

Uusix-workshops



**Social balance
sheet 2006
Work and results**



City of Helsinki



This report has been compiled as part of the Response-project (1.5.2005-31.12.2007), where social accounting methods (SoT) are first tried and then adopted by companies involved in rehabilitation activities. Response is financed by the European Social Fund as part of the EQUAL Community Initiative, which is directed by the Finnish Red Cross. www.redcross.fi/response

UUSIX–workshops in Kyläsaari, Helsinki

UUSIX is one of the Work Rehabilitation units of the City of Helsinki. We provide 47% of all work rehabilitation placements for the city. UUSIX consists of nine workshops: Ceramics and jewellery, metal, dressmaking, bicycle, woodwork, construction, recycling of building materials, textile and upholstery workshops. Our ADP department provides computer training to workshop personnel, and to other personnel employed by the city of Helsinki in various employment programmes. In addition, we provide Finnish language courses and employment re-enforcement courses such as hygiene, fire prevention and work-and-safety courses.

The services offered by Uusix provide those in rehabilitation work programmes with comprehensive support in life management. In our workshops a qualitative and meaningful rehabilitation work programme is carried through to fruition.

Products produced by our workshops are mainly sold in Uusix's own shop. Our shop selection is made up of products produced in the dressmaking, textile, metal, woodwork, ceramics/jewellery and upholstery workshops. In the production of these products, we endeavour to utilise recycled materials as far as possible. In addition to new products, the workshops also repair old items and make new ones to order. The building recycling department also sells its products directly to the public. There you will find doors, windows, kitchen and bathroom furniture, and electrical appliances.

Activity financing and resources

UUSIX-workshop activities are financed by the city of Helsinki's personnel employment budget. The largest expenses from this fixed budget are full-time personnel salaries (33 %), ground rent (29,4%), raw materials and equipment (19,1%) and purchased services (18%).

Central interest groups

UUSIX-workshops central interest groups include the City of Helsinki Social Services Department, Adult Service unit's Job Guidance, Helsinki City's Personnel Centre and the Employment Service Centre, Duuri, through whom our workshops recruit their personnel. Other cooperative partners include various other city departments, private persons and the suppliers of raw materials to our workshops.

Personnel

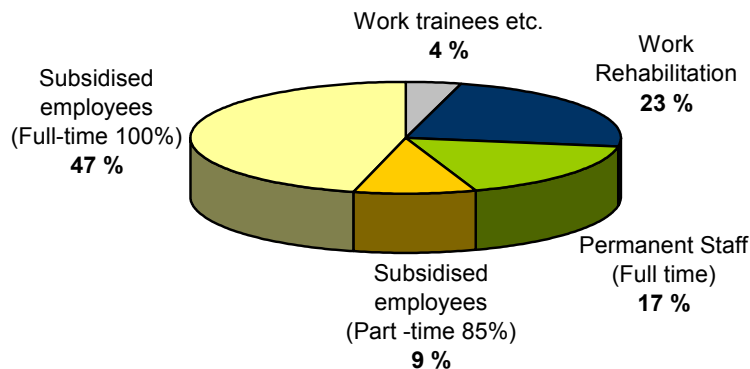
UUSIX-workshops basic function is the provision of rehabilitation work facilities. Persons requiring rehabilitation are directed to Uusix-workshops by the Employment Service Centre, Duuri.

Another large employee group at Uusix is long-term unemployed persons, who are recruited by the Adult Service unit's Job Guidance and Helsinki City's Personnel Centre. They work as supervisors, instructors, planners, trainers and as workers in our workshops in a productive capacity. The duration of subsidised employment varies from six months to two years,

Our full-time employees deal mainly with administrative and supervisory affairs. Uusix also employs a special social worker, a part-time health care nurse and two employment coaches. With regard to the organisation's basic functions, the most significant employee group are those involved in the rehabilitation work activities.

Due to the special nature of our activities, the turnover of employees is significant. During 2006 more than 475 persons under different contracts were employed by Uusix, and of these 350 started under new contracts. One of our workshops main goals is to support the future employment of our employees. Of those persons employed in our workshops during 2006, an estimated 34 persons have found employment or other new pathway after leaving Uusix.

In total 54 staff year was achieved in Uusix-workshops. The attached diagrams show work distribution with regard to the type of employment contract (Staff year= Employed 7,5 hours per day 260 days per year.)



