

## IDENTIFICATION OF THE METHOD AND THE APPLICABLE AREAS FOR IMPLEMENTING THE MOLA MOTIVATIONAL PROGRAMME

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## 1

## Introduction

### 1.1. Overview of the “Mothers Looking Ahead Project”

Mothers Looking Ahead (MOLA) aims to support the educational and professional inclusion of mothers by raising their motivation to consider re-entering education or training in the new era of training provided in Europe. The project offers support services, including career orientation, empowerment, motivation, soft skills, basic digital skills, and job preparation training, to help mothers continue and complete their education or training and find employment.

MOLA aims to pursue mothers, with a special focus on those facing fewer opportunities, residing in rural and remote areas, experiencing socio-economic difficulties, or encountering any other potential source of discrimination, including those with a migrant background. The project is addressed to mothers seeking to boost their skills, knowledge, and competencies, encouraging them to consider re-entering education or training in the new era of training provided in Europe (online, hybrid, face-to-face).

Support services will be provided to align them with 21st-century skills, encompassing career orientation, empowerment, motivation, soft skills, basic digital skills, and job preparation training. The goal is to facilitate mothers in continuing and completing their education or training and finding employment. Recognising the sensitive nature of the challenges faced by many mothers, the project emphasises sensitivity at each stage to engage and sustain their involvement throughout their educational journey.



## 1

## Introduction

### 1.2. Purpose of the Roadmap

The primary purpose of the "Mothers Looking Ahead" roadmap is to provide a clear, structured, and actionable plan for addressing the unique challenges identified through our comprehensive research with mothers in the following countries: Slovakia, Greece, Belgium, Portugal, and Ireland. This roadmap serves as a strategic guide to develop and implement targeted solutions that empower and support mothers in their personal and professional lives.

### Key Objectives of the Roadmap



#### a. Identify Problem Areas

Based on the research conducted, we have pinpointed specific problem areas that mothers face, such as lack of digital skills, difficulties in balancing work and family life, limited access to flexible job opportunities, and insufficient support systems. The roadmap highlights these challenges in detail for each country.



#### b. Propose Tailored Solutions

For each identified problem, the roadmap proposes practical, country-specific solutions. These solutions are designed to directly address the issues faced by mothers, offering them resources, training, and support to overcome these challenges. Examples include links to digital skills courses, flexible job platforms, and local support groups.



#### c. Facilitate Collaboration and Customisation

Specific data and solutions have been suggested for each of the countries involved in the project, ensuring that the strategies are tailored to the unique needs of mothers in their region. The interactive elements and placeholders allow for easy customisation and updating of information.

## 2

## Research & Analysis

### 2.1. Research Activities



From January 2024 to March 2024, a comprehensive research initiative was carried out **across five EU countries: Slovakia, Greece, Belgium, Portugal, and Ireland**. The aim was to explore the attitudes and experiences of mothers regarding work-life balance and to identify their needs and challenges in career development. The research used both online surveys and in-depth interviews to gather qualitative and quantitative data.

### 2.2. Data Collection



**Online Surveys:** 30 questions, 15-30 minutes duration.

The online surveys were designed to capture a broad range of information from mothers regarding their work-life balance, career aspirations, and the challenges they face. The surveys consisted of 30 questions and took approximately 15 to 30 minutes to complete. The questions aimed to gather data on various aspects of their professional and personal lives, including their current employment status, job satisfaction, barriers to career advancement, and the types of support they find most beneficial.



**In-Depth Interviews:** 10 participants per country, 10 topics, 3-6 questions per topic, 45-60 minutes each.

In-depth interviews were conducted with 10 participants from each of the five countries. These interviews provided a more detailed and nuanced understanding of the participants' experiences and perspectives. Each interview lasted between 45 to 60 minutes and covered 10 key topics, with 3 to 6 questions per topic. The interviews focused on personal stories and specific examples to highlight the individual challenges and successes in balancing work and family responsibilities.

The combination of desk and field research allowed for a robust investigation of the **potential gaps and needs**. This included examining how mothers currently approach career orientation, motivation, and empowerment, as well as their awareness and implementation of these processes in teaching, learning, and mentoring contexts.

The research findings are crucial for informing the development of a targeted roadmap and the final framework for a motivational programme. This programme aims to provide tailored learning objectives and actionable strategies that can be implemented to support mothers across the EU in their professional development and work-life balance.



## 3

## Main Findings



### 3.1. Main Findings of the Online Survey

#### Demographics



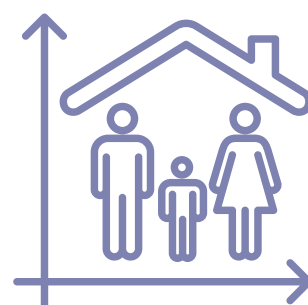
The majority of respondents were in the **35-44 age range**, with a significant presence of older mothers (45-54 years old) as well.

Respondents came from **diverse living environments**, including urban, rural, and small-town settings.



Marital status **varied**, with a mix of married, divorced, and single mothers.

Family sizes ranged from one to five children, with the most common being **one or two children**.



#### Commonalities



##### Balancing Work and Family

This is the most pressing challenge for mothers in all surveyed countries.



##### Support System Needs

Affordable childcare, flexible work arrangements, and access to education and training are crucial for mothers to manage work-life balance and career development.



##### Skill Gaps

Digital skills and time management are areas where mothers in many countries reported needing improvement.



##### Importance of Family Support

Family support is consistently identified as highly important for mothers' career aspirations.

