

 **TOGETHER**
for **EMPLOYMENT**
of the most vulnerable



ABOUT US

+ 1000

**SOCIAL
ORGANIZATIONS**

77

**COMPANIES /
CORPORATE
FOUNDATIONS**

16

**PUBLIC
ADMINISTRATIONS**



COORDINATION GROUP COLLECTIVE

TOGETHER for **EMPLOYMENT** of the most **VULNERABLE** is a collective impact initiative led by Fundación Accenture and coordinated by the following **COLLECTIVE COORDINATION GROUP**:

SOCIAL ORGANIZATIONS



TONI BRUEL
Coordinador
CRE



VIRGINIA CARCEDO ILLERA
General Secretary
Fundación ONCE/FSC Inserta



ISIDRO RODRÍGUEZ
Managing Director
Fundación
Secretariado Gitano



RAMÓN ALMANSA
Managing Director
Fundación Entreculturas



NACHO SEQUEIRA
Deputy Director
Fundación Exit



CARMEN GARCÍA
President
Fundación Tomillo

COMPANIES / CORPORATE FOUNDATIONS



JUAN MANUEL CRUZ
Area General Manager
Labor Relations
Acciona IAS



ANA GASCÓN
Director Responsibility
Corporate
Coca Cola



LOURDES RIPOLL
VP Deputy CEO & CSR
Meliá Hotels International



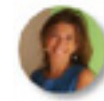
**MARTA ISABEL
FERNÁNDEZ ALBA**
Culture, Communication
Internal and Development
of People
Repsol



ANA MILLÁN
Managing Director
Fundación Accenture



MARC SIMÓN
Director of Social Action
Fundación Bancaria La Caixa



ANA SAINZ
Director
Fundación Seres

PUBLIC ADMINISTRATIONS



GUZMÁN GARCÍA
UAFSE
Ministry of Employment



DOLORES RUIZ BAUTISTA
SG Social Programs. DG
Family and Childhood
Services. MSSSI



