Embark for life
Integration of Young people into the labour market

PROJECT DOSSIER
ESF 3.61

Operational Programme II – Cohesion Policy 2007-2013
Empowering People for More Jobs and a Better Quality of Life
Project part-financed by the European Union
European Social Fund (ESF)
Co-financing rate: 85% EU Funds; 15% National Funds

Investing in your future
Hon. Dr. Chris Said
Minister for Justice, Dialogue and the Family

The Embark for Life (E4L) Project has over the last three years assisted numerous young persons to settle in life. This in itself is a great success. A feat that entailed hard work and commitment from all stakeholders involved, young people themselves at the forefront. Young people by nature adopt services if these are suitable to their needs and requirements - this project managed to reach such goals.

An inclusive society must ensure that young people are at the forefront of any action which dictates their future. Vulnerable young people are definitely not an exception. The care and attention provided through this project paid justice and encouraged young people at risk of social exclusion to take up the challenge and embark their life! Through this project participants had the opportunity to partake in various training initiatives specifically catering for their requirements. This lead to facilitate integration into the labour market or further their studies for over 130 young people who otherwise would have had to fend on their own to reach such state.

The Government is committed to ensure that the successes obtained through this project are mainstreamed to ensure that other young people who require such assistance are equally supported. Every young person supported to succeed in life is in everyone’s interest. Thus it is our ambition and duty to ensure and provide professional services to reach such aim. Furthermore, we are not simply pleased with young people finding work, but finding work that fits their skills and ambitions. The challenge in embarking in such an important project attracts the admiration of anyone who is conscious of the hardships
and mishaps vulnerable young people experience during the years of settling in life. Often engulfed by attractions that lead them to further distractions, young people at risk require dedicated youth workers to offer the right challenge at the right time! Often such intervention fits squarely to the exact requirements needed so that the young person obtains control of his or her life situation. As the saying goes, a stitch in time that saves nine!

I met a good number of E4L project participants during the E4L conference held in August 2012, and I must say the determination and zeal to succeed in whatever comes their way challenged the Ministry I have been entrusted with to strengthen our endeavour to continue in providing services to such cohort.

Every training session held, every counselling meeting attended, every job application compiled, every new employment agreed upon is a credit to our society! We are interested in you as individual, in assisting you to embark on the right path that leads to your fulfilment and life satisfaction. The formula works every time each party invests coherently and with determination to succeed.

I would sincerely like to thank all those who have made this project a great success and a sentinel to youth services nationally. I take the opportunity to thank the Foundation for Social Welfare Services who helmed this project along with the Employment and Training Corporation and the Housing Authority who together ensured that all planned activities and targets are met.

A final note to the protagonists… the young people! Thank you for believing in the project and for grasping this opportunity to mean well to yourselves. Keep at it, and don’t lose heart. We do believe in your abilities - and we do appreciate each effort you make so that together we build a better future for all!
Ms. Sina Bugeja – Chief Executive Officer
Foundation for Social Welfare Services

It is of great pleasure congratulating Embark for Life Project in reaching its targets, mission and scope. A big thanks to all who collaborated and contributed towards such success! Considered by one and all a feat reached through collective efforts, this project shall leave a positive indelible mark on how youth services operate locally.

The project started off by cross-breeding proposals deriving from frontline youth workers within our Foundation. Having it evolved through local cooperation with all youth entities and organizations, working with youth at risk of social exclusion, and arriving at actually mainstreaming good practices by the end of the project’s time, is exceptionally rewarding. All this was made possible thanks to the European Social Fund and the Maltese Government when our application was accepted for funding. An ambitious dream comes true!

Project participants merit praise for their trust and commitment in the actualization of the project.

During the life span of the project various hurdles were superseded thanks to the active partnership of the project, composed namely of APPOGG and Sedqa Agencies within the Foundation for Social Welfare Services, the Employment and Training Corporation (ETC) and the Housing Authority. Close collaboration with the Youth Agency (Agenzija Zghazagh), instituted during the life span of this project, ensured that such partnership pursue beyond the lifespan of the ESF funds.

