

Fundació Formació i Treball

Case Study

1. General information

The origin of **Fundació Formació i Treball** can be found in 1986 when **Cáritas Diocesana de Barcelona**, through an educator and the help of young volunteers, began the coordination of four women in vulnerable situations to manage the selection of clothing that arrived at the parishes and their subsequent delivery to families requesting assistance.



With the foundations settled, in 1992 **Cáritas** constituted the **Formació i Treball** Foundation with the objectives of training and employing people at risk of social exclusion and managing the delivery of clothing, furniture and other household equipment to vulnerable families referred from **Cáritas** itself and from the different Social Services of Barcelona.

The Foundation's mission is:

- Facilitate access to the labour market for people at risk of social exclusion.
- Managing and dignifying the delivery of essential products to families with limited economic resources.

Our vision is to become the main reference WISE for the creation of jobs aimed at people at risk of social exclusion.

The values of **Formació i Treball** are: maintain the spirit of Caritas at the service of people, social empathy, dignity, transparency, sustainability, proactivity and networking.

Thirty years have consolidated what today is **Formació i Treball**: a group of entities that base their pillars on self-improvement and anticipation of changes, on the high degree of self-financing and on permanent networking between them.



The role of the **production manager**, actively involved in the daily activities of the AFF beneficiaries, is to motivate the employees in the insertion, to plan and organize their daily work activities and to ensure optimal working conditions for a quality work environment, actively working with the two insertion advisors.

Insertion counselors are the ones who provide the beneficiaries with support and advice to achieve an increased awareness of their rights, which supports them in mobilizing in advocacy actions for their own rights in front of the authorities and employers and forming their own opinions. Counselors organize various training and counseling meetings dedicated to vulnerable people, contribute to the organization of seminars and meetings with AFF partners (authorities, NGOs, companies), maintain relations with social partners and promote the interests of beneficiaries in relation to them, contribute to the creation of activity reports from publicly or privately funded projects in which they operate and make recommendations regarding the development of the employer network when they have such information.

3. Beneficiaries and support services for them

Beneficiaries accumulates a series of seven vulnerabilities: long-term unemployment, addictions, disabilities, school dropout, domestic violence, human trafficking, probation, custodial sentences, lack of housing.

The integration of these people into the labor market is almost impossible without help and without social support. To help all of them, we come with a stable job, counseling for insertion, psychotherapy and pedagogical support for skills training and work experience. The rehabilitation program towards the acquisition of professional and personal independence lasts two years and is divided into several stages, and at the end of this course we offer support to find a secure job in the conventional labor market or in protected forms.

The beneficiaries of the social insertion program on the labor market are referred by the more than 40 organizations and institutions in Bucharest and Ilfov county that offer social services to vulnerable people and with whom AFF has been actively collaborating since 2008.

The jobs offered to the beneficiaries are:

- positions available in the educlick workshop for sorting, reusing, packaging, cleaning and dismantling for recycling IT equipment and household appliances
- positions available in the remesh tailoring/leather workshop for washing, cutting, machine and hand sewing, finishing remesh products
- positions available as an agricultural worker, at the Ciocănari farm

All jobs available within other vulnerable groups. In the remesh leather workshop, all employees are disabled, predominantly women.