



ECONEETS@WORK

Result 1: ECOpreneurship Training

T1.1: Needs Analysis & Validation
Youth's involvement on verification of ecopreneurial practices –
National Report - [Poland]



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REVISION HISTORY

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(* Action: C = Creation, I = Insert, U = Update, R = Replace, D = Delete)

REFERENCED DOCUMENTS

ID	Reference	Title
1	2022-1-CY02-KA210-YOU-000083292	EcoNEETS@Work Proposal
2		

APPLICABLE DOCUMENTS

ID	Reference	Title
1		
2		



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1. Introduction

1.1 The scope of the project

EcoNEETS@work aims at strengthening young NEETs' employability in a changing world that demands digital readiness and cries for greener practices and more inclusive workforces.

Its concrete objectives include:

- Motivating disengaged young people to re-enter the labour market and keep up with its digital transformation;
- Supporting young rural NEETs in the acquisition of ecopreneurial skills and mindset;
- Providing a skills-retention service for sustainable development;
- Establishing a community of NEETs for peer support;
- Facilitating the connection between young job seekers and employers.

To that end, the project will develop and promote the following tangible results:

- **Result 1: Eco-Preneurship Training**

This result will include training materials required for young job seekers and young NEETs to embrace an ecopreneurial mindset. A modular training course will be thus developed and comprise a large variety of themes and tools and motivation tactics, along with valuable knowledge in domains like sustainability, creativity, teamworking, Eco-business planning, etc.

Examples of the modules to be developed can include:

- Financial Literacy for viability
- Digital Literacy
- Motivation & perseverance
- Awareness & Self-efficacy
- Spotting opportunities & valuing ideas
- Ethical & Sustainable Thinking
- Creativity & Vision
- Experiential learning & Teamworking
- Eco-business planning & management
- Taking the initiative: Community support

- **Result 2: EcoNEETS @ Work e-Tools for young job seekers**

The result will act as a complement ICT-enhanced sustainable solution that can match the newly acquired competences of young individuals with the demands of the labour market. To that end, a web-based portal will be developed comprising a list of digital tools that will foster the training process and provide a common communication space for young job seekers and potential employers or other stakeholders.

In particular, a dedicated online space will be configured comprising a Learning Motivation Environment where all materials from the previous result will be available and freely accessible, including the following tools:



- Peer learning activities (PLA) as a powerful tool to avoid dropouts (ex. reward system, feedback, case studies, problem-based scenarios, etc.)
- Real-time monitoring from the project experts (activity reports, training completion, performance assessment, etc.)
- Personalized consultation tools operated by ticket manager requests
- Development of online profiles (in compliance with a pre-defined terms of policy and with GDPR regulations).

□ **Result 3: Eco-NEETs @ Work Eco-prenethon Phase**

The current project result constitutes the continuation of the previous outcomes and aims to create and facilitate a framework for ecopreneurial support to young individuals in order to enable them to start their own eco-business. The ecopreneurial support framework and infrastructure that will be developed will engage participants from the direct project target group and expert trainers appointed from the partner organizations (staff members or qualified trainers that have previously received training on the project results).

The final deliverable will be the design and implementation of a Continuous Improvement Programme (CIP) aiming at:

- Spotting and planning potential improvements for the sustainability of the results
- Opening a consultation dialogue with potential stakeholders about project-related issues
- Providing a continuous educational and training opportunity by offering guidance, mentoring, coaching and support to all participants
- Assessing the effectiveness of the project results in terms of usability and applicability.

To deliver the CIP, online mentorships with stakeholders and young people will be conducted in order to receive valuable feedback for future reference.

The infrastructure for the execution of the online mentorships in combination with the previous results will deliver a highly sustainable learning experience with a substantial impact on professional and personal development, including selfmotivation and sense of belonging.

1.2 The target groups

EcoNEETS@work aims at supporting **young NEETs** -namely aged 18-24- and creating the tools that will help them increase their chances for inclusion in a harsh labour market. However, EcoNEETS@work wishes to broaden the age margins for its target groups, with the scope to include more people as its beneficiaries.

The project also targets any young people aspiring to become entrepreneurs, young job seekers, as well as employers looking to expand their workforce.

Indirectly, the project also targets SMEs, HR departments, youth workers and youth trainers that aspire to more inclusive workforces; furthermore, EcoNEETS@work can appeal to business consulting organizations, businesses willing to embrace green practices and support diversity and inclusion, environmental organizations, NGOs, digital agencies, as well as youth policy makers primarily focused on social change.



1.3 The purpose of the document

The current document refers to the results of the survey conducted for the purposes of the first project result and in particular of the activity *Needs Analysis & Validation-Youth's involvement on verification of ecopreneurial practices*.

A dedicated survey ran in each partner country involving participants from the direct and indirect target groups. The results demonstrated below will be taken into account in order to formulate the training methodology and materials.

2. Survey

2.1 The methodology

During this activity, participants from the target groups were contacted and involved in order to verify the needs conceived in a thorough desk analysis at pre-application level. The current report verifies the needs conceived at pre-application level with a view to develop a valuable and valid framework for training young adults.

The number of participants that provided their feedback towards that end was finally [15].

The questionnaire prepared to assess the current level of knowledge and needs included questions related to the following topics:

- Financial Literacy
- Digital Literacy
- Entrepreneurial Skills
- Green Skills

2.2 The results

2.2.1 Demographic data

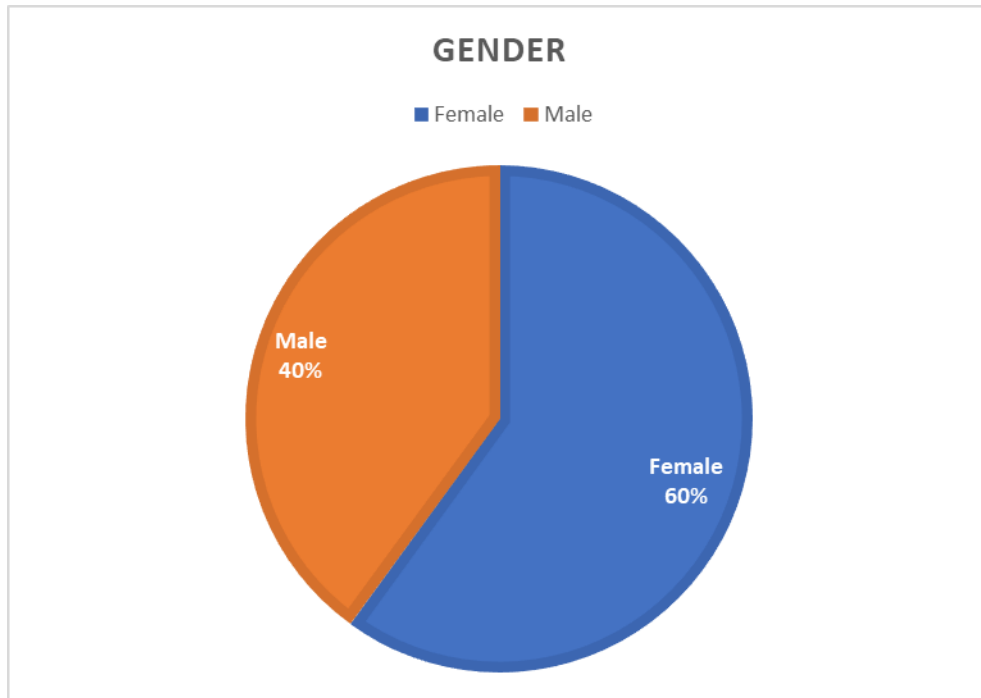
1. What is your gender?

