



# „Alături de Voi” Foundation România(ADV) Case Study

## 1. General information

„Alături de Voi” Foundation (ADV) is a non-governmental organization established in February 2002 as a continuation of the programs of the American organization Holt International Children's Service USA, in Romania initially working for HIV-positive children and young people.



ADV Romania has its national headquarters in Iasi and is registered as a foundation, with a Board of Directors consisting of 3 members and 2 honorary members.

ADV's mission is the **inclusion of people with disabilities and other vulnerable groups**.

ADV Romania has over time established **3 social economy enterprises**, being declared the Social Entrepreneur of the Year 2016 for Romania in the EY Entrepreneur Of The Year world competition, and in 2021 winning second place in the "Social Innovation" category in the first edition of European Awards for Social Economy.

ADV Romania currently offers the following services and programs in the community:

- Guidance and professional qualification for people from vulnerable categories for young people and adults
- Assistance in finding a job
- Employment of disabled people employed on the free labor market
- Psychosocial support services
- Information for a healthy lifestyle





The economic activity of ADV Romania consists of two types of services:

1. Recruitment and employment services for people with disabilities addressed to companies (promotion of positions, recruitment oriented towards people with disabilities, selection of applications and initial interview of candidates, evaluation of candidates, drawing up of a candidate-position matching report, accompanying selected candidates to the interview with the employer, assistance at work, after employment, HR services, occupational health and safety).
2. Professional training services in the fields: social economy entrepreneur, social enterprise manager, project manager, human resources manager/inspector, training of trainers, financial expert, career guidance counselor, archivist, manual binder.

Currently, the Alături de Voi Foundation has 30 employees and 11 volunteers. Among the employees, 3 people belong to vulnerable categories, namely people at risk of losing their ability to meet their daily living needs due to illness or disability.

## 2. The insertion model/program and the professionals who support it

The prevailing model of insertion envisages the creation of permanent jobs, which are sustainable alternatives for disadvantaged workers in the open labor market.

The insertion program within the organization is represented by an integrated package of social and employment services, which consists of:

- counseling and professional guidance;
- testing the ability to work, with the CASPER battery (a complex tool for evaluating people with disabilities, which allows the outline of an "occupational profile" and the identification of the most suitable job);
- internship within the organization;
- job coaching – assistance from specialists, both for people with disabilities or from other vulnerable groups employed within the organization, as well as for the coordinators of the departments where the people were employed;
- support from the point of view of socio-professional integration through workplace training and participation in training/specialization courses (internal or external) or personal development.





The insertion counselor is a position within the organization as a support for the disadvantaged worker. It has responsibilities such as:

- carries out counseling and professional guidance,
- create an "occupational profile" and job matching,
- provides assistance at the workplace, after employment, both for the vulnerable person and for the other team members for a better adaptation to the work environment and the team

In ADV there are two psychosocial specialists in the organization who have these responsibilities, namely the psychologist and the social worker.

### 3. Beneficiaries and support services for them

Beneficiaries of the organization are people with disabilities or from other vulnerable groups facing health or family problems, as well as young people from the child protection system. They face various risk situations (of becoming homeless as a result of leaving the placement center, the impossibility of paying a guarantee in order to rent a home, the lack of self-management skills, etc.) additional financial support is provided for a determined period by paying rent, warranty or utilities.

People facing family or social problems benefit from counseling and referral to other social services in the community.

On the one-stop-shop principle, a disadvantaged person or from the placement center can access a package of services for a multitude of problems: social, psychological, educational, vocational guidance, qualification, employment and workplace assistance.

These responsibilities fall to the two specialists in the psychosocial field (psychologist and social worker).

All jobs available within ADV Romania are also open to people with disabilities or from other vulnerable groups. Currently, people from the vulnerable group are employed in the positions of Marketing Assistant, Financial Assistant and OSH/PSI Manager.

