

Collaboration with Spanish private companies. Posttigo method.

Introduction:



IPF Consulting has begun in collaboration with some public universities in Spain, a new way to promote employment in our country. We know the difficult situation experienced by our country in the workplace, in this situation the sector which is suffering more is Spanish young people. The project was initiated by us with the collaboration of Posttigo company, an online legal advice which today gives the opportunity to work more than 50

young people (people who is studying and not) in our region.

As is being mentioned above, the main problem of our country is the lack of opportunities which companies and Government give to young people for the future; Spanish companies don't give new opportunities to young people to learn more about their studies, they need more qualifications to work to be a professional after practices period. Posttigo in collaboration with IPF, has been the first to carry out this project, but that is not the only one, because three companies more in Spain have heard of this new form of participation and have contacted with us.

Concrete activities implemented during the programme:

Gradually this project is growing and reaching greater numbers. Posttigo began giving new opportunities only 5 young law students from the University of Malaga to work in his law office (online law office). The director of Posttigo, who is a professor at the Law University of Malaga and collaborator of it, agreed to the option of practices that would help improve the knowledge of students once they had finished their studies. Posttigo offers free training course to students over a period of 12-30 weeks.

Before, few years ago, Posttigo offered services related with law, lawyers and legal topics, only law student could access to this service. With the collaboration and financial of IPF, Posttigo has grown about its office and it needs collaboration of 7 different jobs, specialties, not only lawyer students.

Presently, in Posttigo we have working around 20 younger Law students who have to solve legal questions in a online way, 14 people who are community managers (they haven't studied before but we prepared some training courses for their), 17 people who have to visit different professional lawyers, lawyer office and firms, government buildings and assessors, two of them are student but the rest are people who want to learn this job.

This company is more of 7 years old, in Spain it was the first legal assessor web site and afterwards, more of 300 young people have could to find a job here in Spain. Most of them work in different companies and some of them have decided to follow studying.

IPF collaborate with it to foment its increase, if Posttigo grew, there will be more students working in the future. IPF has reached that Posttigo works not only with young law students, we work with even different jobs more.

Less to less, we pretend that our service improves and we can offer training courses and bigger practices periods in another



atmosphere as journalist, accountability, economy, business direction, etc.

Also, Mr. Postigo collaborates with Málaga University because he is a professor there, and they are trying that others professors of the University can do the same activity to follow the growth. This company has given the opportunity to more of 1500 younger for last year to enter in website and could to reach clients for younger lawyers who need



some help to start their offices, Postigo help their to have clients and they can advertising their selves in the website to start with their own companies around all our country.

Now, IPF is collaborating and funding a new project with it. The new projects pretend to create a mobile app; to create this app we have needed around 39 people who have received a training course about informatics, Web programming (IOs and Android system) and web designers. One of our students, Pablo started to study but he had to finish his degrees and now he is working with us and learning a lot of important things, afterwards we are going to find him a job.

Target group of the programme

The service is aimed primarily at young students once they have finished their higher education do not have the opportunity to find a job that allows you to develop your skills and learn more about the job you have or seek career guidance that is absolutely necessary when just the university.

However IPF has implemented these services because not only young students need this kind of help and collaboration, but now many more people need a boost to improve and develop. Therefore, IPF has introduced new groups and new areas of learning within companies to finance training and creation of new employment practices to develop their idea.

Currently there are not many students as students and unemployed people who are forming with us and encouraging learning a technical profession.

IPF has recently started a new character computer courses that encourage more people (not professional) become part of the company as a computer due to the growth that the company is considering for the future. These training courses are in turn making it possible for young professors currently working to not enter the world of education. In collaboration with a training center (Postigo Ponce) in the town of Malaga are training new teachers because since from IPF, we know the importance of getting a good education to deal with people who either have never studied or beginning to study again after several years.

Aim(s)/objective(s) of the programme.

The main objective of IPF Consulting is the creation of permanent jobs that will occupy students and people who need career guidance for getting new skills. But the main objective of this project initiated by IPF is not just stay here, but it is known by most private companies throughout the country so that these begin to do so and are millions of people who can benefit from this initiative. There are currently three companies in different areas of the country concerned and who are willing to start this project with our collaboration and funding.

The essentially private nature of this service is because currently in Spain, are private enterprises (SMEs) which are working to fix this situation as part of the Government are not receiving the subsidies were ordered and there are more restrictions due mainly the situation of crisis.



