

2010-2013 Salt and Xploit



Salt an open community get used to migration.

Salt has always been a community linked to migration.



The city has grown during the twentieth century, as the population tripled, and today it is the most densely populated municipality in the province of Girona.

Slightly over 7000 population in 1960 reaches 11,477 in 1970, as the result of the wave of immigration mainly from Andalusia.

At the beginning of the XXI century the population reached 30.000 people from over 79 nationalities, meaning about the 44% are foreigners especially from Morocco, Gambia and Latin America.

As the immigrant population increased, the Spanish population declined.

This singularity makes difficult the management of the community and causes the creation of many individual educational and networking activities by stakeholders trying to solve the most pressing social and educational challenges.

Salt is an open minded society with citizens accustomed to deal with changes, integration and coexistence but without long-term strategies to give long-term sustainability solutions to the challenges.

2010: presentation of the Xploit to the Municipality

When the Xploit work started Salt was a community with a multitude of local initiatives trying to provide solutions.

A society heavily dependent on public authorities with a strong conviction that public resources are the best way to get funding solutions.

The orientation, mentality and strategic, towards working at European level and for a learning community, didn't exist. Perhaps some isolated European project and the intention to be a learning city but not linking them as a sustainable plan to build up the community.

2011. Municipal elections-the Municipality changes

Political changes make the difference when describing a community work process, especially if the community is not able to work independently.

Within the Salt framework the Xploit was initially used as a starting point to describe the community and its resources.

Xploit team

The Xploit team started working on a “field work”:

- The elaboration of the community profile
- The elaboration of the “training map”
- The elaboration of the “market map
- The elaboration of the total budget required to roll out all described in the maps

The results were presented to the public authorities with the aim to start the development of a sustainable community work plan.

Xploit team challenges

- Making decisions about the next steps for the team
- Focusing on the priorities of the community
- Becoming aware of the importance of developing motivation, ideas and competences among the community workers.
- Being very aware to work at a community level is necessary the establishment of some conditions:
 - institutional changes to facilitate the development;
 - the open-ended and horizontally participation,
 - not hierarchical and vertical;
 - the collaborative work in partnerships

Xploit Motor Team: JOINING FORCES FOR YOUTH

In view of the seriousness of the situation, to face the constant increase of drop out youth, the Xploit team agreed that one of the main priorities to work in the community is the young people.

Creation of the “motor team”, a community work team: Joining Forces for Youth network.

The project has been crucial in joining forces from different institutions, private and public, representing the community.

2013: Increasing needs, more challenges, more steps - Salt towards a learning community...?

As everywhere the direct effect of the Global crisis is the increase of need and challenges.

The difficult situation is causing big and fast changes at community level.

These changes affect the way to work with and for the community.

Moving towards changes...?

- From 2011 the Municipality is partner in a new European project: *LABlearning*.
- The increasing mentality about the importance of involving private enterprises, sponsors in the community networks as resources for sustainable and long term solutions.
- The base, the platform, for new ways of working at community-
- The attempts to consolidate Joining Forces for Youth in a formal network.
- In connection with the 2013 European LLP Call the municipality is a partner in 3 new applications as well as other Institutions of the community.

Impact of Xploit

YES:

- Acquiring of important information revealing the community gaps.
- The understanding of new ways to proceed.
- The creation of a specialized network: Joining Forces for Youth
- The understanding to provide sustainable and long term solutions is necessary to change mentalities.
- The increasing interest of the Joining Forces for Youth to bring to the community the exchange of experiences between communities across Europe.
- The understanding that to work at European level is necessary some kind of learning
- The increasing learning from some members of the Joining Forces for Youth network, enabling them to be the next future community guides

BUT:

- The need for politicians to be involved in all decision making.
- Lack of continuity: resources are not stable, neither financial nor human resources;
- The community processes tend to stop when the funding ends
- The low European competences of the community players
- The lack of human resources
- The lack of quality in managing of resources; the lack of a direction, being clear on objectives, to have a vision, a strategic plan for the city
- The challenges of sustaining interest and motivation
- The need of funding to maintain the Joining Forces for Youth network: volunteering is not enough, no sustainable.

After the Xploit experience in Salt one has the conviction that each community has its own process and it's difficult to work on general theories, perhaps impossible, because each case must be based on its own reality.



but, above all...
Xploit, as a great experience !

