

<p>adapted into VET.</p> <p>A lot of vocational institutions offer outdoor, physical courses – e.g. horticulture, construction, sports etc. – and therefore have outdoor facilities or creative spaces that can be used. The activities from PERMIND can be adapted into these VET courses, but also offered as an additional activity for all students over lunch or at the end of the day.</p> <p>The main focus of the PERMIND project is to address and improve mental health by participating in mindful activities (in this case gardening) and in vocational education this activity can be accompanied with advice/lessons about the beneficial activities to improve mental health - being outside, being creative, partaking in a regular physical activity, being present and appreciative, creating and giving etc. – all of which are addressed in the PERMIND project by gardening but this can also be adapted to different creative activities. Having students working together and supporting each other towards creating a beautiful garden, whilst learning about positive mental health strategies, is an activity that could be adapted into many VET organisations.</p> <p>The e-Learning course and app can also be used by teachers to increase their knowledge to further improve this activity.</p>	
Other information	<p>Website: http://www.permind.eu/ Available in English, Spanish, Swedish, Greek and Slovenian. Dissemination actions: PERMIND app, newsletters.</p>
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iv. MedianetFORM - Italy

Organisation	<p>MediaLabor srl</p>  <p>MEDIALABOR srl servizi per il lavoro</p>
Location and timing of practice	<p>The practice takes place in Verona, Italy and started in 2011 and is still ongoing.</p>
Title	<p>MedianetForm</p>



Objective:

The objective of the practice is to increase the occupational, personal and social development of **people with mental health issues and learning disabilities** through the provision of effective and integrated (education, training, employment) guidance services towards the improvement and maintenance of their employment levels.

Detailed content:

MedianetFORM puts forward an innovative and inclusive approach to labour integration and training activities at the provincial level. The practice is based on strong networking activities and partnership with public authorities and key supporting services, and provides learners with **individual guidance programmes** aimed at evaluating their cognitive and working skills while raising awareness of their abilities, labour market requirements, and available local services. Learners have to enter a service delivery agreement in order to benefit from a labour market access plan, including the following services:

- determining individual expectations
- self-evaluation
- assessment of work abilities and work experience
- counselling
- advice to employers
- long-term job integration monitoring
- job reintegration.

When it comes to assist people with mental health issues, MedianetFORM works in collaboration with a self-help association, boosting the project's ability to reach the goal of sustainable and lasting employment. Complementarily, it also offers **consultancy services** to private companies on disability management at the workplace, including when mental health is classified as a disability, with the view to empower and ensure the equal treatment of people who struggle to enter the labour market because of their personal condition while raising awareness of the importance of mental health inclusion and enhancing the existing service network.

Evaluation of results:

While the effectiveness of the practice is demonstrated by the high employment rate (59%) of targeted learners experiencing mental health problems, MediaLabor srl faced some difficulties during its implementation due to both cultural and systemic challenges associated with the promotion of mental health and labour market performances at the national level, respectively. In Italy, private firms and the public administration often see mental health inclusion as a burden rather than a value in a context where low employment rates limit chances of labour (re-)integration.

Nevertheless, the practice proved to be successful thanks to the integrated approach it takes, providing complementary services combining training and career guidance, while targeting



both individuals and firms, eventually improving the quality of job matching.

Another important point which is worth noting is that, based on the fact that Regions and Autonomous Provinces in Italy are fully responsible for the establishment and organisation of health structures and services, the practice is potentially highly transferrable. It strongly relies, in fact, on the network of entities dealing with mental health inclusion, which is already in place in most of the Italian territories.

What makes it a good/best practice?

The innovative potential of the practice resides in the evaluation process used to measure working abilities of learners, namely the **Methods-time Measurement (MTM) method**, as well as in the non-formal nature of the methodologies and activities implemented (e.g. role plays, mock interviews, etc.), greatly contributing to the development of soft skills of learners, which are essential to increase the chance to enter today's labour market. Innovation can also be observed in the way planned activities are funded, that is through the combination of blended financing sources (both European and national funds).

The fact that the organisation responsible for the practice serves as a meeting point of private and public services (rehabilitation centres, vocational training, employment offices and companies), tailoring training provisions to labour market demand and population needs, represents the innovative point of the organisation.

In terms of number reached in 2018, out of 2340 people attending vocational training courses, a total of 920 of them have been involved in labour integration projects while 147 internships/apprenticeships have been activated. At the company level, 36 audits aimed at analysing training and disability management needs have been carried out.

Eventually, in order to ensure accountability and transparency of the system in place, MediaLabor srl obtained the EU Equass certification, and the Quality Management System in place conforms to the international Standard UNI EN ISO 9001:2015

How can it be adapted to VET?

The adaptability of the methodology applied to the learning process and flexibility of the activities implemented make the MedianetFORM initiative highly replicable within the VET context.

Taking into account that most European countries focus on learning outcomes when devising qualifications, regardless of where, when and how these have been acquired, non-formal life-long learning stands as a tool for creating additional learning opportunities for students. In addition, it greatly contributes to the creation of a participatory learning environment in which every student is encouraged to interact with its peers. VET institutions aiming at becoming more inclusive could relate non-formal methods to the precise functional learning needs of individual participants or small groups of students. Non-formal methodologies and activities carried out as part of Medianet FORM's learning offer (e.g. role play, simulation games, mock interviews, etc.), therefore, can easily be adapted to any VET institution by systematically integrating them into their curricula, combining formal and non-formal education



methodologies and training. They are task- or skill-centred and help both young people and adults learn more about their own needs, strengths and shortcomings in the period when they are growing up to become self-sufficient.

The link between the world of education and the labour market is also of paramount importance for VET-quality and attractiveness. While the MedianetFORM project relies on the extensive network of private firms it advises to customise education plans and increase the chance of labour market integration, VET institutions could take inspirations from this practice and offer dual (work-based) learning in which a third of the time is spent on theoretical training and two thirds on practical, in-company training.

<p>Other information</p>	<p>Website: http://www.formazioneoncalabria.it/Index.aspx Social media - Facebook - LinkedIn Dissemination actions include both advertisements on the website as well as published information available at the organisation’s front desk. Available in Italian.</p>
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v. Integr@lavoro - Italy

<p>Organisation</p>	<p>Azienda socio-sanitaria territoriale (city of Milan)</p> 
<p>Location and timing of practice</p>	<p>The practice takes place in Milan, Italy and started in 2011 and is still ongoing.</p>
<p>Title</p>	<p>Integr@lavoro</p>
<p>Objective:</p> <p>The objective of the practice is twofold: improving accessibility and usability of social and employment services targeting both individuals experiencing mental distress and employers; and promoting mental health at the workplace.</p> <p>To this aim, an organisational model that facilitates interactions between key entities and</p>	

