

# WHAT ADVICE WOULD YOU GIVE?

## Results of the international part of survey

Advice	Frequency questionnaire	Frequency interview
Stimulate learning by doing in practice, experiment	5	
Individual approach	5	
Integral system of support, partnership	4	
To follow dreams, not to give up	3	
Long term process, no time pressure	3	
Support development of social skills	2	
Role of incubators	3	2
Networking	2	2
Get advice from the local experts	1	
Get financial support	1	1
Young people should communicate their needs	1	
Maintaining own initiative is a challenge	1	1
Start with the inspiring vision of the inclusive society and empower to co-create the future	1	
Be realistic with young people		1

### Results of the Polish part of survey

Advice	Frequency questionnaire	Frequency interview
Support young person in verification and clarification of his/her aim	7	
Support in difficult moments	6	
Make analysis of competences	5	1
Make young people experiment and learn from mistakes	5	1
Support the belief in oneself and own dreams	5	
Be patient	5	
Analyse the market and the competition	5	1
Make swot analysis	4	
Care about marketing and clients	4	1
Specific approach to young people	4	
Need for knowing well the planned activity	3	
Be persistent	2	
Keep the promise, be organised	2	
Individual approach	2	2
Support constant development	1	
Make financial analysis	1	
Support young people in taking their own decisions	2	
Partnership	2	1
Social enterprise as a good for for young people from disadvantaged areas		1

#### STIMULATE LEARNING IN PRACTICE, EXPERIMENTATION

*Do not be afraid and make many mistakes which will enable them to be more effective in next trials and further attempts.*

*The creation of startups itself is quite easy at the moment and does not generate a lot of cost. So the focus in on training, developing business ideas, business incubators that let people experiment, grow, fail.*

*To go out of the office and seminar/training room and to interact with local entrepreneurs*

*Fund more workshops which are hands on project work where learning by doing is main method of work.*

*I believe that the role of the teacher should change in the direction of the role of a mentor. If we want to teach entrepreneurship, then we must leave initiative and decision-making in the hands of students. I think it is necessary to use horizontal instead of vertical learning.*

*To experiment and look for solutions. There are opportunities out there, but unless one tries and fails, one will not find them. The more one works and comes into contact with others, the more opportunities arise.*

*Do not be discouraged by failures, it may happen to everyone. Be aware that you don't make mistakes only when you don't do anything. Let's keep on doing our job!*

*Young people should learn from mistakes and surround themselves with people who will help them in difficult times. In this way, they will gain the experience that is necessary to run a good business and achieve success.*

*To act to act to act. You don't make mistakes when you don't do anything.*

*Young people should be given a chance to experiment.*

*Do not expect quick and great results. Not everyone you work with will become entrepreneur. The most important thing is to stimulate young people's activity, willingness to act and join.*

### **LONG TERM PROCESS / BE PATIENT**

*It is a long term work if we want to mark a success. It should not be done with time pressure and it must be individuality from case to case.*

*Personality development in this matter having character as entrepreneur will last long and success in the direction to built stability in social and economical life.*

*You need a lot of patience*

## TO FOLLOW DREAMS, NOT TO GIVE UP

*To follow their dreams.*

*Anything is possible if you believe that you can. What can the worst happen?*

*My advice to youth is not to give up. To experiment and look for solutions. There are opportunities out there, but unless one tries and fails, one will not find them. The more one works and comes into contact with others, the more opportunities arise.*

*"Do not give up on your dreams"*

*Everything is in our heads, so little is necessary to believe that everything can be done as you wish*

*It is important not to give up on your dreams and plans*

*To achieve success, you need to believe in yourself, have a goal and try to strive to achieve it. Not to give up.*

*My advice is one: don't stop dreaming, because dreams come true.*

### **SUPPORT YOUNG PERSON IN VERIFICATION AND CLARIFICATION OF HIS/HER AIM**

*The business failure of a young person has an impact not only on a given company, but also for a long time reduces young person's self-esteem. It also drastically reduces the risk-taking and inhibits creativity. As a consequence, a young person after a failed attempt to run his/her own enterprise has also problems in the labor market. Therefore, it is necessary to deepen the diagnosis of the candidate for the entrepreneur, to analyse his/her idea and to give support in the first period of running the company.*

*I believe that you must really like work - because if you do not like it, it's bad. On the other hand, the market has its limitations. We can dream about the work of an astronaut, but in a situation where a young person doesn't have any prospects to graduate from a studies to get to NASA, we go down to the ground and compare what she/he would like to do with what is available on the market for a person with these competences and qualifications. What she/he can do here and now. Usually, I set*

