B-WISE

Skills for the future : WISEs ready!

Boosting employment of workers with support needs and boosting skills for work integration

Brussels - 13 November 2024

European Economic and Social Committee

Room VMA23

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Co-funded by the Erasmus+ Programme of the European Union

B-WISE
Skills for the future : WISEs ready!

Introductory remarks

Moderator

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Skills for the future : WISEs ready!

How the B-WISE project can help to boost work integration?

Moderator

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B-WISE
Skills for the future : WISEs ready!

Presentation of the B-WISE project

Nóra Györke

Project Officer

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Work Integration Social Enterprises

2 million Social Economy Enterprises in Europe

WISE: Subset of social economy enterprises

Support people excluded from the labour market

Facilitating their integration & Providing training and job opportunities

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Motivation

Digitalisation:

- Change work environments
- Different qualifications needed to perform certain jobs
- Change the way support is delivered
- Change lifelong learning sector

WISEs sector very heterogeneous

- Skills challenges and skills demands are dispersed
- Level of digitalization is different

Challenges:

- lack of information of the existing technological tools
- lack of knowledge on how to implement them in the WISE environment
- lack of skills for the use of these tools

Some WISEs are pioneers but know-how is not mainstreamed across Europe.

Access and skills to use technology affect employability and working conditions.

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Motivation

Use of digital technologies has spread in WISEs and digital technologies are evolving

but the speed that workers develop digital skills is not the same

Need to develop an EU strategy to tackle the skills gaps in the WISEs sector, covering the skills needs of all member of WISEs

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B-WISE in a nutshell

Develop a European Strategy to address the digital skills needs in the WISEs sector

Impact of B-WISE

The project targets:

Workers with support needs/ at risk of social exclusion
- Persons with Disabilities
- Long-term unemployed
- Migrants
- NEETS (Persons not in Education, Employment, Training)

Supporters
- Job coaches
- Trainers

Enablers
- Managers
- Developers/ engineers

Projects Milestones

Report on current skills gaps/ future needs

3 EU VET Curricula

Pilot implementation and evaluation in 13 countries

Assessment of the curricula by certification authorities

European Sectoral Skills Strategy for the WISEs sector

Partnerships

The project is led by:

EASPD
European Association of Service providers for Persons with Disabilities

ensie
EUROPEAN NETWORK OF SOCIAL INTEGRATION ENTERPRISES

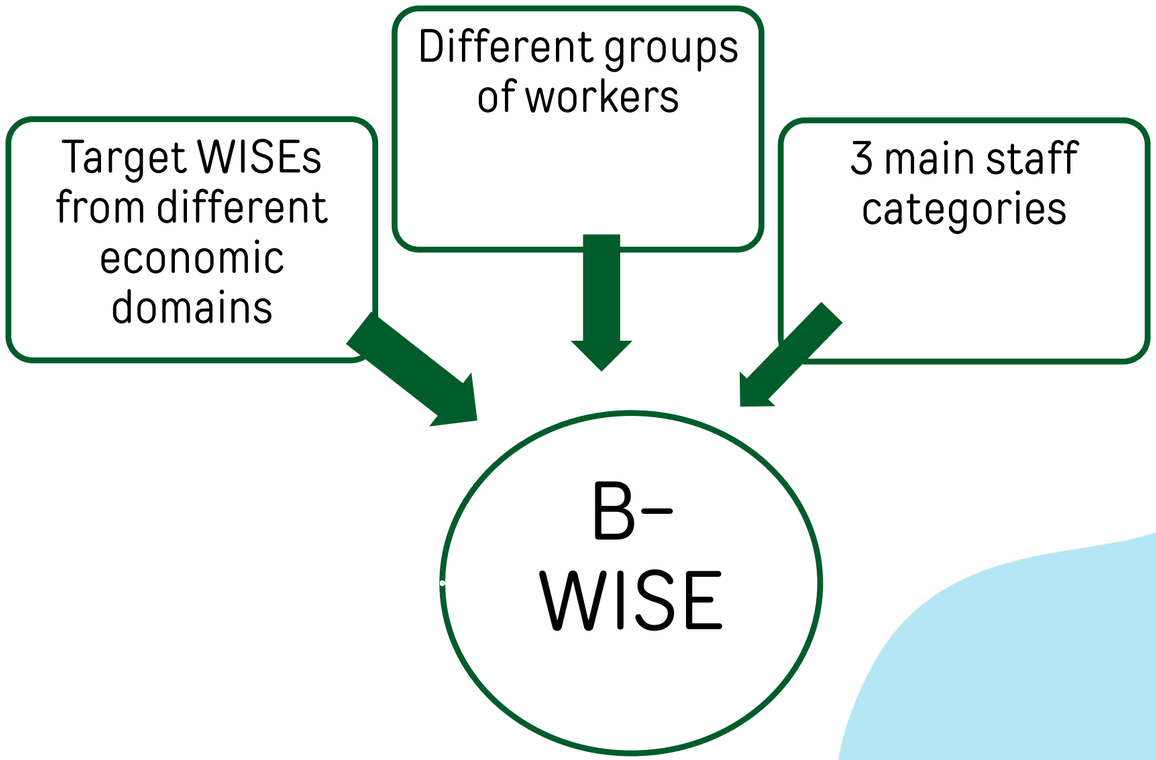
28 partners from 13 EU Countries

- WISEs Sector Representatives
- VET providers
- Representatives of National authorities
- European Umbrella Organizations

Projects innovation

B-WISE:

- establish an EU-wide partnership for skills on WISEs
- support the overall growth for the WISE sector
- avoid that people more susceptible to social exclusion will be further excluded due to digitalization



More Information

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https://twitter.com/bwise_project

https://www.facebook.com/bwiseproject

https://www.linkedin.com/company/bwise-project

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Key findings of B-WISE research. Future of the WISE sector

Moderator

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European Research Institute on Cooperative and Social Enterprises

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Scuola Centrale Formazione & Fondazione Opera Sacra Famiglia

Drivers, models and development trends of WISEs in Europe

Main issues

Drivers and development patterns

Legal frameworks

Models of integration

Support policies

Legal Frameworks

Main dynamic	Countries
No specific legislation designed for WISEs	AT, EE, IE, NL, SE
Specific legislation for WISEs exists, but most WISEs use traditional legal forms	CZ, DE, FI, HU, LU, LV, PL, RO, SK
Decisive role of WISE/Social enterprise statuses and/or legal forms	BE, DE, EL,ES, FR, IT, PT, SI
WISE statuses evolution from previous experience of sheltered workshops	BG, ES, HR, LT, SI

Models of Integration

Model	Main characteristics	Countries
Permanent	Aim: create stable jobs within the WISE Tight connections with public social services Individualised integration paths Participation of WSNs in governing bodies in some cases	BE, BG, HR, CZ, DE, EL, LV, LT, PL, SK, SI
Transitional	Aim: equip WSN with skills to enter the open labour market Tight connections with public employment services Max. length of employment established by law Standardised training in cooperation with VET providers	AT, FR, ES
Mixed	Both stable position within the WISE for some WSN and transitory solutions for others	DK, EE, FI, HU,IE, IT, NL, PL, RO, SE

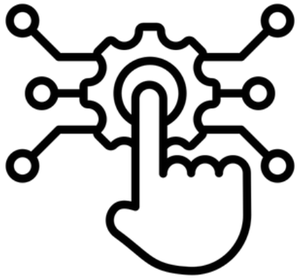
Support Policies

Public policies	Comprehensive support measures		Weak support system (e.g., strong regional variations)	Strong support system for PWDs	Key role of EU funding
	Addressed to all enterprises	Addressed to WISEs			
Policies targeting enterprises*	AT, NL	BE, FR	BG, LV, PL, RO	SI, ES	LV
Policies targeting WSNs	AT, NL	BE, FR	BG, IT, LV, PL	HR, SI, ES	HR, LV, PL, SI

*Subsidies & grants to cover investments, support for workplace adaptation, etc.

Digital & technological maturity & skills

- **Not yet in the "core"** of WISEs
- Mainly in **management** & **production processes**
- **Significant differences** between WISEs & between different departments within the same WISE



- **At first sight no problem** (Enablers > Supporters > WSNs)
- **Large gap for "emerging" skills**: Not only **technical** skills, also human-centred digital / technological **transformation** skills

- **Culture**: human-centred / entrepreneurial / change
- **Resources**: scale / multiprofessional teams / partnerships / budget
- **Public interventions & policies**

WISE

They sometimes take in WSN but they do not have job placement as a specific aim.

Responsible enterprises

Productive Wise

Economic balance related to productive activities, remunerated on the public or private market. WSN employed on full pay. Possible training and social activities.

1. *There is a productive activity involving disadvantaged people with the explicit aim of promoting their employment*
2. *These activities produce a significant (generally majority) portion of the resources*
3. *A significant (generally majority) proportion of WSN are hired and they are paid non-symbolically*

Social Wise

Economic balance partly related to social work with WSN. Work as part of a social integration project. Coexistence of working and pre-working situations with symbolic remuneration

Economic balance partly related to training activities. Work as part of a training project. Coexistence of some employed persons and many trainees. Presence of external placement activities.

Training Wise

There are no significant production activities as in TW and the link with *placement* channels is weaker.

Vocational training

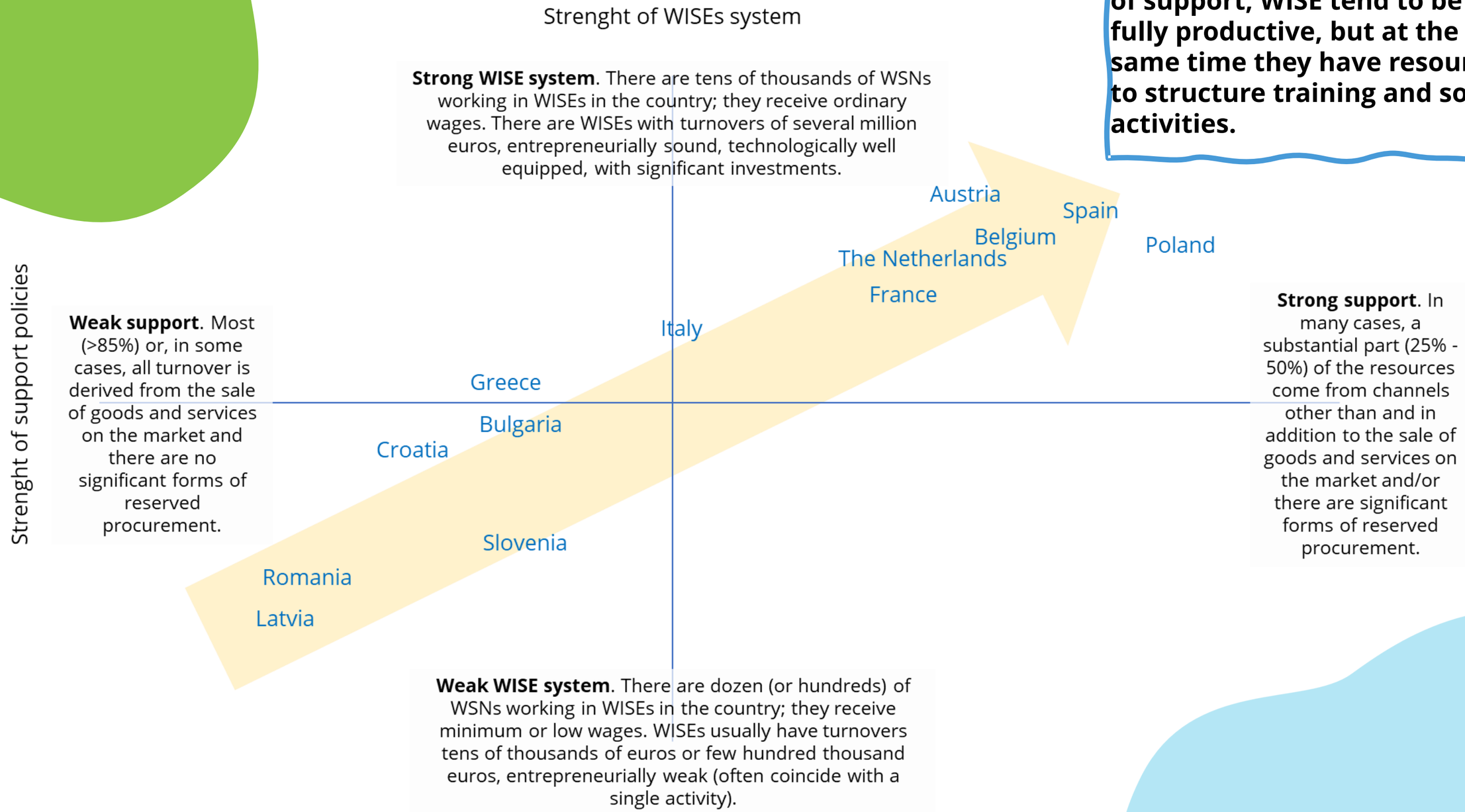
Ergotherapy

The work is essentially therapeutic, the link with employment is occasional and the sale of services on the marginal market

Placement of disadvantaged workers

Placement activities at the service of WISE for the placement of disadvantaged workers; there is no production activity or placement at the enterprise

In countries with a higher level of support, WISE tend to be fully productive, but at the same time they have resources to structure training and social activities.