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# Main Findings



## 3.1. Main Findings of the Online Survey

### Motivations



#### Financial Independence

This is a top motivator in most countries, with some variations.



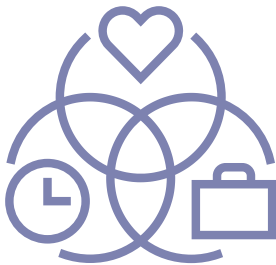
#### Personal Growth

Mothers in Belgium and Greece highlighted personal growth as a significant motivator for pursuing career development.



#### Career Advancement and Skill Enhancement

This is a priority in most countries, with Portugal specifically mentioning it as the top motivator.



#### Work-Life Integration

Mothers in Portugal might prioritise achieving a better balance between work and family life, rather than complete separation.

### Access to Resources



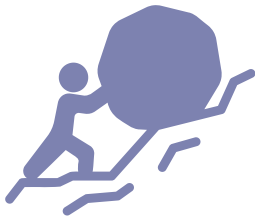
**Slovakia** and **Belgium** appear to have the highest overall access to the resources mentioned, with "Average" or "High" ratings in all categories.



**Portugal** and **Greece** has more mixed access, with some areas being "High" or "Average" and others being "Low".

**Ireland** has relatively low access, except for "Average" internet reliability.

### Cultural Background



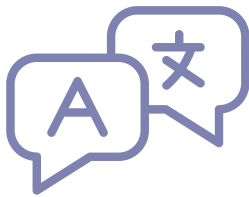
#### Challenges

Discrimination, limitations



#### Opportunities

Unique skills, networking



#### Language Barriers

Varies by country, with some mothers experiencing significant limitations in accessing resources.

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# Main Findings



## 3.2. Main Findings of the In-Depth Interview

### Demographics



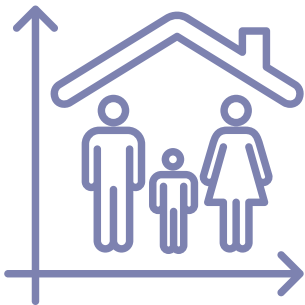
Respondents ranged in age from their **early 20s to mid-50s**, representing a broad spectrum of life stages and career phases.

Respondents came from **diverse living environments**, including urban, rural, and small-town settings.



Marital status also **varied**, with respondents including single, married, and divorced mothers, each facing unique challenges related to their family dynamics and professional lives.

The number of children among the respondents **varied**, influencing their daily responsibilities and the extent of childcare support required.



### Current Life Situation

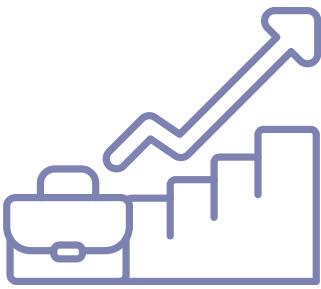
#### Balancing Act



Many respondents described their current life as a delicate balancing act between professional responsibilities and intensive childcare demands. Employment situations varied, with some working in roles with little flexibility, such as customer service or manual labour, while others were on maternity leave or had been forced to leave the workforce entirely due to the demands of motherhood.

#### Limited Career Advancement

These roles often offered limited opportunities for career advancement or personal development, further complicating their professional trajectories.



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# Main Findings



## 3.2. Main Findings of the In-Depth Interview

### Challenges and Barriers



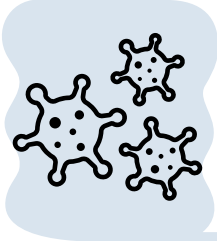
**Childcare Accessibility**  
A significant challenge identified was the availability and affordability of childcare, which restricted their ability to pursue work or training.



**Workplace Inflexibility**  
Rigid job schedules with little understanding or accommodation for maternal responsibilities were a common issue.



**Career Progression**  
There was a significant barrier in career advancement opportunities due to breaks in employment or part-time working patterns dictated by childcare needs.



**Economic Impact of COVID-19**  
The pandemic exacerbated economic instability and increased the difficulty of balancing work and family.



**Health Issues**  
Some participants faced significant health challenges, such as recurring cardiac problems or burnout, which impeded their professional growth and required careful management of work-life balance.



**Language and Cultural Barriers**  
Language barriers and cultural differences influenced career opportunities and experiences, with minority groups facing additional challenges.

### Preferred Methods for Career Development



#### Interactive Learning

Mothers showed a clear preference for practical, accessible educational methods. They favoured interactive workshops, face-to-face meetings, and hands-on demonstrations over remote or online learning. This preference stemmed from the value they found in the immediate applicability of skills learned and the essential social interactions these settings provided.

#### Mentorship and Networking

Mentoring programmes and networking opportunities were also highly valued for providing guidance, support, and direct engagement.





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# Main Findings



## 3.2. Main Findings of the In-Depth Interview

### Motivational Factors



#### Financial Stability and Personal Fullfilment

Financial stability, personal achievement, and the desire to provide a better future for their children were significant drivers. However, many mothers also experienced periods of low motivation due to the overwhelming nature of their daily responsibilities and past negative experiences.



#### Impact of Past Experiences

Previous work history and personal growth opportunities - or the lack thereof - significantly influenced their current career aspirations and their motivation to pursue further education or professional advancement.

### Experience with adult trainers/tutors/career coaches



#### Positive Experiences

Previous work history and personal growth opportunities - or the lack thereof - significantly influenced their current career aspirations and their motivation to pursue further education or professional advancement.



