Tool Assessment Offer - Further Information
Companies are increasingly dealing with sustainability issues as part of their core business strategy. Because of this, companies review and improve their sustainability management processes. Benchmarking tools are the best way of enabling organisations to identify areas for improvement and internal priorities, which, in return, help to create profitable business strategies that deliver tangible social benefits.

Each member of CSR Europe has the opportunity to use one tool per year as part of their membership. Interested companies are invited to express their interest before 29th April 2016.

Each application of a tool follows the same process detailed below:

1. Introductory webinar
2. Individual company interviews
3. Individual company reports
4. Workshop

Please note that CSR Europe will only roll-out a tool if at least five companies are interested.

Available tools:

- **MIA: Maturity and Integration Assessment** - Assess non-financial performance management and the level to which it is integrated into business operations
- **LEA: Lifelong Employability Assessment** - Assess the readiness of your company in adapting a life-long perspective to all HR processes
- **STEM π: STEM Programme Impact Assessment** - Assess the potential for impact of company science, technology, engineering and maths (STEM) activities
- **QIA: Quality Internship and Apprenticeships Assessment** - Assess current internship/apprenticeship schemes in your company
- **MOC-A: Management of Complaints Assessment** - Assess the effectiveness of company processes for addressing human rights complaints from employees and/or communities

Companies can also request that CSR Europe assesses their affiliates.

For more information and to register your interest, please contact Mariya Stoyanova (ms@csreurope.org)
By 2018, the EU Directive on Non-Financial Information Disclosure will expect 6,000 large companies to report more extensively on their sustainability performance. Increasing stakeholder expectations have made it clear that parallel to transparency, companies need to concentrate more on building mature management systems and on integrating sustainability into their corporate structures. Next to stakeholder expectations, integrating sustainability makes business sense. It is a corporate value driver allowing companies to tackle emerging risks as well as to tap into emerging opportunities. However, today, management of sustainability is not yet fully integrated in business management. Setting targets, systemic management and making the link to core business remain especially challenging.

CSR Europe’s Sustainability Management Maturity and Integration Assessment (MIA) is a tool for companies to assess and benchmark the level of maturity and integration of their sustainability management in order to better understand and communicate internally improvement areas.

**ABOUT THE MIA TOOL**

- Key metrics are based on GRI G4 aspects and CSR Europe’s image of an ideal situation
- Linked to requirements of EU Directive on Non-Financial Information Disclosure
- 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**

- Assess the level of maturity and integration of your company’s sustainability management
- Benchmark your company anonymously against an ideal situation and against peers
- Identify gaps and areas for improvement, illustrated by best-in-class examples
- Participate in a learning workshop to share best practices and discuss challenges with other companies

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 Non-financial performance visit: http://www.csreurope.org/mantra

Or contact Yvette Sweringa at: ys@csreurope.org
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.

**LIFELONG EMPLOYABILITY ASSESMENT**

**THE LEA TOOL**

**CONTEXT**

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](http://www.csreurope.org/skills-jobs/rethinking-careers)

Or contact Erik Edman at: ee@csreurope.org
FACT:
UP TO 95% OF ALL JOBS IN THE FUTURE WILL REQUIRE PEOPLE TO HAVE STEM SKILLS

STEM PROGRAMME ASSESSMENT
THE STEM-π TOOL

CONTEXT

STEM skills are increasingly important in a wide variety of jobs and many employers struggle to find young people with these skills, despite the high youth unemployment in Europe. As a result many companies have started to engage with education to promote STEM, yet it remains difficult to measure impact and make the business case for such project internally. CSR Europe developed the STEM-π assessment tool to support companies to assess the potential impact of their STEM activities and identify areas for improvement. Impact is defined as the extent to which an activity positively influences a young person’s (age 3-26) choice for a study/career in STEM and supports the development of STEM Skills.

The tool consists of two parts
1. Coverage – What does your company do to support STEM compared to what could be done to have an influence (e.g. how do you work with teachers, policy makers, support curricula etc)
2. Quality – What is the quality of the organisational set-up underlying your companies’ STEM activities (e.g. is there management support, budget, long-term engagement etc.)

ABOUT THE STEM-π TOOL
• The tool consists of two parts: Coverage and Quality
• Tool developed together with companies and experts
• Companies that have already taken the assessment expressed that it was useful to make the case towards their management and that it provide valuable insights into how they could improve
• Output in the form of a confidential Benchmark Report to show the performance of your company against peers

USE THE TOOL TO
• Gain insight into your company’s STEM activities
• Benchmark your company anonymously against the average and best-in-class against peers
• Learn how you can improve your activities through best practices
• Use the benchmark report to make the business case to your management

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 STEM visit: http://bit.ly/24Fp54y
Or contact Yvette Sweringa at: ys@csreurope.org
Transition from education to work has become increasingly difficult in the current economic situation. Young people are consequently affected by a high level of unemployment, despite being the best educated generation ever. To respond to this major challenge, companies are providing internships and apprenticeships as a means to facilitate young people’s transition from education to work. In doing so, companies can attract new and diverse talents while simultaneously equipping youth with labour market relevant skills. However, concerns remain regarding the working conditions and the effectiveness of learning and programme content in the internship and apprenticeship schemes run by companies.

The QIA-A tool is designed to assess the quality of a company’s internship and/or apprenticeship schemes and to identify areas for improvement. Based on the European Youth Forum’s Charter of Quality Internships and Apprenticeships, the QIA-A tool helps companies provide a high quality framework for their internship and apprenticeship schemes.

FACT:
ONLY 62% TRAINEESHIP PLACEMENTS IN EUROPE ARE BASED ON A WRITTEN TRAINEESHIP AGREEMENT OR CONTRACT WITH THE HOST ORGANISATION OR COMPANY.
Source: Eurobarometer study 378

For more information on Quality Internships and Apprenticeships visit: http://bit.ly/1VOJHBr
Or contact Tommi Raivio at: tr@csreurope.org

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.
There is increasing evidence to convince companies of all sizes that upfront investment of time and resources in stakeholders relations are an essential part of doing business that will ultimately save resources further down the line as well as reputation and future outlays. Even minor complaints can escalate if left unattended. Many companies today see the business case for setting up effective grievance mechanisms to help address and prevent complaints with employees and communities impacted by their operations, ensure speedy resolution of issues, avoid negative publicity, inform revision of company policies.

CSR Europe has developed the MOC-A tool to address the need to enhance the process of dealing with complaints and to illustrate the practical application of the eight effectiveness criteria – as outlined in the UN Guiding Principles on Business & Human Rights.

ABOUT THE MOC-A 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 the level of maturity of your processes for dealing with complaints
- Benchmark your company anonymously against the UN Guiding Principles on Business and Human Rights 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 Business and Human Rights visit: http://www.csreurope.org/business-and-human-rights

Or contact Alice Pedretti at: ap@csreurope.org