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○ 1st Issue

○ JAN 2012



3rd Sector qualification in Europe

A GRUNDTVIG PARTNERSHIP PROJECT



This project main objective is to identify and exchange 3rd Sector qualification experiences at an European level, involving partners who's experience will create an added-value towards the deepness and improvement of this sector qualification activities.

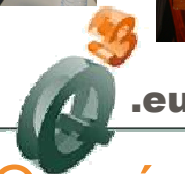
Kick-off Meeting, Lisbon 12-13 Dec. 2011

The proposal of this kick-off meeting was to reflect and fine-tune the project having all partners reviewing the activity plan, discuss budgetary issues and the allocation of tasks, setting targets, determine milestones for the project and agree on the timeline as well as thinking about the evaluation and monitoring plan proposed for the project.

For this meeting each partner prepared a presentation to allow other partners to understand their own organizations presentation and information about activities in the context of 3rd sector/social economy qualification processes and country "state-of-art".

The Q3 project Portuguese partners prepared and presented drafts proposals regarding to: objectives, work plan (main activities and time planning), expected results; financial and administrative procedures and partners agreements; partnership networking tools and communication system; Dissemination plan; Evaluation plan.

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Visit and dinner with Fado at "Voz do Operário"



During this kick-off meeting the entire partnership had the opportunity to visit and afterwards dinner at "Voz do Operário" a Popular Associative Movement Associations, in Lisbon. During the visit we got to know better this 3rd sector organizations and experienced Portuguese cultural and historical aspects as well as our gastronomy and Fado! Turned too be possible better understand the dynamic of this particular kind of social economy organizations that were also involved in organizational qualification interventions by Q3 Project.

KO Meeting Conclusions:

1. Each organization presented itself, characterized 3rd sector/social economy in its own country as well as the work they develop for the sector qualification.
2. The project steps, activities, schedule and partners involvement was revised.
3. Second and third meetings schedule are established to the 2th and 3th April in Rome and 24th and 26 June in Berlin.
4. Networking and communication tools plan agreed on the use of E-mail for general communication, publish a Facebook page, use Dropbox and Google Docs.
5. The dissemination plan was established including: Public Events, Informative Materials and Publications
6. A first draft of an Italian Thematic Workshop position paper was produced to address 3rd sector organizations and service providers on the theme of training delivery, quality standards and certification characterization.
7. The evaluation plan implicates on its methodology document analysis, questionnaires, reports and outcomes evaluation and furthermore two focus groups to be held in Berlin (June 2012) and at the end of the project in 2013.



The Associação de Idosos da Malagueira, Popular Associative Movement Association in Évora received us to lunch with delicious Alentejo gastronomy and typical

Visit to organizations qualified by Q3 Project

Partners visited organizations at Alentejo



European partners met the Q3 Project regional coordinator (Miguel Sá) and visit two organizations were Project Q3 organizational qualification methodology was implemented in 2008/2010. At MONTE and CERCIMOR we have implemented the Q3 Model qualification methodology based on: A problem diagnosis, done in a participative way; Tailored development plan with several short term training courses and consultancy; Continuously monitoring and evaluation after implementation.

Miguel Sá presented in detail the milestones of this implementation methodology and



explained in concrete the entire model, illustrating each step with these two organizations real experiences that could be considered good practices.

MONTE and CERCIMOR's board members spoke about the favourable results and outcomes they got through this model implementation for their organizations. They testify that all steps and results benefit from the participation of all collaborators' (board, staff and volunteers), it were also continuously presented, monitored and evaluated by all. They showed high degree of satisfaction with external consultants and training courses that were given by external specialist trainers. From their experience, this model generates professional/personal development, increases qualifications, improves the organisation performance, quality and promotes personal and organisational empowerment.

Organizations that incorporated the Q3 Model for 3rd Sector Organizational Qualification located on Alentejo region:

• *MONTE, Local Development Association in Arraiolos;*

• *CERCIMOR, Social Solidarity Cooperative in Montemor-o-Novo*



Q3.EU PROJECT OUTCOMES



- Partners presentations (4)
- Documentation about each country "state-of-art" (4)
- Dissemination plan (1)
- Networking and communication system (1)
- Partner encounter activity reports (6)
- Partner encounter evaluation reports (6)
- Final evaluation report (1)
- Newsletters (6)
- Workshops report and documentation (3)
- European sequence project plan (1)
- Typology of (new) tools for 3rd Sector qualification (1)
- Joint standards of training and consultancy courses (1)
- Partners cooperation protocol (1)
- Intermediate report (1)
- Final report (1)

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Project Q3.eu

3rd Sector European challenge: share, learn, cooperate and innovate

The Q3 Model has revealed to be adequate and present very positive results, but its time to enlarge the reflexion about it, share and cooperate with other partners and countries in search of new proposals and updates to this methodology of qualification in 3rd Sector organisations. Most of the new solutions, namely in management and working models are to be found outside the current framework of the Model so it seems crucial to add value to Q3 partnership, by sharing and cooperation with other partners/countries, in an European context. The possibility to present an European project proposal aims at the enlargement and deepen of knowledge and experiences from other countries, identify and discuss new approaches about conceptual and legal framework, financing and training models, successful practices, evaluation methods, competences recognition and other major results, generating a new cycle of creativity, learning and innovation.



About our hosts - FENACERCI -

FENACERCI (*Federação Nacional de Cooperativas de Solidariedade Social*), the Portuguese National Federation of Social Solidarity Cooperatives, is a body comprised of cooperatives service providers to people with intellectual disabilities. Its mission is to defend the interests and rights of these people and their families through the strengthening of its associate members.

FENACERCI is the institutional interlocutor between Social Solidarity Cooperatives and official bodies, promoting dialogue and developing projects with a large variety of national and transnational institutions.

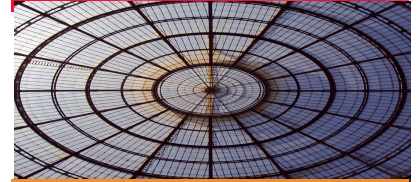
Since its creation in 1985, FENACERCI has been expanding the scope of its operations. Their main objectives are:

- To promote the recognition of people with intellectual disabilities rights, to defend their interests and those of their families.
- To ensure that services offered to people with intellectual disabilities are appropriate, with high quality, and treat people with dignity.
- To cooperate and engage in dialogue with other institutions in order to ensure that political and legal reforms are implemented and appropriate financial support is in place so that conditions of social integration can be improved.
- To inform and raise awareness among the general public, through the media, to bring about a change in attitudes that will allow a better integration of people with intellectual disabilities.



Since 2008, along with the Q3 partnership supported by POPH programme we have been implemented the Q3 intervention model, at a national scale, in 189 3rd Sector organisations, such as: social solidarity institutions (that give support to old people, children, and people with disabilities), local development associations, leisure, cultural and sportive associations, cooperatives, mutual, and foundations. Among FENACERCI associates almost 50% of them join the program and had proceed with Q3 organizational qualification methodology.

Q3 NATIONAL PORTUGUESE PARTNERSHIP



Former projects highlighted and confirmed the need to qualify 3rd Sector organisations and their staff (including, boards, workers and volunteers), the need to use adapted methodologies to the specificities of this sector and the need to create a public programme to support this qualification process in a large/national scale. This was an idea FENACERCI strongly supported. We join Q3 partnership since the beginning along with the other 6 organisations, located in several Portuguese regions.

The main features that characterise this partnership are the fact they established a cooperation protocol, the fact they stated and share several ethical values and principles of actuation and relationship and the fact they are very different in their dimension, scope and juridical form but act as a partnership, complementing each other.