Social accounting

Social accounting (SoT) is a method used to authenticate social and communal results, follow-up and presentation. The process of social accounting can be equated with financial book-keeping with one discernable difference, with SoT the measurement target is a social result, which cannot be measured and exhibited using conventional financial accounting methods.

Social accounting methodology

There are five stages in the social book-keeping model:

1. **Budgeting**
Targets and indicator definitions and the formulation of measurement planning
2. **Book-keeping**
Measuring, collection of data
3. **Balance sheet**
Gathering of results and their presentation
4. **Account auditing**
Inspection of results
5. **Communication (Publication) of results**

UUSIX-workshops book-keeping

Social accounting has been adopted by Uusix-workshops because we would like to know our own social achievements, follow them in a systematic fashion and present them to our interest groups. We follow closely the development of our social results, and we endeavour to continually improve them. Our aim is to develop our social accounting content and methodology to enable us to produce yearly accounts of our activities, which we hope will become a regular practice in UUSIX-workshops.

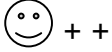




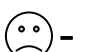
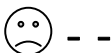
In order to achieve a level of social accounting, we compiled a staff satisfaction questionnaire, which was distributed to personnel in May 2006. The results of this staff satisfaction questionnaire have since been analysed and a follow-up questionnaire was distributed in November 2006. The questionnaire was distributed to all salaried personnel, trainees, those in our rehabilitation activities programme, and job experimentation candidates.

During November there were 242 persons employed at Uusix, and of these, 145 persons replied to our questionnaire, which gives a return percentage of

60%. In our questionnaire, we used a five level scale with the highest value being five and the lowest one. Our results show the average returns for each question, which have been compared with the set targets of our account map.

Our cooperative partners also received a questionnaire in October 2006. We chose the Employment Service Centre, Duuri as our target partner, from whom we received 19 returns. The returns percentage was 24%. In this questionnaire, we also used a five level scale from one to five with five being the highest value and one the lowest. These results were also compared with the targets laid out in our account map, which unfortunately, due to the low number of replies can only be regarded as a reference.

In order to reach an accurate level of study, we use the following evaluation scale.

	This result suprised us! We exceeded all expectations! Wonderful!
	We exceeded our expectations! Very good!
	We reached our target! Good!
	We almost succeeded in our target.
	We did not achieved our target. We need to improve!
	The result was worse than we expected! Not good!
	This result suprised us! We did not get even close to our target!



Uusix-verstaat



Social accounting: ACCOUNT MAP 11/2006

1. EFFECTS ON REHABILITATION

ACCOUNT GROUP 100 00 INDIVIDUAL EMPOWERMENT SUPPORT (*= Estimate. We are in the process of developing book-keeping and numeration methodology)						
A/C No	Targets		Development indicator	Measurement tool	Result	
101 00	Employees endurance has improved during their time at Uusix.	101 01	Employees evaluate the improvement in their self-esteem.	Personal inquiry: Question 23: "My self-esteem has improved during my stay at Uusix." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 3,8	☺
		101 02	Employees evaluate the improvement in their quality of life.	Personal inquiry: Question 24: "My quality of life has improved during my time at Uusix." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 3,8	☺
		101 03	Employees evaluate the improvement in their endurance.	Personal inquiry: Question 25: "My endurance has improved during my time at Uusix." Scale 1-5 (smiles ☹-☺-☺) Target: average of 3.	Result was 3,7	☺
		101 04	One example of improved endurance.	Example description: Personal interview		☺
102 00	Planning for the future of our employees has improved	102 01	Employees evaluate the improved clarity of their future plans.	Personal inquiry: Question 26: "The clarity of my future plans has improved during my time at Uusix." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4	Result was 3,2	☹
		102 02	Employees inform us that they have applied for more jobs or educational placements than previously.	Personal question: Question 27: "I have applied for more jobs or educational placements during my time at Uusix." Scale 1-5 (smiles ☹-☺-☺) Target: average of 2	Result was 2,2	☺

