

MOVING ON: breaking down barriers with social responsibility and networking

NEWSLETTER
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Welcome to the latest edition of our newsletter, where we discuss progress, celebrate achievements, and delve into social responsibility.

You'll get a closer look at the topics covered in the recent training sessions and the progress made in refining the STEP programme counselling methodology.

This edition also includes an interview with Torben Larsen from Give Steel A/S, discussing the importance of inclusive hiring in driving social responsibility.

We take the opportunity to share exciting news about High:five Fonden, our Danish partner, and its continued success in securing funding to expand its transformative work.

MOVING ON: breaking down barriers with social responsibility and networking seeks to enhance the employability of young individuals and to elevate the quality, innovation, and recognition of youth work.

For more information, please visit <https://www.ami.ee/moving-on/>

Partners

**SA Omanäolise Kooli
Arenduskeskus**

<https://www.ami.ee/>



High:five Fonden

<https://highfive.net/>

High:five

Aseman Lapset ry

<https://asemanlapset.fi>



MTÜ Tukkel

STEP Programme Counselling Methodology Training: Supporting Young People Effectively



This year's training sessions for counsellors centred on the STEP programme counselling methodology, providing practical tools to better support young people with a history of offending.

The training focused on equipping counsellors with practical skills to support young people by mapping their backgrounds and support systems, assessing satisfaction levels in key areas of life to identify priorities for change, examining primary and secondary networks to strengthen support structures, and using hobbies and interests as tools for engagement and motivation.

The training further addressed substance abuse awareness, emphasising early detection and tailored support.

Participants visited The Village of Hope, a community set up in 2000 to assist those struggling with addiction.

The Village of Hope prioritises self-awareness, relationship healing, and collective problem-solving, helping participants take accountability, respect others, and strengthen their life skills.



High:five Fonden, Our Project Partner, Strengthens Efforts with Major Funding Boost

High:five Fonden, a valued partner in this project, has secured its tenth grant, guaranteeing annual funding of 22 million DKK through the Danish government's Finance Act until 2028. This commitment highlights High:five's success in helping former offenders re-enter the workforce and reducing reoffending rates through meaningful employment opportunities.

In addition to this, High:five has received a 2.5 million DKK donation from the Ministry of Justice, as well as support from the Danish Prison and Probation Service (Kriminalforsorgen). The latter will enable the organisation to hire two new team members dedicated to specialised tasks, focusing on strengthening partnerships with employers and supporting young people transitioning from the justice system to employment.

With a nearly 50% increase in funding—now secured through stable government finances rather than unpredictable grants—work is already underway on a comprehensive expansion plan, ensuring that these additional resources are used effectively to broaden High:five's impact and strengthen its role in fostering sustainable reintegration pathways.

We asked Torben Larsen from Give Steel A/S, to share his insights on inclusive hiring and fostering social responsibility.



Give Steel A/S is a leader in both steel manufacturing and social sustainability in Denmark. Through bold initiatives like its partnership with High:five Fonden, the company demonstrates how businesses can embrace the Social aspect of Environmental, Social, and Governance (ESG) in ways that benefit the workforce, society, and the company itself.

In your opinion, does the Social aspect of ESG receive enough attention compared to Environmental and Governance factors? What do you believe is needed for it to gain a stronger focus within the industry?

Torben: No, the “S” doesn’t get enough attention. The previously convicted can often be a great and reliable workforce. To address this, we need to highlight the companies that are already doing it well—use them as good examples. A lack of workforce is also a very practical reason to give these individuals a second chance.

How does partnering with High:five help enhance the Social element of a company’s ESG strategy?

Torben: High:five provides thorough screening of individuals, which ensures a higher success rate for employment. It’s also about the symbolic value: when a company decides to employ previously convicted people, it sends a strong message.

This decision must be intentional and communicated across the organisation. When you frame it positively—“We’re taking responsibility, giving someone a second chance, and helping society”—colleagues are proud to work for a company that takes this kind of responsibility.

How does a company measure the social impact of partnerships like the one with High:Five? Are there specific ESG metrics that reflect this impact?

Torben: There’s no perfect tool, but in Denmark, we know the high societal cost when previously convicted individuals reoffend and return to jail. Hiring them saves society a significant amount.

At Give Steel, we created “The Social Sustainability Calculator” through our NGO, Grow. It allows Danish companies to quantify their social sustainability efforts in numbers—though, for now, it’s only available for Denmark.

Have you observed any shifts in workplace culture, employee engagement, or public perception as a result of inclusive hiring practices and partnering with High:Five?

Torben: Yes, absolutely. Employees feel proud to work for a company that takes responsibility. Over time, this pride fosters greater respect and tolerance among colleagues—there's a place for everyone.

From a public perspective, it's clear that helping people in need generates good publicity. It strengthens the company's brand and improves recruitment, often within the first year.

What advice would you offer to companies considering incorporating hiring initiatives for individuals with histories of offending as part of their ESG strategies?

Torben: Get started right away. The previously convicted can make excellent, loyal employees. They're like everyone else—none of us are flawless, and everyone has made poor decisions at some point.

If we show them trust and respect, they respond with gratitude and hard work. These individuals will give their very best to the company.

Work is currently underway to develop the third and enhanced version of the Social Sustainability Calculator—a free tool created by Grow and validated by Deloitte. By estimating the economic benefits of hiring individuals from the fringes of the labour market, this calculator offers valuable insights for ESG reporting. It's a useful tool for businesses committed to making a positive social impact.

To learn more, visit <https://wegrowpeople.dk>

Your support keeps *Moving On* moving forward—look out for more updates in our next newsletter.



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