



### The **D(iversity) M(angement) E(xtended) project!**

Youth unemployment is a growing concern throughout the EU and deserves to be high on the political, social and economic agenda. Our society needs to invest in inclusive employment for all, also and especially for the most vulnerable: early school leavers and youngsters with low education levels or physical/mental impairments. A common geographical or transnational approach is required to address this economic and social challenge. Traditionally, diversity management propagates an inclusive human resources management, covering the employer-employee relationship. In line with the Lisbon Strategy and Europe 2020, DME elaborates on the transition process of guiding (vulnerable) students/unemployed young people towards the labor market.



**More information about the project?**

**[Visit the webpage for more information!](#)**

### **A project update *"Two years ahead"* - by JKVG**

In this phase of the project, all project partners have selected 5 tools that can be used when working with vulnerable young people on the labour market **(IO1)**. The tools are aimed at companies/organizations and coaches of young people/students (for example job-coaches and teachers). 25 tools have been developed or updated. For more info take a look at the report on the [DME website](#).

Next to the tools, the project partners also worked on a study about the legal framework regarding diversity management in their country. The findings of these studies are momentarily being compared. What are the similarities and differences? What can we learn from one another? Conclusions and recommendations will be bundled at the end of the project in a report **(IO2)**.

Concerning diversity management **(IO3)** we are working on three levels:

1. We developed a tool that can be used as a theoretical framework to get started with diversity management, which can be found on the [DME website](#).
2. This tool has already been tested in 34 companies in the different partner countries. Testing will go on and at the end of the project the tool will have been tested in about 75 companies in 5 countries.
3. The tools, experiences, good practices etcetera will be bundled in a manual that will be published at the end of the project.

Besides from collecting the (upgraded) tools in the different partner countries, we also develop new tools within the consortium **(IO4)**. We have already finished one tool for companies: our Diversity Management Quick Scan (more info below). Two other tools are "under construction": one for students/coaches/teachers and one for companies (more info below). The developed tools are tested during the project. Momentarily 200 youths and 75 teachers/job-coaches have been accompanied. In the end of the project this should be 300/150.

Concluding we can say that after 2/3 of the running time, the project is at warp speed and partners have found each other and are connecting really well. They are succeeding in turning project goals into practical tools and methods for the accompaniment of companies and young people.

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### **5th DME meeting Brugge - by PRO WORK**

Project partners from Slovenia, Bulgaria, Belgium, Czech Republic and The Netherlands have gathered at Syntra-West in Bruges for a two-day meeting in September 2016. This is the fifth transnational project meeting regarding the DME project. With some tools under development and some tools nearing completion, the team was working hard to be able to share these with the public soon as well as sharing and analysing each country's good practices and legal framework when it comes to diversity management. A lot to learn from each other within this project! More information about the Quickscan tool can be found below.



### The DME Quickscan - by PRO WORK

The Quick Scan is a tool developed within the DME+ project (Diversity Management Extended). With this scan it is possible to get a better sense to what extent a company is already working on embedded diversity policies. Additionally, it is possible to check to what extent the breeding ground for a successful diversity policy already exists. Based on the results of the scan (a report with the scores and recommendations can be downloaded), it is possible to draw up an action plan. The Quick Scan can be used as a baseline at the start of the process. It can also be used as a tool to evaluate the progression of the process.

Sustainable work on diversity occurs on different levels within a company. A diversity policy is preferably anchored in the company vision / mission and is supported by the staff at all levels. The practical application of the diversity policy could be accomplished by the use of specific 'tools' or by using the existing HR tools to provide clear diversity elements. These should be embedded in the conventional processes within the company or structure. Vision & Mission, Culture, Structure and Instruments are interconnected in communication. You cannot change one without having an impact on the other. Within a sustainable diversity policy actions should be planned on the four domains. The Quick Scan will be ready to use soon using the following [link](#).

**DME | Quick scan** [Home](#) [How to use](#) [Start the Quickscan](#)

#### Welcome to the DME Quick scan

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Additionally, you can also check to what extent the breeding ground for a successful diversity policy already exists.

Based on the results of the scan (you will receive a report with the scores and recommendations), you can draw up an action plan.

You can use the Quick scan as a baseline at the start of the process. It can also be used as a tool to evaluate the progression of the process.

If you want a Quick scan to get started, check out the How to use page in the manual.

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### DME Tool the scheme "First Job" - By ADAM SMITH COLLEGE

The goal of the scheme "First job" is to provide intermediary services, vocational training for acquisition of key competences and subsidised employment for a period of 6-12 months.

