



EXPRESS -
EXchange of Practices for
Refugees and migrants'
Self-entrepreneurship
Solutions

THE EXPERIENCE OF
DEMETRA FORMAZIONE AND
ITS NETWORK

WHO WE ARE

Integrated services provider for *training and work*

We address to ENTERPRISES. The direct dialogue allows us to plan together personalised paths and at the same time competitive.

We address to PEOPLE. Our proposals support and orient people for a qualified inclusion in labour market. We dedicate specific services to persons in disadvantaged and at risk of social exclusion.

WHAT WE DO – TRAINING (core business)

as TRAINING PROVIDER, we deliver different type of courses

- Executive
- Employment
- Higher Education
- High Technical Training (IFTS)
- Professional Certification
- Transversal skills to find a job

WHAT WE DO – LABOUR SERVICES

as LABOUR SERVICES PROVIDER, we implement different activities

- Information service;
- Specialized orientation;
- Consultancy and promotion of professional mobility;
- Training aimed at job placement;
- Accompaniment at work, scouting and meeting between job demand and supply;
- Training internships;

WHAT WE DO – SERVICES FOR ENTERPRISES

as SERVICES PROVIDER dedicated to enterprises, we implement

- Design of training plans
- Courses
- Research and selection
- Relocation, conversion and retraining of personnel
- Staff assessment
- Apprenticeship
- Internships

OUR NETWORK



PART OF A COMMON TERRITORIAL NETWORK
From territorial partners to EU joint collaborators

INSIDE OUR NETWORK – C.S.A.P.S.A.



CSAPSA
Centro Studi Analisi di Psicologia
e Sociologia Applicate Soc. Coop. Onlus

CSAPSA is Professional Training Center accredited from 1999 and Non-Profit Social Cooperative from 1977 in Bologna

CSAPSA is acronym of:

Center

Study

Analysis

Psychology

Sociology

Applied

C.S.A.P.S.A. – WHAT DOES IT DO



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- Orientation and pre-selection interviews
- Empowerment and coaching actions
- Training courses that bring the candidates' performance and relational skills closer to companies' demand
- Performance and relational training actions during the internship

C.S.A.P.S.A. – WORKING METHODOLOGY



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How does it work?

CSAPSA operates a strong territorial rooting through operative offices spread throughout the Bologna area.

CSAPSA method involves a close collaboration with the hosting companies, which have the possibility of being accompanied along the path of inclusion by the key figure of the training tutoring.

C.S.A.P.S.A. – TARGET & FUNDING



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Who is the target?

Vulnerable people such as migrants, disabled, unemployed, people in socio-economical difficulties

Source of funding?

- European Social Fund
- Regional Disability Fund
- Ministerial funds (e.g. AMIF)

C.S.A.P.S.A. – Matching for internship



Another focus in the CSAPSA methodology is the Social Agency where disadvantaged people were trained and hired by CSAPSA to operate telemarketing actions in order to search for new business availability for internships.

The agency aims at building a systematic collaboration plan with local companies and create networks between actors of welfare system and businesses.

C.S.A.P.S.A. – CSR and network with

enterprises



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CSAPSA promotes rewarding events for the companies that welcome trainees and that become Solidarity Companies and since 2015 collaborates with Metropolitan City for the Register of Inclusive Companies.

With local authorities and the Metropolitan City, CSAPSA promotes Corporate Social Responsibility in the area of Bologna

CSAPSA acts as a bridge between public bodies, trainees and the productive sector by acting mediation, meetings, inclusion and



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THANK YOU FOR
YOUR ATTENTION!