In all the Foundation’s endeavour we allot maximum attention in ensuring that the individual person or family seeking any of its services is duly given professional assistance. The E4L project was no exception. We contracted professional personnel, dedicated and focused in their specific fields to ensure that the same objective of the project is met, that of assisting young people to embark for life… and embark they did!
Mr. Stephen C. Vella - Me2 Project Leader  
Senior Manager - Foundation for Social Welfare Services

The lively spirit that reigned during the implementation of this project has aided immensely to obtain the marked results! Since its inception the project gained support and interest of various social work services in the country as it has been presented and perceived as a challenge towards all involved to act promptly and reply to the actual needs of young people at high risk of social exclusion. In factoring activities to be implemented during the life time of the project we realized that due to the evolvement and presenting issues by young people concerned, great attention has been allotted to ensure that individual care and meeting specific needs remain pivotal.

The project has been lucky in attracting dedicated, committed and wise workers, ready to go the extra mile to ensure that young people are challenged appropriately. It was supported by good trainers who understood the philosophy of the project and in turn allotted individual attention to a cohort often resilient to any educational input.

The helm of such success story is the close collaboration between all stakeholders involved. The networking between entities has strengthened collaboration and ensured that referred clients are offered with a professional plan of action. A solid example where the sum of the whole is greater than the sum of the parts. The list included in this publication of the entities who collaborated and referred young people to E4L is a proof of this. Should I have to point specifically what made the project so successful, without hesitation I confirm that it is thanks to the young people who have taken up the challenge to follow through what the project offered. Although the project trained young people, and that the training was the main activity of the project, the jovial spirit that reigned all throughout made it easier in times of hardship. Retrospectively, one may conclude that the anecdotes of the life span of this project were: challenging, rewarding, energetic and all augur well to all future youth work endeavours.

Big thanks to all involved!!
Embark for Life
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Summary
The project provided individualised intervention and training to institutionalised youth, young people in risk of homelessness and those living in inappropriate housing. The project helped these young people to develop the necessary skills for their labour market integration and maintain suitable/stable employment. This was done through the assistance of the Professional Youth Support Workers (PYSW) who supported the beneficiaries in settling into adequate living arrangements; in accompanying them to seek employment; and ensured follow-up of the skills obtained. Contracted trainers assisted the young people in addressing the skills needed in the world of work. Hence, the project’s overall objective was to support young people at risk of social exclusion, in getting into mainstream education and/or employment and to settle into an adequate housing arrangement, thus empowering beneficiaries to develop their social independence.

Project Purpose
This project intended to:

- Bring structure and stability into the lives of young people at risk.
- Help them become productive and independent by being actively involved in education and/or employment.
- Prevent their exploitation by the surrounding black market economy.

This project targeted young people who were either ending their placement from any institutional care (which provided them with shelter till the age of 16 yrs) or else were leaving any other care setting (mental hospital, Corradino Correctional Facility (CCF), substance abuse programme, and fostering) or are running homeless due to various reasons or are presently living in abusive/inappropriate situations. Kindly refer underneath for a detailed list of entities that have referred clients to the project.

Eligibility criteria for the project.
All beneficiaries needed to meet eligibility criteria in order to receive assistance that would be given to them through the Professional Youth Support Workers and the Psychologist across all actions of the project. To be selected as a project beneficiary the individual had to be:

- within the target age group of 16-24 years old
- homeless, at the risk of becoming homeless or living in an inappropriate housing arrangement
- referred by a caring institution or youth agency
- committed and willing to find and keep suitable employment

All beneficiaries who were referred and eligible to benefit from this project were accepted over and above the indicators’ ceiling.

**Eligible participants were referred from the following institutions:**

- Appoġġ Agency
- Caritas
- Cospicua Day Centre
- Dar Merhba Bik
- Dar Parti Leopoldo
- Dar Qalb ta’ Ġesu’
- Dar Sagra Familja
- Detox Centre (Sedqa Agency)
- Fatima House
- Fejda Home
- Housing Authority
- Jean Antide Home
- M’Assumpta Girls’ Secondary
- Malta Community Chest Fund
- MCAST – Pathway Programme
- Ministry of Education, Youth and Employment
- Mount Carmel Hospital
- Osanna Pia Hostel
- Probation Services
- Richmond Foundation
- Sedqa Agency
- St. Jeanne Antide Foundation
- St. Patrick’s Home - Salesians of Don Bosco
- Suret il-Bniedem
- Villa Chelsea
- YMCA
- Żejtun Day Centre

**Points of Referral**

**Training for Under 16 participants**

The project had received numerous requests from other professionals to provide clients under the age of 16 with the service. Given that services for early school drop outs are lacking, the project accepted a number of participants in training with other eligible (as per criteria outlined above) beneficiaries. This in hope that this group of clients remains in touch with mainstream society and does not end up socially excluded from the system, especially at such an early stage.

