



B-WISE

Skills for the future : WISEs ready!

Blueprint for skills strategies in social economy

European Social Work Conference

Bruges, 26 April 2024

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



Work Integration Social Enterprises

2,8 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

WISE specificities

Institutional mechanism of supported employment favouring workers discriminated against by conventional enterprises by providing them with appropriate on-the-job training

- **Double output enterprises:**

- Marketable goods and/or services
- Work (and social) integration of workers (i.e., employees) with support needs (WSNs)

- Sectors of activity and organisation of work functional to workers with support need (WSNs) interests, capabilities, expectations and needs (“job carving”)

- Combination of employment & training (pedagogical dimension)

B-WISE in a nutshell

Developing a European Strategy to address the skills needs in the WISE sector

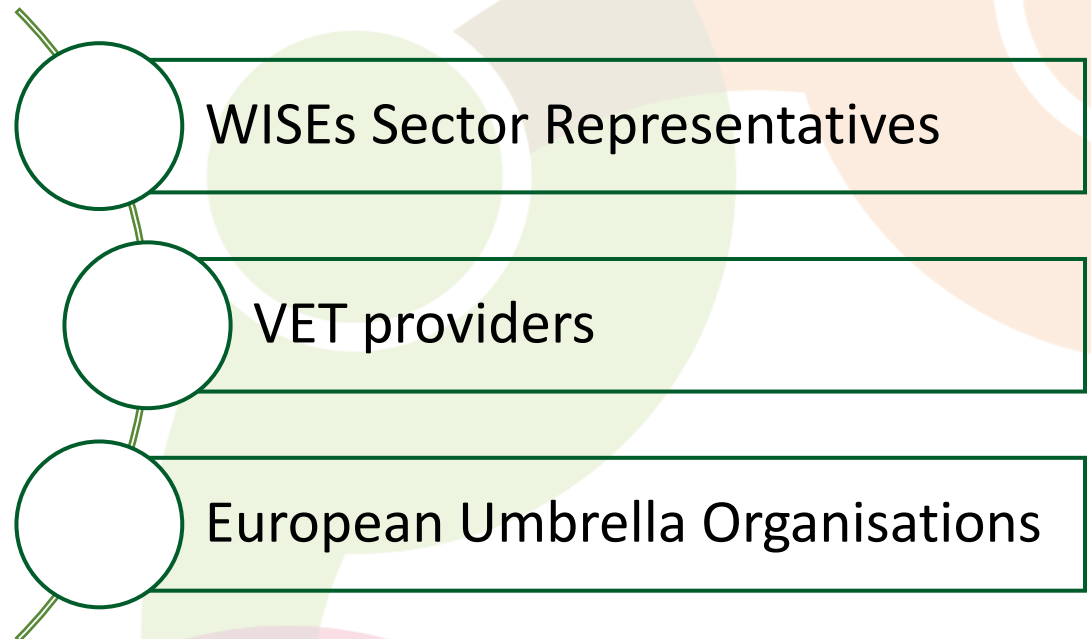


Partnerships

The project is led by:



30 partners from 13 EU Countries



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Target groups



Workers with support needs/ at risk of social exclusion

- Persons with Disabilities
- Long-term unemployed
- Migrants
- NEETS (Persons not in Education, Employment, Training)

The project targets:



Supporters

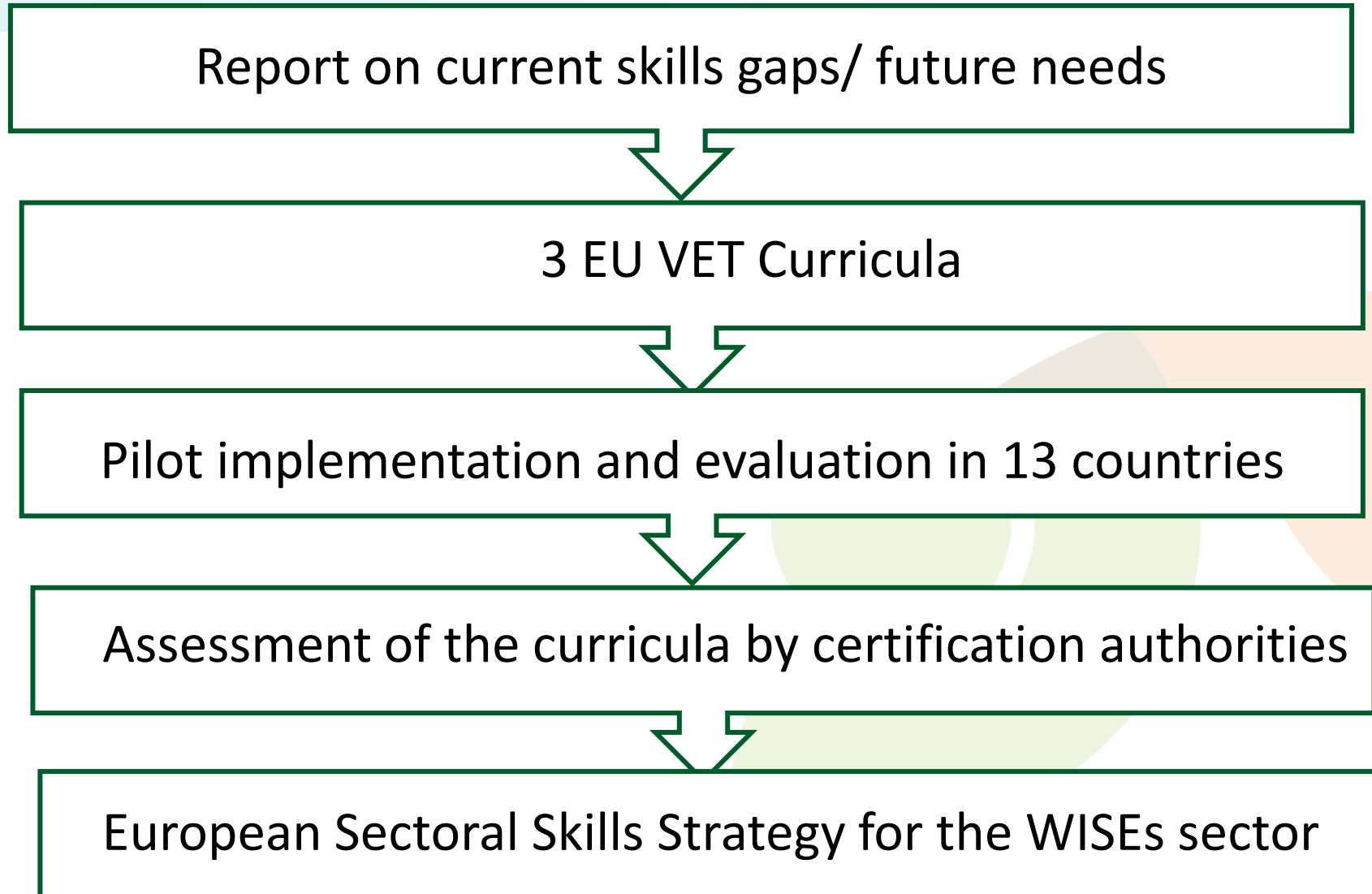
- Job coaches
- Trainers
- Mentors



Enablers

- Managers
- Developers/ engineers

Projects Milestones





Methodology

- Research led by **EURICSE** (EU scope), **Lichtwerk** (BE) and **JKU** (AT)
- Between October and December 2021
- In WISEs over 13 EU implementation countries of the project
- More than 500 interviews
- F2f (mainly for supporters and WSNs)
- Online (mainly for enablers)
- Compliance with EU frameworks (e.g. DigComp 2.0) to ensure **harmonisation, recognition and portability**



