

**exchange knowledge on
sustainable labour
inclusion pathways**

1. Warming Up

How to get participant organisations to enter the knowledge sharing mindset and focus on the sustainability lens

Checking in

At check-in, each participant will receive a paper label with their name, the name of the organisation and the number referring to the labour inclusion segment they work into:

- **Assistance:** statutory organisations, volunteers or NGO-run.
- **Labour inclusion:** NGOs and small-scale social enterprises.
- **Employment:** larger-scale social enterprises, for-profit companies.

Make sure all of the three segments are represented.

At the check-in, participants are invited to write down their expectations and set themselves a goal for the knowledge sharing session.



Session lens and values - Sustainability

A plenary brainstorming session should also be used to set the workshop values or better define the key concept (e.g.: 'sustainability', 'inclusion', 'integration'). We defined sustainability as follows:

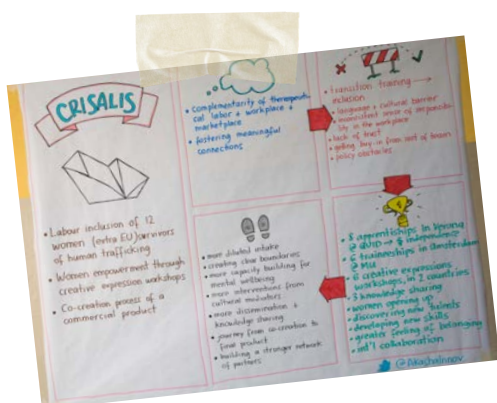
- **Financial sustainability** - for the beneficiaries, as part of their financial empowerment journey as well as for hosting organisations, as part of their impact and resilience strategy.
- **Operational sustainability** - for hosting organisations, as part of their operations flow and commercial strategy.
- **Psychological sustainability** - for both beneficiaries and their trainers, both key players for the successful implementation of the project.

We agreed that this definition should be a lens to be applied to each phase of the workshop.

2. Connecting

3 steps to get participant organisations to connect one to another, spot synergy and identify overlaps

1. Vision Board



Each organisation will create a poster of their work:

1. Goals of the project;
2. Lessons learned;
3. Challenges overcome;
4. Successes to celebrate / Impact achieved;
5. Next steps

And will present it to other participants in a world-café speed-dating session. The interaction will help participants focus on their strongest offer and most urgent need, in preparation for the next exercise.

2. Speed-dating on the local labour inclusion marketplace

This speed-dating exercise helps understand what each organisation has to offer (opportunities) and what each organisation seeks (needs).

- Offers: Each organisation writes their top 3-5 offers on green sticky notes (1 offer per sticky note). It's important they include the name of the organisation.
- Needs: Each organisation writes their top 3-5 needs on yellow sticky notes (1 need per sticky note). It's important they include the name of the organisation.

Participants sit in two rows facing each other and have 5 minutes to speak to the organisation in front of them. After 5 minutes, one row moves one seat to the left and starts a new conversation. Continue until everyone has spoken to everyone.

In the meantime the facilitator will have creates an asset mapping by matching needs/offers.



3. Postcarding



After the marketplace meeting, once participants have got to know each other, invite them to pick a fellow organisation in a segment different to the one they work into, and to write them a postcard where to share in detail:

- What they do
- How they do it
- Why they'd like to connect

This is a one-to-one version of the marketplace exercise. The organisation receiving the larger number of postcards will likely offer the most sought-after service.

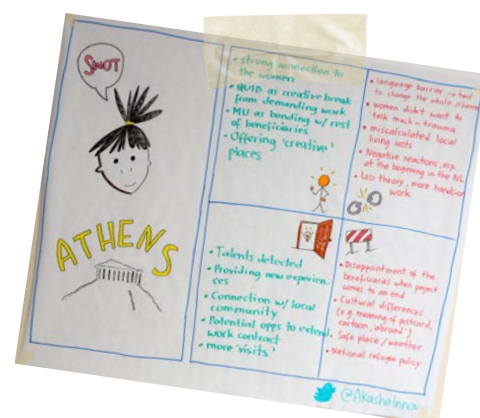
4. Organisation based SWOTTING

A more structured way of postcarding consists of making organisations perform a SWOT analysis of their offer.

We used this blueprint:

- **Strengths:** what are your strengths? What unique capabilities do you possess? What do you do better than others? What do others perceive as your strength?
- **Weaknesses:** what are your weaknesses? What do competitors do better than you?
- **Opportunities:** what trends may positively impact you? what opportunities are available to you?
- **Threats:** do you have solid financial support? What trends may negatively impact you?

Each question and answer has to be tested in respect to the threefold sustainability lens.



3. Mapping & Reimagining

1. The Roadmap of labour integration 'AS IS'

Based on what each organisation has to offer and needs, participants visually map each segment of the journey/ value chain of labour inclusion **AS IT IS**, following a readapted script of the SWOT model.

3 flipcharts, each representing a segment of the labour inclusion journey:

- Assistance: statutory organisations, volunteers or NGO-run.
- Labour inclusion: NGOs and small scale social enterprises.
- Employment: larger-scale social enterprises, for-profit companies.

These flipcharts will move around from and to three different groups with 3 facilitators, each specialised in the relevant segments. They will help participants divided into heterogeneous groups - each representing all of the three segments - to compile a SWOT flipchart for each segment, following a readapted blueprint. Each question and answer has to be tested in respect to the threefold sustainability lens.

- Strengths: What unique function do organisations working in [assistance/ labour inclusion/ employment] possess? What do other organisations need to be their strength?
- Weaknesses: what internal challenges do organisations working in [assistance/ labour inclusion/ employment] face?
- Opportunities: what opportunities are available to organisations working in [assistance/ labour inclusion/ employment]? Which policy/ societal trend may positively affect them?
- Threats: what external challenges do organisations working in [assistance/ labour inclusion/ employment] face? Which policy/ societal trend may negatively affect them?

The process will result in 3 collectively compiled flip charts to be harvested with the help of the 3 dedicated facilitators.



MEET THE CONSORTIUM AND THE PARTNERS

**These are our amazing
multicultural team, who
worked together for 22
months**



If you want to replicate this
activity or another one in your
organization, check out the
dedicated Report & How To
Guide.