		102 03	<i>60 employees visit our employment coaches.</i>	Employment coaches information(Client lists)	Result was 160 (*)	😊++
		102 04	<i>45 employees participate in our job application guidance programme.</i>	Employment coaches information (Client lists)	Result was 80 (*)	😊+
		102 05	<i>40 employees complete their Curriculum Vitae under Uusix's guidance.</i>	Employment coaches information (Client lists)	Result was 70 (*)	😊+
		102 06	One example of the improvement in an employees planning for the future.	Example description: Personal interview	Result was 3,8	😊
103 00	Employees activeness at work has improved.	103 01	Employees evaluate the improvement in their work abilities.	Personal question: Question 22: "My ability to work has improved during my time at Uusix." Scale 1-5 (smiles 😊-😐-😞) Target: average of 3.	Result was 3,9	😊+
			<i>Target: Supervisors evaluate that rehabilitated employees abilities to work improves by 50%.</i>	An evaluation list of the capabilities to work of employees in rehabilitation.	Result was 64%	😊+
		103 03	One example of an improvement in ones ability to work.	Example description: Personal interview.		😊
104 00	The preparedness of our employees has improved.	104 01	<i>40 employees complete the Fire Drill course.</i>	Participants list	Result was 40	😊
		104 02	<i>20 employees complete the First Aid course.</i>	Participants list	Result was 20	😊
		104 03	<i>20 employees complete the Hygiene course.</i>	Participants list	Result was 20	😊
		104 04	<i>20 employees complete the Work Safety course.</i>	Participants list	Result was 23	😊
		104 05	<i>300 employees complete a ADP course.</i>	Participants list	Result was 340	😊
		104 06	<i>20 employees complete a ECDL course section (European Computer Driving Lisence).</i>	Participants list	Result was 25	😊
		104 07	<i>40 employees attend language classes.</i>	Participants list	Result was 36	😊
		104 08	One example of the use of the Finnish language in the workshops.	A descriptive example of a personal interview.		😊
		104 09	One example of the improvement in an employees Finnish language abilities.	A personal story: Interview		😊

2. THE INFLUENCE OF THE INTEREST GROUP (1.)

ACCOUNT GROUP 200 00

EXTRA VALUE AS A PRODUCER TO THE MUNICIPALITY

(* = Estimate. We are in the process of developing book-keeping and numeration methodology)

A/C no	Targets		Development indicator	Measurement tool	Result	
201 00	The city of Helsinki benefits from the activities at Uusix-workshops.	201 01	Uusix is able to nominate those services provided by society, whose adaptation in uusix-workshops reduces rehabilitation work activity.	Description of alternative situations.	An experts statement.	😊
		201 02	During their time at Uusix, those in our rehabilitation work programme are less of a burden on the social services to the benefit of society.	An example description:	Summary of experiences.	😊
		201 03	Uusix-shop and Uusix's invoiced activities earn the city of Helsinki 60 000 euros in 2006.	Financial book-keeping.	Result was 140 000 €	😊++
202 00	The broad scope of rehabilitation activities at Uusix is significant to the city of Helsinki.	202 01	Uusix-workshops provide for 57 percent of all rehabilitation work activity placements for the city of Helsinki.	Rehabilitation employment activities placement calculations.	Result was 47%	😞
203 00	Uusix-workshops carry a responsibility with respect to the environment	203 01	70% Uusix's income comes from recycled products.	A calculatory estimate of workshop sales.	50% of recycled income is produced by the building materials recycling department. Our workshops recycling products and repair services share is about 30%. (*	😞
		203 02	One example of the utilisation of recycled materials in the production of new products.	A description of an innovative product.		😊

THE INFLUENCE OF THE INTEREST GROUP (2.)