TECHNOLOGY AND DIGITAL SKILLS GAPS IN WISEs

SUPPORTERS: relevance of digital skills, needs and gaps

Skill	Management of digital content & data literacy	Communication & collaboration through digital technologies	Creation & editing of digital content	Addressing safety issues in digital environments	Solving digital problems
Not relevant	11.2	9.0	15.7	24.7	22.5
Low	12.4	11.2	21.3	24.7	23.6
Medium	75.3	77.5	61.8	47.2	51.7
High	0.0	1.1	0.0	2.2	1.1
N.A.	1.1	1.1	1.1	1.1	1.1
Total	100.0	100.0	100.0	100.0	100.0

Skill	Management of digital content & data literacy	Communication & collaboration through digital technologies	Creation & editing of digital content	Addressing safety issues in digital environments	Solving digital problems
None	3.4	4.5	13.5	15.7	11.2
Low	23.6	20.2	21.3	25.8	32.6
Basic	39.3	36.0	36.0	23.6	16.9
Above basic	24.7	30.3	18.0	15.7	21.3
Not applicable	6.7	6.7	9.0	16.9	14.6
N.A.	2.2	2.2	2.2	2.2	2.2
Total	100.0	100.0	100.0	100.0	100.0

- According to enablers, following competence areas are **most relevant** for supporters:
 - management of digital content and data literacy**
 - communication and collaboration through digital technologies**
- For the 2 competence areas considered as most relevant for supporters, **over 60% of supporters have a level of endowment that is basic or above basic**



Skills targeted for supporters

- Management skills;
- Supporting and caring skills
- Digital skills (i.e. digital content management and data literacy, communication and collaboration using digital technologies)

Compliance with EU frameworks: EQF, EQVET, DigComp 2.0, ESCO



CURRICULUM: Supporter in a WISE

Summary:

Core module 1: **WISE identity, strategy and transformation**, 4 units - 20 hours

Core module 2: **networking and communication**, 2 units - 12 hours

Core module 3: **supporting work and employability**, 5 units - 24 hours

Total 56 hours

CURRICULUM: Supporter in a WISE

Core module 1: WISE identity, strategy and transformation

Unit	Module	Hours
1.1	Implementation of Corporate Development	2
1.2	Innovation and Digital Technologies in WISEs	8
1.3	Driving the Change in WISEs	6
1.4	Feedback culture	4
Total		20

Pilot testing – Tutorial toolkit

- Implementation in 13 EU countries
- Engagement with **existing material** already employed in WISEs;
- **Diversity of tools:** job carving, workshops, software, videos, MOOCs etc.
- Tools and methods **tailored to the WISE** (diversity in terms of **business, geographical area and culture**);
- Tools and methods **tailored to the target group** (e.g., supporters dealing with refugees VS with PWDs VS with mental health diseases);
- Assessment of **learning outcomes**;
- Provision of **feedback** for review purposes (co-creation) → **improvement of EU curricula**
- Integration of results within **ESCO** (the European Skills Competence and Occupation framework)
- Integration of curricula in **training programmes offered by VET providers**



TECHNOLOGY AND DIGITAL SKILLS GAPS IN WISEs

How to boost digitisation in WISEs?

- Technology and digital skills must be **human-centered**, or they will never be implemented in WISEs
- **Entrepreneurial mindset** of the MGT will be key → In order to deploy more digital economic services to customers or to attract more complex work that requires a certain degree of digitization or usage of technologies
- **Resources** will be key → WISEs report lack of resources (e.g., budget, (digital / technical) skills, (technological / scientific) people, etc.) to invest in this domain
- **Scale** will be key → The larger the WISE the more capable is to offer training, to invest in technology, to pay attention to change management and adoption of technology, to set-up collaboration and co-creation, etc.



TECHNOLOGY AND DIGITAL SKILLS GAPS IN WISEs

How to boost digitisation in WISEs?

- **Partnerships** (e.g., with technological advanced companies, research centres, universities, other WISEs, etc.) will be fundamental
- **Public interventions and policies** can facilitate and boost digitisation and usage of technologies in WISEs → The most numerous and the most developed WISEs are in the countries where the attention for a strong and future-proof social economy has been and is highest

More Information



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