek Forum of Refugees, ARSIS, Municipal Development Agencies etc.) across the country active in the refugee context so as to exchange ideas, feedback and explore the possibility of synergies. Two offline meetings have already been held in Athens and Thessaloniki within the course of September.

On another note, AN.KA. is currently advocating in favor of the development of a group of mentors coming both from the local and the refugee community to serve as mentors to refugees mentees, fully understanding the added value of close guidance to NEETs of this target group, while the possibility of trainings to refugees on critical modules, such as on digital skills, is under review.