ACCOUNT GROUP 300 00						
A TRUSTWORTHY AND SKILLED COOPERATIVE PARTNER						
A/C no	Targets		Development indicator	Measurement tool	Results	
301 00	Cooperation with the Duuri works well.	301 01	Duuri personnel have a good image of uusix's activities.	Question for Duuri's employees: Question 1: "What is your general image of Uusix-workshops?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 3,6	😐
		301 02	Duuri personnel are very familiar with Uusix-workshop's activities.	Question for Duuri's employees: Question 2: "How familiar are you with Uusix-workshop's activities?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 3,8	😐
		301 03	There is active cooperation between uusix-workshops and Duuri.	Question for Duuri's employees: Question 4: "In your opinion, how well does the present co-operative model work?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 3,1	😞
		301 04	Uusix fulfill all Duuri's expectations.	Question for Duuri's employees: Question 9: "How well do you think Uusix-workshops has fulfilled all expectations?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 3,3	😞
302 00	The Interest Group has a good opinion of Uusix-workshops trustworthiness.	302 01	Duuri regards Uusix's activities as being reliable cooperation partner.	Question for Duuri's employees: Question 11: "In your opinion have Uusix-workshop activities been reliable?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 3,6	😐
		302 02	Duuri regards Uusix's activities as being important/beneficial.	Question for Duuri's employees: Question 3: "Do you think Uusix-workshops activities are important/beneficial?" Scale 1-5 (smiles 😊-😐-😞) Target: average of 4.	Result was 4,3	😊
		302 03	Cooperation between Uusix and Duuri enables the tailoring of new pathways for those in rehabilitation.	Question for Duuri's employees: Question 7: "How well does cooperation between Duuri and Uusix-workshops assist in the development of new opportunities for those taking part in rehabilitation activities?" Scale 1- 5 (smiles 😊-😐-😞) Target: average of 4.	Result was 2,7	😞-
		302 04	One example of the reliability of Uusix's activities in the opinion of a representative of the Personnel Centre	Brief opinion. Personal interview		😊
		302 05	One example of the reliability of Uusix's activities from a representative from the Employment control agency.	Brief opinion . Personal interview		😊

3. INFLUENCE ON PERSONNEL

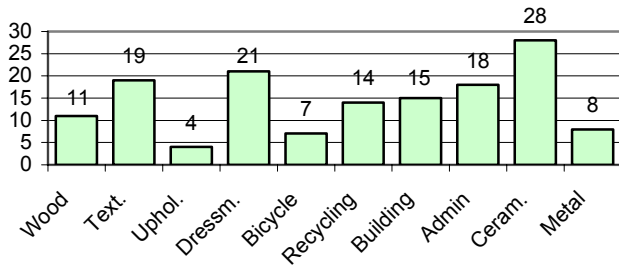
Account group 400 00						
GOOD EMPLOYER AND WORK ENVIRONMENT						
A/C no	Targets		Development indicator	Measurement tool	Result	
401 00	Uusix-workshops is the provider of a wide range of possibilities.	401 01	Target: Of the personnel who spend over one month at Uusix, 85% complete their rehabilitation period.	Statistical calculations taken from the U6 office personnel files.	Result was 69%	☹
		401 02	One example of the many possibilities Uusix has to offer.	Personal interviews.	Result was 3,8	☺
402 00	There is a good atmosphere in Uusix-workshops.	402 01	Personnel evaluate their work environment as being good.	Personal satisfaction question: Question 16: "In my opinion the work atmosphere in Uusix-workshops is good." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 4,4	☺+
		402 02	Personnel evaluate Uusix as being a fair and just work community.	Personal question: Question 10: "My work community is dominated by a fair and just environment." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 4,1	☺
		402 03	Personnel evaluate Uusix as being a tolerant work community. Target: 100% of our personnel have not noticed any discrimination or teasing in the workplace.	Personal question: Question 14: "Have you encountered discrimination or teasing in your work environment?" Scale Yes/No	Result was 93%	☹
403 00	Uusix endeavours to find new pathways for its personnel.	403 01	At Uusix, we encourage personal and career planning.	Personal question: Question 28: "I receive encouragement in my personal life and career planning." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 3,0	☹
		403 02	At Uusix one receives information on new pathways to employment.	Personal question: Question 29: "I have received information on new pathways to employment." Scale 1-5 (smiles ☹-☺-☺) Target: average of 3,5.	Result was 2,9	☹
		403 03	Uusix supports its employees future placement.	Personal question: Question 30: My work community supports my future placement." Scale 1-5 (smiles ☹-☺-☺) Target: average of 4.	Result was 3,1	☹
404 00	Uusix-workshops offers new possibilities to different kinds of people.	404 01	Four example stories taken from various personal experiences	Brief descriptions: Personal interviews (young woman, older man, immigrant, alcoholic client)		☺

Background information from respondents to the personnel satisfaction questionnaire

In November 2006, when the research was undertaken, there were 242 persons employed at Uusix. We received 145 replies to our questionnaire, which gave a return percentage of 60%.