Answer:



Female	9
Male	6
Agender	0
Bigender	0
Nonbinary	0
Other	0
Prefer not to say	0
Total	15

Graphic:



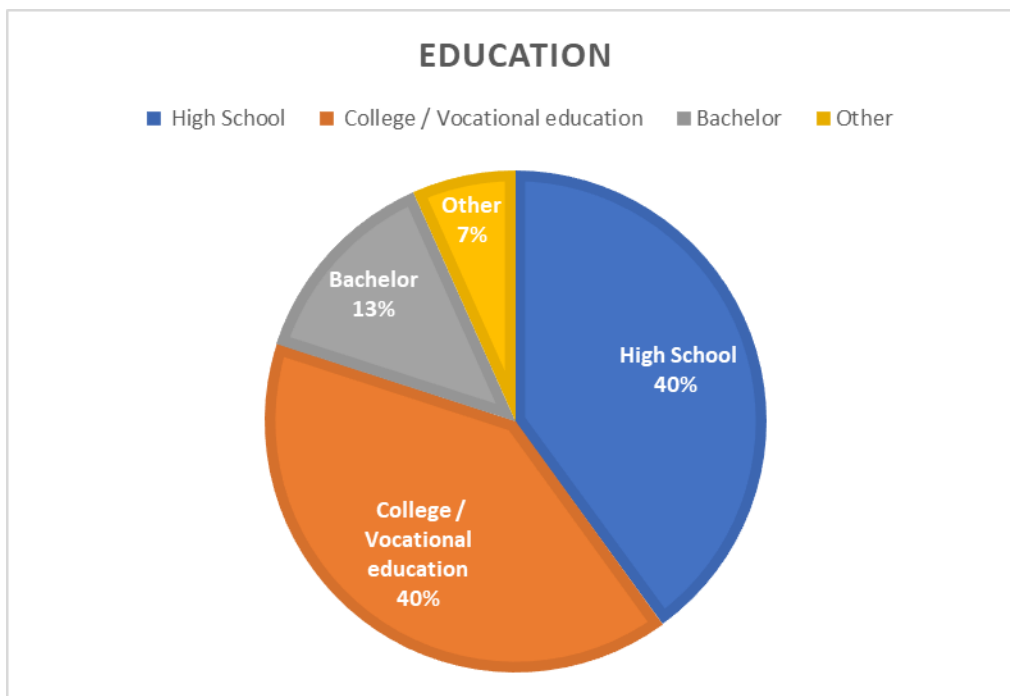
2. What is your level of education?

Answer:

None	0
High School	6
College / Vocational education	6
Bachelor	2
Other	1
Total	15



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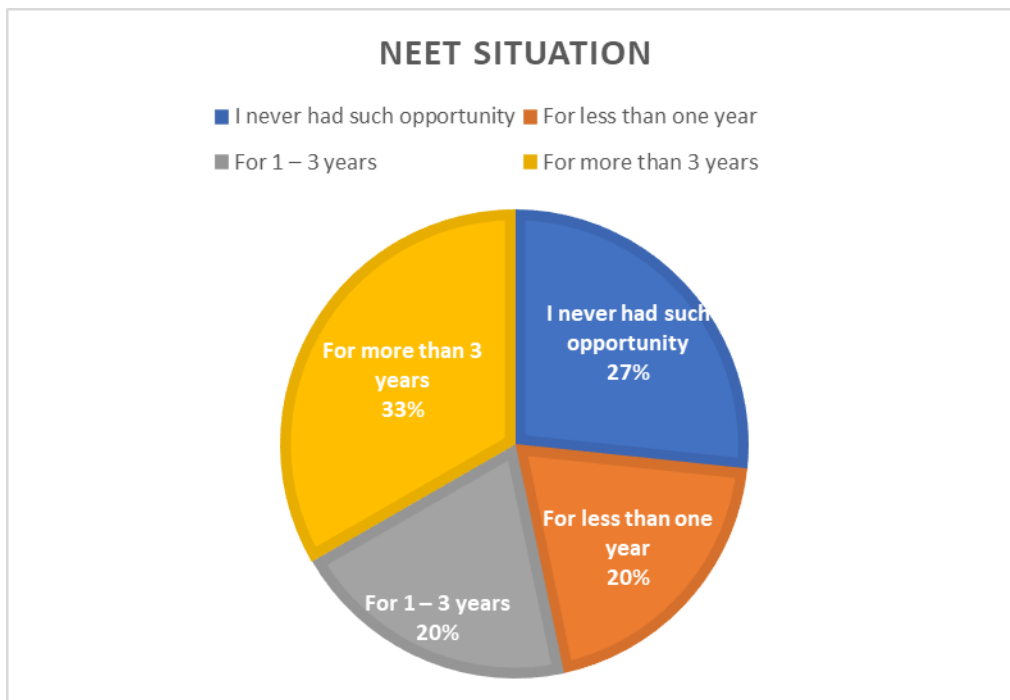
3. For how long have you been distanced from Education, Employment and/or Training opportunities?

Answer:

I never had such opportunity	4
For less than one year	3
For 1 – 3 years	3
For more than 3 years	5
Total	15