13 personas profiles

- **Enablers**
  - Social Enablers
  - Founders
  - Founders almost retired
  - Tech enablers
  - Beginners
- **Supporters**
  - Social oriented
  - Professionally oriented
  - Next enablers (Oriented towards acquiring responsibility in the organisation)
- **Workers with special needs**
  - Conservative
  - Soft un-skilled
  - growth-oriented within the organisation
  - professionally oriented (outward-looking)
- **Additional profile for staff members**

N.B.: WSN profiles are NOT constructed on the basis of a categorical approach (e.g., people with disabilities, the long-term unemployed, drug addicts, etc.), but on the basis of competence-building needs.

In the initial research design this category was not foreseen, but it was chosen to be added - albeit in residual terms - because it concerns very significant figures in WISEs (designers, administrators, communicators, etc.). It might be useful to devote further studies to these people in the future

Example: The Founder

E S W

General information

Usually male, 50 years old, one of the founders of WISE and currently the leader of WISE.

Values and identity

They are inspired by ethical values and solidarity. Highly motivated, eloquent, visionary, enthusiastic and driven by ideals of change, they dream of a world where there is no discrimination and where everyone has access to opportunities.

Technologies

With a high school education, they are familiar with the personal use of technology for both daily work and social communication. They are intrigued by technology and open to digital change in their WISEs, although his passions are not related to technology.

Education and training

They have undergraduate or postgraduate degrees in social disciplines or the humanities. They have done specialised training in the management of social enterprises.

Work and life perspective

Past

They have a long career in the WISE and other social enterprises, and for many years has taken on roles of responsibility in the WISE, being legitimised by the consensus of the members.

Present

They lead WISE, reconciling economic and social objectives. They define goals, strategies, works out partnerships, they have responsibility for different areas of WISE management. They have a personality that naturally leads them to be collaborative leaders. They have visibility in the public life of his area. They have a well-adjusted family situation.

Future

They want to support the growth of WISE in the coming years. They are willing to learn new things, within the limits of available time and in a manner compatible with his role. They are interested in new experiences and learning from them.

Areas of expertise

- Networking and community thinking

- The capacity of vision

- Communicating work integration

- Supporting work – tutoring / mentoring /informal training

- Skills Validation

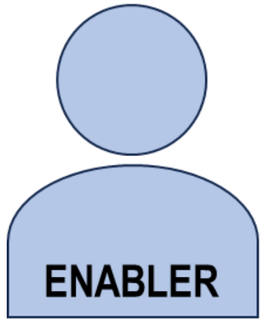
- Placement

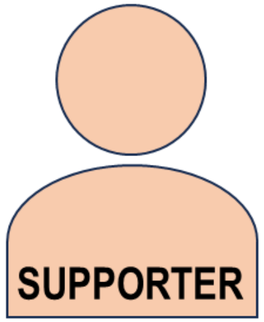
- Organising Production with WSNs

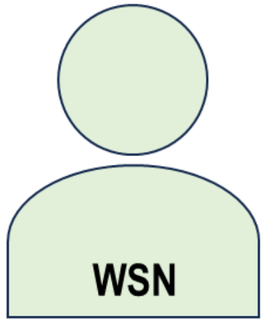
Emerging Professional Profiles

- Social Economy Communicator
- Social Entrepreneur/Social Economy Business Developer
- Network Operator/Social Economy Research and Innovation Partner
- Supporting work 1 – tutor/mentor/informal trainer of WISEs
- Supporting work 2 – skills validator
- Supporting work 3 – placement operator
- Supporting work 4 – Expert on organising production with WSNs

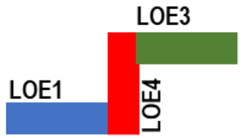
“Coparticipation: the key to drive WISEs into the future”

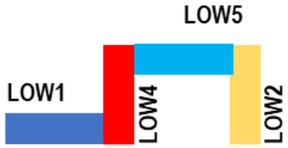




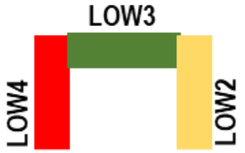


WISE IDENTITY

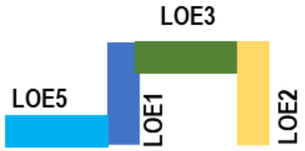


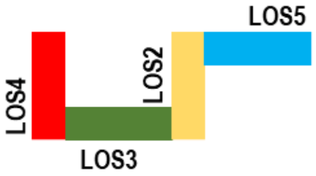


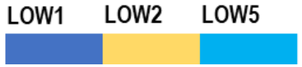
NETWORKING & COMMUNICATION



SUPPORTING WORK & EMPLOYABILITY







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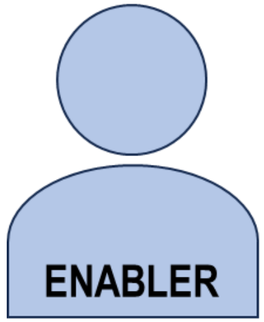

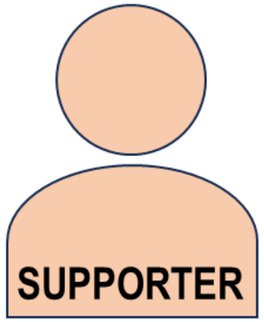

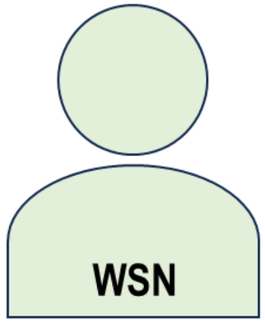

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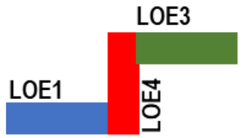

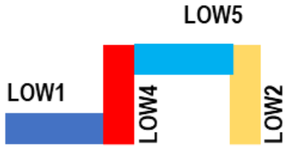

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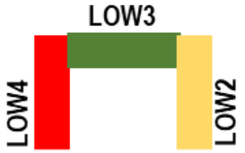

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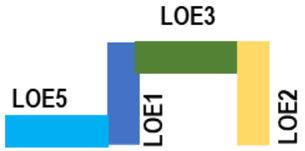

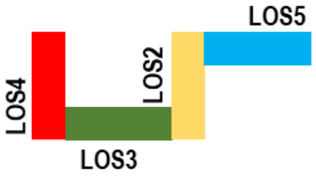

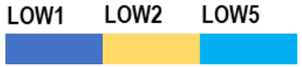

Universal Training Curricula for workers in WISEs – Workers' experiences with the B-WISE piloting

Moderator

Corine van de Burgt

Director

Bestuurder Stichting De Omslag

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B-WISE Universal Training Curricula

Closing Conference, 13th November 2024

Melanie Schaur, JKU Linz, melanie.schaur@jku.at

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Lifelong learning

Learning is not limited to childhood or the classroom, it takes place throughout life and in a range of situations.

Improve quality of life

Adapt to new challenges

Source: https://www.vhtc.org/2024/01/what-is-lifelong-learning.htm

Promote personal development

Creates opportunities

Continously update of skills and knowledge

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B-WISE Universal Training Curricula

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B-WISE Universal Training Curricula

- Based on findings from initial research (skills gaps and skills needs in WISEs sector)
- Need for continuous improvement of skills also in the WISEs sector
- Soft skills/ person-centered skills as well as digital skills are covered in the curricula

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B-WISE Universal Training Curricula

How did we develop the training curricula?

1.	2.	3.	4.
Selection of areas of expertise and definition of learning outcome statements	Collection of existing curricula & identification of gaps	Development of B-WISE curricla based on the areas of expertise, the learning outcomes & gaps	Adjustment phase after pilot testing & start of national certification processes

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Three Core Modules designed around the needs of each staff category

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B-WISE Universal Training Curricula

Core Modules

1 WISE Identity, Strategy and Transformation

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Core Modules

2 Networking and Communication

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Core Modules

3 Supporting Work and Employability

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Universal Training Curricula

Final Deliverable - Overview

- 3 Core Modules per curriculum
- 50 hours of expected training per target group
- Definition of skill set for each staff category that is targeted through the curricula
- EQF levels for each target group (ranging from 3 for workers with support needs to 5 for enablers)

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B-WISE Tutorial Toolkit for Teachers and Trainers & Massive Open Online Course

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Tutorial Toolkits & Massive Open Online Course

Overview

- One toolkit per target group, comprehensive information and materials on the topics covered in the curricula
- Massive Open Online Course for all three target groups publicly available for free (after registration)

Check out the MOOC for yourself!

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Thank you for your attention!

Closing Conference, 13th November 2024

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Manos a la obra
Diseño del plan:
• Producto
• Propuesta de valor

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КУРС: Идентичност, стратегия и трансформация на Социални предприятия за трудова интеграция
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Universal Training Curricula for workers in WISEs – Workers' experiences with the B-WISE piloting

- Do you consider lifelong learning important? Why?
- What could be the advantages of digitalisation in your work/for your organisation?

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Workshop 1:
How to boost digitalisation in WISEs?

Moderators

Lieven Bossuyt
Lichtwerk

Martina Paterniti
ENSIE

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Based on this morning's session, what do you find the most interesting B-WISE research insight about digitisation and technology in the WISE sector?

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Workshop 1:
How to boost digitalisation in WISEs?

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AIAS Bologna onlus

Ilaria Valoti
AIAS Bologna onlus

Angela Achitei
ADV Romania

Etienne Dewandeler
Réseau d'Entreprises Sociales

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B-WISE: How the roll-out plan in Italy address the digital skills enhancement, and the boost of digitalisation in WISEs

Policy level

- Activate an open dialogue with regional and national policymakers on methods and practices
- Involving relevant networks in the “community of practices”
- Taking part in relevant local tables on work, training, lifelong learning
- Developing specific supporting communication tools

Organisational level

- White paper on “technologies for work integration”
- Improving the role of AT centres in supporting WISEs
- Strengthen the CAAD network for providing support for WISEs
- Collecting case studies and best practices

Personal level

- Development of Digital Lab for WsN
- Development of a MOOC in Italian
- Training for WISEs professionals (supporters and enablers)

Main actors:

- WISEs and WISEs representatives
- VET providers
- AT centres and networks

DigitalBoost pour les entreprises sociales d’insertion

Projet réalisé avec le soutien du **Fonds ING for a more Digitally Inclusive Society**, géré par la Fondation Roi Baudouin

RES
RÉSEAU D'ENTREPRISES SOCIALES

DigitalBoost
pour les entreprises sociales d'insertion

ensie

Objective:

Provide support to WISE social workers on questions relating to the use of digital technology by their public. It helps limit the digital divide that affects these workers.

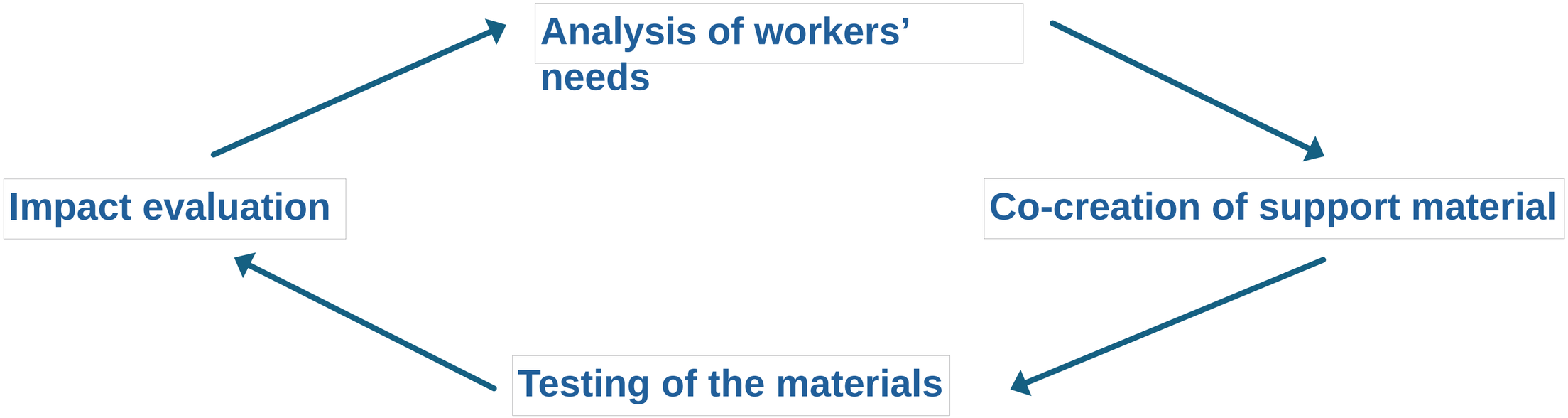
Approach:

1. **In-depth collection and analysis of workers' needs**
2. **Co-creation of support material (guide and manual)**
3. **Testing of the material**
4. **Evaluation of the impact and updating of needs**

Fondation Roi Baudouin

Projet réalisé avec le soutien du **Fonds ING for a more Digitally Inclusive Society**, géré par la Fondation Roi Baudouin

Approach:



Projet réalisé avec le soutien du **Fonds ING for a more Digitally Inclusive Society**, géré par la Fondation Roi Baudouin

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DIGIT-ABLE:

Driving Digital Transition for Social Enterprises for Inclusion

Social Entreprises' Digital Needs Assessment Research and Stakeholders Mapping

- Digital Innovation Hub Romania
- Digital Innovation Hub Belgium
- Digital Innovation Hub Spain
- Digital Innovation Hub Netherlands

»»Digital Transition through Capacity Building activities««

- 4 Training Programmes *Third party support
- 4 Transnational Peer-learning Seminars & study visits *Third party support
- 4 Hackathons
- 3rd Edition of Social Economy Conference "Enterprising for Tomorrow" Romania

ADV Romania · EASPD · ensie · femxa · Groep MAATWERK sociale ondernemers Vlaanderen · amica · VUB Vrije Universiteit Brussel · A2A Access 2 Accessibility · LichtWerk assistieve productietechnologie · waag society · de omslag.