Hence this group of participants were accepted under the following circumstances:

- The professional referring them needed to complete a referral and arrange for an interview meeting with any assigned E4L project Worker
- In the initial contact all consents needed to be signed
- Clients were offered training with the 16 plus participants,
- If the 16 plus refused/refrained from attending training, then training was cancelled
and also, at times, be terminated

- These young people were not referred to the PYSWs and hence no project Worker was in a position to follow up those clients who did not turn up for training.
- If in the process of training the client turned 16 then s/he was then assigned to a Professional Youth Support Worker.

**The Project Activities**

**Daily living and relationship skills training**

Through this learning, the project participants learnt the skills needed to maintain a healthy and secure lifestyle. They were taught skills such as budgeting, food preparation, personal relationship building and fostering, etc. The training was provided hands on within the residence and at the E4L office where for some, it offered the opportunity to engage in constructive activities outside their respective institutions.

This also included training in soft skills; that is, skills that help in personal relationships, dealing with stress, managing difficulties in various life situations, particularly at the workplace. The duration of such training given to the clients spanned over the whole duration of their residential phase, the frequency and the timing of the training given depends on the particular needs of the client and the assessment which will precede his/her admittance to the project and to the training module referred to.

The popularity of such training was decreased from the beginning of the project. The need for participants to be engaged actively in the skills being facilitated was noted and hence various modalities were explored. Experiential learning activities were deemed necessary and as a result the project contracted trainers who were willing and capable of taking the participants for outdoor activities like abseiling. These activities provided participants with calculated risk taking and helped them process the importance of the safety steps required for such activities. The ultimate aim was to allow participants to meet their need to engage in deviant activities in a socially acceptable way.
Preparation for stable employment and skills development.
Young people were assisted in pursuing vocational training of their choice, and assisted all along the training delivery to ensure the quality of service delivered. The project offered nail technician training and hairdressing training where clients explored what is required out of such jobs before involving themselves into costs required from mainstream training. Marketing skills were also taught so that participants who had taken the mentioned vocational training could start building a client group for private practice.

The apparent limitation of such vocational training was the market value of such certification. This was because the project was not registered through the Malta Qualifications Recognition Information Centre and hence prospective employers might question the validity of such a certificate. Apart from that, participants needed the assurance that their effort is recognized. Where such assurance was offered – through the Food Handling Training – participants were more motivated for such training and this training proved to be the most popular.

Car Driving Lessons

The fact that our participants were not in possession of a driving license limited their opportunity of finding a job and hence clearance was acquired from PPCD regarding such training. The following were the reasons behind the need for such opportunity:

- their chance of employment was always limited to were the participants live
- clients moving house because of instability in shelter, generally involved having to change work
- participants had to resort to low income jobs such as cleaners and this, at times, required that they travel (by bus – taking longer) to a number of places a day without being paid for it,
- Participants could not apply for jobs such as delivery persons simply because they did not have enough money to pay driving car lessons but they were otherwise capable of performing such a job.
- Without a car driving license it provided difficult referring clients as factory workers employed on a shift basis – this because transport was not always made available and without any other kind of support they were not in a position to get to work on time.
Participants without a driving car license were also limited in finding work in the catering field due to requirement of working late at night.

**Semi-Independent Living**

Apart from the training delivery, some participants required a healthy and secure environment to live in; under the supervision of other professionals to help them learn to take their own decisions and plan their activities. Ossanna Pia Home and Suret il-Bniedem were contracted to offer such service. The ultimate aim of the semi-independent living contract was to enable the client to learn and/or unlearn behaviour that is prohibiting him/her from integrating into society and from being self-sufficient.