To end with youth unemployment and people who are studying and with great expertise, is the main reason that IPF prompted to start this project. Gradually it is paying off and we are seeing many young people are improving their situation. Since IPF funded this project, the number of

students has increased due to the need about jobs that in our region there is.

For the best success of our project and especially for greater knowledge, we are working for your advertising. We have been in several radio channels with national coverage in Spain and we have also come out in newspapers in our region. The University of Málaga helps us to dissemination among students.

In addition, we have organized several conferences and seminars to reach our target groups the advantages of our program and the dissemination it may have. Several training companies have expressed their interest about it and they collaborate with us advertising it.

But we not only extend our Best Practices facing Spain but through international cooperation on projects and European training courses we are presenting the project and spreading. A month ago we could make an official presentation of Posttigo method in Latvia. Currently, the partners of Latvia (Grobina School) are very interested in working with us to improve both the situation in their country.

IPF is working so that in the future the European Union is interested in our system, the first step has already been taken.

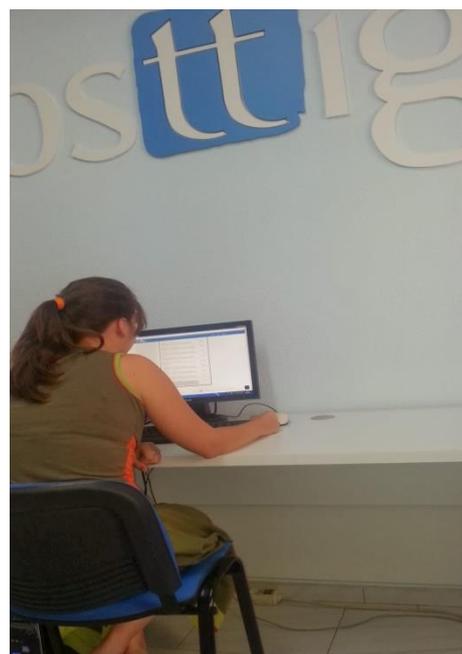
Expected result and impact of the programme

Our main goal is to get in Spain, all young people and adults who need to enter the labor market have the possibility of doing so. To do this, IPF believes that investing in private companies in each country is a good way to encourage them of the possibility for these students to work, live day by day, to know what it is to have a responsibility and learn a trade.

In Malaga this method is being productive so, we trust that all regions can be, but to be effective, we must continue working on the project, we must continue to advertise it and submitting it to various companies.

The needs of young people participating or wishing to participate in the labor market of the future are the main reason that IPF works every day.

Malaga University (one of the largest in Spain) is providing collaboration and working with us in organizing conferences. Along with five more Spanish universities, we have managed to organize a meeting of deans in Madrid for all to have more information about our method and also collaborate to make it



happen in their cities.

IPF is confident that the impact that the method will in the future will be possible and we will help many people in need. The development of a project of this magnitude and of this nature has already shown us that IPF can succeed but not satisfied, we continue to grow and that all private companies in our country with the opportunity to become aware that you can give. Currently the youth is our future and we know how important it is to believe in them and help them to further develop their skills and working hard.

If they advance (because we give them the opportunity) labor markets in each region and country, will improve in the same way. Posttigo investment has been one of the best ways IPF designed to solve this problem and to suggest to other entrepreneurs in the effectiveness of their new method.

IPortal European Best Practices

Aim(s)/objective(s) of the programme:

IPF has collaborated and funded a new informatics system to improve the pupil's knowledge about different languages. Through this system a young person can have free access to our courses about languages like Bulgarian, German, Spanish, English, etc.

IPF knows how important it is to learn languages to have more opportunities to work face. The situation in Spain regarding the language is quite sad: only four out of ten Spaniards speak and write a foreign language,



Only four out of ten Spanish speak and write English. Nine out of ten people believe that knowledge of foreign languages is very or quite important today, but less than 19% of those who claim to speak English or French is able to maintain an informal conversation about everyday topics without difficulty. Only four in ten say they speak and write a foreign language, mainly English (25.2% of all respondents) and French (9.6%).

Spain is the fourth EU country in which fewer adults speak a foreign language, behind Romania, Hungary and Portugal, according to a survey published by Eurostat, the EU statistical office. 46.6% of Spaniards aged 25 to 64 surveyed said they did not know any foreign language, compared to 38% of the EU average.

