

## Education for Deeper Social Integration - EDSI (no. KA2-AE-9/17)

### Good practices related to education and integration of vulnerable groups: Slovenia

#### 1. Youth with less opportunities finding work with youth work (Fair employment)

General information about the good practice (GP)	
<b>GP Title</b>	Youth with less opportunities finding work with youth work (Fair employment)
<b>Country, region and municipality of implementation</b>	Slovenia, the project is being implemented in 6 regions
<b>Timeframe of good practice (start date, end date unless ongoing)</b>	2016 – 2018
<b>Level of implementation (local/regional/national/transnational/other)</b>	National implementation
<b>Webpage or other online info about the good practice</b>	<a href="http://fairemployment.si/">http://fairemployment.si/</a>
<b>Name and contact information about the organisation implementing the good practice</b>	Znanstveno-raziskovalno združenje za umetnost, kulturne in izobraževalne programe in tehnologijo EPEKA, socialno podjetje Koroška cesta 8 2000 Maribor SI  epeka@epeka.si
<b>Brief description of the organisation implementing the good practice</b>	Scientific and Research Association for Art, Cultural and Educational Programmes and Technology EPEKA, Social Enterprise, was founded in 2008. EPEKA Association was founded as an initiative to connect creators of cultural, artistic, educational, scientific and technological content. In 2013 EPEKA proposed the Municipality of Maribor to submit candidacy for the European Youth Capital title. Consequently, Maribor became the European Youth Capital in 2013. We continue our activity in the field of EU citizenship, EU values and intercultural dialogue. EPEKA has branches abroad: EPEKA Czech Republic, EPEKA Austria, EPEKA Serbia, EPEKA Turkey, EPEKA UK and an informal group of youth EPEKA Armenia. We also have affiliate branches in Ljubljana and Izola. EPEKA Association, Soc. Ent., is an association of public interest in the field of culture and an association of public interest in the field of youth. We are a non-governmental, non-profit organization, and we have been operating by the principles of a social enterprise since 2013. We support vulnerable groups

General information about the good practice (GP)	
	and have implemented several projects addressing their needs especially related to education and employment.
Good practice description	
<b>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.)</b>	<p>EPEKA, social enterprise, continues its mission of connecting youth work, social entrepreneurship and integrating the Roma minority in its project “Youth with less opportunities finding work with youth work (Fair employment)”. In the project we will teach and train young people with fewer opportunities with a wide array of activities and informal learning practices so that they will acquire new learning competences, which are necessary to find employment or to start on their own path of social entrepreneurship.</p> <p>“Youth with less opportunities finding work with youth work” is a 27 month long project. EPEKA, soc. e., will carry out numerous learning programmes, training courses, meetings, round tables, etc., in 6 Slovenian regions — 4 in the eastern part and 2 in the western part of Slovenia. We will include 60 young people with fewer opportunities (45 from the Western region and 15 from the Eastern) and as a consequence of the project we will achieve 32 new employments.</p> <p>The project consists of several interwoven activities. The core of the project addresses educating young adults from vulnerable groups (Roma, refugees, NEETs) about crucial skills, which form 3 education modules (ICT skills, Slovene and foreign languages, Entrepreneurship and innovation – in total this includes 984 activities in 6 regions during the whole project). This is supplemented by activities addressing local, national and European policy and decision makers and employees in the public sector on the one hand, and potential employers on the other. The third part of the project is more oriented towards fostering integration and increasing participation in democratic processes (Health, culture and sports activities – e.g. football tournament with local and national decision makers, refugees and the Roma; implementing an awareness campaign about Roma employment together with interested participants). The project will conclude with an international conference and published compendium.</p>
<b>Short description of the problem the good practice aims to tackle</b>	<p>According to the statistics of the Employment Service of Slovenia for July 2016 there were 7.689 unemployed people aged 15-24 years and 12.858 aged 25-29 years. There is no in-depth statistic for young people showing the duration of their unemployment, gender, age and education. According to surveys and statistics that Epeka, soc. e., has gathered we can clearly see that the majority of long-term unemployed consists of young people with low education, especially women and members of ethnic minorities, Roma and other marginal groups. There are many reasons for vulnerable group unemployment, but the most prominent are: discrimination, racism, intolerance, segregation, “antigypsism” and so on. According to some data members of the Roma community are 17-times more likely to become permanently unemployable than members of the general population.</p>