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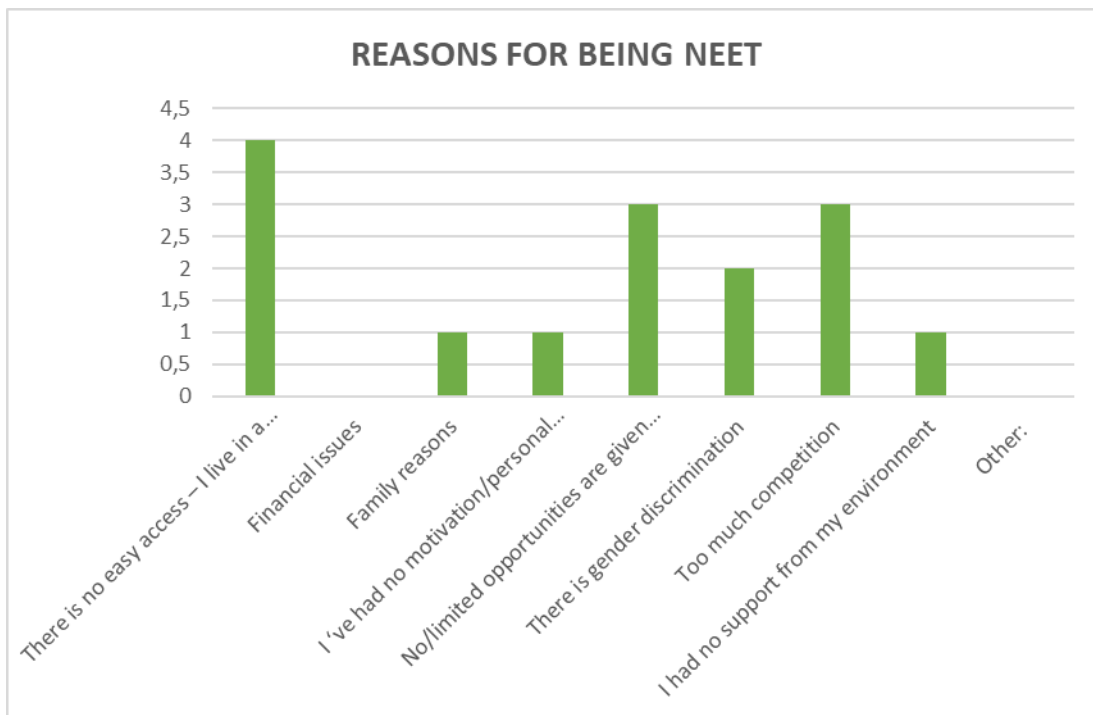


4. Which are the main reasons for keeping you away from such opportunities?

Answer:

There is no easy access – I live in a rural area	4
Financial issues	0
Family reasons	1
I 've had no motivation/personal interest	1
No/limited opportunities are given to people from different cultural backgr	3
There is gender discrimination	2
Too much competition	3
I had no support from my environment	1
Other:	0
Total	15

Graphic:



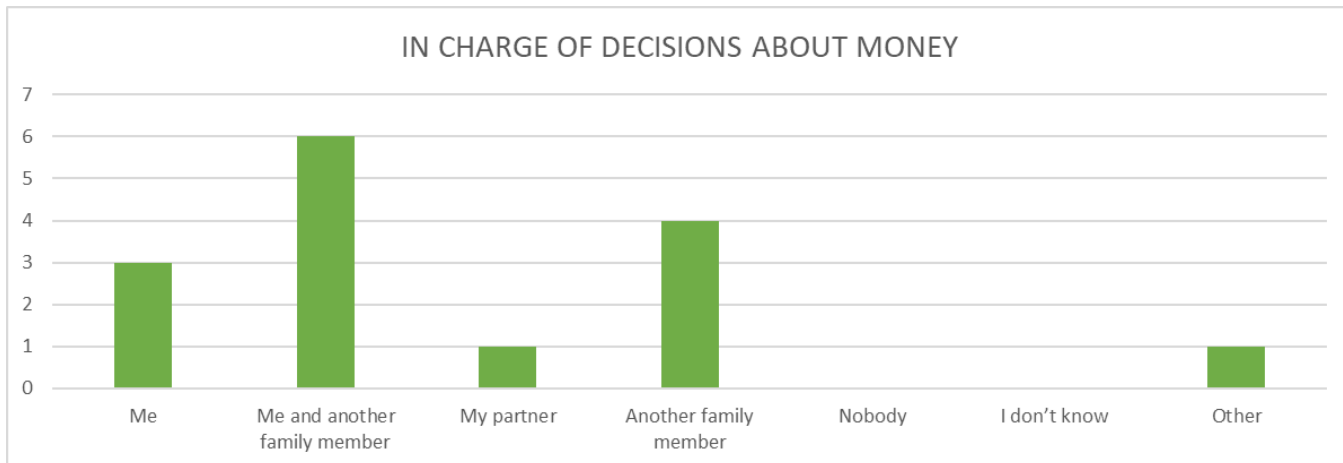
2.2.2 Financial Literacy

5. Who is responsible for *day-to-day* decisions about money in your household?

Answer:

Me	3
Me and another family member	6
My partner	1
Another family member	4
Nobody	0
I don't know	0
Other	1
Total	15

Graphic:

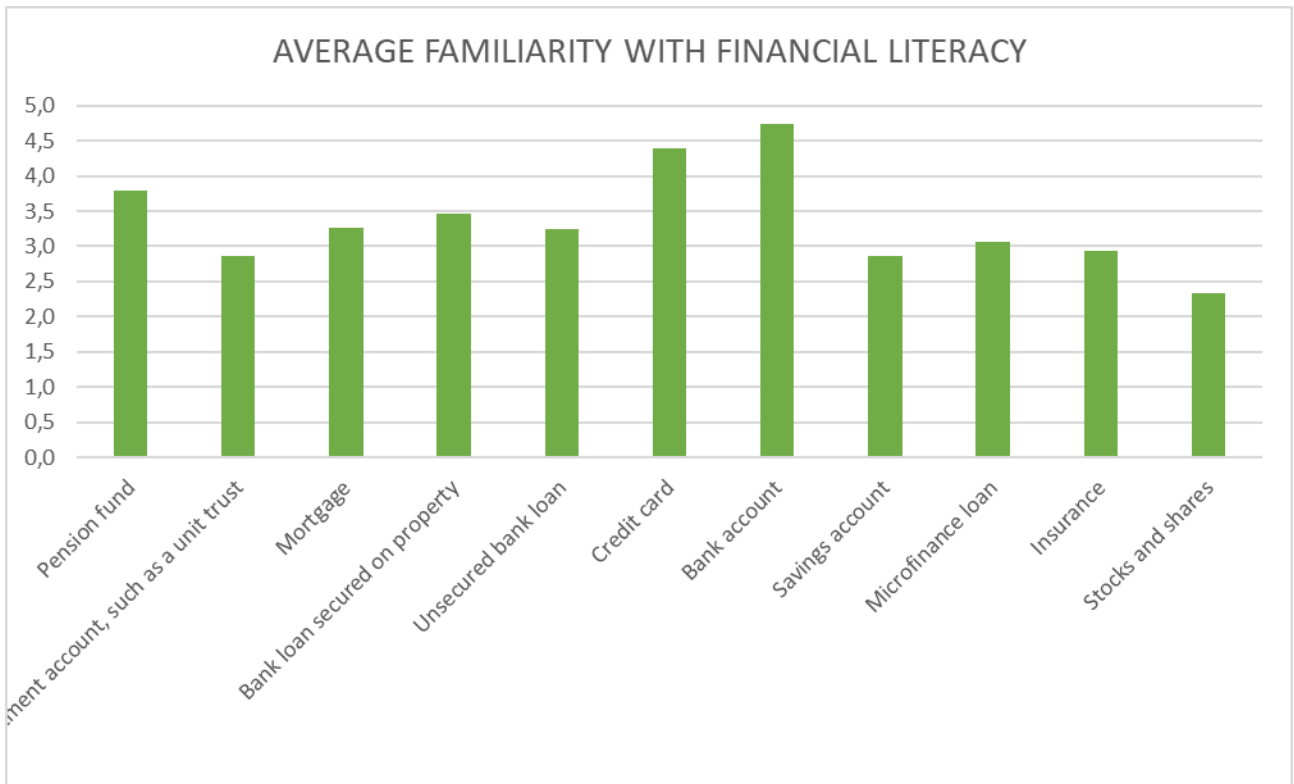


6. How familiar are you with the following terms/concepts? (1=not familiar at all, 5=very familiar)

Answer:

	1	2	3	4	5	Total	Average
Pension fund	0	2	3	6	4	15	3,8
Investment account, such as a unit trust	2	2	7	4	0	15	2,9
Mortgage	1	2	5	6	1	15	3,3
Bank loan secured on property	1	0	7	5	2	15	3,5
Unsecured bank loan	3	4	9	2	7	25	3,2
Credit card	0	1	2	2	10	15	4,4
Bank account	0	0	1	2	12	15	4,7
Savings account	4	2	4	2	3	15	2,9
Microfinance loan	4	1	3	4	3	15	3,1
Insurance	2	4	4	3	2	15	2,9
Stocks and shares	5	4	3	2	1	15	2,3

Graphic:



7. How much do you agree with the following sentences? (1=not all, 5=very much)

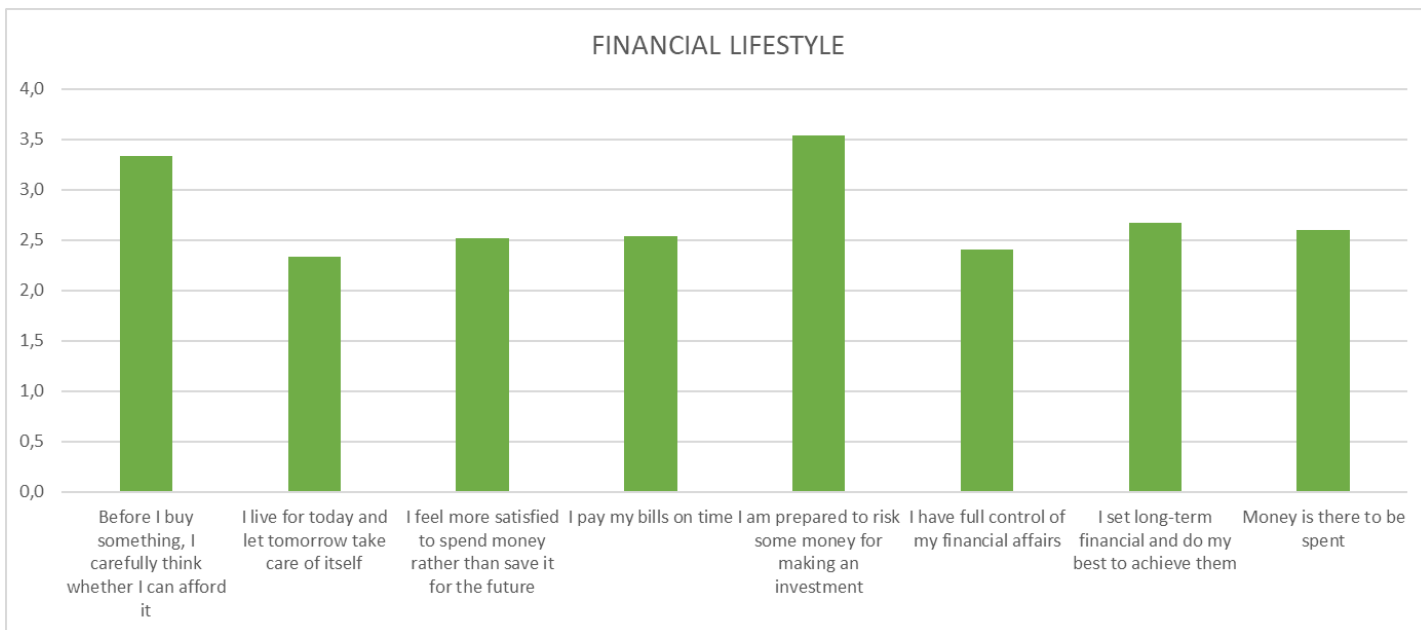
Answer:

	1	2	3	4	5	Total	Average
Before I buy something, I carefully think whether I can afford it	2	3	2	4	4	15	3,3
I live for today and let tomorrow take care of itself	4	6	2	2	1	15	2,3
I feel more satisfied to spend money rather than save it for the future	7	7	5	3	3	25	2,5
I pay my bills on time	3	5	4	2	1	15	2,5
I am prepared to risk some money for making an investment	1	2	4	4	4	15	3,5
I have full control of my financial affairs	5	3	4	2	1	15	2,4
I set long-term financial and do my best to achieve them	4	3	4	2	2	15	2,7
Money is there to be spent	4	4	3	2	2	15	2,6

Graphic:



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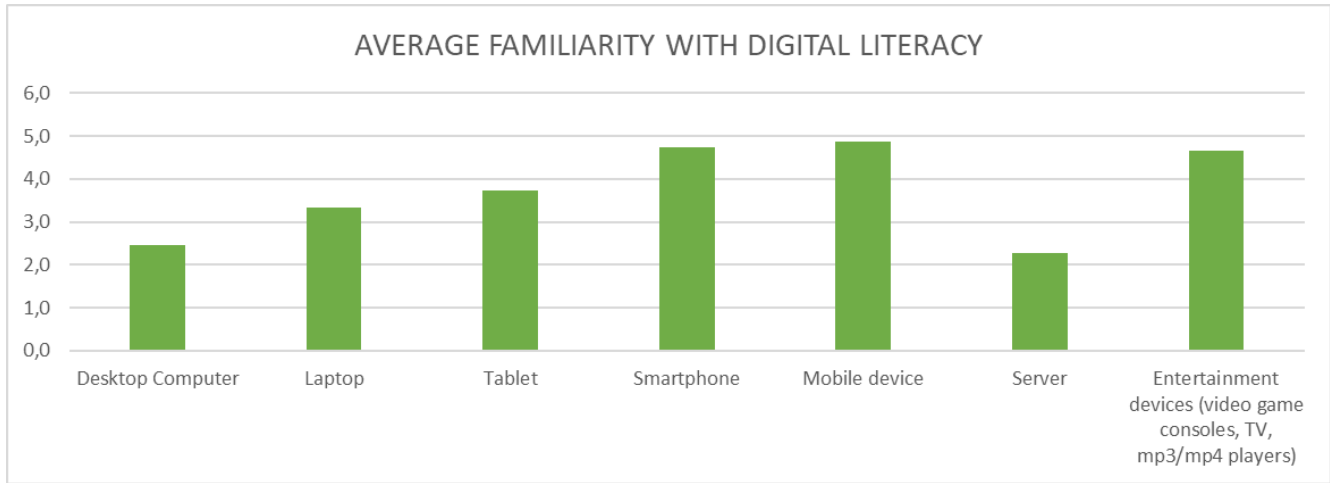
2.2.3 Digital Literacy

