



PROPAGRI

PROfessional integration of young People
through AGRiculture

HOSTING AN INTERNSHIP FOR NEET YOUTH - A GUIDELINE FOR FARMS

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ABOUT PROPAGRI PROJECT

The project aims to address the needs of Not in Employment, Education or Training (NEET) youth by reconnecting them with the professional world where they can grow their knowledge-base and build their self-confidence in a safe and welcoming environment.

Over the past several years, multiple challenges have become apparent for the youth in the agricultural sector as well as beyond.

These challenges encompass unemployment, educational failure, lack of references, social and economic barriers, and many more than hinder their integration into both the professional and the social worlds.

Another global challenge with local impact that compounds this issue, is the need of sustainable agriculture to be a major driver in the fight against climate change. Indeed, organic agriculture, alongside agro ecology, requires more human labour than generally thought, yet there is an increasing trend of individuals turning down positions in these fields.

This project aspires to bridge the gap between youth in need of employment and the agricultural sector requiring more workers. This is also in line with farmer's needs to pass on their skills and knowledge, alongside making their sector more sustainable. This is easier said than done: prospective workers require specific tools adapted to their needs, especially for NEET youth. These tools would accompany them towards novel professions in the field of sustainable agriculture and social farming, in turn increasing their employability in the future.

The project is coordinated by Lycée Agricole Le Nivot in France, with partners in Italy, Germany, Serbia, Bulgaria, and Belgium.

OBJECTIVES

Overarching Objective: strengthen employability of NEET young people into the agricultural world through the development of innovative training targeting youth workers and trainers.

- ▣ Objective 1: Provide tools to youth workers to increase the awareness of NEET young people about the opportunities offered by sustainable agricultural professions.
- ▣ Objective 2: Develop an innovative training which provides young people with basic skills and knowledge in organic and/or environmentally-friendly farming techniques tackling climate change.

- ❑ Objective 3: Increase the attractiveness of the farming sector and ensure sufficient working capacities for sustainable farming development in Europe.
- ❑ Objective 4: Increase the interest and ability of farmers to welcome and teach NEET young people sustainable farming techniques and knowledge.

PROJECT ACTIVITIES AND RESULTS

Project activities to achieve this goal are structured around 4 project results (PR):

- ❑ PR1: Developing theoretical training material to specify and produce the pedagogical framework and the theoretical content and then to experiment the course in France, Italy, and Germany with 15 NEET youth per country;
- ❑ PR2: Creating an online matching platform to foster and promote connectivity between NEET youth and farmers based on matching criteria;
- ❑ PR3: Implementing guidelines to support youth workers to set up and undertake small internships to allow youth workers to experience and discover farm life for 5 days;
- ❑ PR4: Testing tailor-made tools for youth workers in an orientation workshop to accompany them towards professions in the sustainable agriculture world.

These project activities alongside these project results will allow project partners and stakeholders from both the social agricultural worlds to develop their skills in social farming. The project addresses the needs of rural areas that lack dynamism and workforce by bridging it with NEET youth in need of employment by building a point of reference for job opportunities in the sustainable agricultural sector.

PROJECT RESULT 3: PRACTICAL TRAINING GUIDELINE

This PR consists of the implementation of guidelines to set up small internships for young people. These internships will take place in the farms involved in the project and selected by the partners.

This PR will result in 1 tangible deliverable: Practical training guideline. It will be made of the outputs of the 4 following activities:

- ❑ A3.1. Develop the process of small internships
 - ◆ Deliverable 3.1: Internship process report
- ❑ A3.2. Develop advice for farmers and young people (Train the trainers guideline)

- ◆ Deliverable 3.2: “Train the trainers” methodology applied to farmers document
- ☐ A3.3. Experiment the farmers training session and the small internships
 - ◆ Deliverable 3.3: Report on the internship’s experimentation
- ☐ A3.4. Analysis/Optimisation.
 - ◆ Deliverable 3.4: Optimisation report of the practical training process.

INTRODUCTION

How can I offer internships on my farm for teenagers and young adults? What does my farm have to consider? How can I optimally involve and support the teenagers and young adults in the work? And what possibilities are there to support young people with disabilities or with special challenges in agricultural internships?

Farmers ask themselves these and similar questions time and again. While the number of unemployed young adults continues to rise (European Commission, 2020), the number of people employed in agriculture is decreasing (Eutostat, 2019). This fact is of particular concern because environmentally friendly agricultural approaches, such as organic farming, have a higher demand for labour (INRAE, 2020).

