

# **The Employment Service of Catalonia (SOC): The best support for people and companies**

Strategic change plan 2008-2010



Mission and  
priorities

Strategy

Key areas

Instruments

Budget

## SOC MISSION

To contribute to quality employment in Catalonia, help people improve their position on the labour market, encourage lifelong learning and contribute to improving company competitiveness.

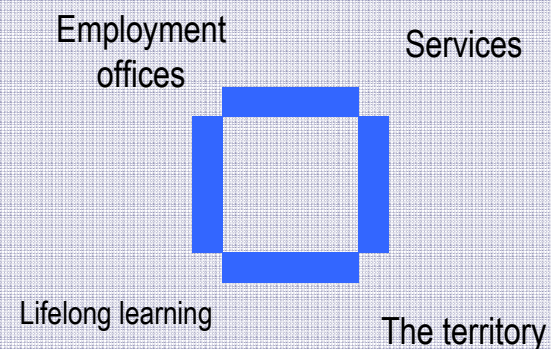
## 4 PRIORITIES FOR A NEW SERVICE MODEL

Employment Offices: a gateway to all services.

The programmes: at the service of users.

Lifelong learning: efforts for fundamental change.

Employment policies, with the territory: greater efficiency for better results.



**Mission and  
priorities****Strategy****Key areas****Instruments****Budget****STRATEGY in 12 parts:**

1. We will bring social and employment policies closer to the people, with a firm commitment to cooperation, and in close liaison with the level of administration closest to the people: the local authorities. We hope this formula enables us to better adapt to the needs of Catalonia's different geographical areas, thereby enhancing the effectiveness of the SOC's activities.
2. We will intensify the effect and impact of SOC policies by reducing the number of subsidies and focussing on projects' intrinsic nature and characteristics. The SOC will build and participate in the architecture of a large number of the projects it is decided to finance on the basis of criteria that favour decentralisation and increasing local autonomy.

**Mission and  
priorities****Strategy****Key areas****Instruments****Budget****STRATEGY:**

3. We will systematize, reorder and evaluate training and employment policies carried out by bodies benefiting from SOC financing. This will make possible an integrated evaluation of the beneficiaries' annual strategies in the field of training and employment, it will reduce bureaucracy for beneficiaries and, consequently, reduce the number of procedures involved for each proposal.
4. We will ensure the SOC's coordinated focus to bring into line all the training and employment strategies and aims formulated at the various levels (from the EU to local authorities).

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priorities****Strategy****Key areas****Instruments****Budget****STRATEGY:**

5. We will devote greater resources to projects and initiatives that ensure:

- The greatest positive impact on people, especially those at risk of social and employment exclusion;
- The greatest incidence on improving the labour market structure;
- The greatest capacity for confronting the problems emerging from the labour market in Catalonia;
- The greatest chance of continued existence after public financing has ended;
- The greatest level of public-private partnership;
- The greatest correspondence with the 2007-2010 Government Plan.



**Mission and  
priorities****Strategy****Key areas****Instruments****Budget****STRATEGY:**

6. We are dealing with a veritable “Contract for Employment” through joint, mid-term planning on projects to be carried out at the local and supra-municipal level. Therefore agreement and consensus will, in all cases, provide added value to the initiatives planned.
7. We will allow SOC collaborating bodies, and the SOC itself, to prepare themselves, by becoming more efficient, for future reductions in funding as a consequence of an improvement in the labour market in Catalonia.
8. The SOC will gain a new, modern organizational structure, making it more flexible and able to fully adapt to future Generalitat de Catalunya training and employment policies. This structure will correspond closely to a public service model for people, collaborating bodies and companies.

**Mission and  
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9. We will carry out our own projects, and others in collaboration with other Catalan government ministries, on future issues concerning training and employment in Catalonia:

- Equality of opportunity in the workplace
- Centres of excellence in training
- Academic failure at school
- Training associated with the new airport infrastructures
- Implementation of the Social Services Law (dependence)
- Youth employment policies
- Policies to stimulate employment in the tertiary sector, especially in trade.
- Social and employment integration of persons deprived of liberty.
- Public and social work (fighting fires, cooperation in the field of development, etc.)

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10. The Employment Offices will be veritable contact points for employment transitions throughout people's lives and will be a central feature of SOC strategy.
11. We are committed to simplifying the administration and facilitating decisions and the payments to our strategic partners and collaborating bodies.
12. We will give the new Territorial Employment Committees considerable say in the technical evaluation of projects and will give due consideration to their role in the study and analysis of employment problems in the various social and employment spheres in Catalonia as well as in the active promotion of SOC projects and initiatives throughout Catalonia.