BELÉN GARCÍA DÍAZ
Managing Director
Employment Agency of
the Madrid City Council

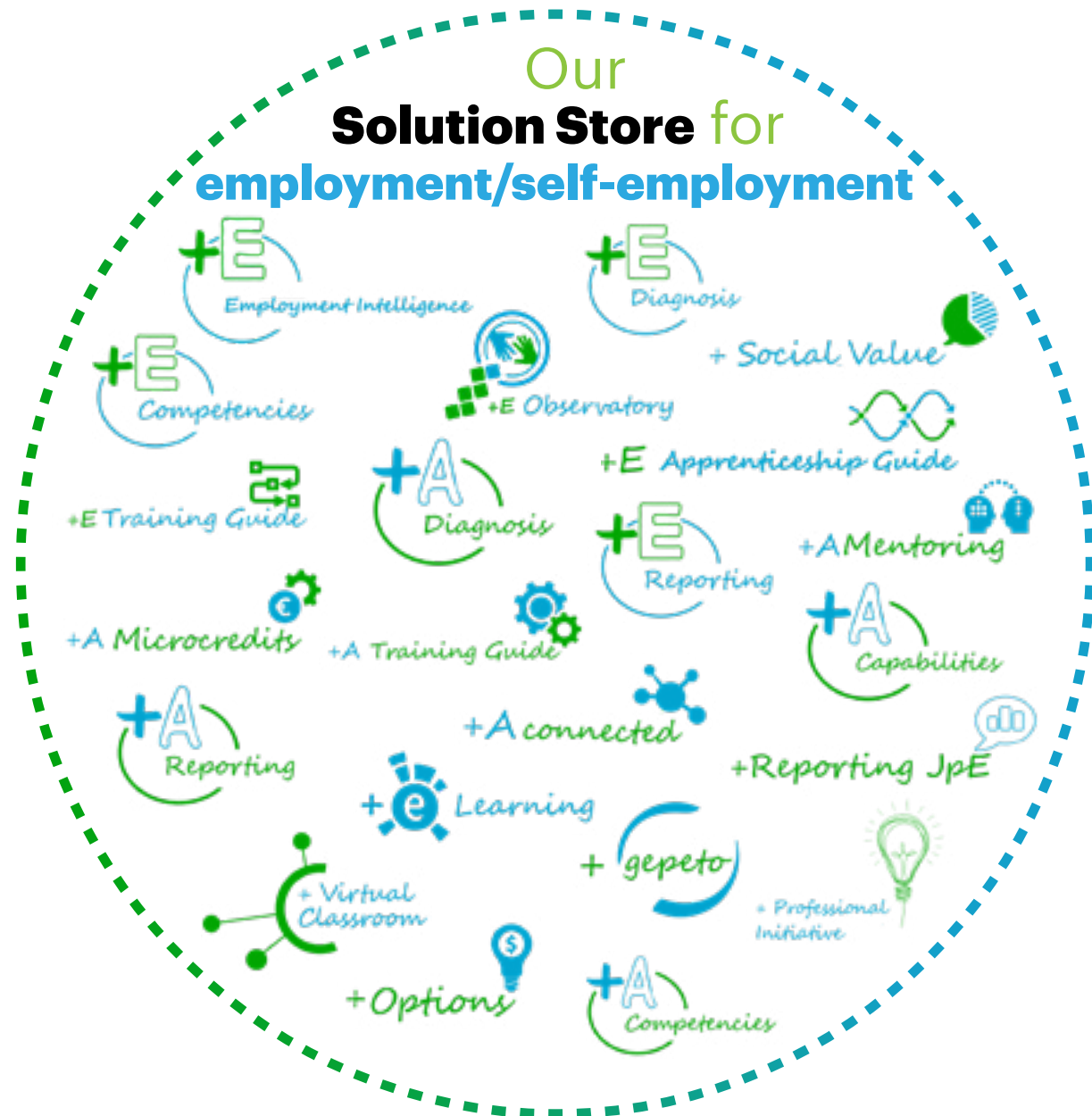
ACADEMIC COLLABORATOR



**FLORENTINO
FELGUEROSO**
Associate Researcher
FEDEA

WHAT DO WE DO

We co-create **DIGITAL SOLUTIONS**, offered free of charge as SaaS from a platform hosted in the Accenture cloud, to improve the employment opportunities of groups of people in a situation of special vulnerability



7 EMPLOYMENT SOLUTIONS



Short and medium term labour market demand and analysis of the contracting of social entities



Social, competential and professional evaluation of the beneficiaries and pre-labour competential description of the most demanded professional profiles



Virtual and blended learning training in pre-labour skills to work in the digital world



Evaluation and training reporting



Joint training methodology with the company



Non-work practice methodology in the company



Analysis of what maximizes the insertion rate

8 SELF-EMPLOYMENT SOLUTIONS



Social, competential and professional evaluation of the entrepreneurial beneficiary



Virtual and blended learning training in pre-labour skills for an entrepreneur to work in the digital world



Business management training material for entrepreneurs



Evaluation and training reporting



Training methodology for entrepreneurs



Youth Business Spain guide as a best practice for the developing an effective mentoring program



Methodology for launching a sustainable program aimed at profiles not served by banks: microcredits BANCO POPULAR "WE'RE BETTING ON YOU"



Model of the relationship of the Youth Business Spain Network as a best practice of a collaboration model

7 CROSS SOLUTIONS



Online training platform



Management of social intervention activities



Virtual training sessions to stimulate the spirit entrepreneur



Analysis of financing alternatives for employment programmes



Reporting on the Together for Employment activity

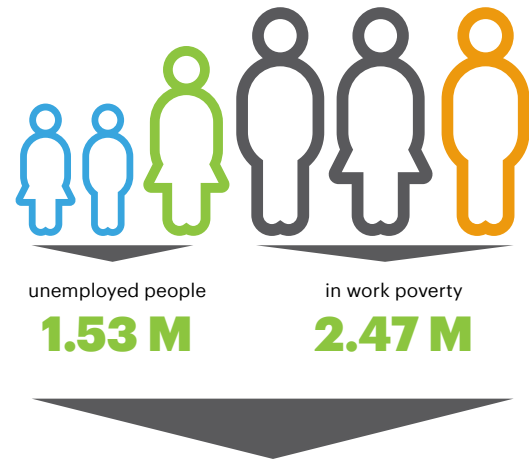


Measuring the social value of employment programmes to be managed on the basis of their value



Support for operational training and job placement processes

FOR WHOM



For **4 MILLION PEOPLE** who, during 2018, will find themselves in a situation of special vulnerability to employment

EPA Data Q4 2017

13.3% of the SPANISH POPULATION between 16 and 64 years old (**TASA EVAE**)