Overall, the "Mothers Looking Ahead" roadmap is a vital tool for transforming research insights into actionable solutions. It aims to empower mothers, enhance their digital and professional skills, and provide the support needed to achieve a balanced and fulfilling life. Through collaboration and customisation, this roadmap will help create a brighter future for mothers across Europe.

The "Mothers Looking Ahead" surveys and in-depth interviews highlight the universality of challenges faced by mothers in balancing work and family life, while also acknowledging differences in motivations, cultural influences, and resource availability across countries. Policymakers and support organisations can leverage these findings to develop targeted interventions that empower mothers to thrive in their careers and personal lives. Further research in additional countries, particularly from developing regions, would provide a more comprehensive picture.

In the next section of this roadmap, country-specific difficulties identified in the surveys and interviews will be presented, along with recommendations to address these issues across all countries included in this study: Slovakia, Greece, Belgium, Portugal, and Ireland.

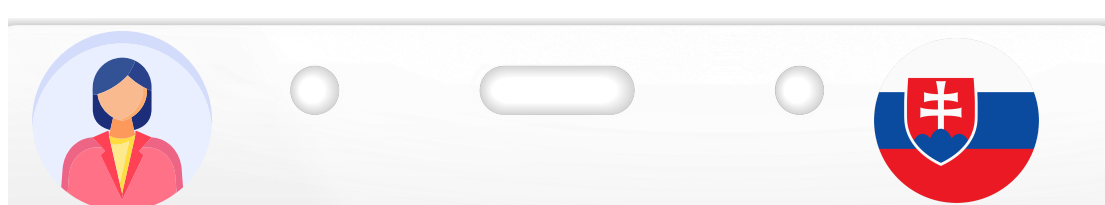


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## Country Specific Difficulties

### 4.1. Slovakia

#### Profile of Slovak Mothers (online survey and interviews)



**Ages and Location:** The average age of mothers is 34-44 years, mostly urban residents with some representation from smaller towns.

**Education and Work:** Varied education levels, with most holding secondary education and many having university degrees, with full-time work being most common, followed by unemployment

**Family Structure:** A diverse mix, with divorced women forming the majority. Smaller families are the norm, with most having 1 or 2 children.

**Support Systems:** Parents serve as the primary caregivers, supported by immediate family members, such as grandparents.

#### What difficulties do mothers in Slovakia face?



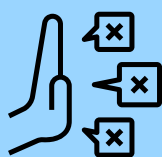
##### Balancing Work and Family

Many respondents describe their current life as a delicate balancing act between professional responsibilities and intensive childcare demands.



##### Childcare Accessibility

Many face difficulties due to inadequate or expensive childcare options, which limits their ability to work or attend training programmes.



##### Workplace Inflexibility

Rigid job schedules with little understanding or accommodation for maternal responsibilities.



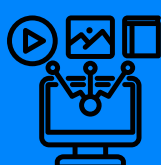
##### Difficulties of Career Progression

There is a significant barrier in career advancement opportunities due to breaks in employment or part-time working patterns dictated by childcare needs.



##### Limited Job Opportunities

Many mothers believe that their career progress is inhibited due to limited employment opportunities and job search support.



##### Lack of Education and Resource Availability

The data indicates that a lack of resources, including poor internet access and limited transportation options as well as insufficient education are significant challenges.

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# Country Specific Difficulties

## 4.2. Greece

### Profile of Greek Mothers (online survey and interviews)



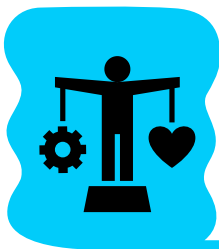
**Ages and Location:** The respondents were aged between 26 and 42 years, residing in various parts of Greece, including Athens, Kavala, and Kalamata.

**Education and Work:** Educational qualifications among the participants ranged from bachelor's degrees to master's degrees, reflecting a high level of academic achievement.

**Family Structure:** Marital status also varied, with respondents including single, married, and divorced mothers.

**Support Systems:** Private sector and family.

## What difficulties do mothers in Greece face?



**Balancing Work and Family**  
Many respondents highlighted the difficulty of managing both roles.



**Impact of COVID-19**  
Economic impact of COVID-19: the pandemic exacerbated economic instability and increased the difficulty of balancing work and family.



**Childcare Accessibility**  
Limited access to affordable childcare: some respondents reported challenges related to finding affordable childcare impacting their ability to attend classes or commit to full-time employment.



**Difficulties with public transportation**  
Unreliable public transportation: issues with public transportation were mentioned, particularly in Athens, where unorganised and expensive options limit mobility.



**Language Barriers**  
Some participants faced language barriers that hindered their ability to fully understand job requirements or communicate effectively in their professional roles.





**Rural Isolation**  
Rural Isolation and Limited Resources: Women in rural Greece often experience isolation due to geographical remoteness.

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# Country Specific Difficulties

## 4.3. Belgium

### Profile of Belgian Mothers (online survey and interviews)



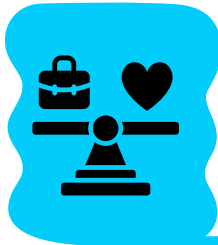
**Ages and Location:** The respondents aged between 35 and 74 years, residing in various parts of Belgium, including Brussels, Charleroi, and Uccle.

**Education and Work:** Educational qualifications among participants ranged from diplomas to PhDs, reflecting a high level of academic achievement.