<b>Good practice description</b>	
<b>Main objectives of the good practice</b>	<ul style="list-style-type: none"> <li>— ensure employment to young people with fewer opportunities through youth work in different organisations, gathering experiences in social enterprises and including them in workshops and other activities that employ methods of informal learning;</li> <li>— provide all necessary support to social integration of young Roma men and women through youth work with the goal of finding later employment;</li> <li>— educate and empower young people with fewer opportunities in the field of international youth work, active citizenship, volunteering, promoting intercultural dialogue and EU values etc.;</li> <li>— use the methods of social entrepreneurship in combination with youth work as a means to achieve economic growth with a specific product and also to use the profits of these activities for the public good and for encouraging employment of young people with fewer opportunities.</li> <li>— Include at least 60 active participants in over 900 activities and ensure that at least 32 of them find employment.</li> </ul>
<b>Target groups</b>	<p>Primary: young adults (18-30) belonging to vulnerable groups: Roma, persons with one of the forms of international protection, NEETs</p> <p>Secondary: unemployed young adults</p>
<b>Measures to involve the target groups</b>	<p>Information campaign and relying on existing established networks connected to the target groups. In cases where our networks are less well formed or relatively new we also contact other NGOs and public institutions to facilitate information dissemination. A key aspect is engaging influencers in specific target groups to attract other participants.</p>
<b>Elements of innovation with respect to the regional state of the art or adopted policies</b>	<p>While there are several education projects already being implemented in Slovenia, Fair Employment goes beyond education in key skills and competences and also includes several activities with decision makers and employees in relevant public institutions. These activities are often attended by the primary target group as well, which gives opportunities to see the target group as individuals and not only a statistic and also provides real and necessary feedback to all involved. Besides education activities we also conduct several activities aimed at integration and fostering healthy lifestyles.</p>

Good practice description	
<b>Evidence of success (results achieved)</b>	At this point the project is still ongoing, we have achieved 26 of the 32 foreseen employments and also formed a strong and well connected group of young adults throughout Slovenia.
<b>Main problems encountered in implementing and description of the measures taken to overcome them</b>	<p>Attracting young adults to attend education activities. This is the biggest hurdle in implementation as keeping them interested in a long-term non-formal education process is difficult and requires a delicate approach. This is a problem for all similar projects and the best solution is long-term cooperation and building of trust. Newer initiatives (within ESF programme) also foresee a small stipend for participants, but these projects haven't been implemented yet and the effects are not yet clear.</p> <p>Participants finding employment is of course a difficulty but at this point we are on track and the economic and job growth in Slovenia has a positive influence.</p>
<b>How could this intervention be improved</b>	Better cooperation with relevant public bodies (e.g. Employment office helping with participant selection and also information dissemination).

Good practice transferability	
<b>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the good practice; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?)</b>	The good practice is transferable but requires significant HR and financial support. As the project is large in scale (both in the geographical sense and in the number of planned activities) a smaller version might be viable with significantly smaller funds.
<b>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice)</b>	<p>340.000,000 EUR</p> <p>2 full time employees and 12 outside experts</p>