Workshop 2:
Exploitation of research results for advocacy actions for the WISEs sector

Moderator

Baptiste Vasseur
ENSIE

Léa Rouillon
La fédération des entreprises d'insertion

Regita Zeila
Social Entrepreneurship Association of Latvia

Camilla Baldini
Consorzio Nazionale Idee in Rete

Giulia Galera
European Research Institute on Cooperative and Social Enterprises

WISEs in Europe: consolidation

- **WISEs** exist in **all EU MSs**
- WISE **most widespread social enterprise model**, but country variations are very high
- From a niche to a **consolidated phenomenon where policies are enabling**
- **Enabling ecosystem presupposes the existence of:**
  - ✓a critical mass of committed people: activation of cooperative behaviours
  - ✓good organizational capacity and networking ability resulting in effective lobbying
  - ✓policies that recognise the social responsibility taken on by WISEs
    - full recognition (legal and/or policy)
    - proper support (fiscal breaks but also support measures recognising the inclusion cost supported by WISEs)

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WISEs in Europe: country variations

France: strong recognition and connection with labour policies/comprehensive support system =dynamic landscape (new models of WISEs - TZCLD)

Italy: pioneer recognition but inadequacy of support policies=stable number of WISEs, static landscape

Netherlands: no legal recognition altogether but availability of comprehensive support measures addressed to all enterprises=WISEs are expanding in sectors with high added value (e.g., digital economy). Dynamic system but no data available

Significant country variations: **transformative power of WISEs still far from being fully harnessed**

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Trends and challenges ahead

- In spite of the fragmented and incosistent policies:
  - **WISE progressive expansion in sectors with high added value**
    - ✓ **Digital** economy (AT, BE, NL)
    - ✓ **Remote areas**: fill gaps in service delivery and produce **innovative services** (cultural and social tourism) (IT, ES)
    - ✓ **Green** economy: protection of the environment, landscape; green conversion, etc. (most EU countries). **Intrinsic inclination** to take **care of local territory** & adopt participatory models (e.g. energy, renovation, housing and rural/urban regeneration)
  - **Constant broadening of typologies of WSNs integrated and emergence of new types of WISEs** (e.g., France: TZCLD) as a reaction to recent challenges
  - **Innovative strategies: partnerships** (e.g., with local authorities; conventional enterprises; other WISEs; VET providers)

Co-funded by the
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Thank you!

giulia.galera@euricse.eu

B-WISE
Skills for the future : WISEs ready!

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Findings: WISEs system development by countries

	countries with a strong WISE system	countries with a weak WISE system
WISEs number	Thousands	Dozen
WSN hired	Tens of thousands	Dozen / hundreds
WISEs dimension	Some WISEs with several million euros of turnover and hundreds of workers	WISEs with tens of thousands of euros of turnovers and some units of workers
Integration characteristics	Normal wages, structured training and care	Wages 100 – 200 €/month

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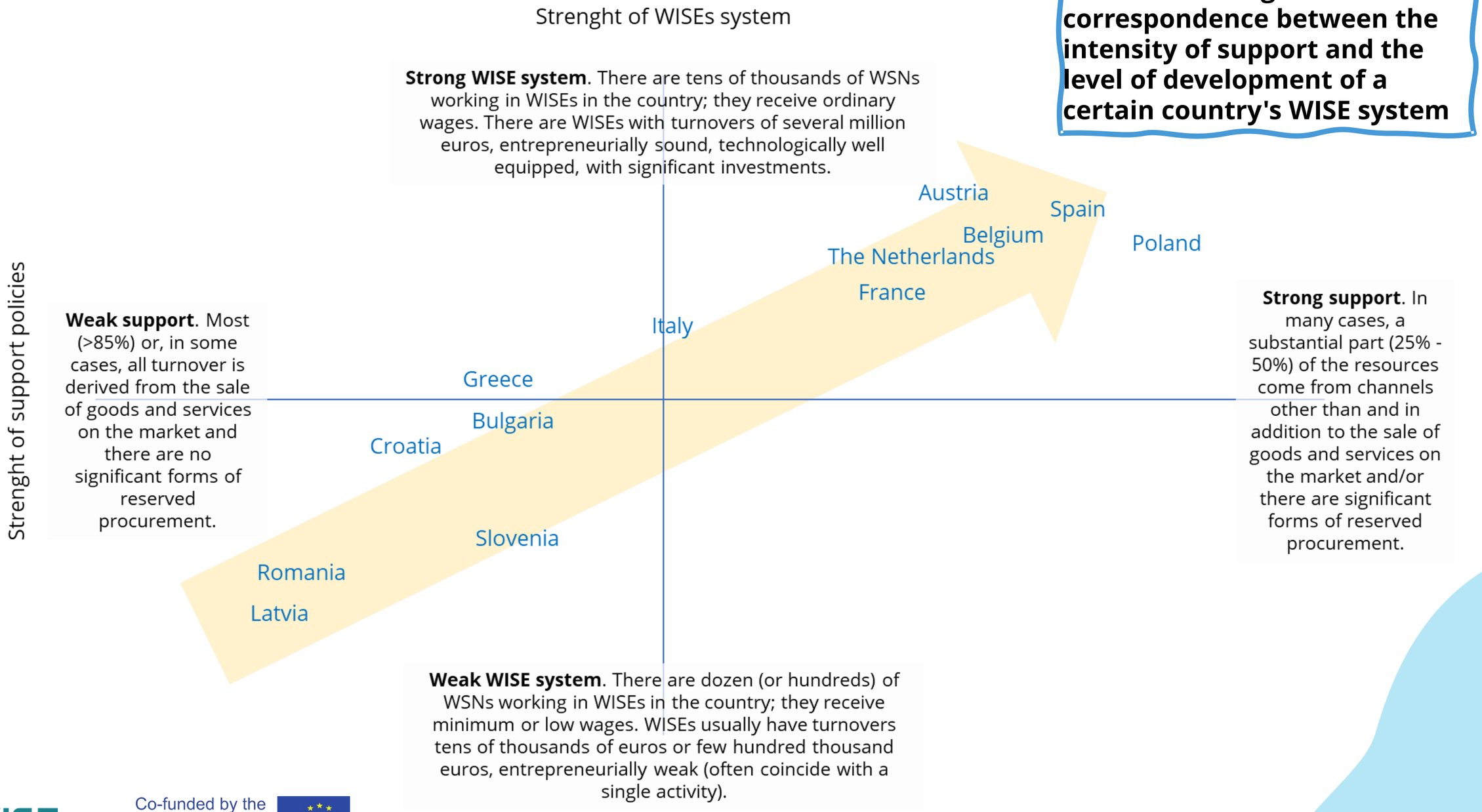
There is a strong correspondence between the intensity of support and the level of development of a certain country's WISE system



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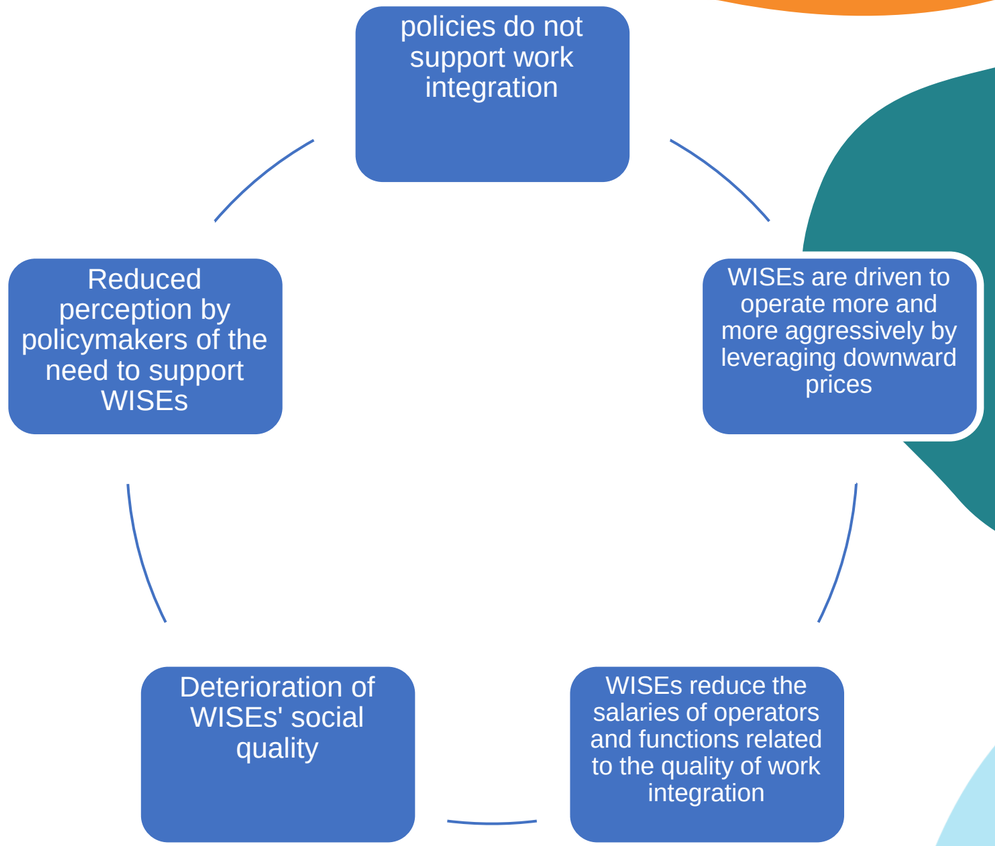
Skills strategy and Policies

- The less the WISE is in a situation of "organisational distress", the more effective is the action to boost skills.
- Organisational distress is directly proportional to the lack of policies that force WISE to carry an unrealistic complexity of functions without adequate support.
- Investments, skills enforcement, digitalisation require a non-stressed organisation => A political action that takes WISE out of the "starvation circle" is a priority.



