

# TNC-FICHE

## ESF-Flanders

<b>Name of institution:</b>	.Alternatief vzw.....
<b>Type of institution</b> (click the right answer):	<input type="checkbox"/> Public <input checked="" type="checkbox"/> Private <input type="checkbox"/> Institutional training providers <input type="checkbox"/> Other (please specify).....
<b>Contact person:</b>	.....
<b>Address</b>	Runkstersteenweg 134, 3500 Hasselt, Belgium
<b>Phone</b>	011/28 83 60.....
<b>e-mail</b>	Info@alternatiefvzw.be.....
<b>website</b>	www.alternatiefvzw.be.....
<b>Stage of implementation:</b> (click the right answer):	<input type="checkbox"/> Preliminary project Idea (projects in preparation phase without grant awarded) <input type="checkbox"/> Project under implementation
<b>Title of the Project:</b>	B@ck at work
<b>Approximate budget of the project:</b>	.....
<b>Budget for transnational activities:</b>	.....
<b>Duration of the project – starting date (in months):</b>	From.....till.....
<b>Duration of the transnational activities within the project – starting date:</b>	From.....
Thematic scope of the project (click the right answer – <b>maximum 2</b> ):	<input type="checkbox"/> <b><u>Access to the labour market/employment and social inclusion, e.g.:</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Pathways to integration and reintegration of disadvantaged groups</li> <li><input checked="" type="checkbox"/> Fighting discrimination when entering the labour market</li> <li><input type="checkbox"/> Progress in promoting acceptance of diversity in the workplace</li> <li><input checked="" type="checkbox"/> Customised programs for specific targeted groups</li> <li><input type="checkbox"/> Stimulating and acknowledgment of working skills</li> <li><input type="checkbox"/> A better flow from social economy towards the regular labour market</li> </ul> <input type="checkbox"/> <b><u>Workers and new skills within the context of a “New Economic Environment” and social economy, e.g.:</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Developing systems &amp; strategies for lifelong learning within organisations and services for enterprises</li> <li><input type="checkbox"/> Training &amp; services for workers to increase their adaptability</li> <li><input type="checkbox"/> Strengthen an HR-competency policy in enterprises</li> </ul> <input type="checkbox"/> <b><u>Business undergoing changes, e.g:</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Support labour organisations to adjust to rapidly changing economic &amp; organisation standards</li> <li><input type="checkbox"/> “Corporate Social Responsibility”</li> <li><input type="checkbox"/> Social economy</li> </ul> <input type="checkbox"/> <b><u>Education and training, e.g:</u></b>

	<ul style="list-style-type: none"> <li><input type="checkbox"/> Increasing the participation in education and training at all time in one’s life</li> <li><input type="checkbox"/> Increase the transition from school towards work/labour market</li> <li><input type="checkbox"/> Facilitate the access to education for 45+</li>   <li><input type="checkbox"/> <b><u>Women and job, e.g:</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures to gain better access to jobs and achieve a more sustainable labour market participation</li> <li><input type="checkbox"/> Measures to decrease the gender gap &amp; have more women in the labour market</li> <li><input type="checkbox"/> Actions to improve the balance private-working life</li> </ul> </li>   <li><input type="checkbox"/> <b><u>Fighting inactivity and discrimination at high age, e.g:</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures for more and easy access to employability</li> <li><input type="checkbox"/> Measures to keep elderly people working</li> </ul> </li>   <li><input type="checkbox"/> <b><u>Stimulating entrepreneurship for target groups, e.g :</u></b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Measures to increase the participation of migrants/ethnic minorities in the labour market and to stimulate social integration</li> <li><input type="checkbox"/> Innovative actions</li> </ul> </li>   <li><input type="checkbox"/> <b><u>Innovative actions</u></b></li>   <li><input type="checkbox"/> <b><u>Other themes</u></b> (please specify)  Measures to increase the participation of ex-offenders in the labour market and to stimulate social integration.....  .....  .....  .....</li> </ul>
<p><b>Target group for transnational cooperation</b>  (click the right answer):    (ONLY final beneficiaries,  NO stakeholders)</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Long term Unemployed</li> <li><input type="checkbox"/> Persons not actively at work – e.g. Young people under 25 years old (Incl. school or high school/university)</li> <li><input type="checkbox"/> Employed</li> <li><input type="checkbox"/> self Employed</li> <li><input type="checkbox"/> Elderly persons (+ 50)</li> <li><input type="checkbox"/> Specific target groups: <ul style="list-style-type: none"> <li><input type="checkbox"/> Disadvantaged groups (Ethnic / national minorities)</li> <li><input type="checkbox"/> Immigrants</li> <li><input checked="" type="checkbox"/> Ex-offenders</li> <li><input type="checkbox"/> Women</li> <li><input type="checkbox"/> Persons with mental or physical disabilities</li> <li><input type="checkbox"/> Employees in Social enterprises</li> </ul> </li> </ul>

## **Brief description of the Transnational cooperation:**

### **1. Problems to be solved** (justify the need of the transnational cooperation)

Reintegration of (ex)-offenders on the labour market is a very important but difficult task. The importance of employment in order to increasing the social participation and to reduce re-offending is widely acknowledged. The gap between detention and employment is however very steep.

- Ex-offenders in generally have poor educational and skill levels and are disproportional composed of minorities and another vulnerable groups.
- Ex-offenders have a negative image. There are a lot prejudices that withhold employers and organizations to hire ex-offenders. Because ex-offenders are perceived to be a security risk, employers avoid hiring them. They also face labour market resistance to their employment, such as government services and many licensed occupations.
- The communication between all the stakeholders concerning the employment of the (ex)-offender is complex and restricted to many rules (example privacy).

There's a need for labour market oriented programs and strategies that improve the employability and reducing the recidivism of offenders and ex-offenders. Programs and strategies designed to close the gap between detention and employment.

A transnational cooperation where knowledge and good practices are exchanged can lead to new efficient and improved program for offenders and ex-offenders. We want to explore the role of social economy as stakeholder in the reintegration of (ex)-offenders. Social economy as an employer but also as designer and executor of labour market oriented programs.

We want to focus on the added value that social economy can create in the development of skills and competences. Alternatief vzw uses a wide range of instrument to empower vulnerable groups and improve their employability. Examples are: training targeted at the labour market, coaching during work-experience, in-house employment and career guidance.

### **2. Objectives to be achieved**

- 1) Exchanging knowledge and good practices concerning labour market oriented program for ex-offenders and strategies to convince employers to hire ex-offenders
- 2) Developing new strategies and efforts aimed at facilitating the labour market readjustment of (ex)-offenders.

### **3. Main transnational activities** (as provisionally planned, to be confirmed with partners)

- 1) Making a SWOT-analysis of
  - The position and activities of the stakeholders that are participating in the reintegration of (ex-) offenders on the labour market.
  - all the labour market oriented programs. Special focus on social economy
  - strategies to convince employers to hire ex-offenders.
- 2) Comparing the transnational SWOT-analyses and extracting the good practices
- 3) Making a joint tutorial based on the analyses and the good practices
- 4) Implementing several good practices and new strategies

### **4. Planned outputs, deliverables, results of TNC; expected outcomes (effects)**

- 1) A tutorial that describes good practices to reintegrate ex-offenders on the labour market. This is a practical tutorial that can be used to implement new program or strategies
- 2) Implementing several good practices

### **5. Useful and additional remarks:**