**Family Structure:** Marital status also varied, with respondents including single, married, and divorced mothers.

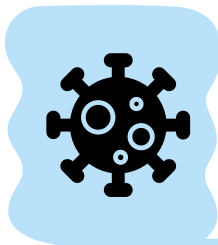
**Support Systems:** This analysis synthesises the qualitative data derived from these interviews, highlighting key themes and insights.

### What difficulties do mothers in Belgium face?



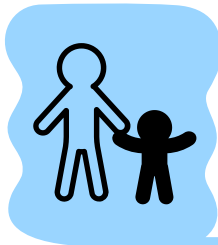
#### Balancing Work and Family

Many respondents highlighted the difficulty of managing both roles, often leading to slower career progression and compromised career goals.



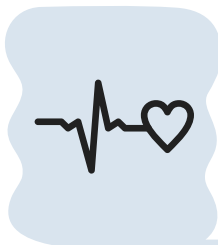
#### Impact of COVID-19

The pandemic exacerbated economic instability and increased the difficulty of balancing work and family.



#### Childcare Accessibility

Several respondents reported challenges related to finding affordable childcare, impacting their ability to attend classes or commit to full-time employment.



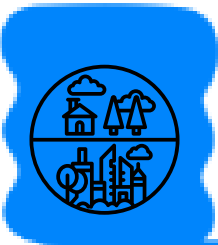
#### Health Issues

Some participants faced significant health challenges, such as chronic cardiac problems or burnout, which impeded their professional growth and required careful management of work-life balance.



#### Poor Access to Resources

Some participants reported that they did not have access to essential resources, such as the internet and transportation.



#### Rural vs Urban Challenges

Rural mothers encountered issues such as fewer job opportunities and traditional gender roles, while urban mothers struggled with balancing work and family life and accessing resources.

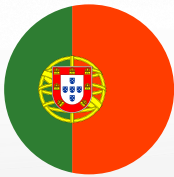



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# Country Specific Difficulties

## 4.4. Portugal

### Profile of Portuguese Mothers (online survey and interviews)



**Ages and Location:** Early 30s to mid-50s, with a prevalence of older mothers (aged 45-54 and 55+), from smaller and bigger towns.

**Education and Work:** Majority with university degree and self-employed and with full-time jobs.

**Family Structure:** Mix of married, single, and divorced mothers, with one or two children.

**Support Systems:** Parents as primary caregivers, with support of immediate family, such as grandparents, and formal childcare services.

### What difficulties do mothers in Portugal face?



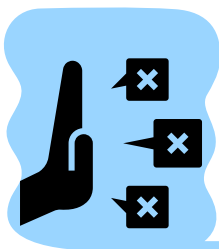
#### Balancing Work and Family

Portuguese mothers primarily struggle to balance their professional aspirations with family responsibilities, which impacts their overall well-being and job satisfaction.



#### Childcare Accessibility

In Portugal, a major challenge is the availability and affordability of childcare, which limits parents' ability to work or pursue training opportunities.



#### Workplace Inflexibility

Many jobs still maintain inflexible schedules with minimal support for maternal responsibilities, highlighting the necessity for more accommodating workplace policies.



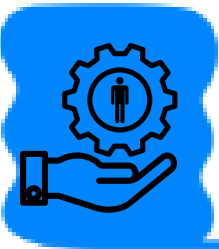
#### Difficulties of Career Progression

Many mothers feel their career advancement is limited by the demands of motherhood, including reduced hours and societal expectations to prioritise family.



#### Limited Job Opportunities

Mothers from rural areas face limitations concerning opportunities, access to information and to support resources.



#### Limited Local Career Development Programs



There is a need for more resources and networking opportunities to help mothers find jobs and relevant training.

4

# Country Specific Difficulties

## 4.5. Ireland

### Profile of Irish Mothers (online survey and interviews)



**Ages and Location:** Most mothers in Ireland who took part of the survey were between 35 and 44 years old, mainly from rural areas.

**Education and Work:** Respondents have varying education levels, with most mothers working full-time.

**Family Structure:** Majority are married, followed by single mothers with 2-3 children.

**Support Systems:** The majority of families depend on their parents for help, followed by daycare centres.

### What difficulties do mothers in Ireland face?



#### Balancing Family and Work Responsibilities

The majority of mothers (65%) identified the struggle to balance caregiving duties with professional responsibilities as a significant challenge.



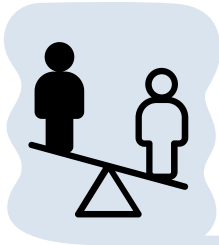
#### Limited Access to Affordable Childcare

Access to affordable childcare emerged as a major challenge, affecting mothers' ability to pursue career opportunities.



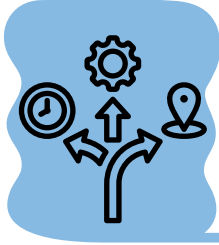
#### Limited Job Opportunities

Mothers in rural areas face limited job opportunities, longer commutes, and fewer support services, complicating their career pursuits.



#### Discrimination in Career Advancement

Discrimination has undermined the self-confidence and job opportunities of some respondents, particularly those from migrant or marginalised backgrounds.



#### Need for Flexible Work or Study Arrangements

Many mothers emphasised the importance of flexibility in work or education to accommodate their caregiving roles, with 41% prioritising flexible options.



#### Lack of Support for Professional Development

Some noted a lack of access to career development resources, like mentorship, guidance, and affordable training programmes, poses obstacles in advancing their careers.