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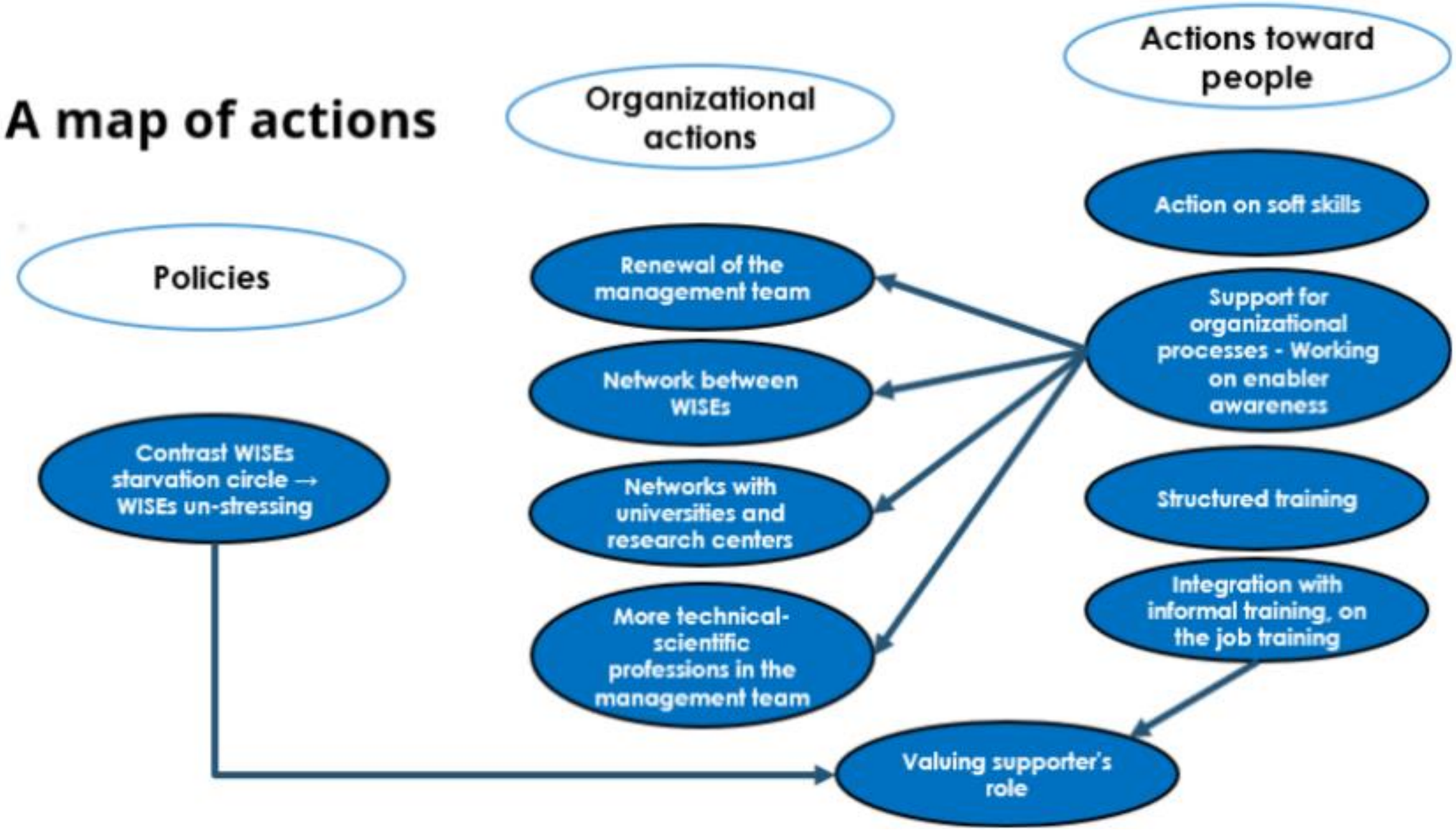
A map of actions



FONDO SVILUPPO

FONDO MUTUALISTICO CONFCOOPERATIVE

First results from Italy!

The Inclusione.coop call aims to support social cooperatives in the path of professional and social inclusion of workers with support needs, favouring a model that brings together resources and skills in a logic of entrepreneurial development. To this end, Fondosviluppo has allocated a maximum of 500,000 euros to support a path of qualified job placement.

CALL INCLUSIONE.COOP

thank you
danke
謝謝
ngiyabonga
teşekkür ederim
gracias
merci
obrigado
dziękuję
bedankt
спасибо
Баярлалаа
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তোমাকে ধন্যবাদ

1. Having comparable data across Europe helps to advocate for the inclusion policies or learnings from other countries

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Skills for the future : WISEs ready!

LATVIA
Synthetic country fiche

SECTION 1. LEGAL RECOGNITION OF DISADVANTAGED WORKERS, SEVERELY DISADVANTAGED WORKERS AND WORKERS WITH DISABILITIES[1]

Legal recognition	The definition of disadvantaged workers is given by: • **Cabinet Regulation 173/2018** (last modified in 2022) on Regulations regarding the population groups at risk of social exclusion and procedures for granting, registration, and supervision of the status of a social enterprise. They are person with disabilities, persons with mental disabilities, persons for whom the conformity with the status of the needy family (person) has been determined, unemployed persons who have dependent persons, unemployed persons older than 54 years of age and long-term unemployed persons, ethnic minority the Roma, prisoners or persons released from the place of imprisonment, persons with problems of addiction to alcohol, narcotic, psychotropic or toxic substances, gambling or computer games, persons whose place of residence is declared in a night shelter, victims of human trafficking, refugees, stateless persons, orphans and children left without parental care at the age from 15 years and also adult persons until reaching 24 years old, parents or a guardian caring for a child with disabilities and persons caring for a child after attaining legal age, a grandchild, brother, half-brother, sister, half-sister, parent, grandparent, or spouse if the person under their care is a person who has Group I disability or a person with mental disabilities who has Group II disability. • **Cabinet Regulation 32/2005 on vulnerable groups**. They are families raising three or more children, single parents families, disabled people, persons over working age, 15-25 years old, persons released from prisons, long-term unemployed, homeless people, victims of human trafficking, politically repressed persons, persons who have been harmed by natural disasters or their families, participants and victims in the liquidation of the consequences of the Chernobyl nuclear power plan accident and their families, persons with alcohol narcotic, psychotropic, toxic substance, gambling or computer game addiction problems and their families, families raising a disabled child, children and victims of violence. There is no specific legal definition of severely disadvantaged workers. Persons with disabilities are defined by: - **Disability Law 2010 (last modified in 2021).** They have a long-term or non-transitional very severe or moderate level functional limitation affecting their mental or physical abilities, their ability to work, self-care and integration into society.
Disadvantaged workers in comparison with the EU definition as per Regulation 651/2014	The Latvian definition partly comprises the categories identified by the EU definition and envisages additional categories (e.g., people affected by the Chernobyl nuclear power accident). Specific categories targeting young people and gender imbalances in certain sectors are excluded from national definition.

B-WISE
Skills for the future : WISEs ready!

LATVIA
Synthetic country fiche

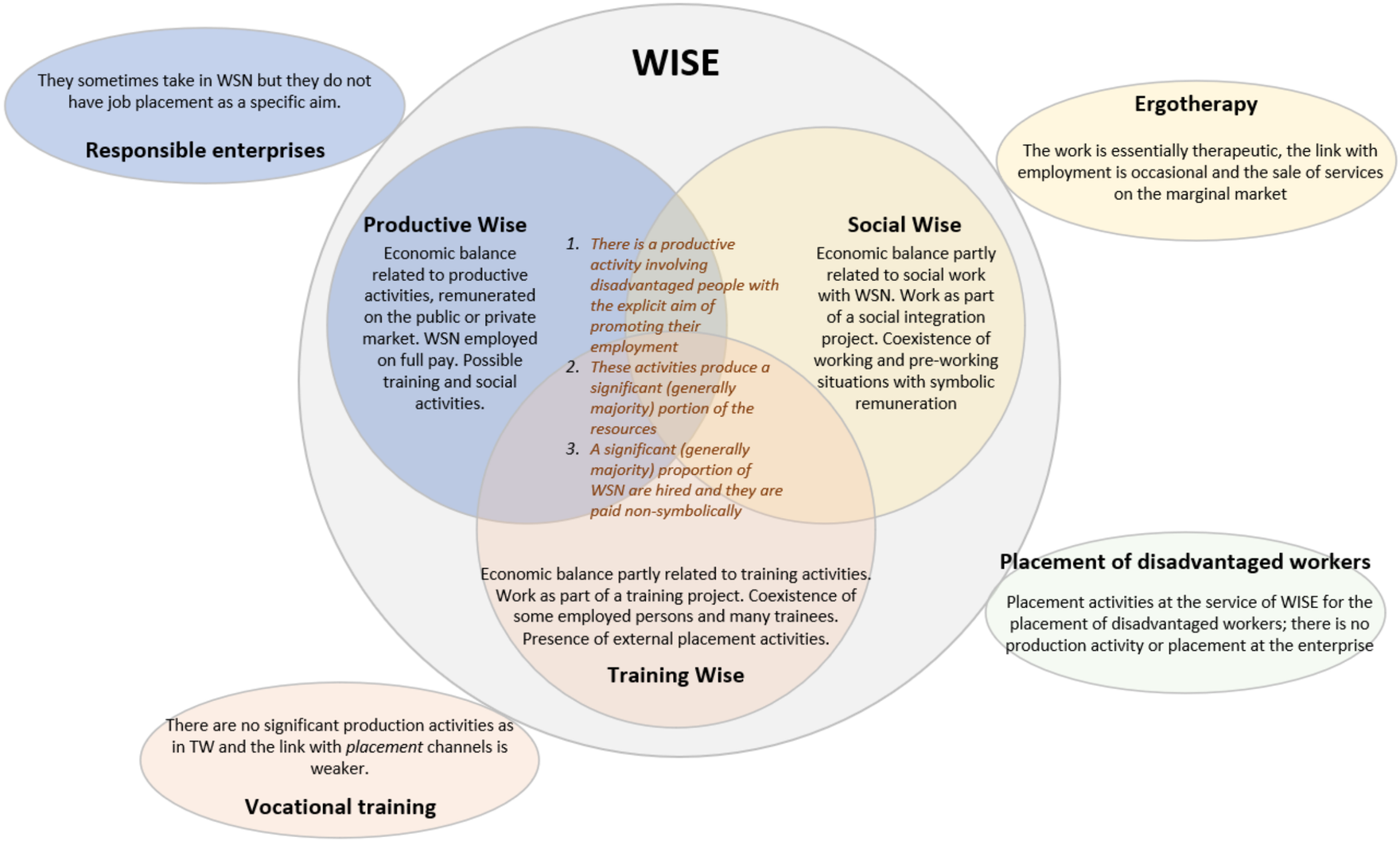
SECTION 2. LABOUR POLICIES DESIGNED TO INCREASE THE EMPLOYMENT OPPORTUNITIES OF WORKERS WITH SUPPORT NEEDS – WSNs[2]

Regulatory policies: quota system	
Legal source(s)	No quota system in place
Target group(s)	- -
Employers	-
Quotas	-
Sanctions	-
Alternative measures	-
Evasion rate[4]	-

Compensation policies: selected examples		
Typology	**Description**	**Beneficiaries**
Incentive for the recruitment of WSNs	Financial support, including wage subsidy based on the circumstances of the disadvantaged worker	Employers hiring unemployed workers, including persons with disabilities (PWDs), long-term unemployed, persons over 55, etc.
Funding for training & guidance before recruitment	Grants for on-the-job training	Employers hiring unemployed over 15 and under retirement age
Funding for the adjustment of the workplace	Budget for supporting services, including consultation on the suitability of workplace and advice how to adjust the workplace	Employers hiring PWDs
Others	-	-

Substitutive policies	
Sheltered employment	Sheltered/specialised workshops in Latvia are mainly organized by non-governmental organisations (NGOs) or local municipalities. The workshops are considered social rehabilitation services promoting skills development and providing specialist support to persons with functional disorders. They mainly target people with mental health illnesses.

2. Understanding the variety of WISEs helps to advocate for their different needs – WISEs as a specific sub - focus



3. Created Personas are helpful in identifying potential future developments of WISEs – where the potential lies in a larger development of the sector

Pedro

The Founder

E

S

W

General information

Male, 50 years old, one of the founders of WISE and currently the leader of WISE.

Values and Identity

Inspired by ethical and solidarity values, highly motivated, eloquent, visionary, enthusiastic, driven by ideals of change, he dreams of a world where there is no discrimination and where everyone has access to opportunities.

Technologies

With a high school education, he is familiar with the personal use of technology for both daily work and social communication. He is intrigued by technology and open to digital change in his WISE, although his passions are not related to technology.

Education and training

He has undergraduate or postgraduate degrees in social disciplines or the humanities. He has done specialised training in the management of social enterprises.

Work and life perspective

Past

He has had a long career in WISE and other social enterprises, and for many years has taken on roles of responsibility in WISE, being legitimized by the consensus of the members.

Present

He leads WISE, reconciling economic and social objectives. He defines goals, strategies, works out partnerships, has responsibility for different areas of WISE management. He has a personality that naturally leads him to be a collaborative leader. He has visibility in the public life of his area. He has a well-adjusted family situation.

Future

He wants to support the growth of WISE in the coming years. Willing to learn new things, within the limits of available time and in a manner compatible with his role. Interested in new experiences and learning from them.

