

SROI NEWSLETTER

Employability and Skills Anticipation Policies: a Social ROI (SROI) Approach

This Project has been developed through the Leonardo da Vinci Community Vocational Training Programme - Transfer of Innovation

Contents:

The following topics were discussed:

- ✓ SROI methodology training
- ✓ Project's management issues
- ✓ Project's image / logo
- ✓ Discussion about Project's website
- ✓ Work Package 1 (WP1)

This free newsletter is published quarterly. If you find it useful, please tell your colleagues and friends about it

✓ SROI methodology training

Second partnership meeting in Liverpool, United Kingdom, was hosted by partner The SROI Network on December 2012.

- ✓ The main aim of meeting – to train all partners *Accounting for Value (Social Return Investment - SROI)*.

Training day 1 subjects:

Exploring the SROI process

- ☑ Background and theory of SROI
- ☑ Scope and stakeholders
- ☑ Mapping, evidencing, valuing outcomes
- ☑ Establishing impact
- ☑ Calculations examples

Training day 2 subjects:

Starting to use SROI

- ☑ Types and sources of values
- ☑ Presenting judgements
- ☑ Assurance
- ☑ Practical examples
- ☑ Using SROI
- ☑ Tools and resources



✓ Presentation of Image / logo

Developed image and logo of the Project was presented by *Câmara Municipal de Loures* (Portugal) to all partners.

All partners were agreed about Project's slogan using in logo: ***Employability and Skills Anticipation Policies.***

Project's image, corporative colours and logo were accepted by all partners. The next Newsletter will be designed according accepted style book and with new project's logo.

✓ WP1 Balance

WP 1 - Active Employment and Training Policies. For the identification of national employment policies, enabling the identification of common measures, and possible selection measures to be tested and measured by the SROI methodology.

The WP1 aims to gather information on active employment and training policies in each country involved in the partnership (PT, UK, ES, CZ, and LV). Each partner provided a country report reviewing the most important active employment and training policies currently implemented at national level. This reviewing process also intends to find specific measures, programs or initiatives with a strong (potential) contribution to employability which will be further detailed.

Employability generally refers to a person's capability for gaining and maintaining employment. This ability to be employed includes the ability to gain initial employment, to maintain employment and make 'transitions' between jobs and roles within the same organization, and the ability to obtain new employment if required, being willing and able to manage their own employment transitions between and within organisations (Hillage and Pollard, 1998).

Employability depends not only on the individuals' knowledge, skills and attitudes but also on the labour market rules and institutions. The concept incorporates the dual aspects of supply and demand of labour ('duality of employability' discussed by Brown and Hesketh, 2004). The recent financial crisis demonstrates that global economic factors can and do have a significant impact on the likelihood of an individual getting or securing a job regardless of their skills, credentials and social status.

At the European policy level, this concept was set out as one of the four pillars of the European Employment Strategy, first adopted by the Member States in 1997. It aimed to prevent long-term unemployment and to facilitate access to the labour market, including employment guidelines designed for developing training and skills, combating age barriers and reviewing tax and benefit systems. In the Lisbon Strategy 2000–2010 and the Europe 2020 strategy for more growth and jobs, higher employability is seen as a precondition to achieve the targets for an increased employment rate, whereby 'employability' is translated into: improving and adapting general and vocational training to new conditions and forms of work; the implementation of lifelong learning principles; the definition of specific targets for educational levels.

Active labour market policies (ALMPs) are government programmes that intervene in the labour market to help the unemployed and other target groups find work. According to Calmfors (1994), ALMPs comprise three basic subcategories: job broking with the purpose of making the matching process between vacancies and job seekers more efficient; labour market training in order to upgrade and adapt the skills of job applicants; direct job creation, which may take the form of either public-sector employment or subsidisation of private-sector work. Each type of labour market policy may work through several different channels.

WP1 report structure:

1. Overview of active employment and training policies
2. Focus on two key initiatives for employability

All countries WP1 reports soon will be available on Project's website.