



Recommendations at European level

The state of play of the work integration social enterprises (WISEsⁱ) and the training offers for their professionals are very different from a country to another in Europe. These differences are usually linked with the existence or not of a national framework supporting the social enterprises and the social and professional integration of disadvantaged people.

Considering the case studies and analyses held in the framework of the project, the main challenges and results concerning the WISEs sub sector are the following:

1. Models of work integration are continually evolving fostering effectiveness in their results and innovation in their methods and mission. Finding ways to share knowledge, experiences and tools is a base for better results and enhance their social innovation ecosystem. Thus the strategies to develop long-life learning initiatives must include as often as possible the debate on WISE achievements, diversity and the collective distance traveled in the creation of innovative solutions the field of work integration of disadvantage groups.
2. There are countries where the challenges are the awareness and the promotion of WISE in civil society as well as, at in VET systems, in social enterprises and social economy networks and at the public policy making level (PT).

There are countries where the WISE subsector is more established and the targets stakeholders for life-long learning activities are more the structure, development and acknowledge HR qualification and certification needs in the WISE subsector.

There are countries (UK) where the subsector faces urgent challenges other than qualification and training, such as deregulation.

3. As a DNA function, coaching in WISE reveals a wide range of competencies, skills and knowledge, taking into consideration the European diversity. There are several levels of qualification:

- Level of academic degree: Universities (initial qualification)
- Level of VET providers (initial and continuous professional training)
- Level of network (continuous professional training)
- Level of WISE (continuous professional training)

4. The marketing function reveals a tighter profile of needs and challenges for WISE HR in relation to the range of specific (from 'general' marketing) of competencies, skills and knowledge.



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The results of the different case studies and analyses held in the framework of the project demonstrates the diversity of the sector in the studied countries and thus lead to general recommendations starting from situations where the WISEs sub sector is not or no more developed at all to others more relevant to countries where it is historically well established.

Taking into considerations the debates and studies held during the EPP project, the partners highly recommend the following:

1. To recognise work integration social enterprises through adapted national legislative frameworks in some European countries where it does not yet exist, such as Portugal and Hungary;
2. To increase the support and the development of work integration social enterprises through adapted financing measures in European countries;
3. To promote and support the training of WISE's professionals to improve their competencies in responding to the target group's needs;
4. To recognise the trainings for WISEs professionals already existing in some countries and the ones on job coaching and marketing developed under the EPP project, in the different National Qualification Frameworks;
5. To adapt the training offers for WISEs professionals taking into account the specificities linked to WISEs and their target groups, in the countries where the offer is already existing;
6. To promote the dissemination of the training packages developed within the EPP project on job coaching and marketing, in the countries where the offer is not existing.

ⁱ *Work Integration Social Enterprises (WISEs) are enterprises of which identifying principles are:*

- *The social and professional integration of individuals who due to their exclusion and their relegation to a marginal role in society have fallen victim to increasing social and professional handicaps.*
- *Enterprises at the core of the economic system, frequently one of the major factors in the phenomenon of exclusion.*
- *Enterprises with a strong pedagogical dimension. The Work Integration Social Enterprises initiate training and educational programs designed on the basis of existing potential of the target group and develop this individual potential (at professional level and in its participation in society) within the enterprise*

ENSIE – Rue Botanique 75 – B-1210 Brussels – Enterprise's N°475.190.924

Tel. +32 (0) 4 275 53 08 - info@ensie.org

www.ensie.org