4. Curriculum and testing as a starting phase for deeper discussions about the Supporter as a separate, very needed role for WISEs to thrive and their skill development

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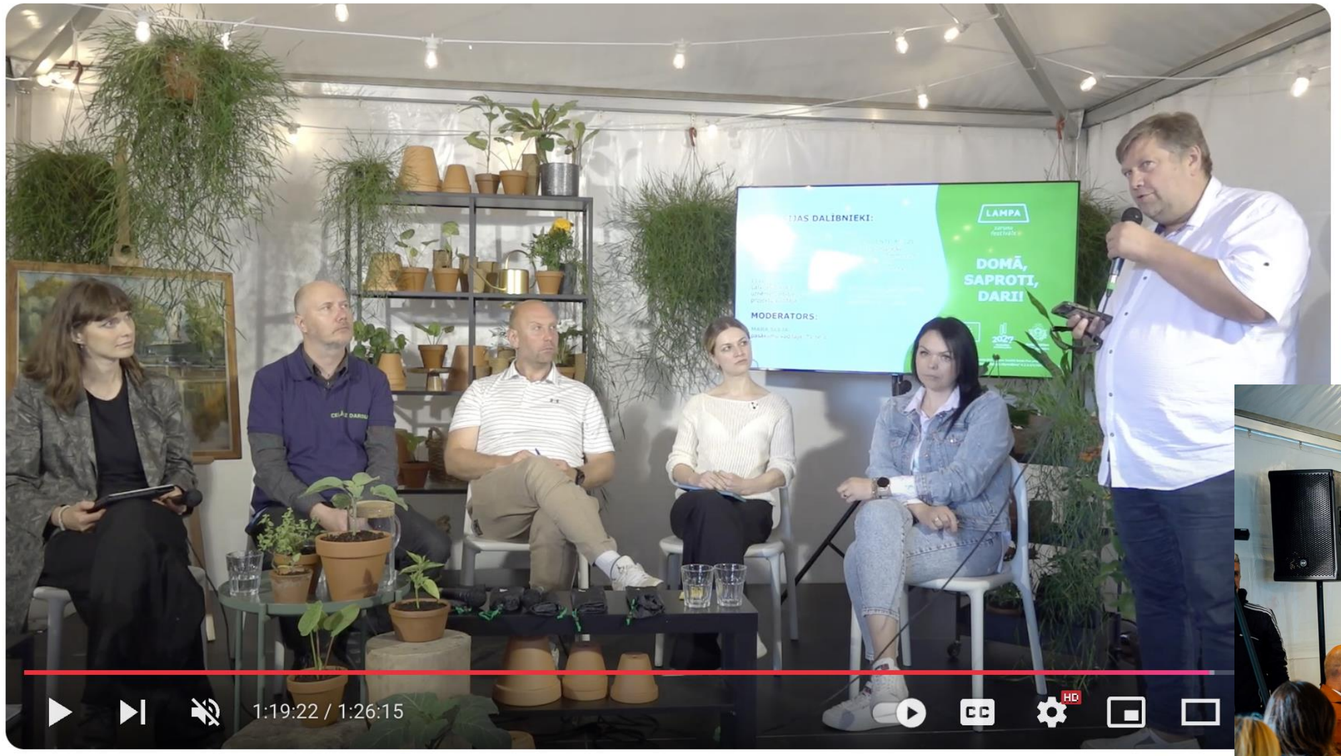
5. Very successful promotional event together with the Employment agency + high interest of future implementation of the Currciculum



Diskusija un sociālais eksperiments festivālā "Lampa": "Strādāt nedrīkst sodīt – kur liksi komatu?"

French Advocacy Actions

Exploitation of research results for advocacy actions for the WISEs sector

B-WISE Final Conference

13th November 2024

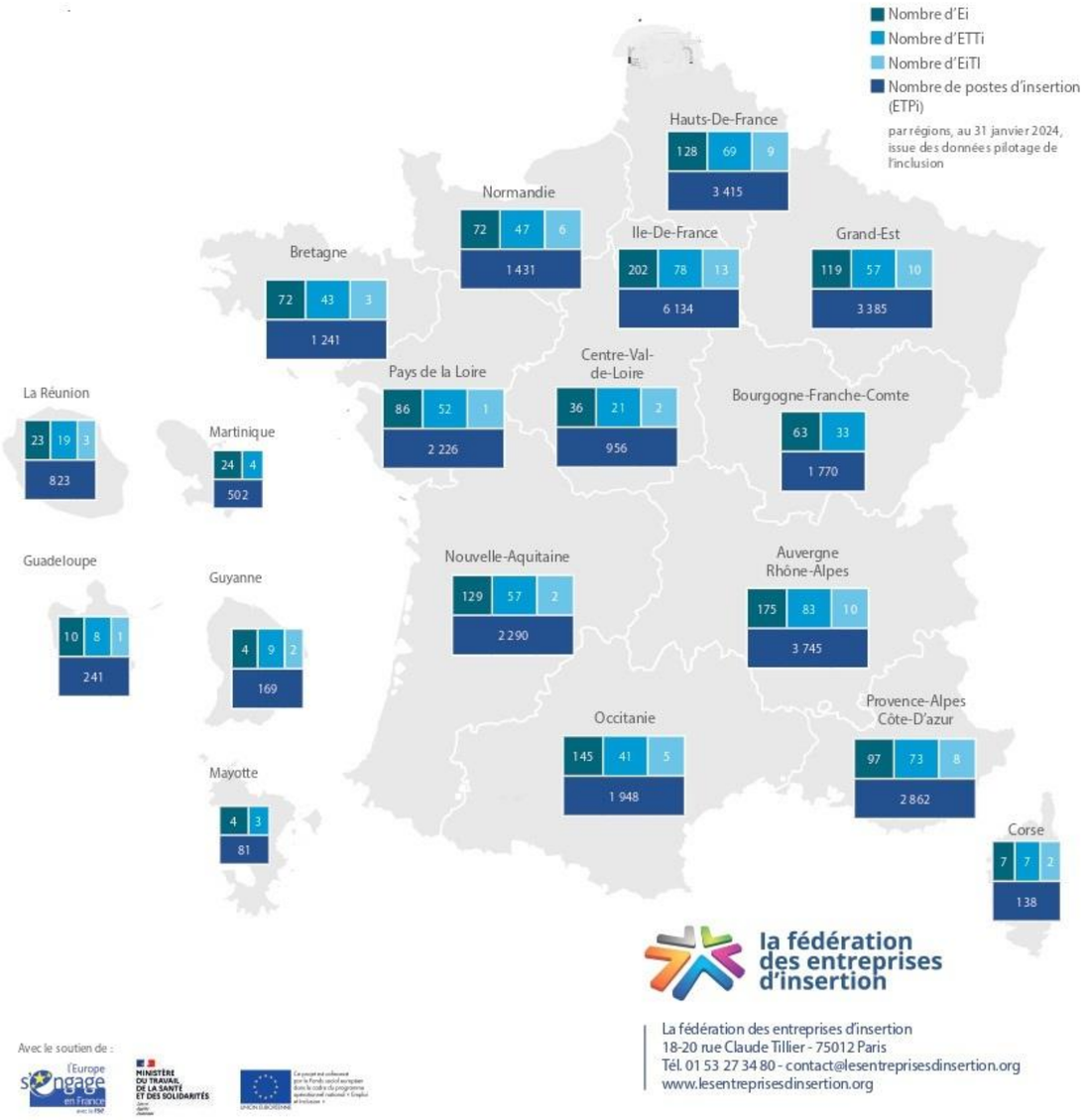
la fédération des entreprises d'insertion

Efficacité économique, finalité sociale

B-WISE

Skills for the future : WISEs ready!

The French Federation of Integration Enterprises



- Accelerates the development and promotes inclusive projects
- Inclusion of the most vulnerable at the heart of business strategy
- Catalyst of values and energies
- Building a sustainable and inclusive society

The French Federation of Integration Enterprises

- **Diversity** both in terms of activities and size
- **Business Model** : 80–90% of their budget coming from their sales

- They currently **employ 112 730 workers** :
  - 94 690 of them on integration programmes
  - 64% of them have had a positive outcome (47% in employment or training and 17% continuing their integration programme)

Representation of over two thousand inclusive social enterprises		
1360 EI integration enterprises	**660 ETTI** temporary integration employment agencies	**50 EITI** enterprises for integration through self-employment

B-WISE project and the Federation

- France has been involved for 4 years with the collaboration of two French partners :
  - **the National Agency for Adult Vocational Training (AFPA)**
  - **the French Federation of Integration Enterprises**

- Ensure that training programmes align with the needs of integration enterprises

- 3 B-WISE actions need to be highlighted :
  - **European Dynamics**
  - **Sectoral Strategy Development**
  - **Stakeholder Engagement**

French advocacy of the European Sectoral Skills Strategy for WISEs

1. Enhancing training for WISES
   - Training Strategy for WISEs

2. Creating a supportive policy environment for WISEs
   - Governance and Operational Efficiency

3. Strengthening workforce integration and inclusion
   - Financial Optimisation

1. Enhancing training for WISES : Training Strategy for WISEs

Securing Long-Term Training Funding

- The *Skills Investment Plan* (PIC IAE) is the main funding mechanism

Simplifying Access to training Funding

- Pushing for the simplification and digitalisation

Expanding Training Experiments

- Maintaining in 2025 the ongoing “PRO-EI pilot”
- Launching at State level an experimental “training aid” for WISEs

2. Creating a supportive policy environment for WISEs : Governance and Operational Efficiency

Simplifying Administration and Digitalisation

- Reducing the administrative burden on WISEs and French government services

Improving WISEs Management

- Giving companies more autonomy in their operations. (less departmental control and restrictions)
- Allowing inter-departmental hiring workers with specific needs

3. Strengthening workforce integration and inclusion : Financial Optimisation

Restoring Indexation of job aid on Minimum French Wage

- Calling for the indexation of job aid on minimum wage to be reinstated by January 2025

Ensuring Long-Term Budget Security

- Proposing a budget increase of 10% in 2025 and 2026, followed by a 12% increase in 2027

Reinstating French Development Fund for Integration

- Reintroducing the FDI, with a budget of 20€ million

Implementation of B-WISE study programmes in France

Contributing to close the skill gap in WISEs through e-learning

1. **AFPA's adaptation of certain B-WISE curricula into MOOCs**

- The AFPA has adapted into a MOOC in French and free of charge certain parts of the curricula of enablers and facilitators.

1.Presentation of B-WISE training strategy to Regional Federation's Training Managers

- Professional Mobility strong interest
- Tailor-made Training Programmes strong curiosity
- Would like to test the AFPA MOOC

Workshop 3:

Blueprint project synergies under Large Scale Partnership for the Proximity and Social Economy Ecosystem

Moderator

Ivana Davidovska
EASPD

Nóra Györke
EASPD

Alessia Sebillo
BASE

Niina Karvinen
ESIC

baSE

Blueprint for advanced skills & trainings in the social economy

Blueprint as a key initiative for concrete skills development solutions in the SE ecosystems for the Twin Transition

Co-funded by the European Union

Luca Pastorelli Diesis Network

1

baSE in a nutshell

Started on the 1ST of September 2022 and funded by the Erasmus+ programme, baSE aims to develop in a 4 years time frame, a European strategy to address **skills mismatches** and provide **new skills** particularly in the **digital** and **green** areas regarding **occupational profiles** in the **Social Economy and Proximity sector.**

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baSE

Blueprint for advanced skills & trainings in the social economy

1 Consortium

Education and Training Providers

Companies, industry and or sector representatives

Supporting / Umbrella Organisations

Advisory Board

25 Partners
10 countries

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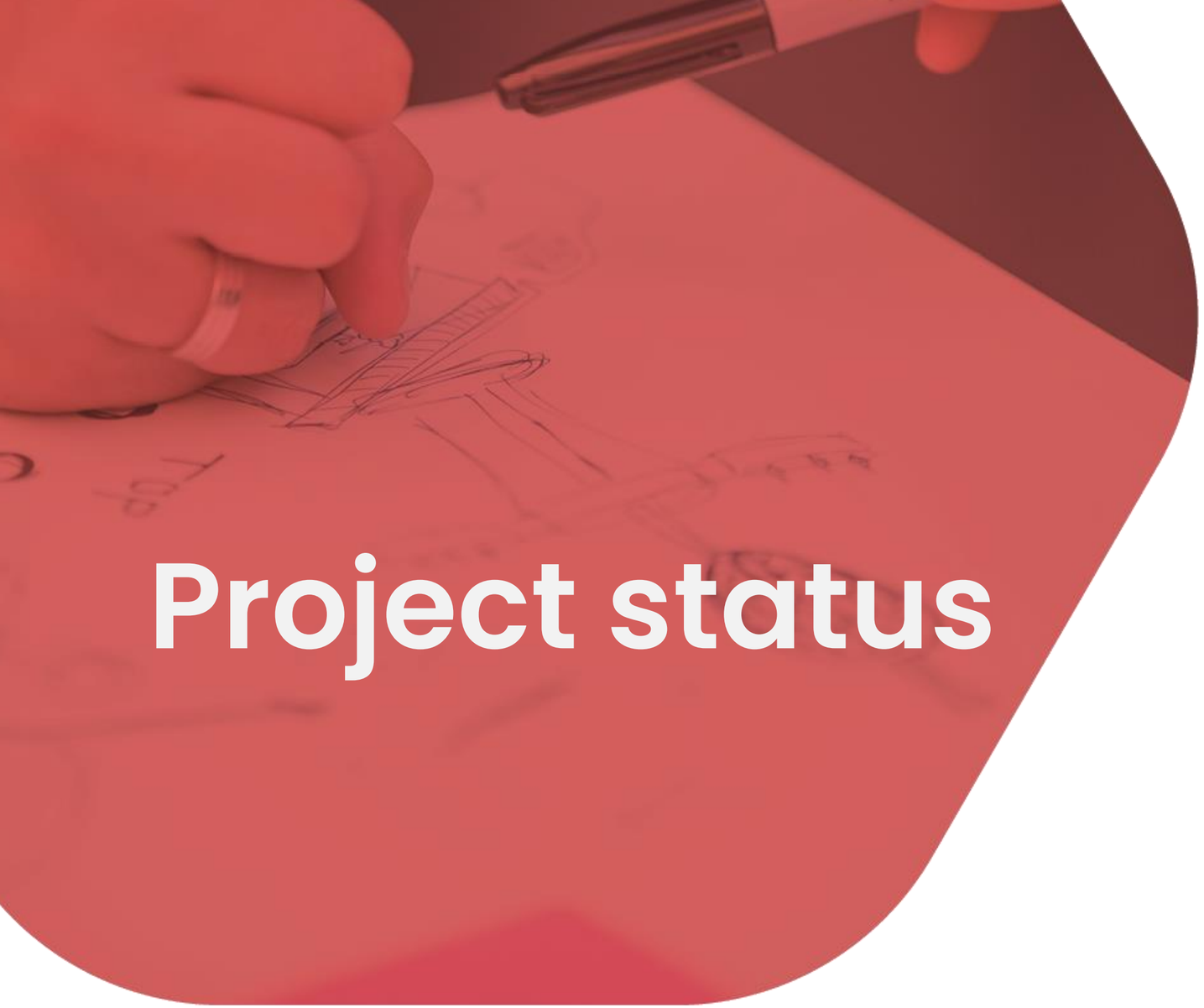

Project status

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WP2 – Skill Intelligence Gathering

Contextual Reports

A compendium of past, present and future national/ EU level context regarding the Social Economy Ecosystem (particular focus on energy and care sub-sectors).