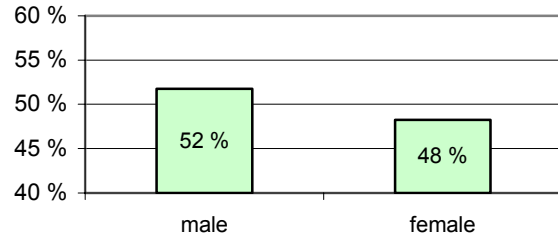
Number of Respondents

n=145



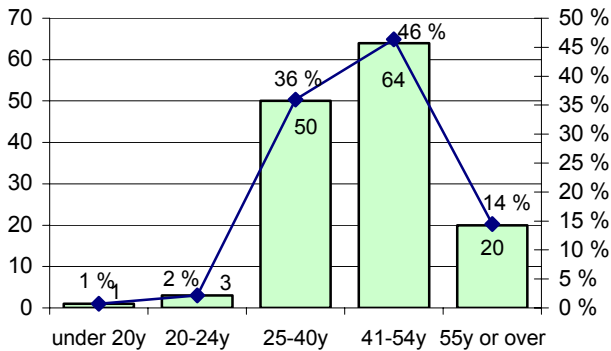
Gender distribution %

n=143



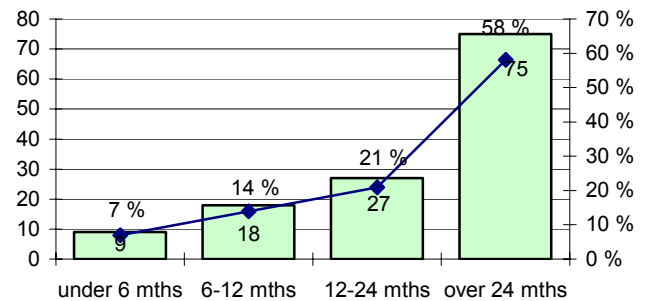
Respondents age distribution

n=138



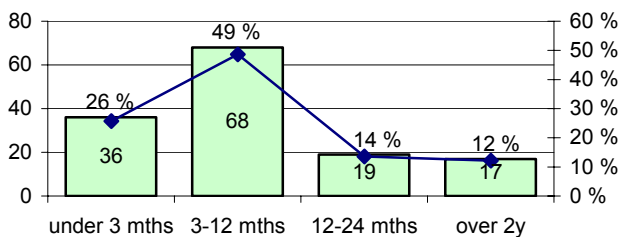
Previous unemployment period

n=129



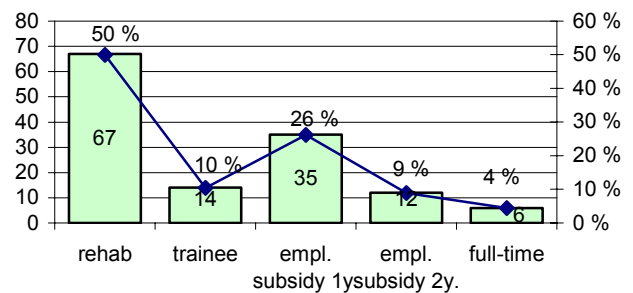
Present duration of employment

n=140



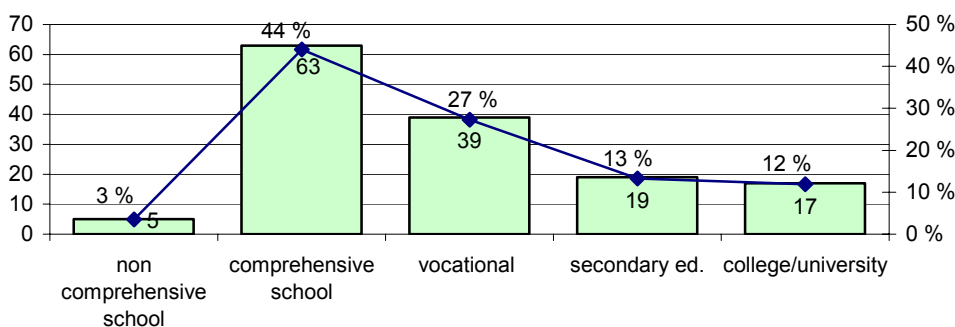
Type of employment

n=134



Educational background %

n=143





Uusix – workshops (U6) – provide individual products and services through ethical employment practices.

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