In Germany, there is a shortage of trainees in agriculture (Bundesministerium für Ernährung und Landwirtschaft, 2020). Adolescents and young adults who are not in education often face particular challenges (e.g., disabilities, mental illness) and therefore face numerous challenges in finding employment or training. One option that is particularly suitable to tackle this problem is an internship in agriculture. The project "PROPAGRI" (PROfessional integration of young People through AGRiculture) was created to combine these circumstances in a profitable way for both sides. The project is funded by the European Union within the framework of ERASMUS+. This guideline was also created within the framework of this project.

The project partnership is coordinated by the agricultural school "Lycee Agricole Prive le Nivot" (Lopérec, France). Besides the Thüringer Ökoherz e.V. the following organisations participate in the partnership:

TDM 2000 ODV (Cagliari, Italy), IUVENTA NEVLADINA ORGANIZACIJA UDRUZENJE (Sabac, Serbia), EUROPEAN LANDOWNERS ORGANIZATION (Brussels, Belgium)

This guideline is intended to provide farmers with practical guidance on how to organise a successful internship for youth and young adults. It is not only about giving young people the opportunity to gain valuable work experience and build self-confidence, but also about how farmers can benefit from this collaboration

by passing on their knowledge and skills and thus creating a new generation of workforce in agriculture.

In this guideline different topics are explained, starting with the introduction of the concept of "social farming" and how this concept can help to facilitate the integration of NEET youth into the world of work. NEET youth and their difficulties in finding work and training are described. The chapters on internships discuss the benefits for both the young people and the farmers and how these internships can be successfully implemented. Problems that may arise and related solutions will be discussed. In addition, legal issues will be addressed and examples will be given on how to organise an internship.

It is important for us to point out the advantages of internships for young people and farmers and how this cooperation can make an important contribution to the integration of NEET youth into the professional world. We hope that this handbook will serve as a practical guide for farmers who want to show their commitment to society by giving young people with special needs a chance to develop their skills and potential, while at the same time advocating for a new generation of farmers.

METHODS

The information for this guideline was collected from various sources. To begin with, a comprehensive literature review was conducted to provide a basic introduction to the topic of social farming and to learn more about the target group of NEET youth.

In addition to the literature review, expert interviews were also conducted. For this purpose, representatives of social institutions such as youth centres, employment offices and non-profit organisations were contacted. The combination of literature review and expert interviews made it possible to gain both theoretical and practical perspectives on the topic. The information gathered was then carefully evaluated to create this guide and formulate recommendations for farmers who wish to offer internships to NEET youth in the context of social farming.

SOCIAL FARMING

In recent years, the concept of social farming has become increasingly widespread in Germany. Essentially, it is about using farms as places of encounter, education and inclusion. The diverse models of social farming show

ways in which inclusive agriculture and thus an inclusive society is possible by removing barriers for people with disabilities or in problematic situations. In this chapter, we will explain the concept of social farming and show what opportunities exist to use it in the field of agricultural education.

EXPLANATION OF THE CONCEPT

Social agriculture includes an offer of various services in the fields of education and upbringing, health and social welfare. All these offers take place in an agricultural or horticultural context. This includes, for example, environmental education, space for relaxation and leisure, health promotion, therapeutic services (animal-assisted therapy, garden therapy, occupational therapy, etc.), reintegration or participation in work life or in family and social life.

"Social agriculture is a perspective of multifunctionally understood agriculture: main products are health and employment, education or therapy, besides the fruits for sale. Farming offers opportunities for people to participate in the varied daily and annual rhythms, in gardening or working with farm animals. Social farming includes farms and market gardens that integrate people with physical, mental or psychological impairments, farms that offer a perspective for socially vulnerable people, for delinquent or learning disabled youth, drug addicts, long-term unemployed and active seniors, school and kindergarten farms and many others. Precaution, inclusion and a better quality of life are aspects of social farming." (van Elsen, 2007)

The social farm as a place for education and training, care and nursing, participation in work life or vocational preparation, in short for encounters and interpersonal learning processes has positive effects on the farm or horticultural enterprise, the clients, the institutions of social work and in the broadest sense also on society (Elings et.al., 2023).

Different target groups, which are mostly structurally disadvantaged and benefit especially from the work/life in the green, can benefit from Social Farming. Usually, these people are integrated into the farm and can take on various tasks there. Examples include working in the garden or in the field, caring for animals or producing food.