This creates a problem in accessing the labor market and the need to speak a foreign language is vital to find a job. In our region, tourism is 90 percent of economic activity and the lack of language makes Andalucía few citizens can work in this sector.

IPF has been sensitized to this issue and has developed online training courses to promote learning a new language.

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Also, IPortal is destined to create new jobs for young people whose principal aim is work language teachers and the have studied a lot to do it in the future.

The most important thing about it is that it allows students, who want to learn a new language, communicate with a private language teacher at any time of day. The attention of the teacher has to be exclusive, because of that we need young people who don't work in any place more and they can dedicate all their time in their pupils. Is the best way to help young people who know about language but they can't find a perfect job.

We try to foment that our staff will be young around 25 years old and people who haven't job, they have to be unemployed. They collaborate with us making private classes, virtual classes, Skype meeting, training courses, etc.

Last months, the number of IPortal users has growth due to the success of the web. Our Town hall, Málaga Hall has collaborated with us to promote this system in different schools and training centers. Nowadays, IPortal had more of 300 teachers in five different languages who participate in our project. Andalucía Government know all aspect about our project and it helps us with it because of this web site contribute to reduce the youth unemployment percent in our community.

Target group of the project:

Students can access this service can be in any social group and may be any age, One of the main advantages of IPortal is that is accessible to anyone who need to learn a language to find a job.

This new system has been a success among young people because they can learn through the medium they love without using social networks or any video game. In addition IPortal also offers the advantage of having fun while learning as through e learning platform has been created, they can access a virtual world called Second Life through IPortal Island. Through IPortal Island can interact with students from around the world and through a video chat to talk with them, interact, play and have fun. By incorporating new teachers and programmers is also the web to interact online with the teachers at that time is using the platform.

In addition, the adult people who want to access the platform can also do it through the same as it has created an additional introductory course in computing and the virtual world to make it easier to understand how to use the platform.

Teachers who have found jobs through this service are mostly young people who have studied to be a teacher and you need the opportunity because in Spain, youth unemployment is the main problem we have at this time. It is a good way for them to practice and may be brought into the workplace.

The online courses have also helped us to incorporate our new groups experienced programmers to develop the web properly and gradually can be used by more people, adding more agendas, more different languages, more tests and expand our virtual world .

Currently internet is the easiest ways to learn and get more skills; IPF knows how important it is especially among the younger people around the world and therefore thought that this was the best way to promote the learning of these.

Concrete activities implemented during the programme:

The core activities of our project are for learning a new language by all kinds of people. Younger people have meant a virtual platform that gradually has been developed to capture the attention of this audience. This activity is also accessible for adult people since there is no age limit to play in our platform, but not only because they are already implemented several training courses for adults who cannot use the Internet well and its resources, IPF It has funded all additional courses that are given to promote the model and also help people acquire this adult more related with the virtual world and the world of knowledge websites.



IPF has organized various seminars, meetings and conferences to extend their model throughout our country to get him to go considerably broadening the scope of IPortal as a learning platform. In collaboration with the University of Malaga and the City Council and the Junta de Andalucía (our regional government) we have ensured that the expansion in our region even more effective.

In these meetings we presented our project and master classes also work with teachers and directors of vocational training centers which have been very interested in the project as well as collaboration for further expansion and collaboration.

Although the main objective of IPortal is language learning, with the collaboration of companies and vocational training centers, we have ensured that the courses offered are more numerous and not just stay in the field of languages. To achieve our goals, IPF knows that the most important thing is to have good teachers to help us to develop these courses to be fully effective. Our project relies mostly on younger teachers over 25 who have completed their studies and who need an opportunity to enter the labor market and to have the experience that is needed.



IPF offers these young teachers the possibility to gain experience in dealing with the student through training courses with a limited number of hours that enable them to learn how to teach properly and well, not only in becoming teachers but guides students as there are students who need more help than others. These teachers act so online and in person giving monthly courses to these students and checking the knowledge they have acquired over time that has lasted your language, that is to

say, evaluate each step that gives students in a personal way.

Related advertising, YPF has introduced the last two months a new training course for business and allow advertisers to promote this project and help more and more people know about it. It is very important for us to have young and motivated people to help us to grow IPortal. In collaboration with various vocational training centers are taking new courses for learning in the category of commercial and sellers of the project to make it all come to our country and so many more young people to work with us.

