



MAYA

Mainstreaming actions to reinforce the professional dimension and emotional side of Young Adult NEET women in Europe

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1. General Information

Country	Austria
Partner organisation	Compass GmbH

2. Overview of Rollout Activities

Compass GmbH implemented the MAYA WP4 rollout activities in Austria with a focus on testing and validating the training, mentoring and interactive learning resources developed within the project. The implementation involved Young Adult NEET Women as the primary target group, together with youth workers/professionals and mentors.

The Austrian implementation combined training-related activities with individual mentoring and practical testing of the MAYA educational resources. The approach was adapted to the needs and circumstances of the participants, with particular emphasis on personal development, self-confidence, employability, goal setting and active participation. The implementation also provided Compass with practical feedback regarding the usability and applicability of the materials in the Austrian context.

3. Participants

Target Group	Number of Participants	Description
Young Adult NEET Women	23	Young Adult NEET Women participated directly in the mentoring component implemented by Compass GmbH.
Youth Workers	25	Youth workers/professionals participated in the Austrian implementation and contributed to the testing and validation of the MAYA approach and educational resources.

Stakeholders	2	Relevant professionals and stakeholders were involved primarily through the training, validation and feedback activities. Where the same individuals participated as youth workers/professionals, they should not be double-counted as additional participants.
Mentors	3	Mentors supported the 6 Young Adult NEET Women. Each participant completed 24 hours of mentoring, corresponding to 144 participant-hours of mentoring in total.

4. Implementation of Training Modules

Module	Implemented (Yes/No)	Participants	Key Feedback
Module 1	Yes		Participants were introduced to the relevant learning objectives and activities and were encouraged to reflect on their individual situation and development needs.
Module 2	Yes		The module supported active participation and encouraged participants to connect the learning content with their own experiences.
Module 3	Yes		Participants engaged with practical and reflective activities supporting personal and professional development.

Module 4	Yes		The activities encouraged interaction, self-reflection and application of the learning content to real-life situations.
Module 5	Yes		Participants were supported in identifying their competencies, needs and areas for further development.
Module 6	Yes		The module contributed to strengthening participants' ability to consider future opportunities and possible pathways.
Module 7	Yes		The final module consolidated the learning process and encouraged participants to reflect on their progress and future goals.

5. Interactive Tools Testing

Tool	Tested (Yes/No)	Feedback
Personal Goal Mapping Tool	Yes	The tool was useful for supporting participants in identifying personal objectives and translating broader aspirations into more concrete goals.
Real-World Simulation Tool	Yes	The practical nature of the tool supported active participation and helped connect the learning content with situations that participants may encounter in everyday or professional life.

Peer Mentoring Circles	Yes	The approach supported interaction, exchange of experiences and mutual learning. The testing demonstrated the value of creating a safe and supportive environment for peer exchange.
Scenario Co-Creation Tool	Yes	Participants could actively contribute to learning situations rather than only receiving predefined content. This supported engagement and reflection.
Skills Exchange Fair Tool	Yes	The tool encouraged participants to recognise and communicate their existing skills and competencies and supported a strengths-based approach.

6. Digital Platform Testing

Navigation	The platform provided access to the MAYA educational resources and supported the implementation of the training activities. Navigation was tested from the perspective of practical use by the target groups.
Accessibility	The testing highlighted the importance of keeping digital educational resources clear, understandable and easily accessible for users with different levels of digital competence.
User experience	The platform was useful as a central point for accessing the project resources. A simple structure and clear presentation of materials were particularly important for the target group.
Content integration	The training modules and related project resources were integrated into the digital environment, supporting continued access to the materials beyond face-to-face activities. No major technical issue that prevented implementation was recorded. Minor usability observations identified during testing were considered as part of the overall feedback process.
Technical issues	

7. Data Collection

Tool	Used (Yes/No)
Pre-test questionnaire	Yes
Module questionnaires	Yes
Mentoring feedback form	Yes
Bug log	Yes
Final satisfaction survey	Yes

8. Observations

Participant engagement was generally positive, particularly when activities were practical, interactive and directly connected with participants' personal experiences. The mentoring component enabled more individualised support and created space for participants to discuss personal objectives, challenges and possible future pathways.

The implementation confirmed that Young Adult NEET Women have different starting points, expectations and support needs. Consequently, flexibility in delivery was important. Smaller-group and individual activities were particularly useful for encouraging participation and creating an environment in which participants felt comfortable contributing.

The involvement of youth workers and professionals also provided an additional perspective on the applicability of the MAYA resources in youth work and other support settings.

9. Impact and Results

The Austrian implementation contributed to the personal and professional development of the participating Young Adult NEET Women through a combination of learning activities and individual mentoring.

A particularly significant result was the mentoring process. 6 Young Adult NEET Women were supported by 3 mentors, with each participant receiving 24 hours of mentoring, resulting in 144 participant-hours of mentoring support. This provided substantial individual support alongside the broader educational activities.

The activities encouraged participants to reflect on their competencies, personal objectives and possible future pathways. The involvement of 25 youth workers/professionals also supported the validation and potential transfer of the MAYA methodology to professional youth-work and support contexts.

Overall, the Austrian rollout demonstrated that the combination of structured educational resources, interactive methodologies and personalised mentoring can provide a relevant support model for Young Adult NEET Women.



10. Challenges and Lessons Learned

One of the main challenges was maintaining continuous participation among a target group whose availability and personal circumstances can vary considerably. Working with Young Adult NEET Women therefore required flexibility in scheduling, communication and the organisation of activities.

The implementation demonstrated that recruitment should start sufficiently early and should preferably be supported by organisations and professionals that already have direct contact with the target group.

Another lesson was that mentoring should not be treated as a standardised process. Participants had different needs and starting points, making individual adaptation important. At the same time, a common mentoring framework is necessary to maintain consistency and quality.

The Austrian experience also confirmed that practical, interactive and individualised activities generally generate stronger engagement than approaches based predominantly on theoretical content.

11. Recommendations

Based on the Austrian implementation, future use of the MAYA methodology should maintain a flexible and participant-centred approach.

Training modules should continue to include practical exercises, real-life examples and opportunities for reflection rather than relying heavily on theoretical information. The interactive tools should remain closely connected with participants' personal and professional circumstances.

For the mentoring programme, clear common guidance should be maintained while allowing mentors sufficient flexibility to respond to individual participant needs. Sufficient time should also be allocated for matching mentors and mentees and building trust.

The digital platform should maintain a simple and accessible structure, with clear navigation and easily identifiable learning resources.

For similar future projects, participant recruitment should begin earlier, and cooperation with local organisations working directly with Young Adult NEET Women should be strengthened to improve recruitment and continuity of participation.



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