**Rent of Apartments**

The projects provided independent living set ups for project participants who needed assistance with housing issues, but were able to lead an independent life. Thus the project financed the rent of apartments for 8 project participants for a fixed period of up to 12 months. The aim of this service was to give clients a chance to secure their job and to help understand their financial, personal and social responsibilities in living independently.

Contracts were made on a 6 month basis where, meanwhile, participants where assisted in budgeting enough money for utilities, transportation, food etc. Clients who were already settled in work were also encouraged to save up the rent, so that in a crisis situation (such as losing one’s job) the client has enough time to find an alternative, rather than ending up homeless. Upon verifying (through bank statements and receipts of goods) that the client had managed his/her money well, then they had the incentive of extension of contract.
**Intervention of Professional Youth Support Workers**

Professional Youth Support Worker were contracted to assist project participants in carrying out the plan of action which covered various areas of their life, including, personal development, skills development, social and other activities, job seeking and seeking independent living. There were a number of young people who, after leaving care and returning home, still needed assistance in independent living. In this case, the Professional Youth Support Worker helped to prepare them for semi-independent living (leading to independent living) when the family environment was not conducive to their development. In the case where there was more stability in the home, the Professional Youth Support Worker provided the intervention while the young person was still at home.

This project extended to other young people who live in the community but needed to spend time away from home because of various problems. The project reached out to young people who may still have been residing in their family dwellings which were not conducive to their physical and social well-being. These youths were assisted in various ways concurrently. Thus the project’s contracted staff members worked on a comprehensive action plan for the project beneficiaries and offered them assistance through the various actions of the project. The action plan was usually delegated with the multidisciplinary team so to avoid replication of work and clear targets were set. Once the client was settled into a safe and secure living arrangement the Professional Youth Support Worker assisted the participant into finding a job and/or into pursuing training. Employment then offered other possibilities: to work for long term independent living, career advancement, work on budgeting skills and other life skills needed for full social integration in the community.

The Professional Youth Support Workers were of great importance within the team, as they coordinated the interventions needed to be done with the participant; assessed their needs for training; explored work opportuni-
ties; engaged into skills matching; networked with prospective employers and advocated for clients when needed. They also served to encourage clients to engage in constructive leisure activities rather than join into deviant/criminal behaviour that would otherwise pose a risk on their social integration.

**Aftercare**

In order to ensure successful integration the Professional Youth Support Workers followed the persons who s/he assisted until the end of the project. Interventions with the client were less intense once the client finds a regular job. In the aftercare process the Professional Youth Support Worker assists the participant to recognize his/her potential in taking informed and calculated decisions independently of any help. Ideally, aftercare did not take more than 6 months, once the young person had been integrated well in the community.

**Outreach activities**

Given that the targeted amount of participants had been exceeded in the early months of implementation, there was no need to carry out outreach activities in Malta. Having said that, all local entities were contacted by email and we had also informed through a phone call of our services. On the other hand, we had only one referral of a Gozitan. Hence numerous outreach activities had to be carried out. NGOs of which included Oasis and Dar Ġużeppa Debono were contacted and informed of our project. A meeting with the Social Work Unit was also held where we were told that there was a great demand for the Rent of Apartment Component of our project. The Professional Youth Support Worker had also met the responsible at the Oratory of Don Bosco, where she explained the service being offered by E4L. Ĉentru taċ-Ċawla was also contacted and
so were all state and church schools in Gozo. Despite all the efforts to engage Gozitans in our project such attempts proved futile.

Workshops
13 workshops were held whereby participants were motivated in enhancing their social adaptability and readiness to assume responsibilities such as planning for their future. The workshops held addressed the following issues:

1. An Introduction to the World of Work;
2. ETC, My Rights & Obligations in the World of Work;
3. Financial Budgeting;
4. Self-Awareness and Development;
5. Deviance;
6. Relationships and Sexual Behaviour;
7. My Healthy Balance;
8. Team Building;
9. Look Good, Feel Good – Improving appearance to aid employment;
10. Communication Skills;
11. Retaining Employment;
12. Basic First Aid;
13. Cyber Crime – How to be careful when using the internet.