## 5

## Country Specific Recommendations



### 5.1. Slovakia

#### How to solve these difficulties in Slovakia?

##### CAREER ORIENTATION

**Živica:** This NGO provides career counseling, training, and networking opportunities for women.

**Centrum pre rodinu:** They provide career orientation and networking opportunities for mothers

**Akčné ženy:** A platform that supports women with online courses, webinars, and networking events aimed at professional development.

**Pracujúce ženy:** A project specifically for mothers who want to return to work.

**EPIC:** Focuses on the integration of disadvantaged groups, including mothers, into the labour market.



##### EMPOWERMENT

**Matky v práci:** The social enterprise aims to create jobs, especially for mothers and disadvantaged people.

**Akadémia pre podnikavé ženy:** A comprehensive educational programme aimed at developing women's entrepreneurial skills.

**Aj Ty v IT:** They offer IT skills courses for women, increasingly relevant in the labour market.

**Úrad práce, sociálnych vecí a rodiny:** The Slovak Labour Office provides information on job vacancies, career counseling, and training programs.



##### MOTIVATION

**Jak sladit práci a rodinu:** This book offers practical tips on balancing family life with professional ambitions.

**iMAMA:** Mom's conversations and stories, a great source of inspiration.

**Lenka Valentíniová:** Psychologist, leads support groups for parents as well as support groups for women focused on self-discovery and self-development.

**TED Talks:** Provides a range of motivational and informative talks on career development, productivity, and work-life balance.



##### SOFT SKILLS

**Coursera:** This global online platform offers a wide range of courses that can help mothers develop soft skills: emotional intelligence, communication, leadership, time management, and more.

**Seduo:** Offers courses in Slovak and Czech, including soft skills such as leadership, communication, emotional intelligence, and stress management.

**Skillmea:** Offers courses on creativity, productivity, problem-solving, and project management in the Slovak language. Free courses for the unemployed.



## 5

## Country Specific Recommendations



### 5.1. Slovakia

#### How to solve these difficulties in Slovakia?

##### BASIC DIGITAL SKILLS

**Digitálna Koalícia:** As part of a government initiative, the Digital Coalition offers various free and low-cost digital skills programmes for people of all ages, including mothers.

**IT Akadémia:** Offers courses specifically designed to build digital competencies for individuals re-entering the labour market.

**Microsoft Office Training Center:** Offers a free online training platform to learn the basic and advanced use of Microsoft Office tools (Word, Excel, PowerPoint, Outlook), which are essential for most office jobs and educational environments.



##### JOB PREPARATION TRAININGS

**Úrad práce, sociálnych vecí a rodiny (ÚPSVaR):** Provides diverse retraining programs funded for registered job seekers, including mothers returning from parental leave.

**Udemy & Coursera:** The service offers thousands of affordable/free online courses on job preparation.

**Profesia.sk:** This Portal offers advice on preparing for job interviews, including tips on readiness, common questions, appropriate attire, and what to expect at assessment centres.



##### OPEN EDUCATIONAL RESOURCES

**Slovenská digitálna knižnica:** Offers a wide range of free digital books, research papers, and other educational materials.

**eKariéra.sk:** This platform provides free courses, webinars, and articles, which can help mothers re-enter the workforce with confidence.

**Slovenská akadémia vied (SAV):** Provides free educational resources, research publications, and occasional webinars in Slovak.

**Národný inštitút vzdelávania a mládeže (NIVaM):** Educational materials focused on lifelong learning.



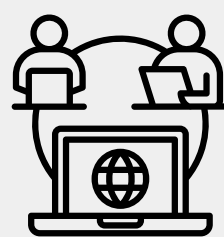
##### DIGITAL TOOLS AND PLATFORMS

**Profesia.sk:** Job search portal.

**Trello:** Digital tool that helps with project management, time management, and organisation.

**Duolingo:** Is a language learning app that can help mothers improve their language skills.

**Canva:** A user-friendly learning management system for online courses, supporting collaboration, assignments, and various learning tools.





## 5

## Country Specific Recommendations



### 5.1. Slovakia

#### How to solve these difficulties in Slovakia?

#### SUPPORTIVE SERVICES AND NETWORK

**VIA IURIS**: This organisation provides legal advice and advocacy for mothers returning to work, offering support related to labour laws, maternity benefits, and guidance against discrimination.

**Mama Port**: A community for mothers who want to stay connected. It is a place where free professional webinars are offered to women every month.

**Mama Gang**: A platform that connects trusted content and experts with a community of supportive, like-minded moms.



#### EUROPEAN INITIATIVES

**Women's Entrepreneurship Portal (WEgate)**: Is an EU-funded platform designed to support women entrepreneurs by providing access to training, mentoring, and funding opportunities.

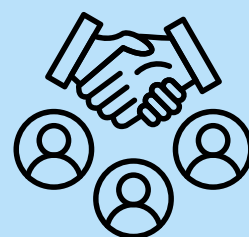
**European Institute for Gender Equality (EIGE)**: Focuses on promoting gender equality across Europe and collects data and best practices on issues like work-life balance, maternity leave, and women's access to education and employment.



#### PARTNERSHIPS

**Učiaca sa Trnava**: The programme hosts engaging monthly meetings and workshops for mothers with children.

**Únia materských centier**: A non-profit organisation that supports maternity and family centres in Slovakia by helping them grow locally, unite nationally, and maintain a strong public image.



