Due to the changing workforce demographics in Europe, such as the ageing workforce, companies will be required to rethink the way careers are built so as to maximise the employability and workability of their employees throughout their life-stages. This implies a shift in HR processes, affecting recruitment, career development and retirement, as well as allowing greater internal and external mobility to workers. However, HR Managers are often lacking a clear and established methodology with regards to life-long HR Management as well as a clear understanding of strategic short/long-term gaps and possible counter-measures.

CSR Europe developed the LEA tool to support HR managers in assessing their company’s readiness for lifelong career management.

ABOUT THE LEA TOOL

- Based on a questionnaire and assessment methodology developed with companies and experts
- Assessments conducted by CSR Europe staff; data treated as strictly confidential
- Output in the form of a benchmark report
- Follow up interview with company to discuss results and potential solutions to identified gaps
- One-day workshop brings together assessed companies to exchange on best practice

USE THE TOOL TO

- Discover how to integrate lifelong employability factors into you HR processes and evaluate their maturity
- Benchmark your company anonymously against an ideal situation and against peers
- Identify gaps and areas for improvement, illustrated by best-in-class examples

The service of one assessment using a tool is included in CSR Europe’s membership fee. The cost for an additional assessment is €4.000 for CSR Europe members and €8.000 for non-members.

For more information on LEA, visit: http://www.csreurope.org/skills-jobs/rethinking-careers
Or contact Erik Edman at: ee@csreurope.org