






Ways out of homelessness

Asociația Ateliere fără Frontiere (AFF/Workshop without Borders)

Name of the project Socio – professional insertion for the persons at the risk of social exclusion

Aims and Objectives Offering jobs for disadvantaged people in social and solidarity workshops in order to prepare them for complete social and professional reintegration on the labor market

Description Ateliere Fara Frontiere (AFF) is a Romanian non-profit association, Work Integration Social Enterprise creating jobs for disadvantaged people in social and solidarity workshops in order to prepare them for complete social and professional reintegration on the labor market. Their 3 directions of work are:

-  Fight against exclusion
-  Environmental protection
-  Solidarity with education and community development

In May 2009, Ateliere Fara Frontiere launched Bucharest's first work integration workshop, which provides the following to people in great difficulty who are employed there:

- An employment contract – maximum 24 months
- A productive work experience, in one of the following activities: recycling, refurbishing, logistics, packing, merchandise handling, cleaning, transport, sewing
- An individual follow up: counselling, orientation, training, job placement – in partnership with NGOs, institutions and companies

Designed as a training period with a career launch at the end, the social and professional program has the following objectives:

- (re)building self confidence and confidence in others
- (re)gaining autonomy
- (re)building lasting employability
- (re)building and consolidating social and family ties
- (re)integration on the labor market and society as citizens with full rights

Core elements Offering a job for 2 years (special cases for 3 years), support on socio insertion.



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Funding	<ul style="list-style-type: none"> the beneficiaries are paid the minimum wage (approx. 172 €). Salary can increase with 5% up to maximum 3 times in a row, lunch and local transport provided sources of funding of the association are: European founding (26 %), private subvention (32%) and the economic activity (42%) 60 partners have supported their activity
Impact/ results	<p>In annual rapport 2014 they had:</p> <ul style="list-style-type: none"> 36 employees 4 persons integrated on labor market
Participants	<p>Priority persons valid for employment:</p> <p>The employees undergoing the work integration program at Ateliere Fara Frontiere are people with a large number of difficulties :</p> <ul style="list-style-type: none"> financial family or justice related, without education or work experience, homeless, who suffer medical, behavioral or discrimination problems, long term unemployment, addictions, disabilities, single women with kids, or victims of violence, etc. <p>Ateliere fără Frontiere is working in collaboration with Casa Ioana: Casa Ioana meets the immediate need of accommodation of the beneficiary, by including the person in the Acasa Programme. After that, the social worker responsible for the case tries to motivate and support the beneficiary to find a job, by attending counselling sessions. When a job is free in Ateliere Fara Frontiere, we are notified and help the beneficiary through the process of obtaining the job. Social support is not provided by AFF.</p>
Staff	<p>Social department including:</p> <ul style="list-style-type: none"> 1 responsible social project 1 accompanying socio-professional advisor
Innovative aspects	<ul style="list-style-type: none"> Retraining support (requalification) Individual prepare for real labor market
Sustainability	<p>Part of the income is from the 2 main activities:</p> <ul style="list-style-type: none"> collecting and refurbishing computers - 65% of them were donated and 35 % were sold workshop Remesh transformation in banner advertising bags, shopping bags, folders <ul style="list-style-type: none"> 2013: 4,176 items were sold 2014: 7.744 items were sold



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Lessons learned

It is important to diversify activities so as not to depend on one particular market and to offer jobs adapted to a wider audience without excluding or discriminating against anyone.

Obstacles

Sponsorship revenue last year fell increasingly

Evaluation

„Each employee receives accompaniment , training , counseling and supported employment. We believe that each person must rebuild through work”.