

Assess your company's level of maturity

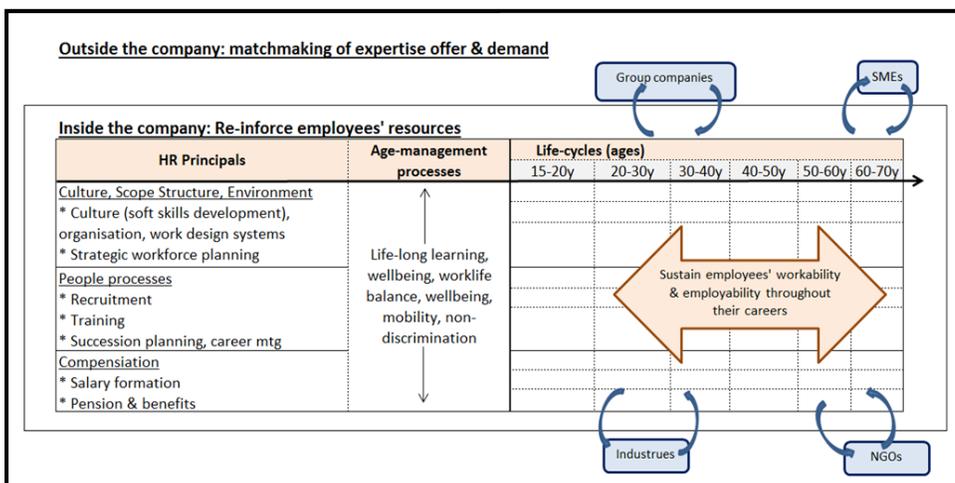
CSR Europe's Lifelong Employability Assessment (LEA) Service

Concept Note

BACKGROUND

The demographic change scenario, and the need to deal with longer working lives due to postponed retirement ages in European Member States, requires from businesses to adopt new solutions. Main challenges are:

- Companies already facing a demographic imbalance in their workforce have usually started to implement isolated measures (not embedded into larger strategic HR framework) targeting mainly their 50+ workforce (and not all the workers).
- Companies need to rethink existing HR models: capitalizing on skills, keep employees active for a longer period and guarantee successful employability opportunities.



In order to remain competitive, 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 among others to rethink HR processes, from recruitment to career development and retirement, as well as to allow a 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'S LE-A TOOL: WHAT'S IN FOR YOU?

To help companies enhancing their Human Resources processes adapted to the changing demographic and social context, CSR Europe has developed the Lifelong Employability Assessment (LE-A) tool, that:

- Evaluates maturity of individual company HR processes.
- Provides company benchmark against ideal situation and again peers.
- Allows the identification of gaps and areas for improvement, illustrated with best in class examples.
- Access to a learning network of HR professionals.

APPROACH & METHODOLOGY

Approach

In its pilot phase 2013, the LE-A tool will be tested with 15 companies. CSR Europe therefore invites interested companies to participate in an individual assessment of management processes for addressing lifelong employability. Each company to be interviewed will be asked to involve an HR Manager from Headquarter as well as from one or two Operating Companies.

Methodology

Before the interview

- Interview questions distributed in advance to allow internal collection of information
- HR Managers requested to liaise with relevant colleagues to collect information and involve them in the interview

During the interview

- Interview (1.5h) conducted by CSR Europe staff through in-person or phone meetings.
- All information shared during the interview will be kept confidential, unless explicitly agreed otherwise.

After the interview

- Participating companies receive a draft benchmark analysis evaluating their performance
- Follow-up interview (30-45 minutes) for companies to validate results, ask questions and if needed provide additional information to revise the benchmark results.
- Assessment report finalised.
- Presentation of overall results at a one day workshop in December 2013. This will also be the occasion to work on identified issues as well as share insights and best practices with peers and experts.

Estimated timeline

The process will take between 4 and 5 months, from the initial contact to express interest to participate in a LE-A assessment until receiving the final results. The timeline varies depending on company-specific internal processes.

Costs

The service is included in CSR Europe's membership fee.

Extra fees are applied to non CSR Europe members for the assessment:

- CSR Europe's NPO members can participate at preferential rate of **4000 Euro** in total.
- Non-member fees are applied to any other organisation, for a total amount of **5000 Euro**.

FOR CONTACT

For more information on the publication and to participate, please contact Sarah Dekkiche (sd@csreurope.org)

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