Literature review on Social Economy Organization skills & competences needs

A desk-based literature review (top-down approach) capitalizing on the latest written studies about the supply and demand for skills in the Social Economy Ecosystem.

Focus groups

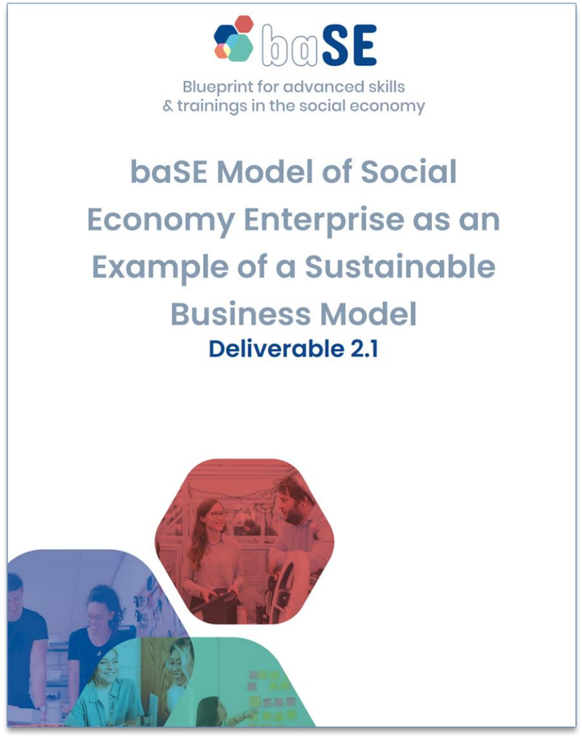
“Bottom up” identification of Social Economy Ecosystem demand for skills & competencies (for today and for the future regarding green transition, digitalization, Inclusivity).

Inventory of trainings offered

Identification of the already existing training offer that answers the skills need.

Survey to dentify the skill gap

Combining the results from literature review + focus group and inventory of trainings in order to identify the skill gap in SE at country/EU level.



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WP3 – SocioComp

Framework of competences for a just digital and green transition

The SocioComp is a key component both for the project but at the same time it will serve the SE Organisations (SEOs) as a tool to compass the competences needed, design curricula and trainings which will also be provided by baSE project, while promoting highly important competences that are aligned with SE values.

Methodology

An extensive review of the existing Competence Frameworks was conducted and analysed in supporting the process of selecting and rebuilding the competences that will lead the SE towards the triple transition (green, digital and fair/inclusive). Bloom's Taxonomy21 is integrated into SocioComp to provide an evolutionary order of classification of educational learning objectives into levels of complexity and specificity

Scope

SocioComp uniquely integrates SE-specific competences, driving the ecosystem towards a holistic transition that incorporates the digital competences, becomes environmentally sustainable and fosters inclusivity.

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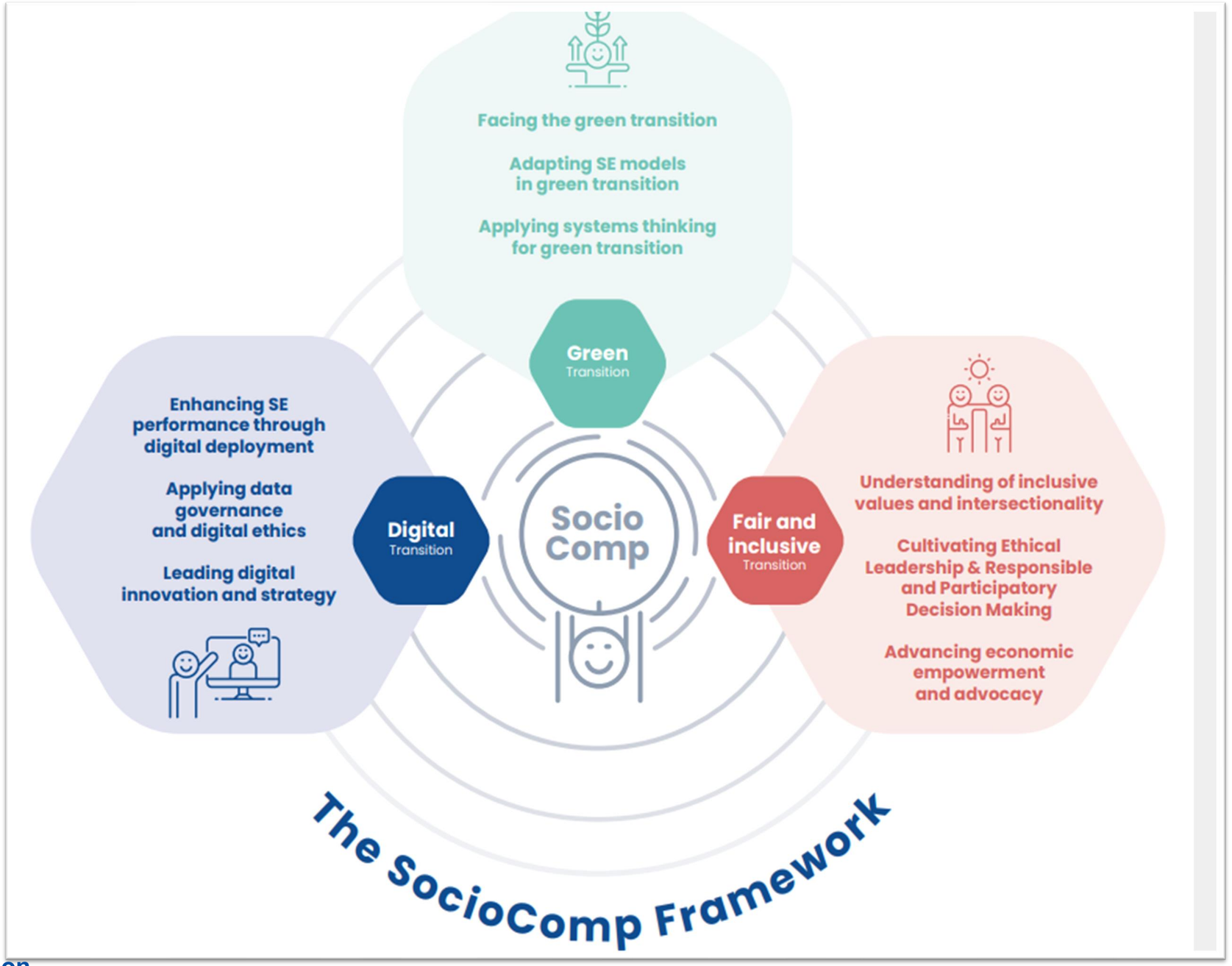

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Fair and inclusive Transition competences

- Understanding of inclusive values and intersectionality
- Advancing economic empowerment and advocacy
- Cultivating Ethical Leadership & Responsible and Participatory Decision Making

Digital Transition competences

- Enhancing SE performance through digital deployment
- Applying data governance and digital ethics
- Leading digit innovation an strategy

Green Transition Competences

- Facing the Green Transition
- Adapting SE models in Green Transition
- Applying systems thinking for Green Transition

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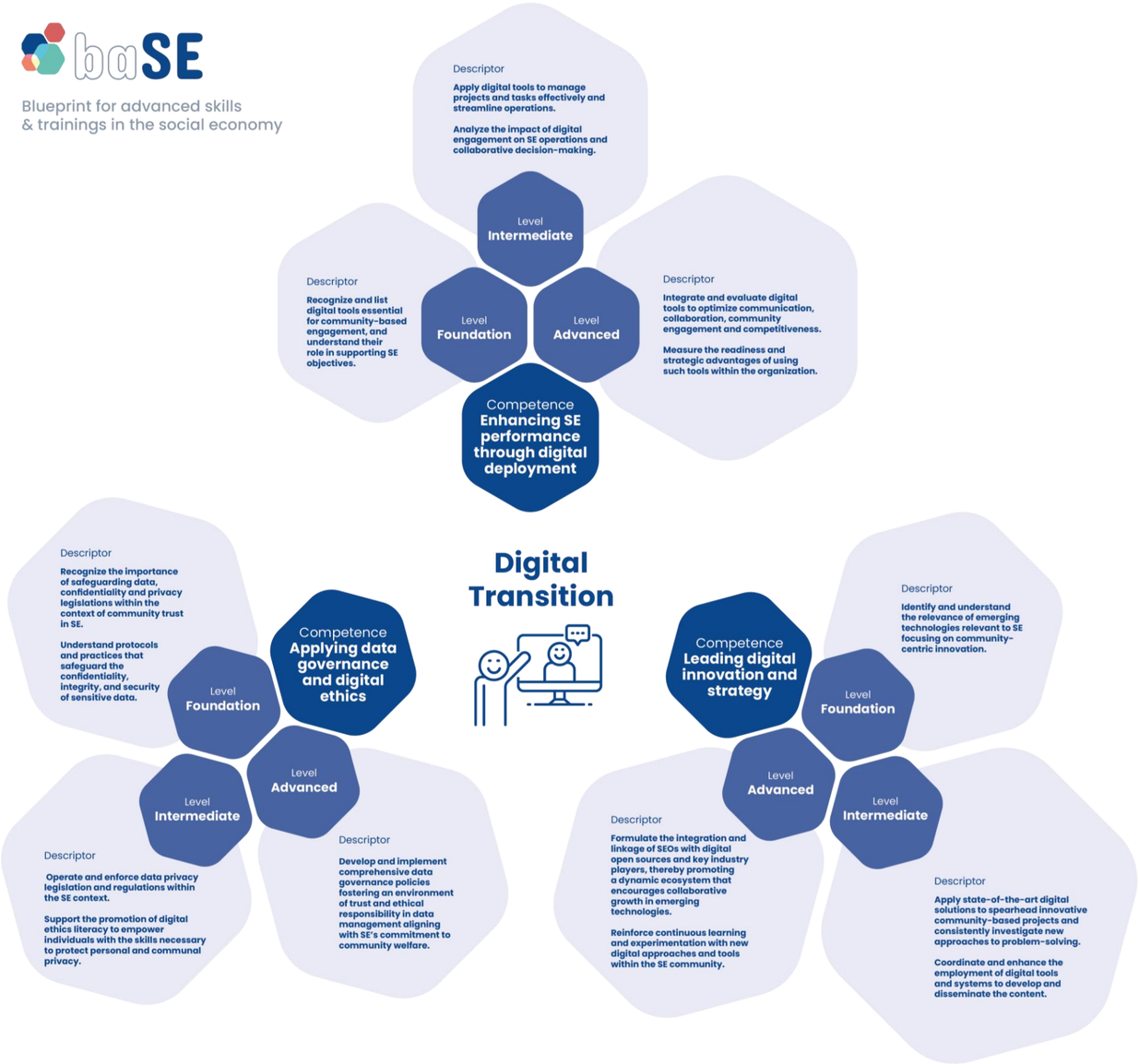
Blueprint for advanced skills
& trainings in the social economy