## 5

## Country Specific Recommendations



### 5.2. Greece

#### How to solve these difficulties in Greece?

##### CAREER ORIENTATION

**KETHI:** Aims to support women experiencing violence and multiple discrimination by providing counselling services.

**Public Employment Service:** 51 Apprenticeship Vocational Schools across Greece



##### EMPOWERMENT

###### **ReGeneration FEMpowerment Initiative:**

Programme focused on empowering young women in Greece by providing them with the skills needed to thrive in the modern business environment. It offers workshops, training sessions, and mentoring opportunities.

**Career Coach Greece:** Provide career coaching specifically aimed at women re-entering the job market. Mothers can receive personalised coaching to clarify their career goals, improve their confidence, and prepare for job interviews.



##### MOTIVATION

###### **"You are Enough! - Motivational Video for Moms":**

This video is a heartfelt reminder that every mother has the strength and potential to achieve her goals.

**"Best Motivational Video Ever | Every Woman Needs To See This":** Featuring inspiring words from Priyanka Chopra, this video encourages women to embrace their inner strength and take control of their lives.



##### SOFT SKILLS

###### **Platforms that offers training on soft skills:**

- <https://www.nobleprog.gr/en/soft-skills-training>
- <https://www.languageinternational.co.nz/school/the-lambda-project-68670>
- <https://odyssea.com/en/about-us-new-designs/>



## 5

## Country Specific Recommendations



### 5.2. Greece

#### How to solve these difficulties in Greece?

##### BASIC DIGITAL SKILLS

###### **Women on Top - Digital Skills Programmes:**

Women on Top runs workshops and mentoring sessions specifically aimed at improving the digital skills of women, including mothers. They provide hands-on training and access to resources.



**FutureLearn:** Provides a range of online courses, including those focused on digital skills and basic education.

##### JOB PREPARATION TRAININGS

**Greek Manpower Employment Organisation (OAED):** Vocational Training Programmes

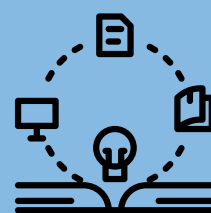
**DIMITRA Education & Consulting:** DIMITRA offers a variety of vocational training programmes which are specifically designed to improve job readiness.



##### OPEN EDUCATIONAL RESOURCES

**Udemy:** Provides affordable courses on entrepreneurship, coding, and technology skills, covering a wide range of topics.

**Memrise:** Offers Greek and English language courses, combining real-life content with spaced repetition techniques.



##### DIGITAL TOOLS AND PLATFORMS

**Canva:** A user-friendly learning management system for online courses, supporting collaboration, assignments, and various learning tools.

**Skillshare:** Provides courses on creative skills, design, and technology. It's a community-based platform where users can learn through video lessons.



## 5

## Country Specific Recommendations



### 5.2. Greece

#### How to solve these difficulties in Greece?

#### SUPPORTIVE SERVICES AND NETWORK

**Childcare Solutions:** Offers childcare support and resources to help mothers attend training sessions.

**Mentoring and Coaching:** Provides access to mentors or career coaches who can offer personalised guidance and encouragement.



#### EUROPEAN INITIATIVES

**Women's Rights Centre (K.E.D.I.):** Provides support and advocacy for women, including those facing social and economic challenges.

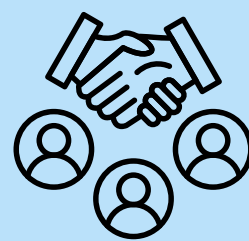
**The Greek National Confederation of Women (E.G.E.):** An organisation that represents various women's groups and focuses on women's issues, including education and support for mothers.



#### PARTNERSHIPS

The **Greek Ministry of Education** have programmes aimed at increasing digital literacy and offering educational opportunities for adults.

**KMOP - Social Action and Innovation Centre:** Provides training and education programmes targeting various groups, including mothers. They offer workshops on basic digital skills, job readiness, and other essential competencies to help participants improve their employability.







### 5.3. Belgium

#### How to solve these difficulties in Belgium?

##### CAREER ORIENTATION

###### ReDi School of Digital Integration

**VDAB** (Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding): They offer personalised support for individuals facing socio-economic difficulties and migrants.

**Actiris** (Brussels Employment Office): Actiris offers career counselling, job training, and employment services



##### EMPOWERMENT

**Vlaamse Liga tegen Kanker (VLK)**: While primarily focused on cancer support, VLK also provides resources and assistance to those in difficult socio-economic situations.

**Solidariteit voor het Gezin**: Provides support to families in need, including those in rural or disadvantaged areas.



##### MOTIVATION

**Wallonia-Brussels Federation – Social Support**: Offers information on social support programmes available for families in need.

**Child Focus**: Focuses on supporting children and families, including those in difficult situations. They provide relevant resources or support services.

**Agora (Integration Services)**: Offers support for integration, including professional and educational opportunities for mothers from migrant background.



##### SOFT SKILLS

**Kunsthumaniora Brussels**: Offers community engagement projects and workshops that could be beneficial for personal development and soft skills training.

**Oxfam**: Provides various educational programmes and workshops that support economic empowerment and personal development.



## 5

## Country Specific Recommendations



### 5.3. Belgium

#### How to solve these difficulties in Belgium?

##### BASIC DIGITAL SKILLS

**KlasCemen:** An educational platform that provides resources and courses to improve digital skills, offering specific materials tailored for parents and educators.

**Sciensano - Digital Literacy for All:** Sciensano's community engagement initiatives include workshops and resources aimed at increasing digital skills among underserved populations.