8. How familiar are you with the following devices? (1=not familiar at all, 5=very familiar)

Answer:

	1	2	3	4	5	Total	Average
Desktop Computer	5	4	2	2	2	15	2,5
Laptop	2	3	2	4	4	15	3,3
Tablet	2	1	2	4	6	15	3,7
Smartphone	0	0	1	2	12	15	4,7
Mobile device	0	0	0	2	13	15	4,9
Server	5	4	4	1	1	15	2,3
Entertainment devices (video game consoles, TV, mp3/mp4 play)	0	0	0	5	10	15	4,7

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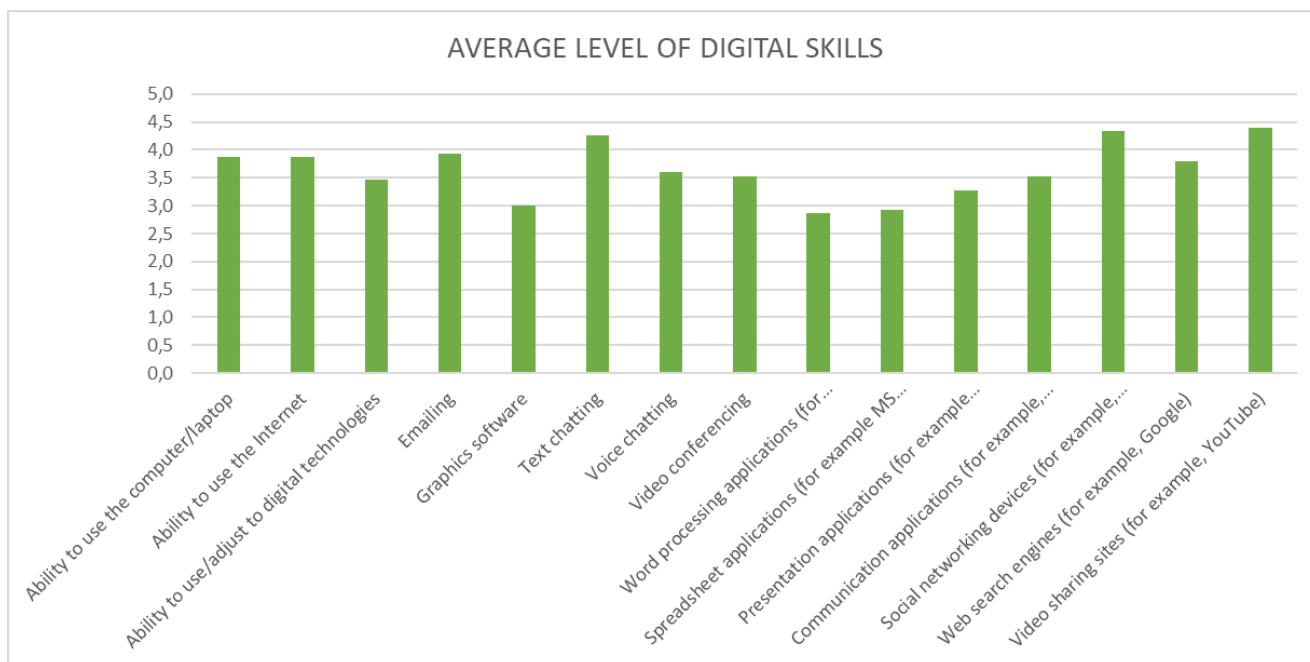


9. How would you rate your skills in the following? (1=very low, 5=very high)

Answer:

	1	2	3	4	5	Total	Average
Ability to use the computer/laptop	0	1	3	8	3	15	3,9
Ability to use the Internet	0	2	3	5	5	15	3,9
Ability to use/adjust to digital technologies	1	1	6	4	3	15	3,5
Emailing	1	2	2	2	8	15	3,9
Graphics software	1	4	6	2	2	15	3,0
Text chatting	0	1	2	4	8	15	4,3
Voice chatting	1	2	4	3	5	15	3,6
Video conferencing	1	4	2	2	6	15	3,5
Word processing applications (for example MS Word)	2	4	5	2	2	15	2,9
Spreadsheet applications (for example MS Excel)	1	5	4	4	1	15	2,9
Presentation applications (for example MS Powerpoint)	1	3	5	3	3	15	3,3
Communication applications (for example, Skype)	1	2	4	4	4	15	3,5
Social networking devices (for example, Facebook)	0	1	2	3	9	15	4,3
Web search engines (for example, Google)	1	1	4	3	6	15	3,8
Video sharing sites (for example, YouTube)	0	1	1	4	9	15	4,4

Graphic:

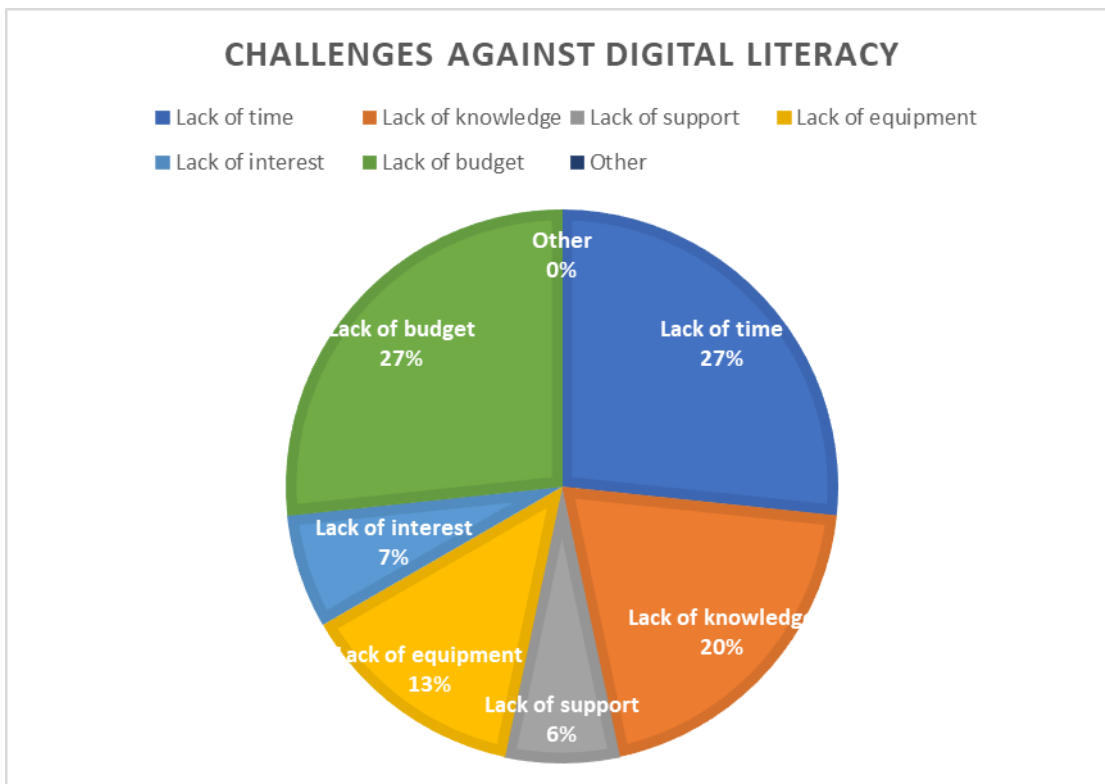


10. Which are the challenges that might negatively affect your level of digital literacy? (you can choose more than one)

Answer:

