



# NEWSLETTER

### LWM consultants' training

To ensure the competent implementation of the reward-assessment in the context of the INKAS project, the persons in charge for the implementation of the reward-assessment in the partner countries completed a training course. This took part in different steps, in part in person, in part via Skype, and also included the attendance of the implementation process of the reward assessment method in The Netherlands. The training course was conducted by a senior consultant of Activa B.V. To complete the course, a test had to be passed in order to ensure that all participants understood the method and are able to implement it. At this point, we would like to congratulate all participants for successfully completing the course.

### Test phases

The first application of the method was implemented in Bulgaria according to the plan in the period February/June 2012. All in all, more than 20 companies with employees in supported jobs showed their interest in taking part in the first test phase. Because of the time frame and financial constraints of the project, 12 pilot organizations from the regions Gabrovo, Weliko Tyrnovo, Sevlievo and Drjanovo were chosen. Most of them were from the public sector and only two belonged to the private sector. All employees, for whom the reward measurement was conducted with INKAS, were employed in the context of supported jobs for six months to three years. The group also contained people with disabilities, long-term unemployed and graduates without professional experience. This kind of persons is not a target group for the reward-assessment method in The Netherlands. During the second implementation of the method in February 2013, eight reward-assessment measurements were implemented. Seven of these measurements were done with persons who already took part in the first test phase. In this manner, positive tendencies in the development of their job-related competencies could be measured that could be explained by the implemented competence development activities close to the job. However, in two cases, the competence level has decreased because of a worsening of the health state of the respective employees. As an innovative instrument of the labour market policy, the reward-assessment method has gained positive feedback in Bulgaria. Nevertheless, the process of de-centralization and strengthening of the regional and communal institutions, which builds the foundation for the successful implementation of INKAS, is not finished yet.

The first test phase was implemented in Italy from April 11<sup>th</sup> to April 13<sup>th</sup> and on April 16<sup>th</sup> with 14 persons, who were German job seekers in the age of 19 to 42 years. They were participants of an internship that was organized by the non-governmental organization „Berlin-Brandenburgische Auslandsgesellschaft e.V.“ and has a duration of three months with the possibility of extension for another three months. The selected firms all belong to the private economy. In addition, the second test phase in Italy took place. Here, the adjusted questionnaires were tested by asking five companies from June 18<sup>th</sup> to June 20<sup>th</sup> 2012 with questionnaire A and the respective companies and interns from July 9<sup>th</sup> to July 13<sup>th</sup> 2012 with questionnaire B.

The first test phase in Spain took place from November 19<sup>th</sup> to November 22<sup>nd</sup> 2012. In summary, 11 interviews were conducted in 10 companies. From the pilot organizations, 11 belonged to the public

sector and 1 to the private sector. The second test phase will take place from June 10<sup>th</sup> to June 14<sup>th</sup> 2013.

EWIBO has tested the reward-assessment method with a special target group. As explained in the kick-off workshop, the EWIBO GmbH wanted to test, whether the reward-assessment method can also be used for the integration of severely disabled persons.

### Workshops

In April 2012 the first workshop under the direction of Athanasios Voulas and Nicolaos Raptakis from *eniochos.CONSULTING* took place in Crete. Afterwards, the workshop in Gabrovo, Bulgaria, took place in June 2012. The Bulgarian partner organization *Industrie und Handelskammer Gabrovo* was represented by the managing directors Galina Mihneva and Darina Baycheva. The third workshop in Vicenza (Italy) was implemented by our Italian project partner from *EUROCUTURA* under the direction of Bernd Faas. This was followed by the workshop in Bocholt, Germany in January 2013. It was organized by Mrs Schmeinck from EWIBO Bocholt. The workshop in Barcelona, Spain took place in March 2013 under the direction of Mrs Pongiluppi i Ascon. The last workshop was the one in Ungary, which also took place in March 2013 under the direction of Mrs Nagy.



Our special thanks go to our partners that have successfully implemented the workshops in their countries. Events like this need – besides a good organization – mainly individuals that take responsibility and become active and that’s what you have done!

We – the employees of Ruhr-University Bochum and our colleague Johan Vos from Activa B.V. – experienced a very warm welcome in the context of the workshops. Thanks to working together as a team and showing a lot of passion, the workshops have become a success – with a very personal touch.

### Final conference

To conclude the work on the project our final conference

#### **“European job market strategies put to test.**

Applications of work-related competence measurement instruments for the reintegration of job seekers”

will take place at the Ruhr-University of Bochum.

Based on the testing phases within the INKAS project in European countries with high unemployment rates (Hungary, Bulgaria, Greece, Spain and Italy) and the gained findings, the conference aims to discuss the possibilities of a fast reintegration into the labor market. In this context we want to examine the Lohnwert method, which was used in the partner countries and its future perspectives.

Beside our European partners from the six partner countries, we have invited four renowned experts who will present the following topics:

1. Presentation Mr. Dr. Michael Ebert (Georg-August-University, Göttingen): Flexicurity put to test – which model resists the economical crisis?
2. Presentation Mr. Dr. Stefan Künn (Institute of the Study of Labor IZA, Bonn): The role of marginal employment for unemployed people: Stepping stone or dead end?
3. Presentation Mrs. Margit Lott (Institute for Employment Research IAB, Nuremberg): Supported further education for low qualified and elder employees by the Federal Employment Agency – results of an organizational survey
4. Presentation Mr. Prof. Fred Zijlstra PhD, CPsychol. (Maastricht University, The Netherlands): Labor market strategies and instruments in the Netherlands (not confirmed yet)

We would be delighted to welcome you at our conference and discuss with you the situation as well as the future of the European labor market.

### **Inkas in public**

First findings and results of the project were being presented in:

Johannesburg: A competence analysis and competence creation tool to integrate employees in subsidized contracts, INAP Conference 2013 “Apprenticeship in a Globalised World – Premises, Promises and Pitfalls”, 23.-24.04.2013

(<http://www.inap.uni-bremen.de/dl/inap%20programme%20johannesburg%202013.pdf>)

Kassel: Instrument zur Kompetenzanalyse und –schöpfung zur Integration von Erwerbstätigen in geförderten Beschäftigungsverhältnissen, 58. Kongress der Gesellschaft für Arbeitswissenschaft „Gestaltung nachhaltiger Arbeitssysteme“, 22.-24.02.2012

The interim report was a great success, as the National Agency’s assessment summary which we have received in November 2012 says: “A significant progress in the adaptation process of the innovations is clearly visible” and “the previous results are highly suitable for the use by different target groups and end users”. At this point we would like to thank all of you for the great job you did organizing the test phases and the workshops!

The developed modules address three target groups: Executives, consultants and personnel department employees. The modules’ contents will be presented at the final conference.

Best regards from Bochum  
Your INKAS team of the Ruhr-University Bochum

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