##### JOB PREPARATION TRAININGS

**Forem:** The Walloon Public Employment Service, which offers job preparation services, including training programmes, job search assistance, and workshops tailored to the needs of jobseekers in Wallonia.

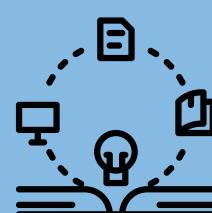
**Konekt:** Offers a range of services to improve the employability of individuals facing challenges, including personalised job coaching, training, and tailored support.



##### OPEN EDUCATIONAL RESOURCES

**FutureLearn:** Provides a variety of courses on digital skills, entrepreneurship, and leadership. FutureLearn's courses are created by leading universities and cultural institutions from around the world.

**edX:** Provides courses on work-life balance strategies and personal development, created by universities such as Harvard and MIT.



##### DIGITAL TOOLS AND PLATFORMS

**Zoom:** A video conferencing tool that facilitates virtual meetings and learning sessions, providing flexibility for mothers who need to manage their time efficiently.

**LinkedIn:** A professional networking site where individuals can build their professional networks, find mentors, and explore job opportunities.



## 5

## Country Specific Recommendations



### 5.3. Belgium

#### How to solve these difficulties in Belgium?

#### SUPPORTIVE SERVICES AND NETWORK

**Groep INTRO:** Offers support to people with a migrant background and those facing socio-economic difficulties, including various social and community services.

**CAW:** Provides social services and support for people facing difficulties, including advice and counseling for families and mothers.



#### EUROPEAN INITIATIVES

**European Social Fund (ESF) - Belgium:** The ESF supports various projects aimed at improving social inclusion and reducing poverty. Initiatives that benefit mothers in Belgium can be found through their funded projects.

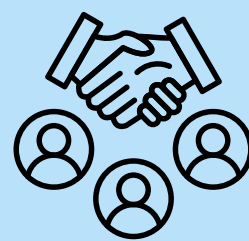
**Mothers' Union Belgium:** A branch of the international Mothers' Union organisation that supports mothers and families in need through various initiatives and community programmes.

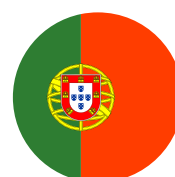


#### PARTNERSHIPS

**HER Project:** This initiative supports women in overcoming barriers to employment (e.g., access to education and entrepreneurial opportunities).

**Fedasil:** This agency provides accommodation, guidance, and essential services to asylum-seeking mothers.





### 5.4. Portugal

#### How to solve these difficulties in Portugal?

##### CAREER ORIENTATION

**POISE (Operational Programme for Social Inclusion and Employment)**: Focuses on increasing employability and promoting social inclusion, with training courses covering areas such as technology, languages and management.

**IEFP (Institute for Employment and Vocational Training)**: This programme offers both free and funded courses for unemployed individuals or workers who are seeking retraining.



##### EMPOWERMENT

###### **WomenEntrepreneurs@CatólicaLisbon**

**Programme**: This programme is free and supports female entrepreneurship for all women who have launched or are considering starting their own business.

**Back to Market Programme**: This free programme assists women who have paused their careers and are struggling to re-enter the job market due to issues like outdated professional experience or lack of connections.



##### MOTIVATION

Support groups for mothers on social media are common and provide various forms of emotional, practical, and educational support. These communities can be particularly beneficial for sharing advice, resources, and experiences with fellow mothers.

- **Mothers from Portugal**
- **Entrepreneurial Portuguese Mothers**
- **Women on the Job**



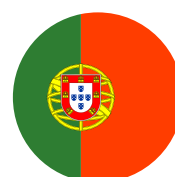
##### SOFT SKILLS

**Udemy**: This online learning platform provides a variety of courses covering both technical and non-technical skills, including personal development.

**NAU - Online Education and Training for Large Audiences**: Is a pioneering national online project to support education and training aimed at large audiences, providing courses that are open and accessible to all.







### 5.4. Portugal

#### How to solve these difficulties in Portugal?

##### BASIC DIGITAL SKILLS

**Online learning platforms:** It has been created to offer free or low-cost courses in various digital areas, from basic digital literacy to advanced skills in programming, artificial intelligence, data analysis, and more.



**National Digital Skills Initiative e.2030 - INCoDe.2030:** A national strategy, which aims to promote digital literacy, ensure digital inclusion, encourage specialisation in digital technologies, and develop innovation and research capacity in the digital domain.

##### JOB PREPARATION TRAININGS

Portugal places a strong emphasis on vocational education through Professional Schools, which are designed to meet labour market demands and facilitate smooth transitions into the workforce.

<https://www.ofertaformativa.gov.pt/#/home>

<https://www.anqep.gov.pt/np4/home>



Municipalities provide advice and support service on exploring professional goals, approaching the labour market, job interviews, developing skills or training (e.g., Porto; <https://www.cm-porto.pt/economia/talento>)

##### OPEN EDUCATIONAL RESOURCES

**RCAAP:** Portugal's national repository for open access scientific publications. It provides access to a wealth of educational and research materials across various disciplines.

**Google Atelier Digital:** Offers free courses in digital marketing, career development, and basic IT skills, which can be accessed online.



##### DIGITAL TOOLS AND PLATFORMS

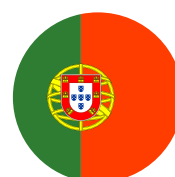
**Happy Daycare Programme (Portuguese Government):** All children born on or after September 1, 2021 are entitled to free daycare. You can consult the daycare network in the app.