Lack of time	4
Lack of knowledge	3
Lack of support	1
Lack of equipment	2
Lack of interest	1
Lack of budget	4
Other	0
Total	15

Graphic:

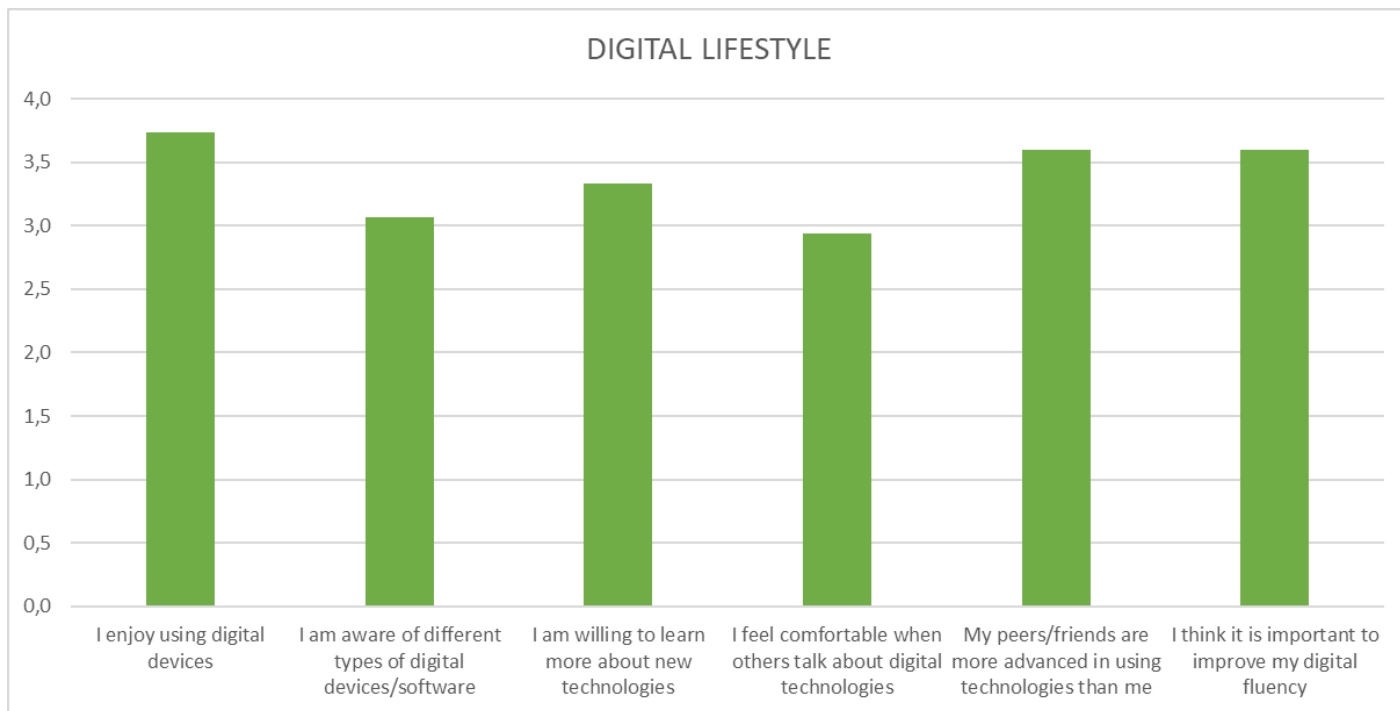


11. At what level do you agree with the following sentences? (1=not at all, 5=very much)

Answer:

	1	2	3	4	5	Total	Average
I enjoy using digital devices	2	1	2	4	6	15	3,7
I am aware of different types of digital devices/software	2	2	6	3	2	15	3,1
I am willing to learn more about new technologies	2	1	5	4	3	15	3,3
I feel comfortable when others talk about digital technologies	3	3	4	2	3	15	2,9
My peers/friends are more advanced in using technologies than	2	1	4	2	6	15	3,6
I think it is important to improve my digital fluency	0	2	5	5	3	15	3,6

Graphic:



2.2.4 Entrepreneurial skills

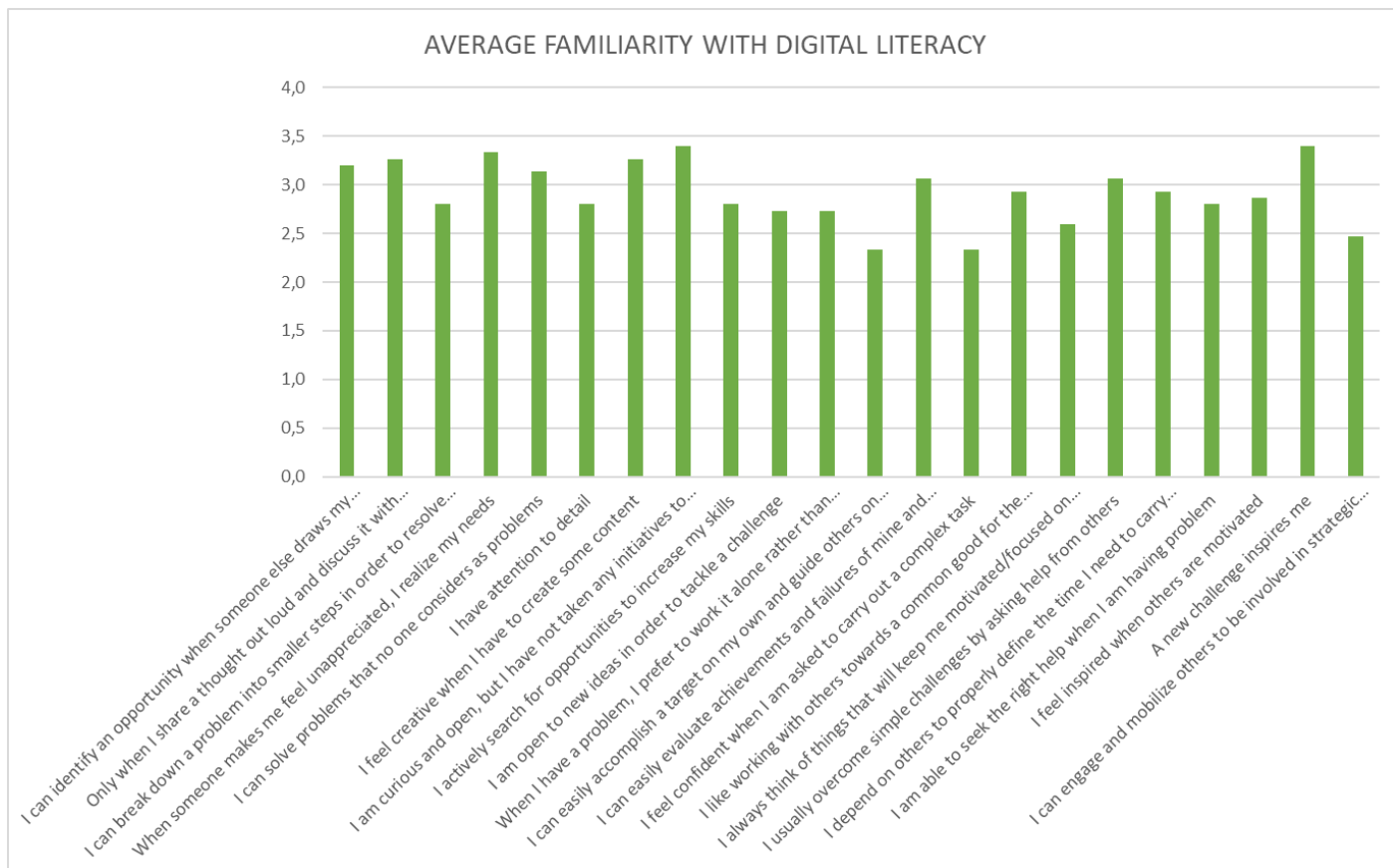
12. At what level do you agree with the following sentences? (1=not at all, 5=very much)



Answer:

	1	2	3	4	5	Total	Average
I can identify an opportunity when someone else draws my attention to it	3	1	5	2	4	15	3,2
Only when I share a thought out loud and discuss it with someone, the problem is solved	3	1	4	3	4	15	3,3
I can break down a problem into smaller steps in order to resolve it	3	3	4	4	1	15	2,8
When someone makes me feel unappreciated, I realize my needs	1	3	4	4	3	15	3,3
I can solve problems that no one considers as problems	2	3	4	3	3	15	3,1
I have attention to detail	3	3	4	4	1	15	2,8
I feel creative when I have to create some content	2	1	6	3	3	15	3,3
I am curious and open, but I have not taken any initiatives to improve my knowledge	1	2	5	4	3	15	3,4
I actively search for opportunities to increase my skills	3	3	5	2	2	15	2,8
I am open to new ideas in order to tackle a challenge	3	4	4	2	2	15	2,7
When I have a problem, I prefer to work it alone rather than within a team	5	2	3	2	3	15	2,7
I can easily accomplish a target on my own and guide others on how to do it	5	4	3	2	1	15	2,3
I can easily evaluate achievements and failures of mine and address them properly	3	2	4	3	3	15	3,1
I feel confident when I am asked to carry out a complex task	5	4	3	2	1	15	2,3
I like working with others towards a common good for the society/community	3	4	2	3	3	15	2,9
I always think of things that will keep me motivated/focused on my goals	3	4	5	2	1	15	2,6
I usually overcome simple challenges by asking help from others	3	3	2	4	3	15	3,1
I depend on others to properly define the time I need to carry out a task	3	3	4	2	3	15	2,9
I am able to seek the right help when I am having problem	3	4	3	3	2	15	2,8
I feel inspired when others are motivated	3	4	3	2	3	15	2,9
A new challenge inspires me	1	3	4	3	4	15	3,4
I can engage and mobilize others to be involved in strategic activities	5	2	5	2	1	15	2,5

Graphic:



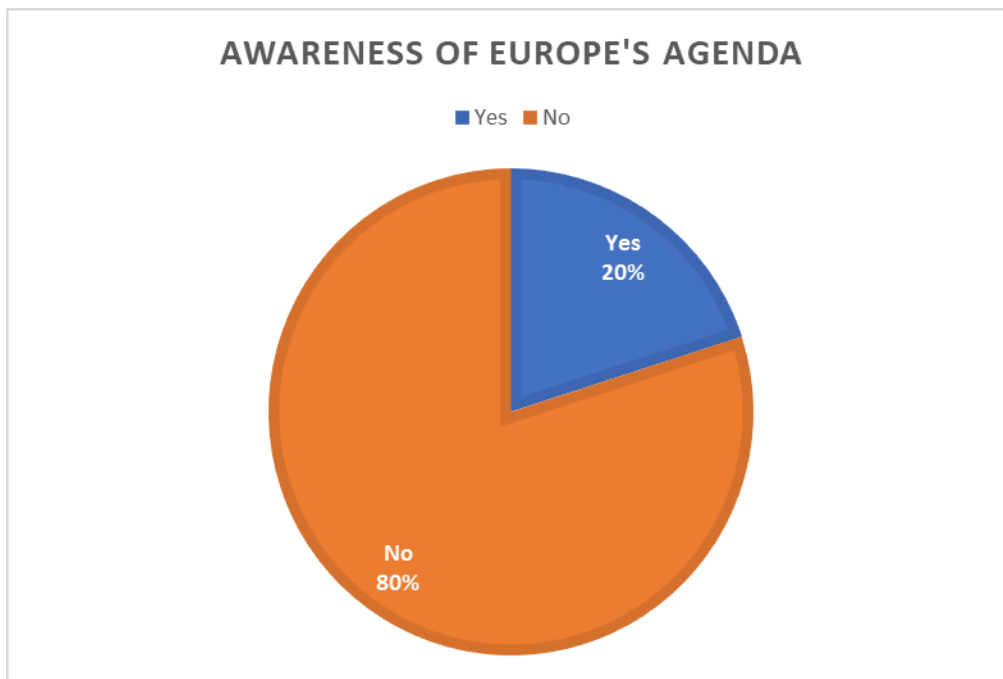
2.2.5 Green skills

13. Are you aware that Europe is moving towards being climate-neutral by 2050?

Answer:

Yes	3
No	12
Total	15

Graphic:



14. Which of the following actions do you apply in your everyday life? (you can choose more than one)

Answer:

Recycling of materials (bottles, metal, etc.)	5
Composting	1
Buying second-hand	6
Upcycling	2
I use electric means of transportation or bike instead of traditional means	4
I have become/am a vegan/vegetarian	2
I am using LED devices	5
I have a solar panel in my house	0
I use single-use materials	3
I don't waste food / I am a wastetarian	1
Other	4
33	

Graphic:



2.2.6 Interest

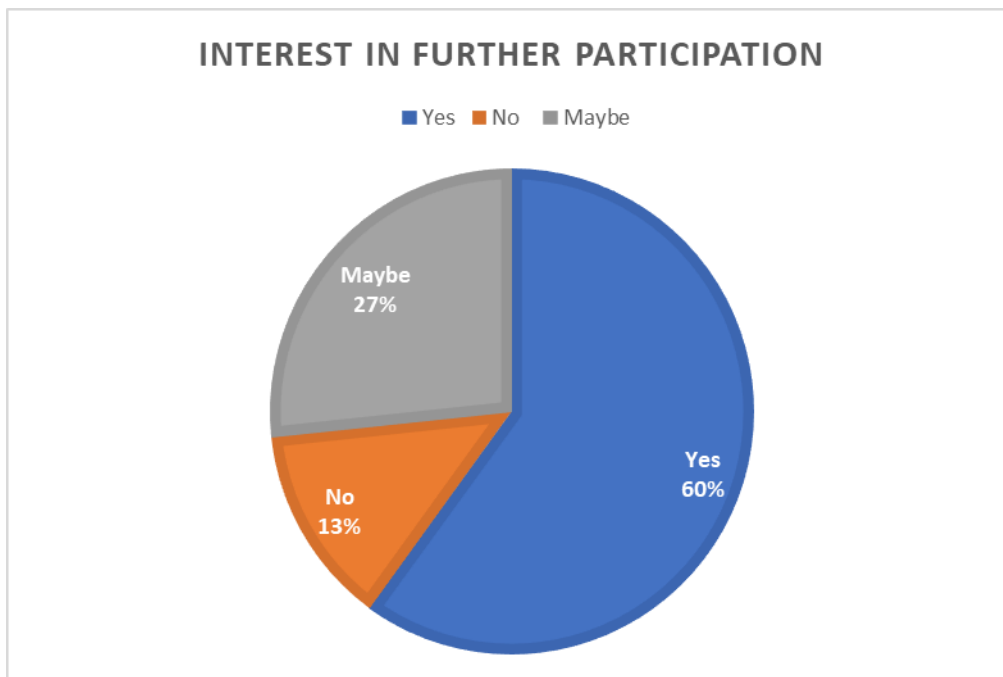
15. Are you interested in participating in the activities of this project?

Answer:

Yes	9
No	2
Maybe	4
Total	15

Graphic:



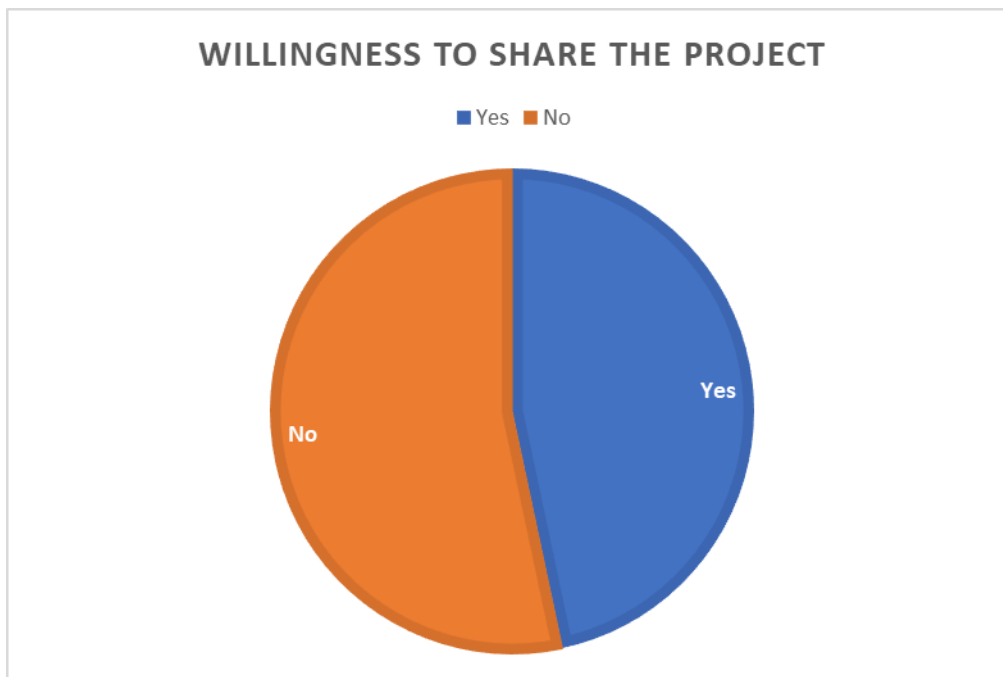


16. Are you willing to share our news/activities with your peers and network?

Answer:

Yes	7
No	8
Total	15

Graphic:



3. General Conclusions

1. Which are the main challenges for NEET people to become re-motivated?

There could be several challenges that NEET individuals face in terms of regaining motivation. Some possible factors could include a lack of clear goals or direction, a sense of hopelessness or disillusionment, a lack of support or resources, difficulty re-entering the workforce or education system. It's important to identify the specific barriers that a particular NEET individual is facing in order to provide targeted support and assistance.

2. Which are the financial skills that participants lack the most?

NEET individuals may lack proficiency in various financial skills. Some common areas of weakness might include basic budgeting, understanding credit and debt, saving and investing, financial planning for the future, and navigating financial institutions such as banks and insurance companies. It's important to note that each individual may have different levels of financial literacy and areas of expertise, so it's necessary to assess their specific needs and provide customized support.

3. Which are the digital skills that participants lack the most?

NEET individuals may face challenges in acquiring various digital skills. Some of the most common areas of deficiency could include basic computer proficiency, using productivity software such as word processing or spreadsheets, navigating social media and online communication tools, conducting online research, and understanding digital privacy and security best practices. However, the specific digital skills that NEET individuals



lack the most may vary depending on their background and previous experiences with technology. It's important to assess their individual needs and provide targeted support to help them acquire the necessary digital skills.

4. Which are the entrepreneurial skills that participants lack the most?

NEET individuals may have significant gaps in critical areas such as financial management, marketing, networking, business planning, as well as fundamental soft skills like staying motivated, analytical thinking, problem-solving, adaptability, and resilience. However, the specific entrepreneurial skills that NEET individuals lack the most may depend on their specific interests and goals. It's important to identify their unique needs and provide tailored support to help them develop the necessary skills to succeed in their entrepreneurial pursuits.

5. Which are the green skills that participants lack the most?

NEET individuals may have limited experience or knowledge in various green or environmentally-focused skills. Some key areas of deficiency could include sustainable resource management, waste reduction and recycling, renewable energy, sustainable agriculture and food systems, and environmental policy and regulation. However, the specific green skills that NEET individuals lack the most may vary depending on their background and interests. It's important to assess their unique needs and provide targeted support to help them acquire the necessary green skills to pursue a career in a sustainable industry.