The fact that these employees are younger is because in our country the unemployment of young people is the largest in Europe and is for us a very serious problem. Young people are our future and we need your correct development and experience to work. If no one gives them a new opportunity it is very difficult to have the experience that is required when getting a new job. Also our director believes that young people have a lot of projection going forward and enjoy working with them when he sees how slowly they grow and they learn more, it is really satisfying for us.

Our programmers are also very important because without them our platform could not properly developed section. Our platform is constantly updated in order to get the correct development of this as technologies advance every day. It is important for us that our platform to adapt to technological advances and for that our team is progressing slowly to form a large group.

The group started by a small team of professionals, now have joined our team more than 20 people who temporarily attend training courses in order to acquire new knowledge about everything related to programming platforms. It is important to have information on a platform of these features work and above all, what is the best way to execute it. Therefore we rely on a team that is characterized by the experience of adults' programmers with more experience and innovation and imagination of the younger generation.

Expected result and impact of the programme

Through this project, IPF has collaborated with companies which are in other countries like Poland to increase and improve the exchange students who have high level in their education or not. We fund all costs about the flights, accommodation, meals, etc. When they are in Spain, we provide training courses about technical jobs; our first aim is that they can work here, learn more about a technical profession and improve their Spanish level. Next April 30 Poland Youngers will come here to do training courses and to work here in Spain with us and we will send 40 Spanish young people there with the same aim.

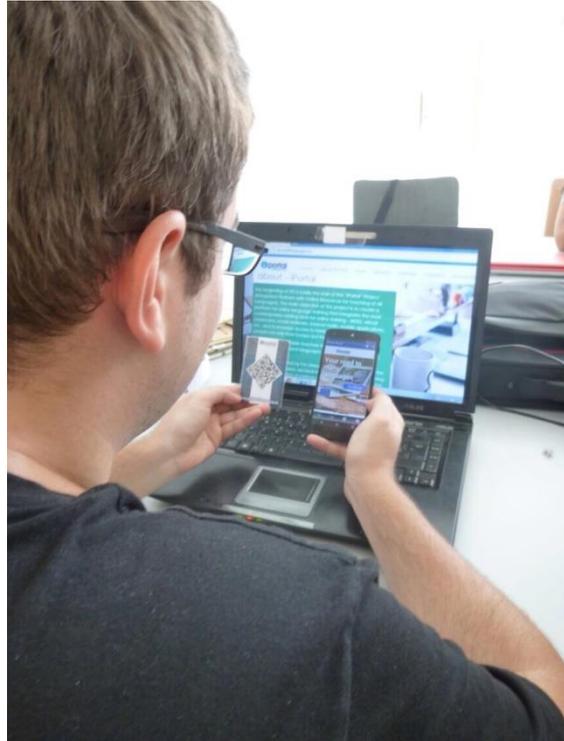
Through these partnerships, we have ensured that many young Spaniards get a job abroad and many foreigners who work directly with us they get in our country, gaining work experience and enjoy learning our language. It is a good way to enhance the experience of our young people because sharing those makes these learn every day.

These exchanges are becoming more effective and more numerous, we have collaborated with Poland, Bulgaria and next April we will do with Romania and Ukraine.

IPF wants to give a future to the people who need to increase their ability to find a new job, or more simply knowledge transcends him. It is also a good way to access that people who have no resources to pay for language courses and they really need.

But not only that since the practices and works that IPF is offering favors achieving work by many people who are currently unemployed. It meets job functions since it allows having experience in the world of work by younger who have just finished their studies. IPortal is the best platform for this and for all young workers who want to start in the world of web design and graphic design because the jobs in this sector are increasing with each passing day.

By holding conferences of promoting them is being favoring more people know this service and you can access it before registering. IPortal not only offers an online service as mentioned before, also offers classroom training courses are held once every month and allows everyone to learn to use and also can implement the knowledge obtained in these courses training that have been provided.



For the organization of these courses they have needed much collaboration which has favored the creation of effective temporary jobs to organize in the best way possible.

At this time, we are very satisfied with the results that we are seeing as many jobs are being created in our town and in our region (Andalusia) and we are also seeing many people of all ages feel better and more confident to look for new job opportunities.

A worker morale is paramount to achieve their goals and from here, from our company, our main objective is that they can get it and have a very promising future, only that all the invested work and funding will have been made the sorrow.