## 2. CRAFT FLOW: REFUGEE EMPOWERMENT THROUGH CRAFT& ENTREPRENEURSHIP

General information about the good practice (GP)	
<b>GP Title</b>	CRAFT FLOW: REFUGEE EMPOWERMENT THROUGH CRAFT& ENTREPRENEURSHIP
<b>Country, region and municipality of implementation</b>	Ljubljana, Slovenia Kostanjevica na Krki, Slovenia
<b>Timeframe of good practice (start date, end date unless ongoing)</b>	01.09.2016 – 31.012.2017
<b>Level of implementation (local/regional/national/transnational/other)</b>	International project, activities took place in Slovenia
<b>Webpage or other online info about the good practice</b>	<a href="https://www.craftflow.org/indexen">https://www.craftflow.org/indexen</a>
<b>Name and contact information about the organisation implementing the good practice</b>	DRUŠTVO TERRA VERA Grajska cesta 8 8311 Kostanjevica na Krki <a href="mailto:drustvo.terravera@gmail.com">drustvo.terravera@gmail.com</a>
<b>Brief description of the organisation implementing the good practice</b>	Terra Vera Association for Sustainable Development has started as an initiative of socially critical group of young people during the global crisis. We feel the need to create opportunities for interpersonal solidarity, integration, care for the environment and ethical economy. We foster the development of human potential in the field of sustainable management in rural areas, the social inclusion of vulnerable groups (especially refugees, migrants, Roma, unemployed youth, rural women) and cultural and ethnic minorities, the creation of new forms of cooperation and interest of integration between people and contributing to a higher quality of life in local communities. We develop innovative programs in the field of sustainable management, non formal learning, social inclusion, media education, craft and ethical entrepreneurship. We are engaged in the development and promotion of of fair trade, responsible tourism and social entrepreneurship. At the same time we are constantly committed to research, field work and awareness raising. Through various methods we encourage self-organization, use of local resources and sustainable management. We

General information about the good practice (GP)	
	are agents of knowledge-share on all levels, from small local initiatives to academia, from municipal authorities to social entrepreneurship.

Good practice description	
<b>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.)</b>	The implementation of CRAFT FLOW project introduced the methodological basis for a craft&entrepreneurship start up programme, targeted especially at vulnerable social groups of asylum seekers, immigrants, and refugees. One of the project's main results was a toolkit 'From crafter to entrepreneur', designed especially for members of vulnerable social groups - in this phase for young migrants, asylum seekers and refugees. The toolkit was divided into a series of chapters, each covering an important step in the development of craft-entrepreneurship initiative and ethical marketing brand, from idea to the final product, developing necessary knowledge and competences needed for the effective marketing. Toolkit was a result of expert recommendations and experience of our partner organisations, as well as improvements deriving from working experience with the testing group in Slovenia. Individual chapters were regularly tested on a group of 20 participants (refugees) and therefore provided a non-formal learning programme. This helped participants strengthen their entrepreneurship skills and get a first-hand experience of cultural heritage of the local environment, develop an ethical marketing brand and cooperate with local artisans/designers in order to create prototypes of handicraft products with added value. The testing programme was carried out throughout the 10-months project in form of two day workshops taking place each month. We also developed mentoring and peer support, emphasizing the role of psychological and social help to the refugees.
<b>Short description of the problem the good practice aims to tackle</b>	The main motivation was transfer of good practices of integration of refugees into the European Union, providing expert knowledge of the necessary frameworks for social inclusion and promoting the benefits of their cultural contributions and creativity. The project also offered a basic framework for asylum seekers to evolve their craft skills and explore possible entrepreneurship possibilities.
<b>Main objectives of the good practice</b>	Our aim is to contribute to the better integration of refugees into the European Union and increase their (self)employment possibilities by providing expert knowledge of the necessary frameworks for social inclusion and promoting the benefits of their cultural contributions and creativity. We thus aimed to create a social network between participants (refugees) and local handcrafters, designers, instructors, potential employers and other stakeholders who can transfer their practical experience and expertise.

<b>Good practice description</b>	
<b>Target groups</b>	The project aims to connect asylum seekers and refugees to creative and entrepreneurial agents; we closely work with students of the faculties as well as with those who are outside the formal educational systems. We create shared spaces where people can get together and learn from each other on the equal terms. The project connects asylum seekers, local entrepreneurs and craftsmen and potential buyers or clients.
<b>Measures to involve the target groups</b>	We addressed the selected target groups through our established channels within the migrant community and within the local artisan and entrepreneurial communities. The target groups were involved in the activities and also contributed to developing future activities and the toolkit through their input in evaluations.
<b>Elements of innovation with respect to the regional state of the art or adopted policies</b>	The project had two main areas in its methodological approach. One the one had was the union of craftsmanship and entrepreneurship, which can form a potential source of (supplementary) income to members of the main target group. This was further facilitated by connecting refugees with experienced artisans and entrepreneurs. On the other hand a key part of the project was increasing the level of the refugees' integration, expanding their social circles and increasing their confidence and interpersonal skills.
<b>Evidence of success (results achieved)</b>	In the project, we set up an E-platform in both Slovene and English, which will be maintained after project completion as a free open source site. This systematize and organise the non-formal learning material resulting from the project (Skill share, Online toolkit, webinars, video material and the basis for the online shop where it will be possible to sale & buy products once the project is over). As the project was small scale and conceived as a pilot for possible future actions we involved a relatively small number of members of the target group – 20.
<b>Main problems encountered in implementing and description of the measures taken to overcome them</b>	Barriers to participation owing to language. People learn and develop at different pace and may require more time than the project allows refining their skills and ideas. People may not have the individual resources to be self-sufficient or be able to afford equipment to set up in business. Feelings of isolation without family support. People have different cultural, religious and political values, which can lead to conflict.
<b>How could this intervention be improved</b>	While the project was small scale and was in a way a pilot initiative there are ways to improve it or rather improve on its potential. Strong language support is needed as not all members of the target group have sufficient language skills. This can be overcome with the help of outside language courses, which are present as a basic means of integration throughout the EU, and with the help of experts or more skilled peers. Material difficulties (especially in the long term) can be lessened with the involvement of local FabLabs or similar organizations or, if resources are available, by buying and renting “communal” tools.