EVAE: more likely to be trapped in unemployment or work poverty in the next 12 months due to inactivity¹, unemployment², job insecurity³ or living in low-intensity households⁴

[See detail in Vulnerability and Employment Study](#)

(1) **IDTD:** inactive persons who wish to work and are available but not actively seeking employment

(2) **Unemployment:** person who declares to be unemployed during the EPA reference week

(3) **Job insecurity:** low wages, part-time, fixed-term, discontinuous contracts, ending in the following 10 months or for an indefinite period of time

(4) **Low labour intensity households:** households with a labour intensity ratio of less than 0.2. Labour intensity ratio: number of months worked / total number of months that in theory could be worked by all members of the household full time

A NEW WAY OF WORKING

Linked to the demand for labour and the hiring of vulnerable groups, we have identified **26 JOBS POSITIONS** in which to analyse the digital transformation



FACILITIES

- #01 Business cleaner
- #02 Reception assistant
- #03 Administrative assistant (without attention to the public)
- #04 Congress assistant
- #05 Maintenance operator
- #06 Garden Assistant
- #07 Road cleaning assistant
- #08 Surveillance assistant
- #09 Vigilant



HOTELS & RESTAURANTS

- #10 Floor maid
- #11 Waiter assistant
- #12 Kitchen assistant
- #13 Barman



ASSISTANCE SERVICES

- #14 Domestic employee
- #15 Personal care at home
- #16 Personal care in institutions



PRODUCTION & LOGISTICS

- #17 Production assistant
- #18 Warehouse assistant



DISTRIBUTION & SALES

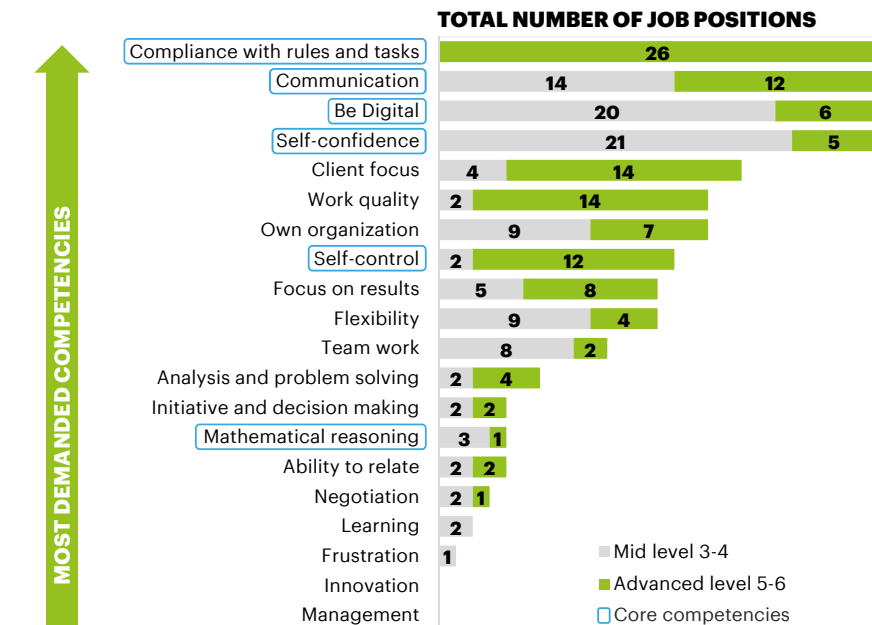
- #19 Commercial promoter
- #20 Salesman / woman
- #21 Fresh products professional
- #22 Cashier
- #23 Replenishment
- #24 Replenishment cashier
- #25 Service station seller
- #26 Telemarketing

[See detail in the Digital Impact on the most vulnerable Report](#)

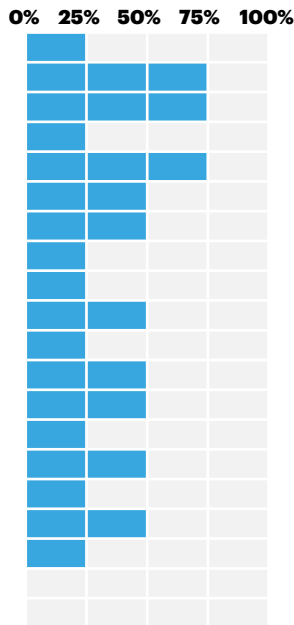
A NEW WAY OF WORKING

Additionally, for these 26 jobs positions, we have analysed the digital skills and knowledge needed to work today, highlighting the **MOST DEMANDED COMPETENCES AND THEIR DEGREE OF DIGITALIZATION**

MOST DEMANDED COMPETENCES



DIGITALIZATION DEGREE



The degree of digitalisation refers to the percentage of digital behaviours associated with each competence as a result of the transformation of the jobs positions that demand them.