Digital Transition



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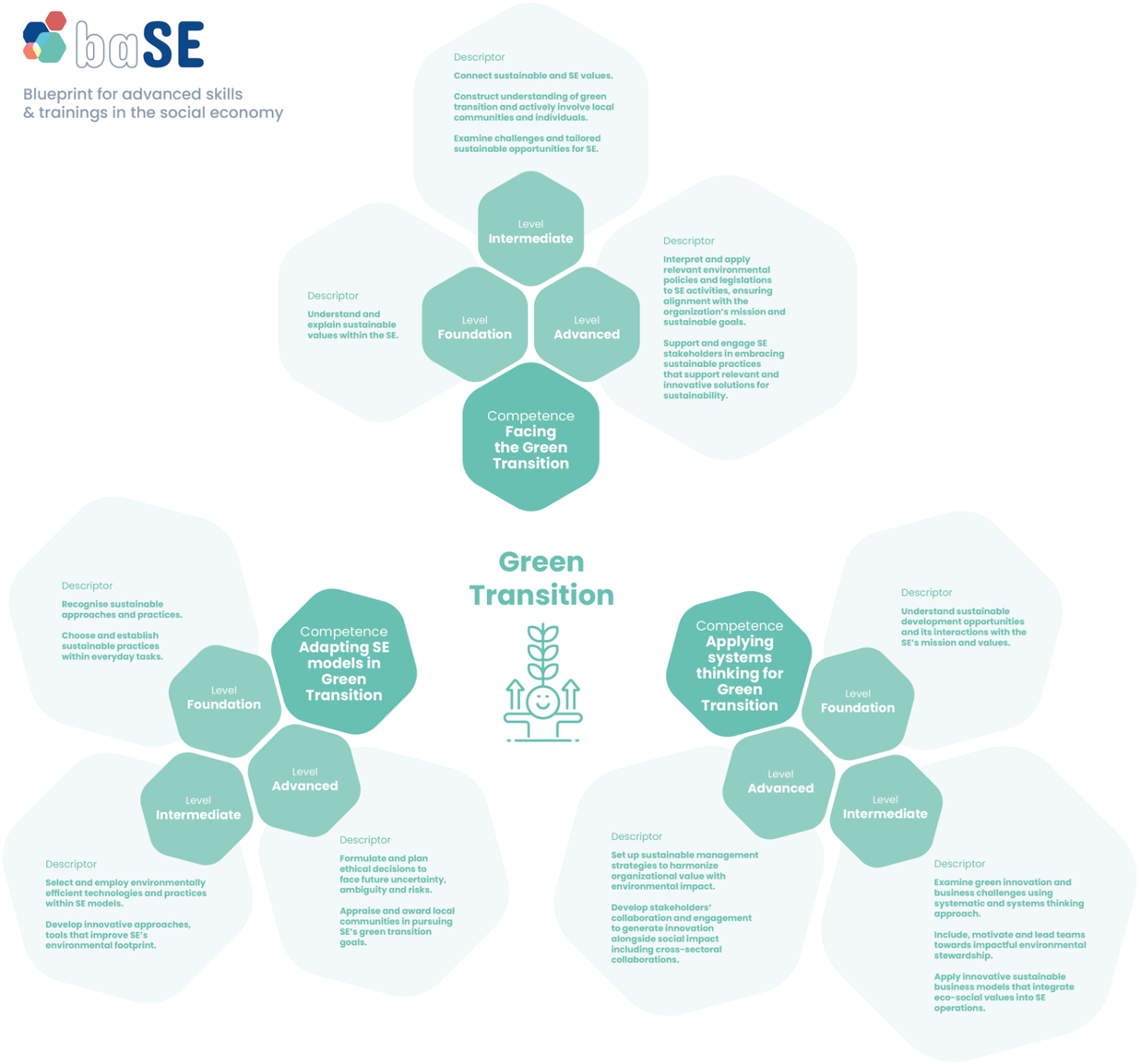
baSE

Blueprint for advanced skills
& trainings in the social economy

Green Transition



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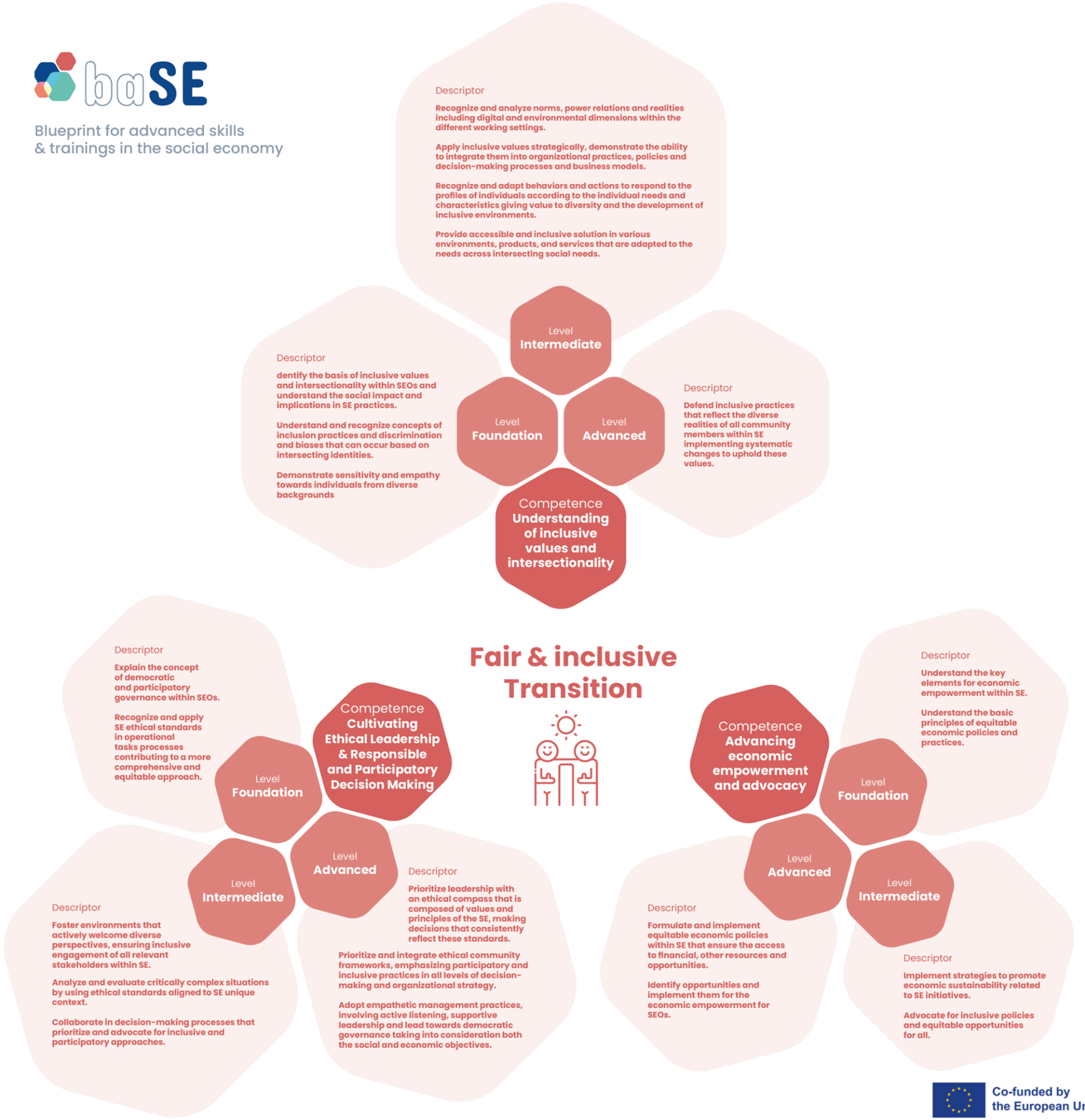
Blueprint for advanced skills
& trainings in the social economy

Fair & inclusive Transition



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WP4 – MOOCs

The baSE training catalogue has been developed to address the training needs of national clusters by identifying and filling training gaps.

The **European baSE catalogue** provides a comprehensive training program for all **target groups** defined within the project: **Managers, Enablers/Supporters, and Workers.**
It covers **EQF levels 3 to 7** and proficiency levels from :
Foundation (5), passing through Intermediate (12), to Advanced (12).

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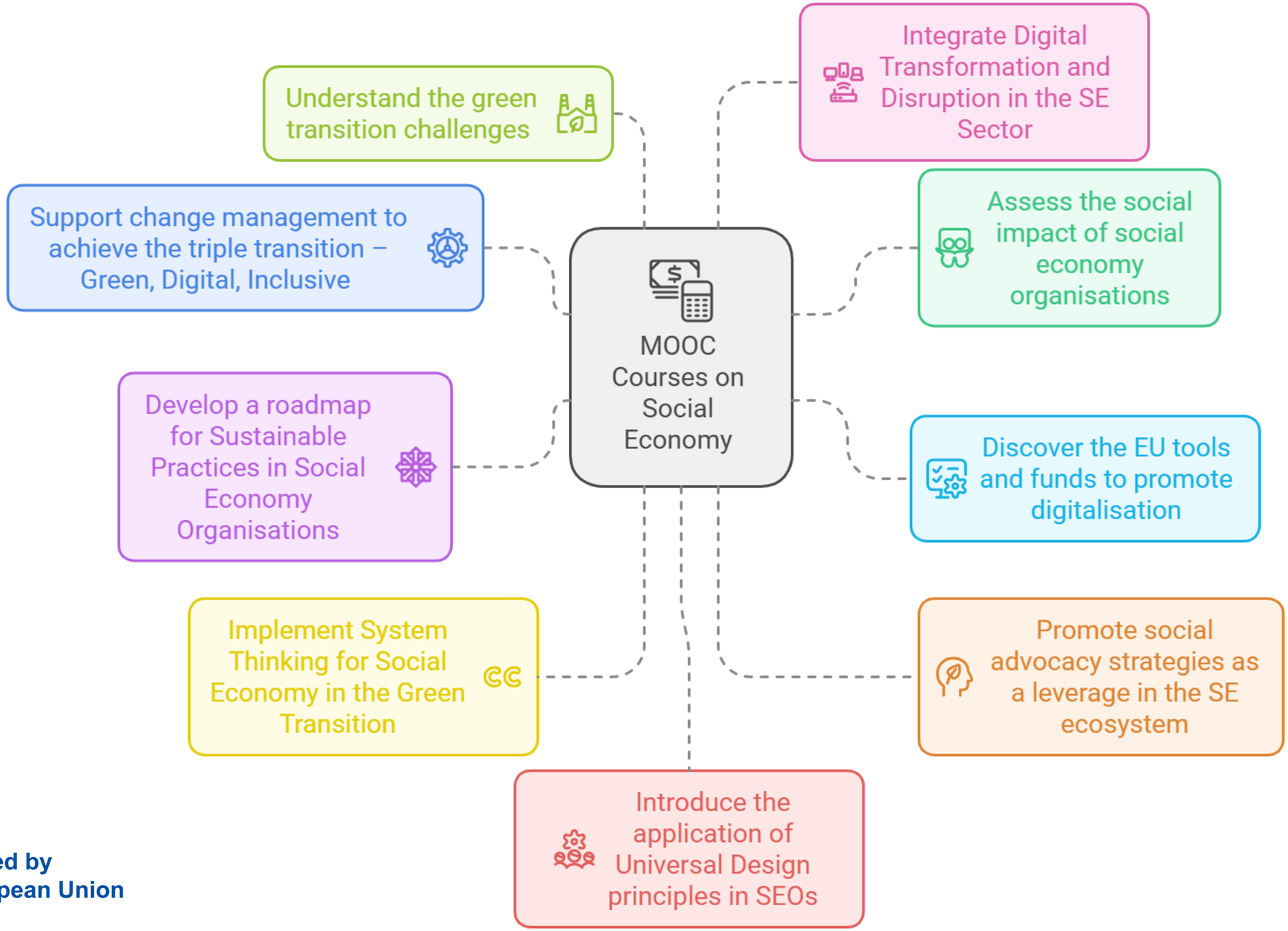