*two goals with the participants. One long-term: a dream - what they want to do and we determine the path to come to this dream. The second goal is a short-term goal, here and now: to take an employment, to have money and to manage to maintain oneself. I attach great importance to what young people say, what they feel good about. At the beginning I really give them space to dream big . Think about what you want, where you want it, with whom and tell me what is your dream, what would you be like. If they can not say it, they simply tell me about their lives - what they do, what they like, childhood stories, I also work with the metaphor. This makes us come to the space that both me and participants like - what he/she wants to do, what he/she likes to do. And only from this level I bring them to the ground. How can we fit in the fact that you finished your elementary school and you do not want to continue to learn with your dreams and plans. And this it is often difficult. But we can always find a job that will give satisfaction at least a bit.*

*Young people are usually without professional experience so they need a special attention in supporting entrepreneurial attitudes. They require orientation and clarification of their economic goals. These are people with a great passion and focused on success, hence the work with the above group requires focusing on the purposefulness and reality of the their entrepreneurial intentions. Work with youth usually requires an individual approach and treating the project in a unique way. Every idea of a young person is a good idea - it only needs clarification and showing the paths of approaching his own career through the entrepreneurial prism.*

### **INTEGRAL SYSTEM OF SUPPORT, PARTNERSHIPS**

*To give a good support to young people with fewer opportunities all actors have to be involved and connected (from regional, local authorities, social workers, NGOs..)*

*One organization would probably provide support. However, young people from disadvantaged backgrounds often have their problems, past experience that influence their attitudes towards others and their confidence in people and various social groups - because they often do not have such confidence. Three organizations are responsible for the implementation of our project. It is useful in situations when the participant who has a hard time going through some therapy or counseling process with one of our employees (we work on attitudes and these might be difficult moments for the participants, because at some point they may realize that indeed the problem lies in them or they work therapeutically) becomes offended with the person who made him aware of this problem and often do not want to come again. Because it is a change which causes resistance. And the opportunity to meet this second and third specialist from the other two organizations makes these emotions fall off and ensures that we have contact with the participant all the time. This person often works the results of this process out and after a week returns as he or she understands that there is a process that sometimes hurts. Well, it usually hurts. This is why in my opinion within one organization you can work with people who are aware of their entrepreneurial idea. In the work with excluded youth, the diversity of these organizations (2-3 organizations) will be more effective.*

*To create a system that is integral rather than different actors doing bits and pieces with no defined goal.*

*A good coordination with all involved parties is very important.*

*The development of entrepreneurial competences of young people needs to be taken from the wider perspective. It could be more cooperation between companies and schools on the local level with the partnership of the municipality. So what are schools doing in the area of entrepreneurship? What do the teachers need to develop entrepreneurial skills of kids/youngsters? What internships the companies may offer to young people? Do young people know what possibilities they have, when it comes to personal support and grants?*

#### **OTHER ADVICE:**

*Start with inspiring a clear VISION of a world where youngsters, no matter how disadvantaged, blossom and prosper. Then, empower professionals and volunteers to a firm confidence that everyone can be a change agent co-creating this future.*

*Equipping them with the above is a precondition to make any other practical tool or method functional.*

*Young people should stand up for themselves, especially the entrepreneurs and communicate what they need, connect with each other and only then will they be able to achieve something*

*The actual challenge is to get the company going. So the challenge comes after the creation: how do you get sustainable, how do you continue to sell your products, how do you find new markets?*

*We always try to be realistic with our young people – we do support them and encourage them but we ask a lot of difficult questions about how they are going to make this work. Because they have to understand how difficult it would be if they decide to move forward with the idea. If we tell them that it is all going to be great and they will make a lot of money then most of them will be disappointed because it is a very difficult thing to do to start the business. So they must have a right level of determination and enthusiasm to go forward. So we challenge people ideas all the time and if they show that they want to make it work and there is a chance that it could work, and they write a good business plan they will get more support from other organisations as well.*

*In the case of people with serious social problems, going out of addictions or experiencing violence. At the first stage the good idea is to make them active through social economy entities, for example social cooperatives. They are in a group then, most often they are provided with care as well as organizational and legal support, they make decisions together. The money from the grant is not transferred to the individual accounts. It might be important for people with addiction experience. In addition, Social Economy Support Centers in Poland (OWES) often have special contacts with local authorities, who also care about the activation of these people. There are often financial funds, housing resources. It is really easy to set up such a cooperative, there are funds in regions for it. You do not need to show in the name of your initiative that it is a social cooperative as in some market areas this can unfortunately be badly associated. The name can be completely different.*

## WHAT ARE YOUR PERSONAL REFLECTIONS OF THE WHOLE PROCESS?

### Results of the international part of survey

Reflections	Frequency questionnaire	Frequency interview
Need for support	5	
Empowerment	3	1
Challenging process	3	1
Looking forward to the future projects	3	
Cross sectoral responsibility	1	2
Need for improvement in the future	2	
Individual and deep approach	1	

### Results of the Polish part of survey

Reflections	Frequency questionnaire	Frequency interview
Financial and personal counselling is a key - let's support young people	7	1
Challenging process	5	
Development of competences is crucial	4	1
Big potential of young people - care about it!	3	1
Long-term process	3	
Traps	2	
Category of NEET		3
Believe in what you do	1	