TARGET GROUP OF SOCIAL FARMING

The concept of social farming is used in Germany in work with various target groups. For example, with:

- ☐ NEET youth:
- ☐ People with mental disorders and addictions.
- ☐ refugees
- ☐ senior citizens

- ❑ People with disabilities
- ❑ delinquents
- ❑ long-term unemployed

All target groups benefit from the advantages of social farming (Elings, 2012):

- ❑ Versatile fields of work
- ❑ Wide range of activities
- ❑ Life adapted to the rhythm of the year and thus direct perception and experience of the seasons
- ❑ Directly visible work results, from which the sense of working with one's own hands is revealed and thus has a positive effect on self-confidence
- ❑ Physical and mental stimulation and meaningful occupation
- ❑ Awakening a sense of responsibility through work with plants and animals
- ❑ Social inclusion through integration into the farm and its environment (contact with farmers, gardeners, customers, etc.).

POSITIVE EFFECTS OF SOCIAL FARMING

Social farming can have several positive effects that can impact not only the individual person, but also the society and the environment. Here are some of them:

- ❑ Improving well-being:
By working in nature and having the opportunity to be part of a community, people can improve their well-being (Sempik et al., 2010). Especially for people with mental health problems, social farming can be a useful complement or alternative to traditional therapy (Van den Berg et al., 2015).
- ❑ Promoting inclusion:
Social farming offers people from different backgrounds the opportunity to be included and part of a community (Klußmann, 2015). For migrants and refugees in particular, working in agriculture can help them learn the language, find their way in society, and establish social contacts (Sempik et al., 2018).
- ❑ Strengthening community:
Social farming promotes community interaction and togetherness. Through shared activities, such as harvest or cooking festivals, members of a community can grow closer and learn from each other (Sempik et al., 2018).
- ❑ Promoting health:
By growing fruits and vegetables and offering the opportunity to buy fresh produce directly on site, social farming can contribute to a healthy diet (Sempik et al., 2010). In addition, working in nature is physically demanding and thus can contribute to physical fitness (Van den Berg et al., 2010).
- ❑ Sustainability and environmental protection:

Social farming supports sustainable, organic agriculture that reduces the use of pesticides and fertilisers and thus contributes to environmental protection (Klußmann, 2015; Renting et. al., 2003).

BENEFITS OF SOCIAL FARMING FOR AGRICULTURE

There are several reasons why farmers should consider the idea of social farming (Elings et. al., 2017):

- ❑ **Generate additional income:**
By developing new sources of income, they can secure additional income and make their business more sustainable. Social farming can help farms become more diversified and thus less dependent on often fluctuating market prices.
- ❑ **Encourage young talent:**
Many farms are looking for workers. However, agricultural training is not attractive for many young people. Often, young applicants lack a connection to agricultural activities, which tends to give them a negative image of the agricultural sector. If young adults are given the opportunity to learn about working in green jobs through an internship, this increases the likelihood that they will pursue an apprenticeship or work in agriculture.
- ❑ **Environmental protection:**
Another positive aspect of social farming is the opportunity to have a positive impact on the environment. For example, by managing fallow land and making it available for charitable purposes, farmers can contribute to biodiversity and create habitats for endangered animal and plant species. In this way, social farming can help achieve ecological goals and combat climate change. At the same time, social farming can also help strengthen contact between farmers and consumers and create awareness of sustainable agriculture.
- ❑ **Community benefit:**
Social farming offers farmers the opportunity to put their agricultural resources and skills at the service of the community. By collaborating with non-profit organisations, schools, kindergartens, therapy facilities and other institutions, farmers can provide targeted support to disadvantaged target groups and offer these groups of people an opportunity for inclusion.

These positive effects make it clear that social farming can not only contribute to the diversification of agriculture, but can also fulfil an important social function.

NEET YOUTH

This chapter takes a closer look at the target group of NEET youth and their specific challenges and needs. Furthermore, it shows where farmers can find potential candidates for an internship and how they can organise their search successfully.

WHO ARE NEET YOUTH?

The term "NEET" stands for "Not in Education, Employment, or Training". It refers to young people between the ages of 15 and 29 who are neither enrolled in school, training or education, nor are they employed or participating in further education. The term was first used in Great Britain and has since spread to other European countries (Department for Education and Employment UK, 1999).

