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Ten keys
to success

Ten guidelines
to follow



- 1 **Individualised integration pathways within the framework of an integral and community approach.** Integrated and individualised approach to actions developing a wide and specific array of actions enhancing the employability of beneficiaries. Fostering of Roma autonomy in the labour world taking action not only with direct beneficiaries but also with the family surroundings.
- 2 **Balance of the social and economic perspective.** Development of integral and integrating intervention incorporating the Roma socio-cultural perspective as the basis for the diagnosis preceding the socio-labour insertion processes, viewing employment and the latter's economic component as a key integration factor while at the same time meeting the needs and requirements of the labour market in the planning of actions.
- 3 **Inter-cultural and multi-disciplinary work teams.** All work teams are comprised of Roma and non-Roma as well as diverse and complementary professional profiles. The active involvement of Roma professionals is the best way to attract new beneficiaries and generate credibility and to foster positive expectations.
- 4 **Sights set on gradual “mainstreaming”.** Depending on the characteristics of the beneficiaries, either tailored actions (targeting) or others supporting access to external resources (mainstreaming) are used. The ultimate goal of counselling is to foster the Roma population's access to existing resources in each territory on an equal footing with all other citizens.
- 5 **Tailored but not segregated services.** Actions focus preferably, but not exclusively, on the Roma population with a view to fostering Interculturality and co-existence.
- 6 **Long-term planning.** The possibility of managing a seven-year programme will undoubtedly have a greater impact on the Roma population (development of role models) and will heighten awareness and spark the involvement of the public administrations and the business sector.
- 7 **The ability to act with flexibility and to adapt to the individual circumstances** of each person means adapting to each person's process and pace and to providing the most appropriate support at all times. It is important to stress that this flexibility means understanding that if these people are to become integrated into working life, many obstacles need to be removed and therefore major efforts have been put into preliminary social work and accompaniment without which access to employment is simply not feasible.
- 8 **Capacity for innovation** in terms of formulae adapted to the labour market itself and the needs of Programme beneficiaries and innovation in the creation of working tools and adapted training schemes.
- 9 **Strong partnership ties: close link with the business sector and a suitable system to channel public-private relations.** The aim is to cooperate with all of the main actors: public administrations, businesses, the media, politicians, etc.
- 10 **National dimensions for local actions.** The combination of a generic national approach and adaptation to local idiosyncrasies within the Programme contributes to the greater efficacy and efficiency of intervention. A national perspective approach allows learning taking place in one location to be transferred to others thus capitalising on knowledge.

“ I was lucky to find the Acceder Programme. I haven't stopped working since ”

Jesús Carbonell Jiménez. Backhoe operator. Navarre.

Jesús Carbonell is from a small town in Navarre. In 2006 he decided to quit his job and leave his home town and came to live in Pamplona. When he signed on to the programme in February of that year he already had nearly two years experience as an assistant bricklayer. Once he started looking, it didn't take him long to find a job. He has had four different jobs in the past year and finally, in June 2007, he began to work as a backhoe operator. He has a permanent contract.