Participants must be unemployed youths aged up to 29, without limitations as to their level of education, and be registered with the Employment Office. They must submit an application after which they will be directed to appropriate for them vacancy announced by the employer wishing to join the scheme.

As to their training key competences, the candidates may choose between foreign language training, mathematical competences and digital competences. If the training takes place in a location different from address of the candidate, they will receive funds for travel to the place of training. Participants also receive a stipend of 8 leva per day.

Employers wishing to hire unemployed youths under the scheme must submit an application to the Employment Office as well. They receive a grant to cover the salary (the amount of subsidy is equal to the minimum social security threshold for the economic activity and occupation) and social security costs cost of labour.

Expected results for the 2-year programme: 700 people will be involved in trainings to acquire or improve their professional qualification. 1630 people will participate in trainings for key competences, and 2100 people are expected to start work after training.

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### The "Career days" in CZ - by EUROFACE CONSULTING

The "Career days" are a unique event. It has been developed by students of all business universities in the Czech Republic. At the same time it is the first fair of career opportunities in the Czech Republic. The Career days has been established in 1993 by AIESEC, the biggest world students association. The main aim of the event is to help the students to find their dream job. It provides an area for students to get to know the company culture and experience personal interactive meeting with the representatives of the companies. All participants of the festival meet in an informal environment. Students can get in touch with representatives of companies, from SME's to the very well known ones such as Accenture, Adidas, Amazon, ČSOB, ČEZ, DHL, Deloitte, Ernst&Young, Heineken, Johnson&Johnson, KPMG, LEGO, Manpower, McKinsey&Company, Nestlé, P&G, Provident, RWE, Sephora, Tesco, banks and insurance companies.

The event itself consists of 6 main programs: "Meeting", "Case studies", "Trainings", "Panel discussion", "Launches" and "Others". Around 1000 students across the Czech Republic attend every year and from their feedback it can be concluded that they find it very helpful and useful.

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### Student tool for facilitate interships! - by Syntra West

One of the goals of DME is to establish successful internships, smooth learning experiences that enrich the competencies of learners, and create better learning environments in companies. Therefore an instrument was created that focuses on and supports all parties (students, education, company). This student tool is an online platform and facilitate the counseling and coaching of VET students and coaches when finding a good internship, but will also help and support companies in preparing a decent learning environment and monitoring the process well. Concretely, the platform will:

- Bring advice for a **good match** between student and the work space
- Focus on **diversity aspects** – what does every student particularly need?
- Make explicit the learning **goals**, learning **plan** and learning **achievements**
- Bring accompanying tips for a **smooth learning experience**

In the tool, each target group has access to their own page – students, (school) coaches and companies get to see the tools that are most relevant for them. Secondly, the tools are divided over 4 important phases – from matching and preparation, over learning in the workplace until evaluation. Each step renders a differentiated focus on talent and competency management. Concrete instruments that will be available soon:

- **Checklists** to prepare well in every phase
- Learning plan **templates**
- Several **quick tests** to see whether one is ready to coach, to host interns, to be a good intern
- **Guidelines** for several talks: feedback talks, obstacle talks, etc.
- Many more to come!

The platform is currently under construction, and will be posted publicly as from spring 2017. More information about this tool will be available on the [DME website](#) soon.



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### A tool for companies "*Workability - of a job*" - by JKVG

Burn-out, depression, stress, long term absence through illness ... are matters that sadly occur more and more. All of these are negative for both employer and employee. Considering this, it is of utmost importance that both are guarding the "workability" of a job. In regard to this matter, coaching and accompaniment are very important!

In the DME+ project we are momentarily developing a tool in which employer and employee can together plan, monitor and adjust the professional development path of the employee. Starting from a realistically feasible set of tasks, focusing on the talents of the employee, a personal development plan is made. This plan is evaluated regularly in coaching talks. During these conversations employer and employee look for solutions for "working points" (through training, coaching ...) that have to be addressed by the employee. They also look for possibilities to consolidate (professional) strengths of the employee. The tool is an online instrument that's "mapping" the whole career path of the employer. The tool will be ready next spring (2017) and available via all communication channels of the project ([website](#) and [facebook](#)).

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### The DME partnership

**JKVG - Leadpartner**



**FOUNDATION KNOWLEDGE CENTRE PRO WORK**



**SYNTRA WEST**



**EUROFACE CONSULTING s.r.o.**



**ADAM SMITH COLLEGE FOR MANAGEMENT**



**LJUDSKA UNIVERZA VELENJE**



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