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baSE

**Blueprint for advanced skills
& trainings in the social economy**

Training Catalogue

Adopt inclusive and participatory practices to foster diversity, fair leadership, and inclusive workers' engagement within the SEO

Area
Fair

Level
Advanced

EQF
5

EU frameworks
GreenComp
Area 1: Embracing sustainability values

Duration
28 hours

TITLE: Adopt inclusive and participatory practices to foster diversity, fair leadership, and inclusive workers' engagement within the SEO	
Duration / Notional workload	28 hours (1 ECTS). The suggested structure implies: -16 hours of synchronous training (online or face-to-face with webinars/workshops) -12 hours of autonomous study and hands-on activities, including the preparation for the final exam.
Who is this course for	According to the baSE Occupational Profiles classification, the course aims at managers, supporters, enablers and practitioners within Social Economy organisations. The course aims to enhance the participants' knowledge and skills in inclusiveness, to make their everyday workplace more inclusive, equal, and open to diversity. Starting from key concepts and (European) challenges in the field, the course will equip the participants with relevant tools, methods and strategies to effectively integrate diversity within their company. Managers and enablers will particularly be trained to develop fair leadership and strengthen the bonds of cohesion between their workers or colleagues. Practitioners will particularly be trained to embrace the values of inclusion and apply them in their everyday activities.
Skill Gap Area	The Skill GAP refers to the SocioComp Area " Fair & Inclusive Transition", competencies: - Understanding of inclusive values and intersectionality (intermediate) - Cultivating Ethical Leadership & Responsible and Participatory Decision Making (intermediate).
Related standards	The European competencies' frameworks related standards are: - GreenComp Area 1 "Embracing sustainability values", competence 1.2 Supporting fairness.
EQF Level	EQF 5 ADVANCED

Learning Outcomes	Participants, on completion of the learning process, can
	- Understand the current challenges and key concepts about inclusion in the workplace
	- Identify the relevant tools and methods to foster inclusion practices and values within the social economy organisation
	- Draw up a diversity, equality and inclusion action plan, adapted to the social economy organisation's needs and mission
	- Design a sustainable assessment method to (continuously) evaluate the effectiveness of actions and strategies for inclusion, within the social economy organisation.
Contents	**LU01 Understanding inclusion from a Social Economy perspective** - Examples of good practices and success stories within Social Economy organisations (in various activity sectors) (all SE workers) - Presentation of key concepts: fairness, inclusion, equity, diversity, intersectionality, gender - Overview of the European (and national) context: fair transition, social challenges about inclusion, political and legal context - Inclusion and diversity in the workplace - The role of the Social Economy towards a fair and inclusive transition (SE principles: democratic decision-making, participatory governance, putting people ahead of profit,…; SE target people: socio-professional work integration, vulnerable and disabled workers, people far from the labour market, etc.) - [Hands-on] Autonomous readings to appropriate the concepts **LU02 A fair toolkit for Social Economy workers: inclusive intervention tools and methods** - Methods and tools available to integrate inclusive behaviours into daily operations (European and national) - Toolkit presentation with o Equity diagnosis and action plan o Equity chart o Participatory processes in decision making o Collaborative and inclusive meetings o Inclusive language o Meeting organisation (open to diversity) - [Hands-on] Practical training Workshops on tools and methods **LU03 Applying relevant inclusive practices to its everyday work** - Choosing the relevant organisational inclusivity (all SE workers) - (Continuous) Assessment of its inclusion or equity plan (SE managers and supporters)

	- Understanding and applying the inclusive recommendations in its everyday work (SE enablers and practitioners - Communication: actions and strategies to disseminate the recommendations for more inclusive practices in the organisation (SE managers and supporters) - [Hands-on] Implementation of the action plan and strategies within their organisations: testing phase.
Learning methodologies	The most effective teaching methods with adult learners are active methodologies, combined with a hands-on approach, encouraging critical thinking and real-world application. We suggest for LU01: Lectures and discussions on key concepts such as fairness, inclusion, equity, diversity, and intersectionality; case studies; group activities; autonomous readings LU02: Practical training workshops with testimonies and success stories; lectures and demonstration LU03: Lecture and discussion; group activities; implementation phase. Blended training can be offered, using the MOOC platform to integrate more traditional face-to-face training.
Learning materials	Complementary learning materials are: - ad hoc handouts; - learning materials and publications on the topic in English or the participants' languages - Lecture notes on Key concepts of DEI. - Digital learning resources including video, audio, text, websites, animations and images - Resources' section o Toolbox: existing manuals and tools o Publication: scientific or grey literature o Legal texts o Reference materials o Videos (if any relevant) o Radio podcasts (if any relevant) These learning materials can be tailored to suit the participants' needs, ensuring they are engaging, interactive, and effective. The course trainers will provide the bibliography and website references.

Entrance requirements	There are no formal prerequisites to participate in the course, except being workers, managers, supporters or enablers in SEOs.
Assessment & Certification Schemes	The assessment process will evaluate the learning outcomes outlined in the prototype and will follow established procedures. Grading criteria, levels, and assessment location will be communicated to learners before the baSE pilot phase, with authentication required. The Certification Schemes will follow the standards defined by EuroCert. Upon request, it will be possible to have (for MOOCs only) the recognition of micro-credentials.

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More Info and contact
www.socialeconomycompetences.eu

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