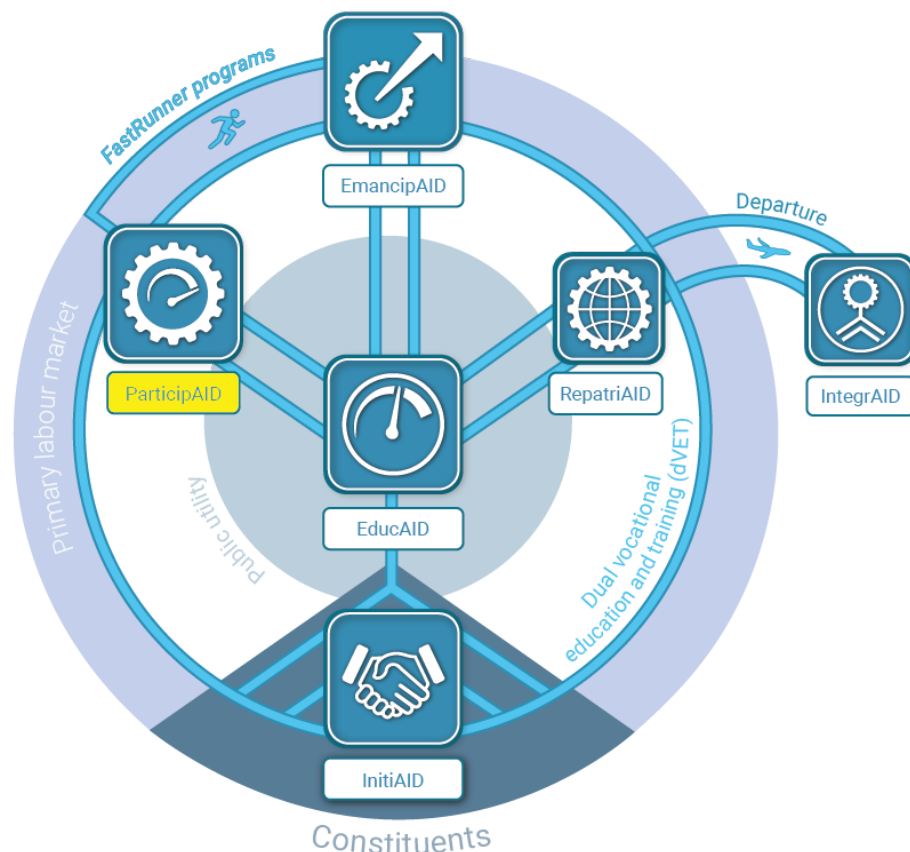




root & branch  
INCLUSION AND RETURN

# ParticipAID



**ParticipAID** was developed as a safety net in Switzerland's first labor market for the long-term unemployed. It is aimed at people who are willing to work and aims to maximize the employment of participants in a specialized group of Root & Branch.

ParticipAID also provides access to industry qualification programs in the inclusion network of Root & Branch (so-called FastRunner programs)

# 1. General conditions

- ParticipcAid offers participants paid employment in the primary labor market.
- The participants have an employment contract with Root & Branch.
- The place of work as well as the place of teaching are located in the whole canton of Bern and are identical (mobile classroom).
- Root & Branch takes a leading role and ensures smooth operations, guarantees employment opportunities, takes care of planning, organization, coaching and transportation of the participants.
- Root & Branch takes care of all administrative procedures and formalities.
- The duration of participation is unlimited, but depends on the individual skills development of the participants and the defined follow-up solution. Participants can join the program at any time if there is sufficient capacity in the specialist groups.
- Depending on individual needs, shorter work assignments can also be undertaken.
- The workload is planned in advance and communicated to the employees in the form of a binding weekly schedule.
- Participation consists of at least 60% work in a specialist group (42-hour working week).
- Following the example of the dual education system in Switzerland, participation combines the learning locations of school, company and courses. Conceived as a safety net, participants can take part in the learning locations of school and courses in addition to the mandatory specialist group work (in-company learning), depending on their personal needs and requirements.
- The participants are closely accompanied by Root & Branch during their participation. The individual coaching is based on the needs of the participants and aims at a satisfactory and sustainable follow-up solution for the participants.
- Root & Branch values a continuous exchange with the referring agencies in order to support the participants in their learning and inclusion process in the best possible way.

## 2. Target group

Places are primarily awarded to persons who

a) are able and willing to work and have a 100% labor market ability (the labor market ability is clarified within 10 working days during the admission procedure of Root & Branch).

b) are seeking integration into the primary labor market without completing an apprenticeship.

c) have had to drop out of other integration or training programs for individual or structural reasons and want to reorient themselves (safety net).

### Requirements

- Motivation
- Ability to work and work in a team
- No previous language knowledge necessary. Participants are guided by transcultural vocational trainers of Root & Branch.
- Right to work in Switzerland

## 3. Dual vocational education and training system and its three learning venues

The specialist group represents the place of company learning. School lessons can take place at the place of work thanks to a mobile classroom. The inter-company courses are offered and carried out in cooperation with various partner institutions in the educational and practical field as well as in the inclusion network of Root & Branch. In the ParticipAID program, participants can engage in guided paid work and learn an official language.

In addition, thanks to good performance, participants have the opportunity to develop further in the inclusion network of Root & Branch with the help of the course system and innovative industry qualification programs (see FastRunner programs) and to network in the longer term with regard to the desired follow-up solution.

### **3.1 The company / specialist group work**

The participants perform work assignments within the framework of a specialist group according to a flexible work plan and are paid for this.

The workload is at least 60% skilled work (42 hours per week), excluding school lessons and coaching. The focus is on regular, structured employment on the one hand, and on the other hand the attainment of financial (partial) independence.

The specialized work is done within the framework of a specialized group and is guided by a specialist and accompanied by a coach. The specialist has a vocational qualification EFZ and at least one additional qualification as a vocational trainer.

The coach has an education in the social or pedagogical field, or an additional qualification as a vocational trainer, and accompanies the participants during the work assignments in the form of outreach work.

### **3.2 School**

The participants can visit the school within the framework of a yearly lesson workload. The number of school days is distributed over the entire duration of participation. The school lessons are therefore not always equally intensive.

#### **3.2.1 Language lessons**

Thanks to a mobile classroom, language instruction can take place at the place of work, thus guaranteeing a direct link between language and practice. What is learned in the lessons is also to be applied in everyday working life and thus directly reinforced. The participants attend the language classes depending on the agreed follow-up solution. The lessons can be taught both intensively and extensively.

#### **3.2.2 Vocational training**

The vocational trainer, who accompanies the specialist group, imparts low-threshold occupation-specific knowledge. The focus is on competence-oriented learning, which prepares for later vocational training or enables validation in accordance with Art. 32 of the Adult Further Education Act.

#### **3.2.3 Inter-company courses**

In the ParticipAID program, the inter-company courses (ÜK) focus on the acquisition of basic, practical and specialist group-specific skills, such as the handling of gardening tools.

### **3.3 Industry Qualification Programs for FastRunners in Root & Branch's Inclusion Network.**

With so-called FastRunner programs, Root & Branch and its partners in the Inclusion Network want to contribute to the promotion of sustainable labor inclusion, especially of refugees in Switzerland. ParticipAID participants with a high motivation to work and train are therefore given the opportunity to apply for employment or an apprenticeship in a variety of occupational sectors in two-month on-the-job qualification internships with partner organizations of Root & Branch.

During the qualifying internships, participants are employed and paid by Root & Branch. During the internships, Root & Branch accompanies and coaches both the interns and the companies in all aspects of vocational integration. In case of further employment, Root & Branch remains the employer within the framework of the EmancipAID offer until the minimum requirements for a permanent position are met or until the apprenticeship is completed. In the event of non-employment, the intern will return to ParticipAID and, with good performance, may qualify for another FastRunner program. Qualification for a FastRunner program is competitive.

## **4. Individual coaching**

During the entire duration of ParticipAID and the parallel FastRunner programs, the participants are individually and professionally accompanied by the coaching team, which consists of vocational educators (group leaders), social workers, experts from international cooperation and social entrepreneurs.

The coaches work according to a solution-oriented and transcultural approach, which tries to open up perspectives and show possibilities that enable the participants to lead a self-determined and autonomous life in Switzerland, taking into account the existing conditions and abilities of the participants.

The coaching consists of two components: the process-accompanying social counseling and the specialist group exchange.

### **4.1 Social counseling**

The social counseling is characterized by its outreach character and its interdisciplinary orientation:

Vocational educators (group leaders), social workers and experts from international cooperation and social enterprises are present with the participants at the location of the assignment.

In admission procedures, the contents and requirements for participation in the programs and offers of Root & Branch are explained and a resource assessment is carried out. Needs are discussed and goals are agreed upon. In addition, organizational matters are settled.

The data collected form the basis for the subsequent creation of the individual weekly plan and serve as process support. They are evaluated and reviewed on an ongoing basis.

Depending on individual needs, participants are coached in the areas of the educational system, the world of work, rights and obligations, and time management.

The outreach character of social counseling enables close contact with participants and continuous support. This makes it possible to quickly identify individual learning progress, challenges and difficulties. The outreach character of the coaching is also a central element for the professional integration of the participants, especially during the FastRunner programs in the Inclusion Network.

The continuous exchange of information between the coaches ensures optimal support for the participants. The exchange also forms the basis for regular and detailed reporting to the assigning office.

## **4.2 Exchange within the specialist groups**

Another component of coaching is the regular exchange in the specialist groups. The focus here is on reviewing the content for its efficiency and usefulness. Feedback from participants during an exchange session can not only optimize conditions, but also give participants a sense of appreciation and belonging. The idea of participation plays an important role here - the more people can get involved in their activities and have their say, the higher their motivation.

Furthermore, a regular exchange with people who are dealing with similar questions and topics offers the possibility to establish synergies and to recognize resources. It is possible to learn from each other, experiences can be shared, which can have a positive effect on the development of self-confidence and the ability to act.

## **5. Goals and perspectives**

Participants generate monthly income and thus reduce their dependence on state benefits.

Participants will have at least an A1 level of German/French according to the European Framework of Reference.

Participants have basic skills such as punctuality, organization, teamwork and self-discipline.

Based on their work performance and their increasing acquisition of skills, the participants can work out a follow-up solution (employment or pre-apprenticeship/vocational apprenticeship) within the Root & Branch inclusion network on their own.