<b>Good practice transferability</b>	
<b>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the good practice; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?)</b>	To implement the project on the level it was implemented in Slovenia relatively little is needed. The organizer needs access to basic tools and artisans willing to participate. The created toolkit offers a framework for implementation and development. Sufficient purchase power in the area of implementation is need for successful (long term and sustainable) implementation. This should be supplemented by networking with local crafts shops or using existing online platforms, as a degree of economical success is critical for motivation of the participants and long-term viability.
<b>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice)</b>	The project's budget was 38.030,00 EUR. The project requires staff with crafting skills and basic understanding of entrepreneurship and intercultural dialogue.

### 3. Integration package for unemployed migrants, refugees and asylum seekers

General information about the good practice (GP)	
<b>GP Title</b>	Integration package for unemployed migrants, refugees and asylum seekers
<b>Country, region and municipality of implementation</b>	Slovenia; <i>Osrednjeslovenska, Podravska, Savinjska</i> regions
<b>Timeframe of good practice (start date, end date unless ongoing)</b>	Project duration: December 2010 to December 2013 (ESS) Initiative was operating until 2015 as a partner to the Employment office of Slovenia, lost funding and got restarted in 2016 by an association.
<b>Level of implementation (local/regional/national/transnational/other)</b>	National
<b>Webpage or other online info about the good practice</b>	<a href="https://www.zsss.si/projekti/integracijski-paket/">https://www.zsss.si/projekti/integracijski-paket/</a>
<b>Name and contact information about the organisation implementing the good practice</b>	Project coordinator: ASSOCIATION OF FREE TRADE UNIONS OF SLOVENIA Dalmatinova 4 Ljubljana, 1000 <a href="mailto:zsss@sindikat-zsss.si">zsss@sindikat-zsss.si</a>  (as the below listed partner had key content contribution to the integration aspects of the project I am also listing the partner) Partner: SLOVENE PHILANTROPY Cesta Dolomitskega odreda 11 1000 Ljubljana <a href="mailto:info@filantropija.org">info@filantropija.org</a>
<b>Brief description of the organisation implementing the good practice</b>	ZSSS is a voluntary and democratic organisation, independent of political parties, parliament, government and religious communities, founded on 6 April 1990. The association is funded solely by membership fees and project work. Our representativeness and efforts to establish a high level of social dialogue give us the leverage to negotiate the contents of collective agreements and participate in the Economic and Social Council where we, together with the government, coordinate law proposals and other documents affecting workers. Social and other agreements related to salaries and specific economic and social affairs are concluded in the framework of a tripartite partnership. ZSSS has representatives in all social security institutions and three representatives in the national council. Our goals are achieved through negotiations, agreements, strikes or mass manifestations. The advantage of ZSSS and its members over other trade union organisations is its regional union organization network that allows