[See detail in the Digital Impact on the most vulnerable Report](#)

IMPACT

9,362
NGO Workers

526,688
Beneficiaries registered in the solutions

122,789
CONTRACTS

859
SOCIAL ENTITIES ARE USING OUR SOLUTIONS

622
SPANISH ENTITIES

237
FOREIGN ENTITIES

22
SOLUTIONS

321,921
Diagnostics performed

30.6 M
Training hours

431,581
Trained beneficiaries



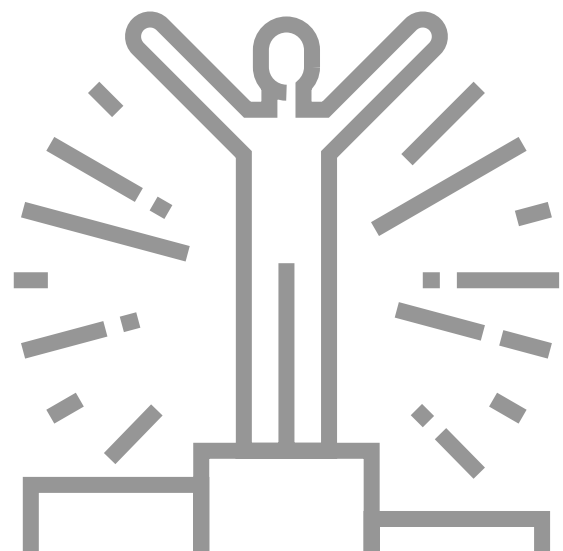
Until June 2018

AWARDS

2017

SECOND EDITION OF ASOCIACION ESPAÑOLA DE FUNDACIONES AWARDS

in the Collaboration category, together with Social Organizations, Companies and Public Administrations



2016

SERES AWARDS

to Innovation and Social Commitment

2016

IV EDITION OF THE REVISTA CAPITAL AWARDS

for the contribution to the modernization of society

2015

FUNDACIÓN SECRETARIADO GITANO (FSG) AWARDS

in the Transforming Company section

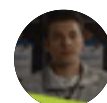
STORIES TRUE



ANA PILAR CRUZ

Director of the FSC Inserta programme

"Our experience in Together for Employment for most vulnerable, for the development of the best practices training for employment guide, has been very enriching because we have been able to count on experts"



QUELI3N V3ZQUEZ

Employment Beneficiary

"I've learned about "Emplea+" through the Secretariado Gitano. It has helped me to get to know myself, to express myself, to adapt to any moment, to society...They give me courses to see my strengths. Personally, they've helped me a lot!"



JUAN GARC3A OLMO

Training and Employment Manager COCEMFE

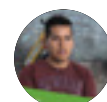
"The Employment Observatory is a very important tool that we could not afford. It saves us work and allows us to focus on what is really important for the entities"



ROSA ANG3LICA TORO

Employment Beneficiary

"I have my own business, where I sell fresh produce. "Emprende+" has helped me with some programs that simulate certain situations such as customer service, suppliers...They've helped me greatly!"



JOS3 HUANCA CAYO

Entreculturas Bolivia

"It has learned us many things. To train ourselves as persons, inside and outside the institution, at work, in the family...We have had virtual courses on how to express ourselves, how to relate... It has given me a job opportunity!"



BENEFITS OF PARTICIPATING

- To be part of a network of ORGANIZATIONS and DONORS for the employment of people in situations of special vulnerability
- Maintain a spirit of innovation and collaboration by promoting and supporting social and technological innovation around the initiative
- Benefit for free from solutions that offer new more digital ways of working
- Preparing beneficiaries to work in the digital world
- Keep up to date with our Newsletter: [¡Suscribe!](#)

If you are not yet participating, CONTACT US: juntosporelemplo@accenture.com

If you already participate, COLLABORATE:

- Co-creating solutions and maximizing their use in your organization
- Financing the projects
- Defending our principles



More information on:



Web
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Newsletter
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