

Work and Train

Promoting training and inclusion of the disadvantaged groups through work



The final meeting of W&T project took place in Brussels, Belgium on 17th, 18th and 19th of June 2015. Partner and stakeholders had the possibility to visit some Belgian experiences of social enterprises. The partnership presented also the project results, during an

international meeting at European Social Economic Committee, and organized a round table in Namur, in order to discuss about the added value of social entrepreneurship as a lever of social and working integration of low qualified public.

PROJECT PARTNERS

- Scuola Centrale Formazione (IT)
- Fédération des Initiatives et Actions Sociales – Action Coordonnée de Formation et d’Insertion ASBL (BE)
- Asociación Observatorio de Economía Solidaria (ES)
- Hope in the Community (UK)
- Médialys (FR)
- Agency for Economic Development of Kostinbrod (BG)

PROGRAM

Day 1: 17/01/2015

08:30 Departure for Liège by train from Brussels-MIDI Transfer by bus from the station to Cortigroupe

10:30 – 12:30 Visit to Cortigroupe (<http://www.cortigroupe.be/>)

12:30 – 14:00 Lunch at Cortigroupe

14:30 – 16:00 Steering committee of the project at Cortigroupe

19:30 Dinner in Brussels

Day 2: 17/01/2015

09:30 Visit of Idée 53 asbl (<http://www.idee53.be/>) and Cyber 53 asbl (<http://www.cyber53.be/>)

10:30-12:00 Presentation of:

- Sectors of the social and professional integration (vocational training) and social enterprises in Brussels
- Target group supporting activities
- Exchange with trainees

12:00 – 13:00 Lunch at Idée 53 asbl

13:30 – 17:00 Event at ESEC-European Social and Economic Committee

Departure for Namur by bus

20:00 Diner at Perron de l'Ilon (www.centrelilon.be)

Day 3: 19/06/2015

09:30 – 16:00 Final seminar in Namur

PROJECT VISITS - CORTIGROUPE



Cortigroupe is a social economy platform based in Liège, it occupies today 345 workers divided into different structures.

They offer different services:

- an iron service. Taken and given linens at home or at place of work (under certain conditions);
- a homemakers and home ironing service;
- a home & garden maintenance service;
- an eco-renovation service and small works in buildings.

- a service of free delivery of sandwiches and salads in business;
- a cleaning of offices and cloths service for independent, traders and companies.

Training by work

The original nucleus of CORTIGROUPE, it is the training by work enterprise Le CORTIL, which provides training in green spaces, building, cleaning and food trades. The starting experience, which was a response to the dropout of school of some young people, had no sense if a real employment opportunity was not offered at the end of the training. That is how various insertion enterprises emerged.

Managing rules and principles regarding the values of CORTIGROUPE:

- democratic decision-making power;
- limiting the salaries of enterprise executives;
- limiting the decision-making power of capital;
- participation of workers;
- primacy of the remuneration of labour over capital;
- reuse of profits to the benefit of investment and the creation of sustainable and quality jobs;
- action philosophy oriented towards sustainable development;
- etc.

PROJECT VISIT – IDÉE 53 AND CYBER 53





Idée 53 is a training workshop by work (AFT) established in ASBL since 1987. The association provides training and services. She is located in Anderlecht, a neighborhood of Brussels. The team works mainly with a public from different cultural backgrounds. The mission of the Asbl is to facilitate the social and professional integration of trainees. Therefore, the trainers accompany them in the construction of the professional project they chose, with a specific pedagogical methodology. The Asbl is addressed to the inhabitants of the Brussels Region who seek a job and who have at least a primary education certificate. Idée 53 collaborates on projects that promote gender equality. With the help of Cyber 53, a non-profit organization which emanates from Idée 53, computer workshops for women of foreign origin have been created. Idée 53 count three workshops: assistance to persons, kitchen/catering and office employee.

The Association incorporates in its training programmes:

- practical training leading to a production;
- a refresher adapted to each workshop;
- theoretical and technical courses
- two internships: practice outside and stage of completion

With regard to the follow-up of trainees, we have:

- a welcoming and regular formative assessments
- support to looking for internship;
- individually follow up;
- group monitoring Idée 53 is a European project supported and recognized by the authorities.

Idée 53 is also recognized as a local development Initiative of employment (ILDE). This initiative concerns essentially the catering sector.

SUMMARY

This project wants to demonstrate the necessity of a new approach to provide employment and personal development opportunities for those with multiple problems (unemployment, school failure, judiciary problems, drug addiction, poverty, etc.). Conventional methodologies, particularly during a time of greater economic and social hardship, are inadequate as being insufficiently flexible or innovative.

The economic crisis has accentuated the exclusion of disadvantaged groups and has enlarged the number who falls into these categories, but at the same time, public resources for inclusion and training programmes are decreasing. For these groups, social integration enterprises represent mostly the only opportunity to regain active participation into society.

6 mobility's will be organized; a catalogue of "successful models" of integration schemes as well as recommendations and guidelines to animate the political debate at the local, regional and even national level will be the main expected results.

TARGETS OF THE PROJECT

The 6 NGOs applying for this project are active in the social enterprises field and inclusion activities. They would like to take now their expertise a step further by reflecting together on how to improve the existing systems, to create sustainable financing structures and better operating mechanisms for these enterprises. In fact, while the demand for training and integration programmes increases as numbers of people who are excluded or risk to be excluded from the labour market increases public resources for the training and for inclusion activities continue to decrease. As a consequence, partners aim to enhance innovative approaches in the training, closer to the market requirements and standards, even though new forms of Enterprises with strong pedagogical dimensions with the aim of contributing to finance education and training especially for those most exposed to marginalization.

In each mobility the host partner is responsible for organizing a programme of 2 – 2½ full days of work (2 nights). This programme should include visits to social enterprises and other organizations, seminars or workshops, which are inspiring to all the partners. These activities should promote the encounter between people (people from the target groups, professionals and visitors) and permit direct knowledge of how projects are being implemented. Best practices as well as challenges and difficulties should be addressed. After the visits, a minimum of ½ a day of debate should be promoted in order to contrast experiences among the partners and reach a collective sense of what has been seen.

ACFI-FIAS

ACFI-FIAS, established in 1990, is a joint-venture between two associations that focus on improving the social economy and vocational training. This federation gathers a network of about 40 associations with different legal status such as EFT, OISP, AFT, EI, ILDE, etc. in Brussels and Wallonia offering vocational training, courses on social economy, alphabetization, guidance etc. The primary mission of ACFI-FIAS' association members is to support people in difficulty facing the labor market. These associations offer training courses, information, guidance, etc. to people with basic education in order to facilitate their integration into the labor market. Trainees are taught how to plan their career, how to get a job, how to behave and socialize in a work environment and how to work in an autonomous and responsible way. ACFI supports and trains in particular low qualified people who are out of the labour market and they are usually living in a highly precarious situation. ACFI-FIAS invests as a dynamic and innovative network in training and capacity building of the managers and technical trainers of our partners' centers. These training courses are enhanced and diversified by training mobility in different countries as Belgium, Austria and Germany, among others, in order to update skills as well as to enhance the possibilities of our trainees in finding a job according to the current trends and needs of the labor market.

ALL THE PROJECT PRODUCTS ARE AVAILABLE ON PARTNERS' WEBSITES

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