Online tools such as **Pordata** or **Net-Empregos** provide career information and job opportunities.



## 5

## Country Specific Recommendations



### 5.4. Portugal

#### How to solve these difficulties in Portugal?

#### SUPPORTIVE SERVICES AND NETWORK

**Dress for Success:** International organisation that helps women achieve economic independence by providing free programmes, development tools and professional attire to thrive in work and in life.



**Yes Mom You Can Portal:** A community where mothers can find support, encouragement and initiatives. A project that helps mothers reconcile work and family life.

#### EUROPEAN INITIATIVES

**EURES (European Employment Services):** Portugal is part of European initiatives such as EURES, which facilitates job mobility across the EU and provides information on job markets in different countries.

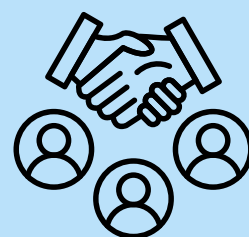


**OpenupEd:** Is a portal that collects the MOOC offerings from European Higher Educational Institutions, promoting continual education and professional development.

#### PARTNERSHIPS

**Mothers' Help:** is a social solidarity association aiming to support mothers and their families.

**Portuguese Red Cross:** Support for mothers, including social, psychological and health support.



**Luísa Canavarro Household:** Supports the integration of mothers dealing with social, emotional, and economic challenges.

## 5

## Country Specific Recommendations



### 5.5. Ireland

#### How to solve these difficulties in Ireland?

##### CAREER ORIENTATION

**Skills Connect**: A series of free training and upskilling courses. These courses may include work placements to assist individuals who have lost their jobs.

**Springboard+**: Is a Government initiative offering free and heavily subsidised courses at certificate, degree, and masters level.



##### EMPOWERMENT

**The women4women Network**: Is an independent local community group of women supporting women.

**ActionAid Ireland**: Works with women and children, as they take the lead in claiming their human rights to build a more just world.

**Rethink Ireland**: Provides cash grants and business support to the social innovations that can make a real difference.



##### MOTIVATION

**The Migrant Family Support Service (MFSS)**: Is a voluntary service with the aim to support Migrant Families who experience child protection interventions and empower migrant parents by providing culturally sensitive support and encouraging positive parenting practices.

**Mum Talks**: Is a community whose objective is to provide a safe, supportive and empowering network for women in Ireland who are mothers.



##### SOFT SKILLS

**Further Education & Training Course Hub (FETCH)**: Provides free courses, like Self Development for Women.

**SaorEd**: Is a free online education platform for people from migrant and refugee backgrounds in Ireland. Courses include English, information technology (IT) and career preparation and are available in English, Arabic, Spanish and German.



## 5

## Country Specific Recommendations



### 5.5. Ireland

#### How to solve these difficulties in Ireland?

##### BASIC DIGITAL SKILLS

**National Adult Literacy Agency (NALA):** An Irish charity that helps adults improve their reading, writing, maths, computer and many more skills.

**Hi Digital:** Is a free course that has been designed to learn online skills. Helping anyone take their first step towards being more independent and connected online now.



##### JOB PREPARATION TRAININGS

**Epic Programme:** Helps unemployed asylum seekers, refugees and migrants living in Ireland to increase their chances in finding a job through online training, individual support and partnering with businesses.

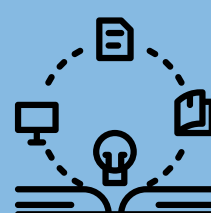
**WorkEqual:** They provide professional styling, mentoring, workshops and career consulting services free of charge to support people to (re)enter the workforce.



##### OPEN EDUCATIONAL RESOURCES

**Education and Training Board Ireland (etbi):** Digital Library, where freely available OERs like textbooks, course materials, videos and other digital content can be used for teaching, learning, and assessing.

**Open Courses:** Variety of facilitator led and self study courses on wide range of topics including Development and Getting Started with Personal and Professional Digital Capacity.



##### DIGITAL TOOLS AND PLATFORMS

**Employum:** Is leading the flexible and remote work revolution in Ireland – they are all about finding flexible work for the right candidates and helping companies prepare for the future of work.

**CareersPortal:** Their mission is to empower individuals on their career journey, through the provision of information and tools to support the continuum of lifelong guidance and help develop career management skills.





## 5

## Country Specific Recommendations



### 5.5. Ireland

#### How to solve these difficulties in Ireland?

##### SUPPORTIVE SERVICES AND NETWORK

**Cultúr**: Is a community organisation offering support such as conversational English classes, mother and toddler groups, women's groups, and a drop-in-centre for information and for referral in multiple languages.

**Back to Work Connect**: Their mission is to showcase the value of midlife workers, including returners and career changers in the job market and to provide them with the support, skills, and opportunities they need to re-enter the workforce.



##### EUROPEAN INITIATIVES

**Integration Hub**: With a focus on promoting political participation and combating racism. The Integration Hub is funded under the EU Asylum Migration and Integration Fund (AMIF) via the Department of Justice and Equality.

**The Irish Network Against Racism (INAR)**: Committed to combatting racism and all forms of discrimination.



##### PARTNERSHIPS

**AkiDwA**: Is a national network of migrant women living in Ireland.

**The Family Resource Centre (FRC) programme**: Is Ireland's largest National Family and Community-based support programme.

**Spunout**: Is Ireland's youth information and support platform, working towards an Ireland where all young people are supported and empowered to thrive.