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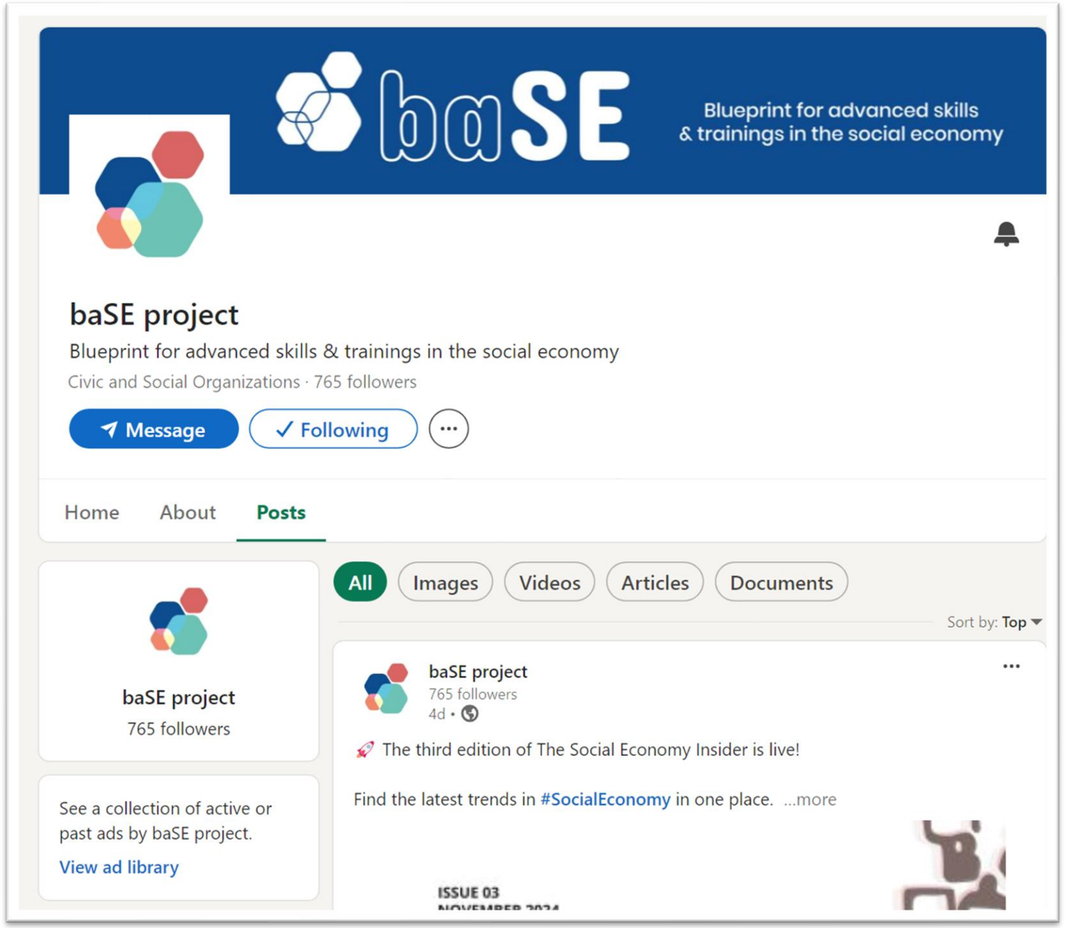
Dissemination & outreach



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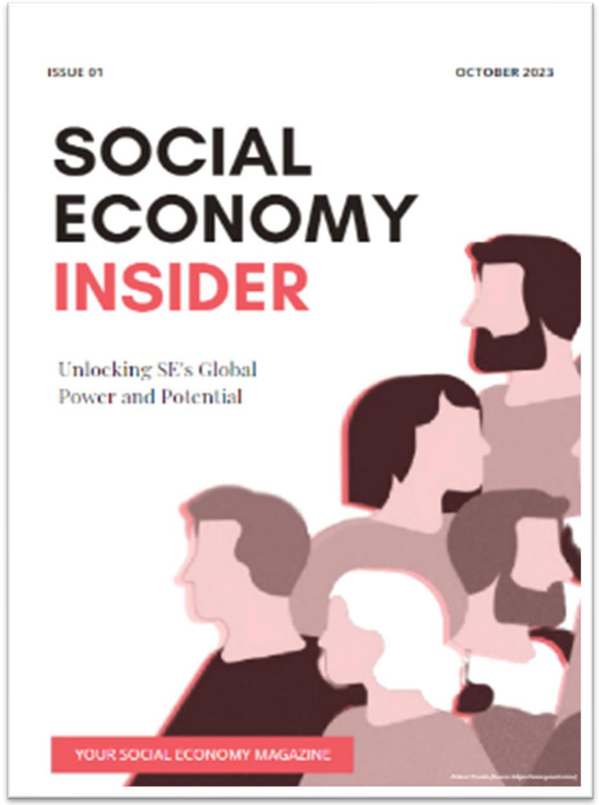
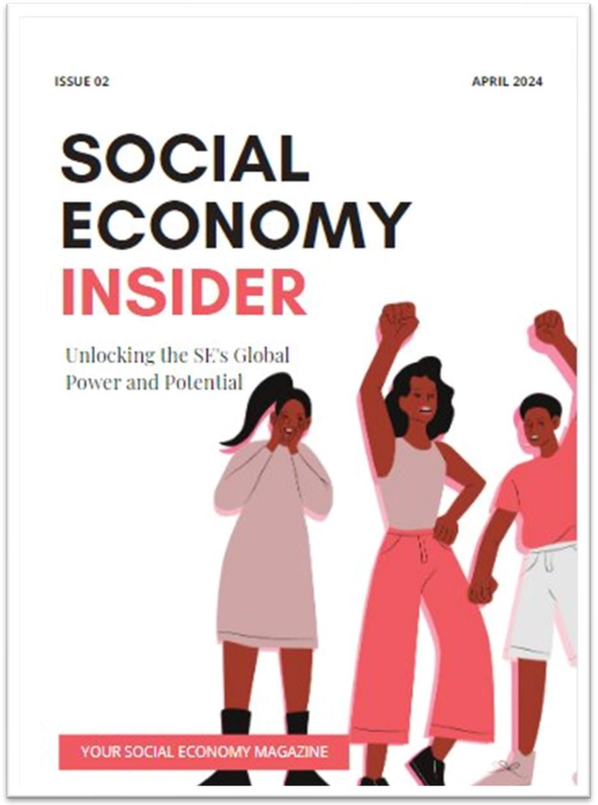
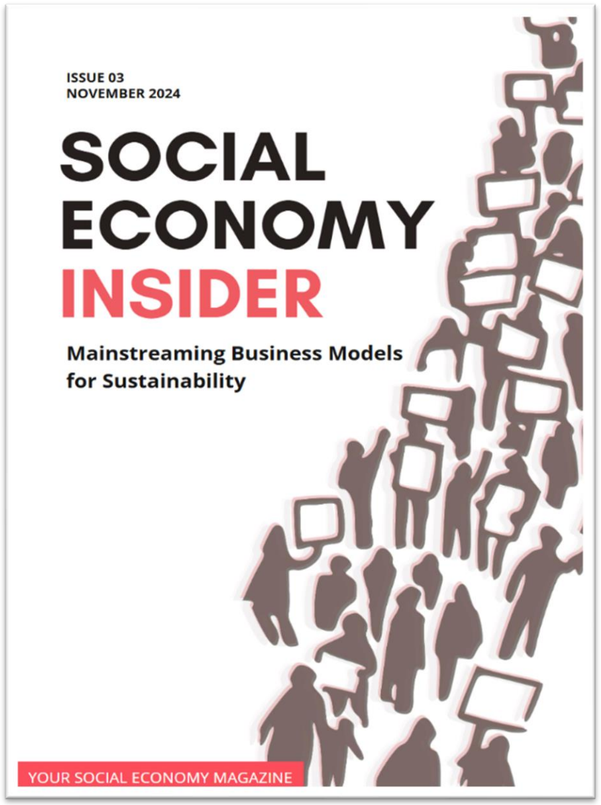
Magazine







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Link to other Blueprints & Projects

Project	Aim	Synergy	Collaboration
B-WISE Erasmus+ Blueprint	Address the skills needs, regarding digital skills, in the Work Integration Social Enterprises (WISEs) sector.	WISEs are part of SE and Proximity Ecosystem	1) Part of the competences identified may be valid for baSE 2) Methodology followed by WISE can be useful for baSE
CYANOTYPES Erasmus+ Blueprint	Provide short- and longer-term strategic interventions and concrete skills development solutions that can be adopted across the European CCI ecosystem.	CCIs are also part of the SE ecosystem Similar timeline	1) A workshop online hosted by the EntreComp to discuss entrepeneurial competence needs 2) Methodological approaches exchange between partnerships
SETS HORIZONse	The project aims to develop, test and disseminate programmes and training modules on suitable skills development to foster the Green and Digital transition of Social Economy Organisations (SEOs).	Building under the general framework of baSE	1) Digital skill gap identified can be an input from baSE 2) Developing 11 courses
ESIC Erasmus+ Blueprint	Knowledge about social innovation and emerging skills in the field of social economy	Focus on social innovation	1) Exchange of experiences and good practices 2) Exchange of resources

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Next event

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Diesis Digital Day
baSE EU Policy Lab

diesis network

Brussels, 27th November 2024
Venue: European Economic and Social Committee

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Partners

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Mondragon Unibertsitatea Faculty of Engineering

diesis network

Social Economy Europe

the wheel Stronger Charities. Stronger Communities.

Concertes

AKMI THE LEADER IN EDUCATION

legacoopsociali associazione nazionale cooperative sociali

ENAIP NET

aiccon cooperazione | non profit

ess France Chambre française de l'Économie Sociale et Solidaire

FISE Fundacja Inicjatyw Społeczno-Ekonomicznych

Center for Not-for-profit Law

symplexis

SZ OWES Sieć Zachodniopomorska Ośrodków Wsparcia Ekonomii Społecznej

innova

EURO CERT

Universität Hildesheim

ADV

DOBA Fakulteta Business School

EVTA European Vocational Training Association

BK BK·CONSULT

Centre d'Economie Sociale

ARR Koszalinska Agencja Rozwoju Regionalnego S.A.

AgroParisTech Talents for a sustainable planet

MONDRAGON HUMANITY AT WORK Finance Industry Retail Knowledge

EVBB EUROPEAN ASSOCIATION OF INSTITUTES FOR VOCATIONAL TRAINING

LIÈGE université

Thank you !

For more information

diesis network

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www.diesis.coop

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ESIC

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Niina Karvinen

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Working in **the Diaconia University of Applied Sciences** (Finland), in the Centre for Social Entrepreneurship and Social Innovations.

MA in Service Design, Doctoral Student in CASE.

WG Leader in the new COST Action, *"Connecting Critical Pedagogies, Inclusive Art Forms and Alternative Barometers for Urban Sustainability (**CIRCUL'ARTs**)"*, **WG4** "Innovation through the development of creative technologies".

ESIC

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Joining the Pact for Skills on Proximity and Social Economy, ESIC contributes to the challenge of the upskilling and reskilling of 5% of the workforce and entrepreneurs of the sector each year to tackle the green and digital transitions in the social economy by boosting social innovation capacities.

The Alliance brings together higher education and vocational education and training, social economy organisations and enterprises from several European countries and European-level actors.

ESIC

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Erasmus+ INNO-BLUEPRINT, 2023-2027

15 partners

Diaconia University of Applied Sciences, University of Tallinn, Odisee University of Applied Sciences, University of South-Eastern Norway, EURICSE, AMUSAL, ADV Romania Foundation, Live Vocational College, Autonomous Province of Trento, Bucovina Institute Association, Federazione Trentina della Cooperazione, FECOMA, Rethink Irelands, Ukrainian Social Academy, Euclid Network

The ESIC Alliance

Universities, research institutions, vocational education and training providers, labour market actors, local authorities, European networks

10 Countries

Finland, Estonia, Belgium, Norway, Italy, Spain, Romania, Ireland, Ukraine, The Netherlands

https://socialinnovationcampus.eu/

ESIC

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The cooperation

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Synergies with the Proximity & Social Economy LSP in creating sustainable impact:

Most recent activities: Skills intelligence: Through desk research (SLR) and qualitative and quantitative research (including interviews, focus groups, and workshops), we have finalised a competence profile, including skills, capabilities, and attitudes in social innovations.

Pillar 1 (Strengthening partnerships):

Partners included in the ESIC consortium, the Project Advisory Group and the Research Committee.

Pillar 2 (Mapping state-of-the-art):

In recent research, we have mapped EU projects and research, training providers (we will continue to research relevant curricula and national and EU strategies), and the skills needs of the ecosystem stakeholders.

Pillar 3 (Skills intelligence):

Constant coordination among existing sectoral Blueprints (amongst the Project Coordinators and research/content/result-wise in multiple project WPs and Tasks).

Pillar 4 (Knowledge sharing):

We actively share results and best practices at multiple recognised events and channels in the field and on our website, https://socialinnovationcampus.eu/.

Pillar 5 (Supporting upskilling):

Co-designing and co-developing are at the core of our project.

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How might these collaborative efforts shape the future of the PSE Ecosystem?

TOGETHER
WE
ACHIEVE
MORE

Thanks

Next steps – How can we make the most of the B-WISE project?

Moderator

Thomas Bignal
EASPD

Karel Vanderpoorten
DG GROW - European Commission

Felix Rohn
DG EMPL - European Commission

Patrizia Bussi
ENSIE

Nóra Györke
EASPD

Concluding remarks

Thomas Bignal
EASPD

Patrizia Bussi
ENSIE

B-WISE
Skills for the future : WISEs ready!

B-WISE

Skills for the future : WISEs ready!

Thank you for joining

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of the European Union