

MOVING ON: Breaking down Barriers With Social Responsibility and Networking

NEWSLETTER
November 2025



Welcome to our fourth newsletter, where we share the latest activities from **MOVING ON: Breaking Down Barriers with Social Responsibility and Networking**.

November brought several opportunities for partners and specialists from Denmark, Finland and Estonia to exchange experiences and strengthen cooperation.

The Danish project partners contributed to discussions on how businesses can support young people and the importance of social responsibility in this work. In Finland, Aseman Lapset ry brought local stakeholders together to reflect on shared challenges, and in Estonia SA Omanäolise Kooli Arenduskeskus delivered the first mentorship training for employers in Tartu.

These activities offered valuable perspectives that we will explore in more detail in the main sections of this newsletter.

For more information, please visit
<https://www.ami.ee/moving-on/>

Partners

**SA Omanäolise Kooli
Arenduskeskus**

<https://www.step.ee/>



High:five Fonden

<https://highfive.net/>

High:five

Aseman Lapset ry

<https://asemanlapset.fi>



MTÜ Tukkel

The Danish Experience: High:five Fonden and Businesses Advancing Social Responsibility



During the networking training, Ole Hessel from High:five outlined how their organisation works with a wide range of employers willing to offer opportunities to young people who have been in conflict with the law. Lone Petersen from Hørkram Foodservice added the voice of an employer in Denmark, describing how this cooperation works in practice and sharing success stories from their own workplace.

The conversation continued at a joint session with Sustainable Business Estonia, where they highlighted how social responsibility forms a core part of responsible business practice and supports companies' wider ESG commitments.

Hørkram's approach is built on a strong sense of social responsibility, recognising that people deserve a second chance and that stable employment is one of the most effective ways to prevent reoffending.

High:five plays an essential role by screening candidates, arranging interviews and supporting both the young person and the employer during onboarding, creating the conditions needed for success.

This commitment to social responsibility also aligns closely with business needs. Denmark's labour shortage has created a demand for motivated workers, and responsible recruitment is increasingly valued in public procurement, by younger generations entering the workforce and through ESG reporting. For Hørkram's leadership, doing good and doing what benefits the business are not competing aims but complementary ones. In their view, social responsibility is both a duty and a strength, offering companies a way to contribute positively to society while securing a reliable workforce. This experience demonstrates how employers can play a meaningful role in helping young people build stable futures and, at the same time, strengthen their own organisations.



Supporting New Employees: Mentorship Training Held in Tartu



The first mentorship training for employers took place in Tartu, offering practical guidance on how to support new employees with confidence and care. The training is built on the idea that every new hire marks a fresh chapter both for the employee and for the organisation, and that a thoughtful, well supported start can make a real difference.

We recognise that helping young people move towards employment depends not only on preparing the young person, but also on ensuring that workplaces are ready to welcome them. Trained mentors play an integral role in this process.

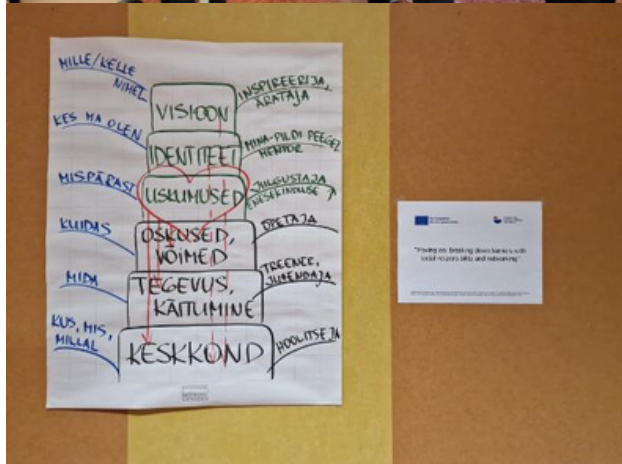
Having a trained mentor at the workplace means that expectations are made clear, questions can be addressed early and challenges do not grow unnoticed. It also ensures that the young person has someone they trust to help them navigate both practical tasks and the social side of joining a new team. These elements are essential for helping young people settle into work, remain motivated and build the confidence needed to stay in their role.



The mentorship training helps employers and workplace mentors create a meaningful and positive onboarding experience. Participants explored ways to support a new employee's motivation and sense of responsibility. The training also provided insight into how employers can better respond to the needs of young people.

We thank the active participants from the Estonian Unemployment Insurance Fund and the employers who are committed to helping new staff integrate into the workplace and build a positive start to their employment journey.

Another group of employer representatives will receive training in Tallinn in December.



Aseman Lapset ry Brings Stakeholders Together at the Dissemination Event in Helsinki



On 19 November, Aseman Lapset ry brought stakeholders together in Helsinki to discuss how young people in conflict with the law can be better supported. The conversation was strongly informed by Estonian experience.

Laidi Surva from the Estonian Ministry of Justice and Digital Affairs emphasised that decisions should not be based on gut feeling and that research clearly shows prison is not the place for children. In Estonia, a custodial sentence is used only when all other options have been exhausted. As she noted, a child who has committed a crime is not a criminal, but a child who needs help. Restorative methods have supported this shift in thinking and practice.

Speakers highlighted that professionals need strong networks before crises arise, since building new cooperation during difficult moments is challenging. Trust was identified as a key element in work with young people, and participants stressed that being tough is not necessary to get a message through.

The panel discussion added perspectives from Finland, noting that some problems viewed as structural may in fact be addressed without changing the law. Regional differences in sentencing and the rise in offences committed in groups point to the need for more research on group dynamics. Panel members agreed that individual work usually needs to be in place before group level work can succeed. They also reflected on the grey areas of practice, including when information about a young person should be shared with other professionals to support their wellbeing.



Thank you for following our work and please look out for the next edition of the newsletter.



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