

## *Good Practices*

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✓ Azores

- **Good practice #1: Rede Valorizar**

Rede Valorizar is the service of the Regional Government responsible for the processes of recognition, validation and certification of competencies (RVCC). It helps low-skilled people, mostly adults without the 1<sup>st</sup> schooling cycle, to increase their qualifications and their employment opportunities. Rede Valorizar's action plan is divided into three steps:

1. Build, with the support of the Education Department of the University of the Azores, a diagnostic model that would allow carrying out a survey of the target audience competences.
2. Creation of Basic Skills Acquisition Courses (ABC Courses), consisting of 300hours of training, focusing on the areas of Language and Communication, Mathematics for Life, Citizenship and Employability and Information Technology.
3. 10 unemployed primary school teachers are hired and provided with training in adult education. Also, a training manual adapted to adults with low literacy is produced.

Currently, ABC courses methodology has been expanded for 2<sup>nd</sup> and 3<sup>rd</sup> school cycle certifications. In addition, a set of good practices were added to the project, such as the social projects that the groups have developed - blood donation, clothing collection, volunteer work at Banco Contra a Fome, and a pedagogic garden that still continues today.

- **Good practice #2: Berço de Emprego**

The programme named Berço de Emprego (meaning 'Cradle of Employment' in English) supports the temporary replacement of female employees who hold a contract and are taking maternity or adoption leave by women, receiving unemployment benefits. Replacements are temporary and limited to the duration of the maternity or adoption leave, plus two months. Although employers are responsible for paying employment insurance, applicable allowances and legally due retribution, subsidies and retribution are reimbursed (except Social Security contributions).