



Co-funded by the
Erasmus+ Programme
of the European Union

ABOVE" ABilities On the moVE"

Best practice: training and job placement of people with mental disease in social cooperative

Venice, Veneto Lavoro, Via Ca' Marcello, Mestre, 19 April 2018





Sol.Co. : Social Enterprise

- ▶ Sol.Co. is a type B social enterprise. It deals with training and job placement of people with mental disease since 1992. Sol.Co is associated with the Provincial Intesa CCA Consortium through which it participates in the realization of job-inclusion projects **Work-based learner** for disadvantaged people.
- ▶ Over the years, Sol.Co. has developed specific skills for accompanying the job inclusion of people with mental illness. It's an important and positive example in the territory.
- ▶ The integrations take place both within the cooperative and externally, thanks to the partnership with public bodies and local services.





Sol.Co. : the project

- ▶ Sol.Co. is effectively organized as a company. It deals with assembly and packaging of consumer goods, quality control and blister production.
- ▶ Sol.Co collaborates with local industries and enterprises and works for them on behalf of others.
- ▶ Work is the tool through which Sol.Co. pursues its mission: to create social and economic wealth while enhancing the person.
- ▶ Every worker who is enrolled in Sol.Co. has a specific job-inclusion project that aims to bring out work-related skills, social-relational skills and personal skills.



Co-funded by the
Erasmus+ Programme
of the European Union



Sol.Co. : the staff

- ▶ The staff in Sol.Co. is professionally prepared to manage the two main processes: employment and production integration.
- ▶ Operators are coordinated by two figures in continuous relationship: the Social Responsible and the Production Manager. They both interact with the sending public bodies and with the companies.
- ▶ Work orders must be carried out in such a way as to guarantee quality, respect for deliveries, customer care; the management of human resources foresees that the workers are placed in the most adequate workplace, according to their possibilities and resources.





Sol.Co. : the good practice

- ▶ People with psychological disease make themselves available to the work training path (or ask for it). The cooperative takes charge of the person and in agreement with the services identifies the purposes that have to be achieved.
- ▶ Frequently people with mental illness have lost the chance to test themselves in a productive context and they need a softer and more gradual entry into the labour market.
- ▶ Moreover, they haven't got the opportunity or have lost the opportunity to exercise specific occupational skills, to organize the day according to a commitment, to relate to a productive context.





Sol.Co. : the good practice

- ▶ The cooperative accepts the request, presents the structure and the modality of insertion to the person with disabilities and plans a project focused on its needs.
- ▶ Timetable, task, level of relationship are planned in relation to the possibilities of the person. The rules and organization are those of any company. The tasks required are designed to make the inclusion sustainable over time, to allow the workers to see their own resources and not just their limits, to recover confidence in their own ability and meaning in their path.
- ▶ The worker has a tutor who supports him/her both for operational technical instructions and for the development of his/her skills.





Sol.Co. : the good practices

- ▶ The working context makes it possible to learn specific contents of the work, to develop executive, organizational and managerial skills, to support a compatible working rhythm, and it also helps to build a good relationship with colleagues/referent.
- ▶ The contribution of the company tutor and the support of the Social Responsible are fundamental for the success of the path, as well as the connection with the services that support the person.
- ▶ Sol.Co has a system for assessing the work/behavior of the person based on the use of an observation form completed in a team of operators with regularity.





Interview to Emilio, since 1998 in Sol.Co.

➡ <https://www.youtube.com/watch?v=pj9qm7qTpWo>



Co-funded by the
Erasmus+ Programme
of the European Union



Sol.Co. : the good practices

- ▶ If the worker develops sufficient skills and expertise, he/she is proposed internal recruitment or external support, in collaboration with the reference services.
- ▶ Currently Sol.Co. has 24 people as Work-based learners, 12 disadvantaged employees, ... non-disabled people, and has a consolidated turnover of EUR 1 million euros / year.
- ▶ Sol.Co. is associated with the Provincial Consortium Intesa CCA, an accredited body for labor services in Veneto Region, and develops specific targeted support projects for disabled, disadvantaged or fragile subjects.





Thank you for your attention



Co-funded by the
Erasmus+ Programme
of the European Union

Sol.Co. Società cooperativa sociale
Treviso – Via Ca' Zenobio, 35
phone +39 0422 22 3 22
e- mail: info@solcocoop.it
sito web: www.solcocoop.it



imballaggio assemblaggio
blisteratura controllo qualità

Consorzio Provinciale Intesa CCA
Silea (TV) – Via Marchesi, 7
+39 0422 918824
amministrazione@intesacca.it
www.intesacca.net



Co-funded by the
Erasmus+ Programme
of the European Union