LEARNING BY DOING
2013-2021

SITUATION OF THE SPANISH ROMA POPULATION

66% OF ROMA PEOPLE ARE AGED UNDER 30

63% OF ROMA PEOPLE AGED FROM 16 TO 29 NEITHER WORK NOR STUDY

80% OF THE GENERAL POPULATION OF ROMA PEOPLE HAVE COMPLETED COMPELLARY EDUCATION

15% OF THE GENERAL POPULATION

WHAT IS LEARNING BY DOING

It is a DUAL TRAINING model, adapted for young people without basic training.

A TRAINING PLAN which rotates through different working roles and whose content includes:

- Vocational training
- Basic training
- Personal skills

A RIGOROUS PARTICIPANT SELECTION PROCESS

PHASE 1
Training in basic and digital skills / 1 month

- Information sessions
- Individual interviews

PHASE 2
Vocational training in the company, THEORY + PRACTICE in different working roles / 5 months

- Tutoring and support

PROFILE OF PARTICIPANTS

Young Roma people, aged under 30, who are not in work and not in the education system

- 50% women/men
- 91% Roma people
- 67% have not completed compulsory education

RESULTS AND IMPACT OF LEARNING BY DOING

55% of trainees are hired

66 collaborating companies

63% of young people say it HAS IMPROVED THEIR LIVES:

- Personal and professional skills
- Technical expertise
- Self-esteem

32% of participants return to education

169 projects

41 cities

14 regions

97% of collaborating companies would recommend the programme to other companies

94% of the companies would be willing to collaborate with Learning By Doing again

840 hours of training

87% of young people say it HAS IMPROVED THEIR LIVES:

- Self-esteem
- Personal and professional skills
- Technical expertise

COMPANY INVOLVEMENT

Public Administration

Company

Fundación Secretariado Gitano

A COLLABORATIVE MODEL

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