

# ANGAJĂM FĂRĂ FRONTIERE

Sprijinim integrarea profesională a persoanelor refugiate care provin din medii vulnerabile.

# Робота для українців



atelier  
fără frontiere  
| SOS GROUP

# The problem

- During March 2022, around **80 000 Ukrainian refugees** settled in Romania
- Ukrainian refugees:
  - Wish to stay in Romania for an undefined period of time, usually “a few months”
  - **Willing to work**

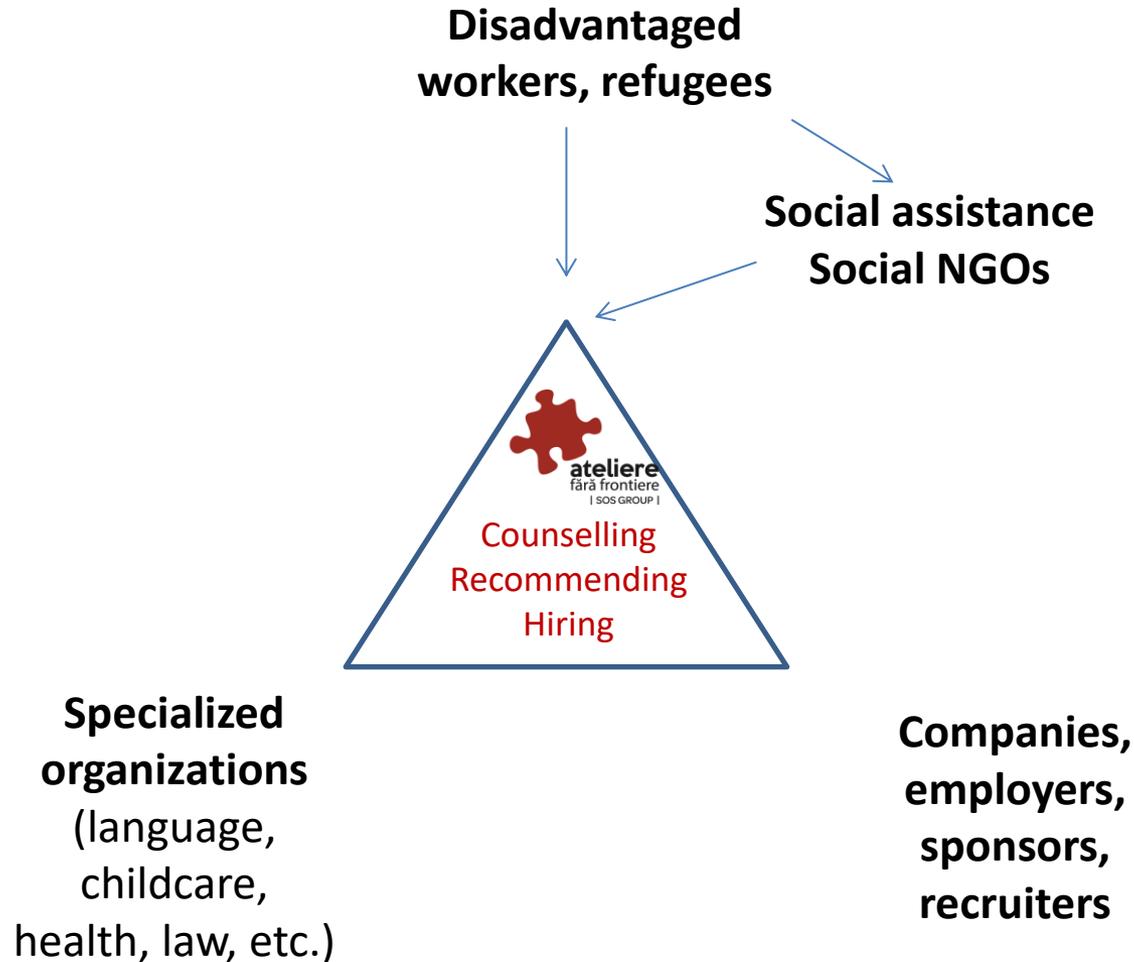
but

- **Do not speak Romanian**, some speak English
- Are mainly composed of **women, children, elderly**
- Some have **additional vulnerabilities** (health conditions, disabilities, analphabetism, no professional project, etc.)
- Romanian companies seek to **recruit Ukrainian refugees** but may be reluctant as they do not know how to proceed and how to assess the profile of the refugees

# Our objective

Increase the rate of **work integration** of disadvantaged workers in the conventional job market

# Our solution





# What AFF offers to refugees

- **Free personalized support** with a **socio-professional counselor**, assisted with a **translator** when needed, over a period of **3 to 12 months**, whatever the level of qualification, language and whatever the professional project
- allows beneficiaries to **develop their autonomy** in the **search for a job or training**. It comes in several types of support.



# Free personalized support to refugees

- Personalized appointments with our social workers
- Professional project definition, recognition of skills
- Workshops on Romanian labor regulations, CVs, cover letters and job interviews
- Assistance for conformity with Romanian law requirements
- Connections with organizations specialized in language training
- Connections with our social partners for housing, childcare, health aspects
- Connections with companies and jobdating
- Optional: a co-training in an employee-refugee pair for 6 months in a company (2 meetings per month)



# What AFF offers to companies



1- Train and advise companies in inclusive recruitment and integration of refugees and disadvantaged workers

2- Organize employee-refugee pairs for 6 months in the form of skills sponsorship, which provide:

- Intercultural sharing and mutual enrichment for each member of the pair
- Access to labor codes and a professional network for the refugee participant
- The development of teaching, listening and communication skills for the employee

Potential partners: CCIFER members, Air Liquide, Renault, Kaufland, BRD Societe Generale, Alstom



# Annex

## Ateliere Fara Frontiere's social partners

Public entities
Agentia Nationala Antidrog, PAIA Obregia
ANOFM
ALOFM Sector 3
ALOFM Sector 4
ALOFM Sector 5
Directia Generala de Asistenta Sociala si Protectia Copilului PMB
Directia Generala de Asistenta Sociala si Protectia Copilului Sector 1
Directia Generala de Asistenta Sociala si Protectia Copilului Sector 2
Directia Generala de Asistenta Sociala si Protectia Copilului Sector 3
Directia Generala de Asistenta Sociala si Protectia Copilului Sector 4
Directia Generala de Asistenta Sociala si Protectia Copilului Sector 6
Directia Generala de Asistenta Sociala si Protectia Copilului Ilfov
Directia Generala de Asistenta Sociala si Protectia Copilului 3/Adapost victime Sf Maria
Penitenciari Jilava, Rahova, Margineni
Serviciul de probatiune Bucuresti
Serviciul de probatiune Ilfov
SMURD

Private entities
ARC - Asociatia pentru Relatii Comunitare
ARES
Asociatia Caritas Bucuresti
Asociatia Casa Ioana
Asociatia FREE
Asociatia ProAct Suport
Asociatia Romana Antidrog
Asociatia Semn de viata
Asociatia Solwodi
Asociatia Touched Romania
Asociatia Trebuie
Asociatia Valentina
Carusel
Clinica Aliat
Fundatia Fara
Fundatia Mereu Aproape
Fundatia Motivation
Fundatia "Viata si lumina"
Organizatia Umanitara Concordia
Policy Center for Roma and Minorities
Salvati Copiii
Samusocial
SOS Satele Copiilor Romania