	<p>them to provide, in the entire territory of Slovenia, at their regional organizations' head offices and in a number of local trade union offices, legal, professional and other assistance to their members near their place of residence and work.</p> <p>(as the bellow listed partner had key content contribution to the integration aspects of the project I am also listing the partner)</p> <p>Slovene Philanthropy, Association for promotion of voluntary work, is a humanitarian organization operating in public interest since 1992. Our programs are aimed at increasing the quality of life in the community and advocacy for the socially weak. The central activity of Slovene Philanthropy is the promotion of volunteering. We firmly believe that through volunteering we can all contribute to a better and more tolerant society, based on the respect of all people regardless of their personal or living circumstances. Segregation of society is increasing the number of areas that require the engagement of people in order to assure the values of a just society. Through our programs we are entering areas not yet covered by national institutions or covered only to a certain degree: assistance to refugees, children and young migrants, aid for the homeless and other persons without health insurance in access to health services, advocacy of rights of migrant workers, establishment of intergenerational cooperation.</p>
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Good practice description	
<p><b>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training sessions, events, material published etc.)</b></p>	<p>The project integration package for unemployed migrants, refugees and asylum seekers stems from an ongoing effort to assist primarily labour migrants in terms of informing them about legal changes and possibilities related to labour market access and general integration. While initially focusing on unemployed migrant workers, asylum seekers, and refugees, the project also aims to include the migrant youth. Its goal is a more general migrant social inclusion, at the same time as keeping in mind the necessity to contribute to migrant equality in terms of labour market access and access to full workers' rights and benefits.</p> <p>During the project we developed a curriculum to train migrant/refugee rights defenders and counselors and also trained individuals, who worked in these roles in the field. We set up a crisis telephone number, a toolkit for training counselors, a monthly newspaper called Migrant news to inform migrant workers directly about ongoing legal changes, work field, cases of companies, etc. The newsletter was distributed directly to migrant workers - that means going to workers' dormitories, and frequent points of gathering (it was in the Slovene and BCMS languages, which is spoken in the main target group). The project also involved a number of activities aimed at fostering better social integration of the target group – e.g. workshops, multi-ethnic festival, engaging well informed migrant workers as volunteers-counsellors etc. Working with governmental institutions (e.g. Employment Service of Slovenia) to better inform them on the problem the target group is facing and help</p>

Good practice description	
<b>Short description of the problem the good practice aims to tackle</b>	<p>forming better policies and interventions for the employment of vulnerable groups.</p> <p>The key issues tackled by the project were:</p> <ul style="list-style-type: none"> <li>- high levels of under informedness of migrants, asylum seekers and refugees about the rights related to their work and wider life environment; this was related both to the lack of necessary infrastructure and the wider problem of their social exclusion</li> <li>- low levels of integration in their direct environment as a consequence of the work and life conditions into which they were placed</li> <li>- very limited employment prospects and opportunities that are often ill suited to their achieved level of education; e.g. in December 2010 out of the 74.008 work permits issued 27.625 were for work in construction , which often needs unqualified workers and is also plagued by high levels of worker exploitation.</li> </ul>
<b>Main objectives of the good practice</b>	<ul style="list-style-type: none"> <li>- foster equal opportunity employment</li> <li>- increase the level of integration of members of the target groups through a subset of activities – e.g. multicultural festival</li> <li>- increase the levels of the access to employment opportunities and trainings for members of the target groups; the project will from its beginning employ 3 members of the primary target group and implement a series of educational activities</li> <li>- train volunteers to work in the field and educate the target group about their rights related to employment and other key areas of life thus increasing their level of informedness</li> </ul>
<b>Target groups</b>	<ul style="list-style-type: none"> <li>- primary: unemployed economic migrants, economic migrants, refugees, asylum seekers</li> <li>- secondary: youth under 25</li> </ul> <p>In the period of implementation the majority of the members of the primary target group were from the Balkan region.</p>
<b>Measures to involve the target groups</b>	<p>We operated a counselling hotline and centers. Our counsellors visited members of the target group in their dormitories and places, where they spend time. We also created a monthly newsletter informing them about their rights, changes in labor law, good or exploitative practices by companies and private employment agencies etc. We directly involved members of the target group in the implementation of various aspects of the initiative.</p>
<b>Elements of innovation with respect to the regional state of the art or adopted policies</b>	<p>The project was innovative as it directly involved the target group in the formation of training content and used their experience to create a programme that addresses the actual relevant issues, which were also communicated to public bodies. This 8-part training programme included aspects of labor and social law, asylum and foreign resident law, Slovene</p>