In Germany, there are currently about 2.4 million NEET young people. This is just under 10% of 15- to 29-year-olds (OECD, 2023). It is a very heterogeneous group. Some of the young people have not completed their education and are difficult to place in employment due to a lack of qualifications and experience. Others have mental health problems or struggle with addictions. Young people with a migration background and from socially disadvantaged families are also disproportionately affected by the NEET situation.

WHAT CHALLENGES DO NEET YOUTH FACE?

NEET youth face a variety of challenges that affect their educational and employment opportunities. Here are some of the key challenges affecting NEET youth in Germany and globally:

❑ Educational inequality

One of the most important challenges facing NEET youth is educational inequality. A significant proportion of NEET youth struggle in school or do not graduate. A 2020 OECD study found that nearly 40% of NEET youth in Germany do not have a high school diploma. Educational inequality can lead to a lack of basic skills that are essential for the labour market. This can also affect young people's self-esteem and self-confidence, both important factors for success in the workforce (OECD, 2020).

❑ Reduced opportunities in the labour market

Many NEET youth have no or limited work experience. Without work experience, it is difficult to find a job, as employers often look for workers who have experience and skills. A 2019 study by the Federal Institute for Vocational Education and Training (BIBB) found that nearly half of NEET youth in Germany have never worked (BIBB, 2019). When they do find work, it is often precarious and poorly paid. A 2018 study by the European Centre for the Development of Vocational Training found that NEET youth in Europe are more likely to work in jobs that require lower skills and are less secure than other workers (Cedefop, 2018).

❑ Financial problems

Many NEET youth struggle to make ends meet financially. Without income, they often rely on government assistance, which may not be sufficient to meet their basic needs. Financial problems can also lead to social isolation, making it difficult to fund social activities that are important for well-being and participation in society.

❑ Social isolation

NEET youth are often socially isolated and have less contact with other people. They may not have peers or friends with whom to share their experiences and may feel excluded. A 2018 study by the Institute for Employment Research found that nearly half of NEET youth in Germany have no or very little contact with other people (IAB, 2018).

❑ Mental health

NEET youth have a higher risk of developing mental health problems. Uncertainty about the future, feelings of isolation, and the stigma associated with unemployment can lead to depression, anxiety, addiction, and other mental illnesses. Problems such as family conflicts or trauma, as well as structural problems such as lack of educational opportunities and a difficult economic situation, also increase the incidence of mental illness. A 2018 study by the European Social Survey found that NEET youth in Europe are at higher risk of developing mental health problems than other youth (European Social Survey, 2018). These mental health problems can lead to a lack of self-confidence, motivation, and sense of purpose, which can further reduce the youth's chances of finding a job or education.

The above challenges can impact the health (mental and physical) of NEET youth. Mental health problems such as depression and anxiety are common among NEET youth, which can lead to poorer well-being and quality of life (European Social Survey, 2018). In addition, financial problems can lead to poor nutrition and lack of health care, which can negatively impact physical health. It is important to note that these challenges are interrelated and can reinforce each other. For example, financial problems can lead to social isolation, which in turn increases the risk of mental health problems.

CREATING OPPORTUNITIES FOR NEET YOUTH

However, there are also ways to counteract the aforementioned challenges. These include measures to improve educational opportunities, promote work experience, and support the mental health of NEET youth.

One of the most important measures to support NEET youth in the labour market is vocational training. Well-structured vocational training can provide NEET youth with a solid foundation for a successful career. This can be achieved by participating in vocational education programs and courses that provide them with the necessary skills and knowledge to succeed in their career field. A 2018

study by the German Federal Ministry of Education and Research shows that vocational training programs can help improve employment opportunities for NEET youth (BMBF, 2018).

Another important measure is the promotion of internships and work experiences. Internships and work experiences allow NEET youth to gain valuable work experience and enhance their skills and knowledge. This can help increase their employment opportunities and enable them to enter the labour market. A 2019 study by the German Institute for Economic Research shows that internships can have a positive effect on the employment opportunities of NEET youth (Sowa, 2012).

In summary, many NEET youth feel that their skills and interests are not in demand and that they have no place in society. They therefore need support to discover and develop their strengths and talents. To do this, they need someone to motivate and encourage them to pursue their goals.

For these reasons, internships can empower young people with special challenges and disabilities and show them new paths. In this way, NEETs can learn from experienced practitioners and build self-confidence, and also gain important work experience. This targeted support can help NEET youth actively shape their future and better realise their potential.