One to one job seeking assistance
Each professional youth support worker was allotted a number of project participants to assist individually and motivate intensely in adhering to the aims and objectives of this project.
**Staff Experiences**

**Yanica Chircop – Project Administrator**

*Embark for Life* was a remarkable and enriching experience. I had been part of Embark for Life for the last three years. My primary role was that of a Professional Youth Support Worker (PYSW), whereby for two years in this position I had the opportunity to work in direct contact with youths coming from various backgrounds and facing huge life challenges. As their PYSW, I provided support and guidance to acquire essential skills and strengthen their potentials to live a healthy independent lifestyle and in return abstaining from unhealthy habits they might have engaged in. This enhanced integration into the workplace for most youths and further education for others. For the last year of the project, my involvement in Embark for Life continued on a more administrative level in the role of Project Administrator. This meant different visions and practices. I learned to shift from absolute care giving and individuality to practicality and uniformity. Reaching a balance between youths’ individual needs and ultimate goals of the Project services was very crucial. Three years down the line, I can express my contentment of having had the opportunity to see such service evolving from its crude implementation phase towards its successful fruition. In light of this, such service deserves to see its continuation in the years to come.

**Ruth Zammit – Assistant Administrator**

I had only been involved in the last five months of the project but as soon as I met the clients it was immediately clear to me that the project was leaving a very positive mark on these youths’ lives. What struck me most was their utter respect for the staff at Embark for Life. The clients were all very passionate about the importance of the project and the positive change it has brought about in their life. I took over from Frances in assisting Yanica and among other administrative activities my work included liaising with trainers and youth workers to organise the recommended training programs and workshops. The youth workers were all very dedicated and the joy of a client finding a job or passing an exam was very touching. I truly believe that the project was a service which is much needed as Embark for Life has offered its clients a second chance at reaching their goals and in being successful in what they intend to do.
Jessica Camilleri Galea - Ex-Administrator

I have been involved in E4L since the beginning of its implementation phase. My duties as a Project Administrator varied widely from leading a team of motivated and talented group of Project Workers to supporting and directing clients in taking informed decisions. I was also involved in implementing and overseeing a number of contractual agreements. The process of all this has taken me through a number of highs and downs. Working with this group of people can be extremely challenging and it took a while until I got to accept my limitations in bringing about a positive change in the participants’ life. As an administrator I also had to struggle with respecting time-consuming policies especially when it comes to the procurement process. A number of highs include moments such as when I used to accompany clients to their apartment (of which its rent is paid from E4L) for the first time. Better than that, is when months passed by and project participants have shown that they have settled well into independent living. This is when I really felt that my efforts were being rewarded. Rewarding is also the experience of sharing the participants' joys after being engaged in regular employment. For these reasons and others I feel blessed to have been involved in the E4L Project and mostly because I believe the service provided has met the aims of the project and of most participants alike.

Frances Spiteri – Ex-Assistant Administrator

I had been involved in the E4L project almost from the beginning since November 2009 as the assistant project administrator, working hand-in-hand with the project administrator Jessica Camilleri Galea and later with Yanica Chircop till July 2012. The project was certainly beneficial to youths since tailor-made training was organised to improve their skills and employability. The project also provided continuous help, care and guidance from the dedicated youth workers to help youths improve their life skills, to search for work and most importantly to retain the job they found. As an assistant project administrator, I have seen different success stories of several clients being mentored by the youth workers. From the administration point of view, I helped the clients by organizing the best possible training (through our limited resources) that suited their needs, by lending an ear when they come to the office until their youth worker became available and by helping them in the day-to-day problems that used to arise.

Working at E4L project has been an enriching experience since I came in contact with youths who have spent so many years at school and yet they did not obtain anything – neither an education nor life skills which are so necessary to advance in life - and yet all they needed was more
individual attention and empowerment – something that our education system seems to be failing miserably! Thus working at E4L project has left a very deep impact on my life because I feel that this project has been filling this gap in our society.

Helena Fountain – Professional Youth Support Worker

I have been working with the E4L project since September 2011. My job had various aspects. Ostensibly I assisted youths between the ages of 16 and 24 in finding and maintaining work or assisted them in finding a place to live. I could offer them various training that was given by our trainers. When taken to a deeper level it meant having one to one sessions with youths to identify key elements which needed to be worked on to help them become better all rounded individuals as well as overcome obstacles on an academic, personal and social aspect which prevented them from finding or bettering their employment situation. We worked not only as individual youth workers but also as a group, and we organised workshops, seminars and conferences both for clients and professionals. This project has given me insight in the lives of youths, some of who came from extremely difficult backgrounds and who demonstrated very challenging behaviour and changed my perspective about life. Even the smallest difference such as a youth learning to use the internet and email is a success let alone when clients pass from an exam or enrol and proceed into an academic life. Many youths show their appreciation of our work and it has been a privilege to meet them.