<b>Good practice description</b>	
	language, communication, research work, ICT skills and the Slovenian work market. We created a toolkit/guidelines for counsellors working in the field. We created a system of internal information circulation in the migrant community supported by the project. Organizing multicultural events to connect the migrant communities with the majority population.
<b>Evidence of success (results achieved)</b>	We planned to include 40 members from the target groups, directly employ 3 people and conduct 4500 counsellings and and 600 in-depth counsellings and long-term observations. In the end, only in 2013 we had over 27.500 visits to our counselling office and 36 volunteers offering counselling in the field. After the end of the projects lifetime, in 2015, we operated in 12 cities in Slovenia in cooperation with the Employment Service of Slovenia.
<b>Main problems encountered in implementing and description of the measures taken to overcome them</b>	At first there were problems with attracting members of the target groups, but these were soon overcome by building trust and by the real need for such a service. There are also long-term sustainability issues as the project requires quite a lot of HR and also outside financial support either by the government, EU funds or by acting under the auspices of governmental agencies.
<b>How could this intervention be improved</b>	While the intervention was successful, there were long-term sustainability issues, which can be overcome by decisive governmental or similar support.

<b>Good practice transferability</b>	
<b>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the good practice; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?)</b>	Along with the aforementioned HR and financial needs the implementation also requires expertise and language skills. As the project primarily targeted persons from the Balkan region (this was before the mass refugee waves coming from Africa and the Near East) there were fewer cultural differences as a result of the common Yugoslav past. The same can be said in relation to language barriers as Slovene and BCMS languages are similar. These are issues that must be addressed if implementing the project in the current milieu. It is also crucial to include members of the target group as workers within the project, as this eases access to the target groups and fosters the building of trust.
<b>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice)</b>	297.983,59 € ESF funds During the project life-time 5 full time staff and in later stages 36 field workers informing and counseling the target group.  A small scale or pilot implementation would require a smaller number of employees but a high level of knowledge about national social and labour law and basic integration processes.



#### 4. SKUHNA - “Slovenian World Cuisine”, improvement of social conditions of migrants, while enriching the Slovenian society

General information about the good practice (GP)	
<b>GP Title</b>	SKUHNA - “Slovenian World Cuisine”, improvement of social conditions of migrants, while enriching the Slovenian society
<b>Country, region and municipality of implementation</b>	Ljubljana, Slovenia
<b>Timeframe of good practice (start date, end date unless ongoing)</b>	01/05/2012 Ongoing (end of ESF financing 2015)
<b>Level of implementation (local/regional/national/transnational/other)</b>	Local
<b>Webpage or other online info about the good practice</b>	<a href="http://www.skuhna.si/">http://www.skuhna.si/</a>
<b>Name and contact information about the organisation implementing the good practice</b>	Zavod Global Nova pot 72, Vnanje Gorice, 1351Brezovica pri Ljubljani info@skuhna.si
<b>Brief description of the organisation implementing the good practice</b>	Zavod Global was established in Ljubljana in 2010 to address issues of global learning, intercultural education and development. The Global Institute’s role is to attempt to provide an alternative non-Eurocentric perspective to issues dealt with in the field of global learning. The purpose of the Institute is to bring together better understanding of people in Slovenia/Europe with people in the Global South. Since its inception Global Institute has implemented about 25 projects funded by the Slovenian Government, Municipalities and the ESF.

Good practice description	
<b>Brief explanation of the good practice (i.e. the activities that have been implemented in order to achieve the objectives of the intervention, such as for example training</b>	SKUHNA or “Slovenian World Cuisine” is an innovative project of social enterprise, which, together with migrants and refugees, has been developed by the Global Institute, in partnership with the Voluntariat Institute. It is meant to contribute to the improvement of social conditions of migrants and refugees, while enriching the Slovenian society. The idea is based on the connection between people around a basic need: nutrition.