INTERNSHIP

LEGAL REGULATIONS

In this chapter, we will provide an overview of the relevant legal requirements and give practical recommendations for carrying out internships on farms.

This information should be considered in any case when planning and carrying out an internship:

LEGAL REGULATIONS (SPECIFICALLY FOR GERMANY)

- ❑ Working hours: Individuals over 18 may work 8-10 hours per day (depending on the company's requirements)
- ❑ Wages: Payment is only required after 3 months, therefore not relevant for short-term internships
- ❑ Accident insurance: the intern is insured against accidents by the company (in case of an accident, the company must pay the amounts owed)
- ❑ Internship contract: Not mandatory, but advisable; should include the following topics:

- ◆ Working hours
- ◆ Contact person or supervisor in the company
- ◆ Start and duration of the internship
- ◆ Liability issues
- ◆ handling of illness-related absences
- ◆ Termination
- ◆ Accident protection
- ◆ (Vacation
- ◆ Compensation)
- ◆ Internship Certificate

The following recommendations should be noted regarding the implementation of the internship:

- ❏ Number of interns per farm: maximum of 2 interns
(This is important because NEET youth have special needs and the farmer must be able to accommodate them. Additionally, group formation among NEET youth should be avoided as it can trigger negative behavior, which would burden farmers unnecessarily.)
- ❏ Duration of internship: 5 consecutive days
(This is the only way for NEET youth to gain a sustainable experience. They usually need a safe environment and often find it difficult to engage in new experiences. Therefore, it doesn't make sense to send them from one company to another or to set the duration of the internship to less than 5 days.)
- ❏ Travel details and accommodation of interns: daily arrival/departure independently, no overnight stays on the farm
(For NEET youth, it is important to practise every day processes such as the way to work/training. Therefore, they should travel to the farm independently. As mentioned before, many NEET youth find it difficult to engage in new experiences and need a lot of recovery time in a safe, familiar environment. Therefore, it would be counterproductive to force them to stay overnight on the farm, unless they explicitly express this wish. They can more easily engage in new experiences on the farm when they know they can return to their familiar environment at the end of the day.)

BENEFITS OF INTERNSHIPS FOR NEET YOUTH

Internships offer NEET youth the opportunity to gain experience in the work environment and gain insight into different career areas. This can help clarify their career goals and develop their skills and interests. In addition, internships can help build self-confidence and increase motivation. For youth without a formal degree, an internship can also help improve their employability skills and increase their chances in the labour market.

BENEFITS OF INTERNSHIP FOR FARMS

Farmers can benefit from internships with NEET youth by having a helping hand on the farm and getting to know potential employees or apprentices. In addition, interns can make valuable contributions to daily operations and reduce the workload on the farm. Farmers can also benefit from the positive impact that working with young people can have on their own motivation and attitude towards work.

REQUIREMENTS FOR FARMERS WHO WANT TO OFFER AN INTERNSHIP

If farmers want to offer an internship for NEET young people, they should be aware that they usually need more support and supervision than is the case with interns who already have professional experience or qualifications. Careful planning and preparation in advance of the internship is therefore crucial. The following points should be considered:

- ❑ Create clear expectations: Farmers should communicate clear expectations to interns regarding working hours, tasks, responsibilities, and rules of conduct. You should also give the interns room to express their needs and expectations.
- ❑ Consider the individual needs of the intern: Farmers should consider the individual needs and abilities of interns and provide additional support or guidance as appropriate. Consider the intern as a protected person and try to find a level of communication that is respectful and understanding at the same time. For example, find out which activities the intern particularly enjoys and expand on them.
- ❑ Ensure a safe working environment: Farmers should ensure that the working conditions for the interns are safe and without health risks. This includes informing interns about potential hazards and providing them with the necessary work and/or protective clothing.
- ❑ Ensure that interns are paid appropriately: Even though internships are usually unpaid, farmers* should ensure that interns are adequately rewarded for their work. This can be done by providing housing, meals, or other benefits.
- ❑ Provide appropriate guidance to interns: Farmers should ensure that interns acquire the necessary skills and knowledge for their work and are able to develop. Explain as many contexts as possible and embed the individual tasks in an overall picture to make the relevance of the task clear.

WHERE DO I FIND AND RECRUIT POTENTIAL INTERNS?

Before you start your search, you should define as clearly as possible what requirements you have of the candidates and what tasks are to be performed

during the internship. You should keep in mind the complex problems of NEETs and be prepared to define individual areas of responsibility. Meeting the young person as an individual at eye level is the basis of a successful teacher-student relationship. The farmer should offer a "safe place" where the young person gets the opportunity to try out and develop.