Jeanette Cassar – Professional Youth Support Worker

I have been employed in the E4L project as a Professional Youth Support Worker since April 2011. My role included following clients assigned to me on a one-to-one basis to assist them in finding employment and living a more fulfilling and independent life. This also involved communicating with other professionals working with the clients in order to assist their needs as best as possible. There was flexibility in my work as I was also able to organize workshops and seminars for both clients and professionals. The most fundamental point was that as professionals we all worked as a team and supported each other in our work. It was a very valuable experience to work with youths coming from such troubled backgrounds and who needed so much guidance and support in order to be able to move forward in their life. The satisfaction felt when there were successful youths who found and maintained employment or continued their studies was incredible. It was also a very positive experience to see that the youths I supported felt at home within the E4L project and were also given
the support they lacked from their loved ones. It has been a privilege to work with these youths and a great comfort to know that the support offered has made a marked difference to their life.

**Fleur Piscopo - Professional Youth Support Worker**

My experience within Embark for Life started in September 2010. Throughout the past two years I worked on various aspects in relation to the youths who were referred. My main duty within this field was to help them search for employment and assist them throughout the whole process of maintaining it. This meaning that, I provided them with the necessary training which was offered by trainers and I also held one to one sessions. During the sessions the main focus was to help them develop further their personal and social skills. Working within this project has helped me reflect about various situations and life changing experiences these clients pass through. It helped me appreciate every little thing in life which we sometimes take for granted. Giving these youths the opportunity to integrate within a community that helps them move forward has great meaning both in their life and for me as a professional. The fact that I was able to observe one youth who managed to go for an interview and present himself on time was quite a step forward, as it shows that we have made some kind of impact on their everyday life. These little experiences are the ones that I will always remember and cherish when working in this environment.

**Joe Borg - Professional Youth Support Worker**

I have been involved in the Embark for Life Project since its early days. I can almost say that I saw it being born. My role in it was as a Professional Youth Support Worker and although I worked on a part-time basis I experienced its evolutionary process throughout.

Surely this has been a very positive experience that helped me develop both professionally and personally. I learned a lot about roles of various professionals working in various sectors like social services, employment agencies and probation. Following and assisting a number of clients from a wide spectrum of social backgrounds greatly enriched my experience as a professional youth worker as the sessions were learning experiences for both persons involved. I must admit that I improved professionally as together with my clients, I had the opportunity to view society and all it has to offer from points of view that to me were unheard of before. I continued to solidify the true meaning of “walking in another person’s shoes”.

I believe that this project was a positive experience to all the clients that got in touch with it. Although not every one of them ended up employed and some clients improved their situation less than expected, even those who co-operated least and proved to be very hard to reach and
maybe refused our support, got a taste of benevolence and a point of reference to turn to when all their surroundings offered nothing fruitful. I hope that this will not be a one-off project but an example for other similar initiatives to follow.

James Buhagiar - Professional Youth Support Worker

I have been involved with the e4l project for more than 2 years. It was nice and it is very satisfying to see the involvement of the project and positive impacts left of the lives of many of the service users. There are times when working in this sector is tough and needs a lot of determination but you learn not to expect anything back and the success stories are what counts at the end of the day, no matter how big or small these achievements from the clients' side might be. A success story can be anything from a change of attitude to successful and stable employment. Duties in this project may look to be quite straightforward but then you discover that to reach an aim there are many other underlying supports that the service user might need to succeed in employment or independent living.