Good practice description	
sessions, events, material published etc.)	<p>Besides the restaurant, main activities of Skuhna are catering and cookery workshops. Considering that cooks and waiters participating to the projects are migrants and refugees coming from different corners of the world, Skuhna proposes a variety of dishes typical of Central and South America, Asia, and Africa.</p> <p>The Project consists of 3 areas corresponding to 3 activities:</p> <ol style="list-style-type: none"> <li>1. <u>A Restaurant</u> which employs 4 chefs from the Global South who prepare authentic food from their respective culinary backgrounds. Skuhna contractually cooperates with other chefs from this part of the world so ensure enough diversity to propose food from a different country every day.</li> <li>2. <u>A Catering service</u> which can be enriched with poetic folk music, folk tales or live music.</li> <li>3. <u>Cooking workshops</u> conducted by people from Africa, Asia and South America. In addition to cooking skills, participants of the cookery courses expand their horizons as they will be able to communicate with persons who come from a foreign cultural environment. They will be able to learn about politics, international relations, peer relations, history, languages, music, dance ... depending on the interest of participants.</li> </ol>
Short description of the problem the good practice aims to tackle	The crucial problems the project addresses are the lack of employment possibilities for migrants and refugees in Slovenia and the lack of inter-cultural understanding and dialogue between migrants and the majority population.
Main objectives of the good practice	<p>The project pursues 4 main goals:</p> <ol style="list-style-type: none"> <li>1. Enabling access to training and employment to migrants and refugees in order for them to benefit from their own ability, through vocational reintegration and inclusion to the labour market.</li> <li>2. Developing new and innovative economic activities within the scope of social entrepreneurship and progressively upgrade them, while ensuring their sustainability and job creation.</li> <li>3. Offering activities to native Slovenians (cookery courses, camps, catering and telecast), which, in an innovative way, promote social interaction between migrants and the majority population with the intention to de-construct as many stereotypes and prejudices held by both parties and achieve a tolerant society.</li> <li>4. Through training and other activities, increasing the social inclusion of socially vulnerable groups in the mainstream society.</li> </ol>
Target groups	The project targets Migrant and refugee groups as well as the Slovenian population, and ultimately the Slovenian society as such as customers.

<b>Good practice description</b>	
<b>Measures to involve the target groups</b>	Addressing the target groups through all available dissemination channels and also communicating through other stakeholders either public institutions or NGOs. Attracting newly arrived refugees and migrants through other integration projects and involving them through organizing culinary workshops.
<b>Elements of innovation with respect to the regional state of the art or adopted policies</b>	In the Ljubljana region Skuhna is innovative as it offers a wide range of culinary experiences otherwise not available in the region. Skuhna also offers workshops for members of the local population, who want to learn about non-European culinary traditions. This is also supplemented by a rich cultural program (e.g. concerts). All activities are planned in a way that fosters cultural dialogue and interaction between the target group and the majority population.
<b>Evidence of success (results achieved)</b>	So far, 7 individuals with migrant background are participating to training courses, 4 are employed on the project with an undetermined or fixed-term full-time contract for a period of at least 18 months and more than 30 catering activities have been carried out. The project have been presented on 9 occasions and more than 20 articles have been published about it. In 2018, 3 years after the end of financing, Skuhna is still operating and is a sustainable business.
<b>Main problems encountered in implementing and description of the measures taken to overcome them</b>	The most important challenges faced by the team is overcoming cultural differences while operation in inter-cultural environment. Another hurdle is operating as a sustainable restaurant after the end of the project lifetime and operating in as an economic entity.
<b>How could this intervention be improved</b>	While the project was well implemented and it is still operating and functioning on the market without European co-financing, it is crucial that a strong business plan is formulated and that the basics of the restaurant business are understood beforehand as they present a steep learning curve as does the process of guaranteeing long-term financial feasibility.

<b>GP transferability</b>	
<p><b>Prerequisites for the adoption / implementation of the good practice (what are the specific elements or conditions that must be present to allow the implementation of the good practice; Would this action work well in another European context? What local / national conditions should be met to allow the transfer?)</b></p>	<p>The action is transferable to other European contexts but as mentioned before a viable business strategy is crucial before the implementation as the food business represents a field with strong competition and high expenses both in financial and HR terms. It is also crucial to have the support of the local population and also of local institutions.</p>
<p><b>Resources needed (Please specify the amount of funding/financial resources used and/or the human resources required to set up and to run the practice)</b></p>	<p>The project was supported with a 299.792,00 EUR grant from the ESF. Besides financial resources staff with existing cooking and managerial expertise is needed as well as the drive to pass this knowledge on to beneficiaries.</p>