#### **EMPOWERMENT / CARE ABOUT BIG POTENTIAL OF YOUTH**

*We wish to give more opportunities to the youth, so they could have more to choose from and to open their world a bit more.*

*Young people must see their strengths and learn how to use them.*

*But my personal reflections on this topic is that we definitely have to encourage youth and give them enough information and nonformal education so they can become young entrepreneurs.*

*Looking deep into each person is the most relevant thing.*

*I admire young people who open their own business, who have an idea and strive to become independent through their own enterprise. I think that motivated and eager people who have a well-thought plan are able to benefit from both substantive and financial assistance to start their own business.*

*Many young people open their own business, often unrelated to their profession and qualifications. They become more and more interested in self-employment than in employment and are not afraid to take risks, to work on their own and pursue their passions.*

*Sometimes something that fails is a success in itself. The fact that a certain stage is over is nothing bad, it opens up new possibilities. Everything you have learned stays with you in the future.*

### **NEED FOR SUPPORT**

*According to my observations the need of young people support in becoming active citizens (entrepreneurs) is very crucial and should be a bigger strategy of the governmental representatives. Young people has always been a part of society however now they do need more support in terms of becoming active citizens and adults in the future. This way they can also have develop their personal and family life and become examples for future generations instead of becoming a leftover generation in EU.*

*Young entrepreneurs need local institutions and professional support in the process of opening businesses in order to overcome initial difficulties. Later they can participate in meetings and educations in which they will find people to cooperate and learn things that will help them in developing business.*

*Important thing for those young people besides the fact that they need to have an opportunity and knowledge to start an own business is also to have a support for some time during this entrepreneurs process.*

*Young members of society can thrive if they are provided with the right tools and learning starting first from self-awareness and building up from that.*

### **CHALLENGING AND DIFFICULT PROCESS**

*It is very challenging topic. It is hard to sustain business when everything is going ok and it' harder if the business owner is with fewer possibilities. But there is motivation in the applicants and every new thing they learn and operational process is very stimulative to them so they are much happier and much more productive.*

*It is a hard work but it is not impossible.*

*I think that the main disadvantage is the young age. The 18-20 years old they don't have so much life experience. They may have a great idea but maybe lack social skills and life experience in working with other people, like to be able to talk with the customers. So it might be more difficult for them them comparing to 26-years old who got already some life experience and are more "mature".*

*Individualization of support is low and its improvement is hindered by complicated provisions of law and guidelines. The first actions must be systemic.*

*Young people are full of ideas and energy to act. However, despite their willingness to achieve their goal they sometimes give up formalities related to the opening of their own business.*

*The process associated with starting your own company, although it has already been simplified, is still very complicated for many people including people who are just entering the labor market.*

*Especially in smaller towns there is not enough points and institutions in which a young person could get a complex information on setting up and running their own business.*

*We believe that young people sometimes lack a responsible approach to self-employment, they can not rationally assess the risks and obligations associated with running their own business.*

*The conviction that everyone can run their own business is very harmful and unrelated to reality.*

#### **NEET GROUP**

*The formula of this competition which was announced by the ministry, did not fully fit into the needs of this NEET group and they were not investigated in any way. This amount of money per person is very little compared with the need to provide at least 3 specialists, a vocational course, a hostel and to meet very basic needs. Here, it was not available at all and it couldn't be obtained because it was not in the guidelines. So we had to cope with on our own. In addition, we could not include material assistance which was very necessary, because these are sometimes young people who had spent a year on the street and thus they have nothing to eat nor to wear. It is very important to provide care for children of single mothers because as that they could start doing something they need to leave their children with somebody.*

*The NEET group - by definition, these are people who have not succeeded in their lives, probably have some problems - they are unemployed or inactive and not involved in education nor training. There are not many of these people so we miss a large group who also wants to improve their situation on the labor market. What's more - being unemployed for a certain time it is often a conscious choice today. Mostly in the countries of Western Europe but slowly in Poland too it becomes more and more popular to take a year off to rethink and to arrange certain things, to volunteer - also internationally - to better make life choices. Or a young person whose parents say: "You finished good studies, we invested in you so you will not go to work at the cash register in the store but take your time and we will look for a good job for you". In the statistics it will be a person who needs help because he/she can not manage in life. We also have such people in information technology or other educated people who do not want a permanent job but only cooperate with foreign institutions from time to time - and they will also appear in NEET statistics. And I have to theoretically write a project who would give this person a training because she or he did not find a job. I think that we are implementing job market/entrepreneurial projects in isolation from the sociological background or rather the lifestyle and life choices of young people. The big problem is that the majority of projects for youth is addressed rather to unemployed people. But a person who has a job and doesn't like it but works to survive is excluded from many of such programs. It is a pity because often these people have their ideas and dreams. But if they have a job they will not get any money for own entrepreneurial initiative.*