Joseph Teuma – Professional Youth Support Worker

I have been working with E4L for almost a year. My first role within this project was that to provide life skills training sessions for young people with a challenging background. During the sessions which were delivered on individual basis, I noticed that progress was going to be slow. However from the young people's feedback I could perceive that the training was somehow changing their life. The experience attained with these young people made me reflect about the extent to which the educational mainstream system and society rejects young people. On the other hand, during this experience I had the opportunity to follow a young person who successfully started the Pathway course in MCAST. During the last two months I was working as a professional youth support worker. I deem this opportunity a fabulous experience which gave me the opportunity to work with young people hand in hand. It was also an opportunity for me to notice individuals' progress from session to session. I found my role within this project was very inspiring for me as I experienced young people's introduction to the labour market with more brushed up skills and looking at their future with hope!
**Client Experiences**

**Rachel Sant – 25**

Training with E4L was very good and very relevant to my life. The training I took included Maths, Maltese, English, Computer and Life Skills. I found the youth workers to be very sweet and helpful. I used to have one on one meetings with my youth worker and I found these to be very helpful as my youth worker used to encourage me and make me feel better when I was down. I feel it’s a pity that E4L is closing down as it has helped a lot of people and in future I hope they open something just like it.

**Justin Aquilina – 25**

I had been attending Embark for Life for the last two years. I used to be very shy and found it very difficult to interact and speak to people, but now I do not mind speaking to people, even to ones I hardly know! I had never been so confident before and this is all due to the help I got from my youth worker and due to the training I took. I found the training to be very helpful and I took Maths, Maltese and Computer among others. E4L has helped me build the character and personality I have today.

**Josianne Dingli – 22**

I was one of the first participants to take part in the E4L project back in 2009. Embark for Life has helped me find work, it has helped me with my self-image, and it has also helped me in my relationships with my family and with my children. I had given up on finding work due to being a single mother, my youth worker helped me overcome the challenges faced by single mothers by helping me find a childcare centre. The professional youth support workers and trainers were the best as they were all very patient and they did not judge, on the contrary they always tried to see my problems from my perspective and in doing so they helped me overcome them. I think the end of Embark for Life is a very big mistake as it has helped me immensely and I know it can help others.
Nevin Cassar – 20

I have been attending E4L for the past year. With help from my Youth Worker I managed to find work. I also appreciated very much the amount of courses that were available at E4L. One of the things I liked best about E4L was that the staff was always ready to help and I could feel that they genuinely cared about the client’s wellbeing and success. The patience that the E4L staff had was incredible and I would like to thank E4L for all the support I found and for having helped me in reaching my target of finding work.

Erica Zammit – 20

I started participating in the project in the beginning of 2012 (that is, in its last year). I had just faced a number of challenges which had left me introverted and afraid to speak and open up to people. I was also very worried as I had not gotten my school leaving certificate and I was worried that it was going to be very difficult to continue studying or to find work. My youth worker helped me find myself again and I because of her I became the same friendly, happy person I was before. Through E4L I met other youths who had problems just like me and I found it easier to open up to other beneficiaries as there was no judgement and everyone was very understanding. My youth worker was very kind and she was always understanding and ready to help whenever I needed her. In the past year I was impressed by the number of courses offered. Through E4L I got my food handling certificate, I started driving lessons, did life skills training and also did a basic course in hairdressing. I am now a full time student at MCAST and I know this could not have been possible were it not for the help I got from E4L. Embark for Life has helped me very much and I know that as it has helped me I am sure that it can help others as only good things have come of it.

Mark Calleja – 26

I had been attending E4L for the last two years of the project. When I got to know about the project I was immediately interested in doing some training. I was impressed with how the staff at E4L was always very eager to help. Whenever I needed my PYSW he was always very ready to help with my personal problems and also to find work. The training and courses were also very good and they were very set on providing individual attention. I really hope that it is not long before there is another project like this one as the help I found through E4L I did not find in any other social service I made use of.
Nicole Agius – 16
I had been attending E4L for nearly 3 years. The project helped me in many ways. I could not afford to pay for private lessons or vocational training. While training with E4L I could understand the topics we were doing and I could study a lot better. I feel more self-confident and independent. I enjoyed the training especially with my Maths trainer and with my Food Handling trainer. I enjoyed working with my Youth Workers as they helped me very much. I wish I could continue training with E4L as it has helped me work towards my goal of getting my O-Levels.

