



# Blueprint for advanced skills & trainings in the social economy

## EXECUTIVE SUMMARY



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## Project information

Project Acronym	<b>baSE</b>
Project title	<b>Blueprint for advanced competences and trainings in the Social Economy</b>
Agreement number	<b>101055640</b>
EU Programme	<b>ERASMUS-EDU-2021-PI-ALL-INNO-BLUEPRINT</b>
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Date	<b>January 2024</b>
Version	<b>Deliverable 2.2</b>



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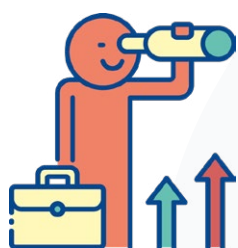
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More Info and contact

[www.socialeconomyskills.eu](http://www.socialeconomyskills.eu)

**This document is an extract of a complete research developed under the baSE project to identify competences and advanced trainings schemes adaptable to diverse SEE in Europe.**

The complete version of the Synthesis Report can be found on [www.socialeconomyskills.eu/resources](http://www.socialeconomyskills.eu/resources)



## Acronyms

<b>baSE</b>	Blueprint for advanced competences and trainings in the Social Economy
<b>EC</b>	European Commission
<b>EU</b>	European Union
<b>NPO</b>	Non Profit Organisation
<b>SE</b>	Social Economy
<b>SEO(s)</b>	Social Economy Organisation(s)

## Executive summary

We are living in an exceptional time for humanity, in which population, organisations, institutions and politicians need to rise up against global warming, massive biodiversity loss, peak oil, social crises, etc. The way we endlessly consume our planet's resources, treating them as a bottomless pit, is destroying our environment and damaging our societal organisation. Our ways of living and consuming must change. The imperative for a green transition is evident and pressing. It is crucial to guarantee that this shift occurs in an equitable and inclusive manner, taking into account the welfare of workers and communities that may face adverse effects due to these changes.

At the same time, digitalisation is advancing and taking more and more space in our daily lives, be it at professional or private level. Digital tools can provide an opportunity at multiple levels, such as new ways of working and even new jobs, new methods of including vulnerable groups, or provision of necessary data to face societal challenges. The digital transition is occurring, and needs to be carried out in a responsible way, without leaving people aside or over-consuming rare resources.

In this context, the social economy can be a driving force in the accomplishment of the twin transitions. Social economy organisations are organisations that pursue a social and/or an environmental goal, that respect principles of democratic governance, and that reinvest any profit they make in their social mission. These specificities give them the power to establish alternative, non-threatening and sustainable business models that address today's challenges, in a wide range of activity sectors including agri-food, care, energy, construction, textiles, home services, retail and finance.

In the past, the social economy has already played an important role in answering societal needs and developing new activities and ways of organising enterprises. It has evolved according to the context of each region or country. Although adaptability to context is an advantage of the social economy, it has also led to very different legal frameworks in the member states of the European Union – when a legal framework for social economy organisations exists. One of the implications of the non-uniformity in legislation among EU member states is the complexity that arises when calculating and comparing statistics across these states. Nevertheless, based on available data, it is noteworthy that the contribution of the social economy to a state's economy is substantial. In the European Union, the employment share ranges from approximately 0.6% at the lowest to exceeding 10% of the national workforce at the highest.

While this report highlights the pivotal role that social economy organisations can play in inclusive ecological and digital transitions, yet they face challenges for which they require support. In the baSE project we have specifically examined the competences challenge.

The baSE project (Blueprint for Social Economy and Proximity Competences & Advanced Training Schemes Adaptable to Diverse Social Economy Ecosystem in Europe) aims to support the development of social economy training and education. To do so, baSE involves 25 partners (SE federations, umbrella organisations and support structures, higher education and vocational education and training providers, research institutions and sector experts) from 10 European countries (Belgium, France, Germany, Greece, Ireland, Italy, Poland, Romania, Slovenia and Spain). baSE will permit the upskilling and reskilling of social economy

practitioners, managers and supporters, in the fields of inclusiveness, the green transition, the digital transition, as well as the day-to-day management of social economy organisations.

This report marks the conclusion of the initial phase of this four-year project, during which we have identified, validated and prioritised competence gaps in the social economy related to the green, digital, inclusion and day-to-day challenges. Using a mixed-method approach detailed in section 5, culminating in a large-scale survey directly involving social economy workers, we can now outline the competences needed, priorities, and training gaps within the social economy ecosystem across the 10 countries participating in the consortium, as well as at an overarching level. The primary findings of the survey can be summarised as follows.

First, regarding the green transition, the results are quite homogeneous across countries when it comes to managers and supporters, and show the global necessity of training in **systemic analysis and decision-making**. After this unanimous result, **strategy for green transition, awareness and engagement**, and **networks and collaboration** are three competences that are of great importance for both managers and supporters. The results are more scattered between countries for practitioners, but the skill that comes first when aggregating the data is **understanding the green transition**.

Then, when it comes to digitalisation, managers and supporters again share the same pattern of prioritisation of competences, although there is not a single skill that stands out. Instead, four competences appear to be important: **data management, digital collaboration, diagnostic and digital strategy** and **digital communication**. As for practitioners, the skill of **collaborating digitally** is the one that receives the highest aggregated score.

The following skills category, inclusiveness, does not show a clear priority for managers and supporters in all countries: the aggregated data show that half of the competences of the list are important. The results for practitioners are more salient: **communicating in an inclusive way** is considered as a top-level priority by half of practitioners.

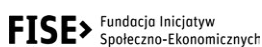
Finally, the competences prioritised for the day-to-day management of social economy organisations by managers and supporters are **strategy for social economy organisations, problem-solving, threat and opportunity analysis** and **agility and innovation**. These results are shared in all baSE countries, which indicates a global necessity. **Knowledge of and attitude to the social economy and problem-solving, threat and opportunity analysis** are the two competences that rank first for practitioners.

All these results are explained in more detail in the present report, and baSE partners emphasise that the results of the survey and this report are a real opportunity for European political decision-makers to strive for a more sustainable world. These newly collected data and knowledge of social economy education in 10 member states are necessary to develop support for the social economy and build innovative and useful education and training programmes on the social economy.

The report allows baSE partners to propose four types of recommendations: the strengthening of EU financial support addressed to social economy, the enhancement of education and training in the social economy sector, the promotion of participatory and evidence-based policy-making and the fostering of knowledge-sharing. The recommendations globally follow the same process: researching and studying the

reality of the social economy to base support on its reality; using existing European programmes, developing and adapting them if necessary; building new programmes and initiatives addressing the needs of social economy organisations and educational institutions; all the while promoting collaboration between organisations and member states.

# Partners







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