Ultimately, the internship should be designed to add value to both the farm and the young person.

There are several ways to attract young people to an agricultural internship. Here are some tips:

☒ Collaborate with social institutions

A good way to find suitable candidates is to collaborate with social institutions that specialise in supporting NEET youth. These include youth welfare offices, vocational promotion centres, educational institutions or employment agencies (for relevant contact points in Thuringia, see the chapter "Important contacts"). These organisations can help find candidates who are suitable for an internship on a farm or who are interested in the green professions.

☒ Special websites for acquiring interns (and other workers)

An Internet platform has just been set up where farmers looking for interns and trainees can register. Young adults looking for an internship or apprenticeship in agriculture can also create a profile there. With a simple search, farmers and young adults can find each other and get in touch. You are also welcome to use the matching platform, which was released by the [PROPAGRI](#) project.

It is also possible to place an ad in already existing job boards in search of trainees. Here is a selection of job boards:

◆ Specifically for Germany

www.arbeitsagentur/jobsuche/
www.tbv-erfurt.de/
www.agrarjobboerse.de
www.gruenejobs.de

◆ Specifically for France

<https://place-emploi-public.gouv.fr/>
<http://www.aidostage.com/>
<https://www.stage-agricole.com/>
<http://www.bonial.fr/Emplois-Verts/>

◆ Specifically for Italy

<https://repubblicadeglistagisti.it/>
<https://www.infojobs.it/offerte-lavoro>
<https://it.indeed.com/>

- ◆ Specifically for Serbia

<https://poslovi.infostud.com/>

<https://poslovi.infostud.com/>

<https://startuj.infostud.com/prakse>

- ☐ Directly approaching schools and vocational schools

Another option is to directly approach schools and vocational schools and advertise the internship there. Especially vocational schools, which offer preparation measures for vocational training, can be a good source for potential candidates. Many NEET young people take part in such measures and are looking for internships and apprenticeships.

MANAGING CONFLICTS DURING INTERNSHIP

CONFLICT RESOLUTION

Conflict can occur in any internship, and it is important that farmers who provide internships for NEET youth have appropriate conflict resolution strategies. Some conflicts can be avoided through clear agreements and directly stated expectations, but others can arise when expectations are not met or misunderstandings occur.

Here are some concrete action steps for farmers to address conflicts during the internship (Pařízek, 2023):

- ☐ Promote communication - Open and transparent communication is crucial to identify and address conflicts early on. Farmers should hold regular feedback meetings with interns and listen to their concerns. It is particularly important to listen actively and use "I" messages to promote appreciative and constructive communication.
- ☐ Conflict prevention - clear work instructions, setting expectations and fostering a respectful work environment can prevent conflicts from occurring in the first place. Farmers should create a clear structure and involve interns in their operational processes.
- ☐ Conflict mediation - When conflicts arise between interns or between interns and other employees, it is important for the farmer to take a neutral position and act as a mediator. All parties should be heard and solutions should be worked out together.
- ☐ Utilise conflict management resources - It can be helpful to draw on outside resources, such as social educators from a counselling centre or employment agency staff, to assist in resolving conflicts. These resources can provide valuable support and expertise.

CONCLUDING WORDS

This guide provides valuable information and guidance to farmers who wish to offer internships to NEET youth. It is a valuable opportunity to support young people in their professional inclusion and at the same time to gain qualified workers for the agricultural business. By providing internships and implementing a supportive and inclusive work environment, farmers can make a positive contribution to the development of young people.

It is important to emphasise that each internship should be individualised to meet the needs and abilities of NEET youth. Collaboration with organisations that help in the placement and support of interns can be of great benefit. In addition, farmers should take advantage of legal regulations and support programs, such as the measures for activation and professional reintegration, to obtain financial and structural support.

In conclusion, it is of great importance that farmers promote an open and supportive work culture that gives trainees the opportunity to develop their skills and gain valuable experience. By providing appropriate guidance, regular feedback, and dealing with conflicts as they arise, farmers can help make the internship an enriching experience for all involved.

We hope that this guide will help farmers to successfully offer internships to NEET young people and thus make a positive contribution to the professional integration of young people. By working together to address the opportunities and challenges, we can create a sustainable future for agriculture and the young people who want to work in this sector.

Thank you for your commitment and support!

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