Dione Bouvett - 24
I started to attend E4L at the end of 2010. This project helped me in a lot of different aspects. I was able to attend for various training sessions and search for work with my youth worker. I attended for Basic Literacy and improved my reading and writing. I also managed to pass the driving theory test and I am now doing the practical lessons too. The trainers were all very nice and helped me in all I needed. I had the opportunity to speak to a Youth Worker and I can say that I improved not only through finding work but also through my relationship with my family. I wish that E4L could continue as it was a beautiful experience. It would also be good had the age of participants be increased so that even more people could benefit from the project.

Loredana Bonello – 17
I had been benefitting from the project for the last two years. The experience was truly unforgettable, the lessons were just like private lessons and the teachers were very good and I used to understand the lessons very well. I made a lot of new friends and we became a family. With the end of the project I will be missing them a lot and I really hope we do not lose contact. The youth workers were all very nice and extremely patient! I got on very well with them. There are only good things I can say about Embark for Life.

Frank Schembri - 17
I had been coming to Embark for Life almost since its beginning. I used to find it difficult to communicate with people and I now know that the project has changed me in the sense that I now get along much better with people and my manners have improved. I used to really enjoy being with the other clients at Embark for Life and I have made many new friends. The youth workers were great! I used to go to the office and joke with them. They understood me and they were not at all judgemental. The teachers were also very nice and I used to do very well in training.
### E4L Results

The quantitative results reflect a wide range of youth who came from institutional settings, as well as youth who were homeless due to various situations or who were in inappropriate housing arrangement. Usually these settings resulted in their dependency on social benefits, and thus this project needed to also target them and provide them with the necessary help and channel them to productive employment. The results of the achievement can be noted in the table underneath:

<table>
<thead>
<tr>
<th>E4L Indicators</th>
<th>E4L Targets</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Output Number of vulnerable persons trained/supported</td>
<td>240</td>
<td>105</td>
<td>213</td>
<td>323</td>
<td>386</td>
</tr>
<tr>
<td>Result vulnerable persons in employment or further study 6 months after receiving assistance</td>
<td>120</td>
<td>0</td>
<td>31</td>
<td>91</td>
<td>132</td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>0</td>
<td>16.3%</td>
<td>47.9%</td>
<td>69.48%</td>
</tr>
<tr>
<td>Result participants gaining a qualification/certification</td>
<td>0.029%</td>
<td>0</td>
<td>0.016%</td>
<td>0.025%</td>
<td>0.040%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>53</td>
<td>81</td>
<td>110</td>
<td></td>
</tr>
<tr>
<td>Impact Increase in the employment rate</td>
<td>0.037%</td>
<td>0</td>
<td>0.024%</td>
<td>0.06%</td>
<td>0.068%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>51</td>
<td>130</td>
<td>148</td>
<td></td>
</tr>
<tr>
<td>Impact Increase in number of adult participation in life long learning</td>
<td>40</td>
<td>0</td>
<td>39</td>
<td>48</td>
<td>0.0286%</td>
</tr>
</tbody>
</table>
Useful Contacts

Ministry for Justice, Dialogue and the Family
www.mjdf.gov.mt

Foundation for Social Welfare Services
www.fsws.gov.mt

Agenzija Appogg
Support Line 179
Tel: 2295 9000
www.appogg.gov.mt
E-mail: appogg@gov.mt

Agenzija Sedqa
www.sedqa.gov.mt
Tel.: 2388 5110
E-mail: sedqa@gov.mt

Agenzija Zghazagh
www.agenzijazghazagh.gov.mt
Tel: 2388 6139
E-mail : agenzija.zghazagh@gov.mt

Ministry of Education and Employment
www.education.gov.mt

Directorate for Lifelong Learning
www.eveningcourses.gov.mt

University of Malta
www.um.edu.mt
Tel: 2340 2340

Employment Training Centre
www.etc.gov.mt

ETC Freephone Numbers:
8007 6500 regarding employment opportunities
8007 6500 regarding employment opportunities
8007 6501 to report illegal work
8007 6502 for information on registering for work
8007 6503 regarding training programmes
8007 6505 for job opportunities in Europe (EURES)
Project Activities

Embark for Life
Integration of Young People into the Labour Market

Il-Hajja Mhux Film...

Workshop organizzat mil-progett Embark for Life

Data: 12 ta' Mejju 2011
Hin: 13:00
Post: Kunsill Lokali Msida

Iktar informazzjoni cempel - 21323520
The Project administration would like to thank the following entities: