

POR FSE VENETO 2014 – 2020

**Project “PIN - Padova INclusiva
The Padua social inclusion and introduction to the
workplace for disadvantaged people network”**

AICT DGR 316/2016

Good practices



**POR FSE 2014-2020
REGIONE DEL VENETO**



UNIONE EUROPEA
Foto: Andrea Basso



REGIONE DEL VENETO

THE PROJECT

PIN – Padova INclusiva is a project funded in the context of the Veneto region's PO FSE 2014-2020 in support of the Social Inclusion - OT 9 axis designed to “Promote social inclusion and combat poverty and all forms of discrimination” and action whose objective is to encourage access to the labour market by disadvantaged people supporting new employment creation processes including by setting up new firms.

PIN – Padova INclusiva is an inclusive project sponsored by Irecoop Veneto together with the town councils of Padua, Cadoneghe, Ponte San Nicolò, Selvazzano Dentro, Vigonza, Piazzola sul Brenta, Borgoricco, Campodarsego, Camposampiero, Massanzago, Trebaseleghe, Teolo, Casalserugo, Fontaniva, Carmignano di Brenta, Pontelongo, Fondazione Cassa di Risparmio di Padova e Rovigo, the Padua province job centres, ULSS 16 and ULSS 15, UEPE, the Chamber of Commerce, Caritas Padova, Cisl Padova, Veneto Region accredited training or employment services bodies (Foréma, Ascom Padova, Cescot Veneto, Job Centre, IsfidPrisma, CFP Francesco D’Assisi, Attivamente srl, Experis Srl, Synergie, Adecco, La Esse, Nuovo Villaggio Soc. Coop and Gruppo R Coop. Soc.), Fondazione Adecco and Fondazione San Gaetano, category associations (Confcooperative, Confcommercio, Confesercenti, Confindustria), social co-operatives and firms.



By means of an integrated whole of actions, the project proposes to encourage a return to the workplace and the community by disadvantaged individuals with active workplace policies (accompanying them to work, training and work experience), incentives to hiring, self-entrepreneurship trajectories and consultancy with firms subject to the disabled employment obligations legally required under law 68/99.

ESTIMATES 128 intended beneficiaries consisting of:

- 27 disabled individuals (law 68/99)
- 11 disadvantaged individuals in accordance with article 4, section 1 of law 381/91 and amendments and additions
- 90 individuals belonging to no-income families and equivalent financial situation index parameters of under €20,000 or those belonging to single parent families or single income families with dependent children and equivalent financial situation index parameters of under €20,000.

ACTUAL 128 actual beneficiaries consisting of:

- 43 disabled individuals (law 68/99)
- 5 disadvantaged individuals in accordance with article 4, section 1 of law 381/91 and amendments and additions

37.5% of the total recipients

- 80 individuals belonging to no-income families and equivalent financial situation index parameters of under €20,000 or those belonging to single parent families or single income families with dependent children and equivalent financial situation index parameters of under €20,000.

EMPLOYMENT RESULTS

Processes designed to lead to employment

123 processes implemented

81 yet to complete the process

3 broke off the process on finding a job

to date:

19 individuals hired

(currently all on fixed term contracts)

Processes designed to lead to new start-ups

5 processes implemented

5 have completed the process

to date:

1 start-up has already been set up

2 start-ups are currently being set up



GOOD PRACTICE... WHY?

1. Creation of a **stable network** of public and private partners jointly responsible for 'active' social inclusion initiatives.
2. Joint action by partners with different objectives and skills has enabled the project to offer effective responses to **diverse needs** expressed by recipients.
3. A single planning process for the whole province has enabled a **'synergic' approach to individuals** to be adopted ensuring **speed and efficacy** of response.
4. A shift from a 'care-giving' to an **'assisted' approach** benefiting both individual autonomy and the local council's social services.
5. **Two-directional**, contextual action designed at both individuals (direct recipients) and firms filling the information gap to make access to the firm concretely possible thanks to employment compliance action.





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