

DIVERSITY IS NOT AN OPTION

IT IS A CORPORATE STRATEGY

for every organization that wants to maintain competitiveness and sustainable growth in the new social economic order.

**NON –Profit Foundation
TRAINING & EMPLOYMENT
SOLUTIONS**

CLIENTS

National and Local Governments

3.000 Companies

22.000 Workers

1.200 workers trained / year

MAIN SECTOR

METAL

(Industry & Commerce)

Milling tool Industry

Metal Structures

Vehicles Industry

Heating, Gas, Plumbing Industry

Telecommunication and Electrical Industry

Acclimatization/insulation

Alternative energies industry

Security Industry

Metal Commerce

**SINCE 2003 – 49 PROJECTS
ON SOCIAL LABOR
INTEGRATION (National &
European Levels)**

MIGRANTS INTEGRATION INITIATIVES (LLL)

- [Pathways to Work – Training Platform](#)
- [Foundations for Work](#)
- [EMAT – Training Tool kit for Migrant integration support](#)
- [INTEGRATION – Seminars on Migrants social/labor integration](#)

EU MIGRANTS INITIATIVES (E+ & Private)

- [JOB OF MY LIFE – VET Students To study & work In Germany](#)
- [Metal Europa Mobility](#)

MIGRANTS Regional Projects (Private)

- [APRENDIZ](#) Social/labor integration Young Vulnerable Groups
(*EU Best Practice*)

TRAINING
PLATFORMS AND
TOOL KITS –
Employment
Preparation

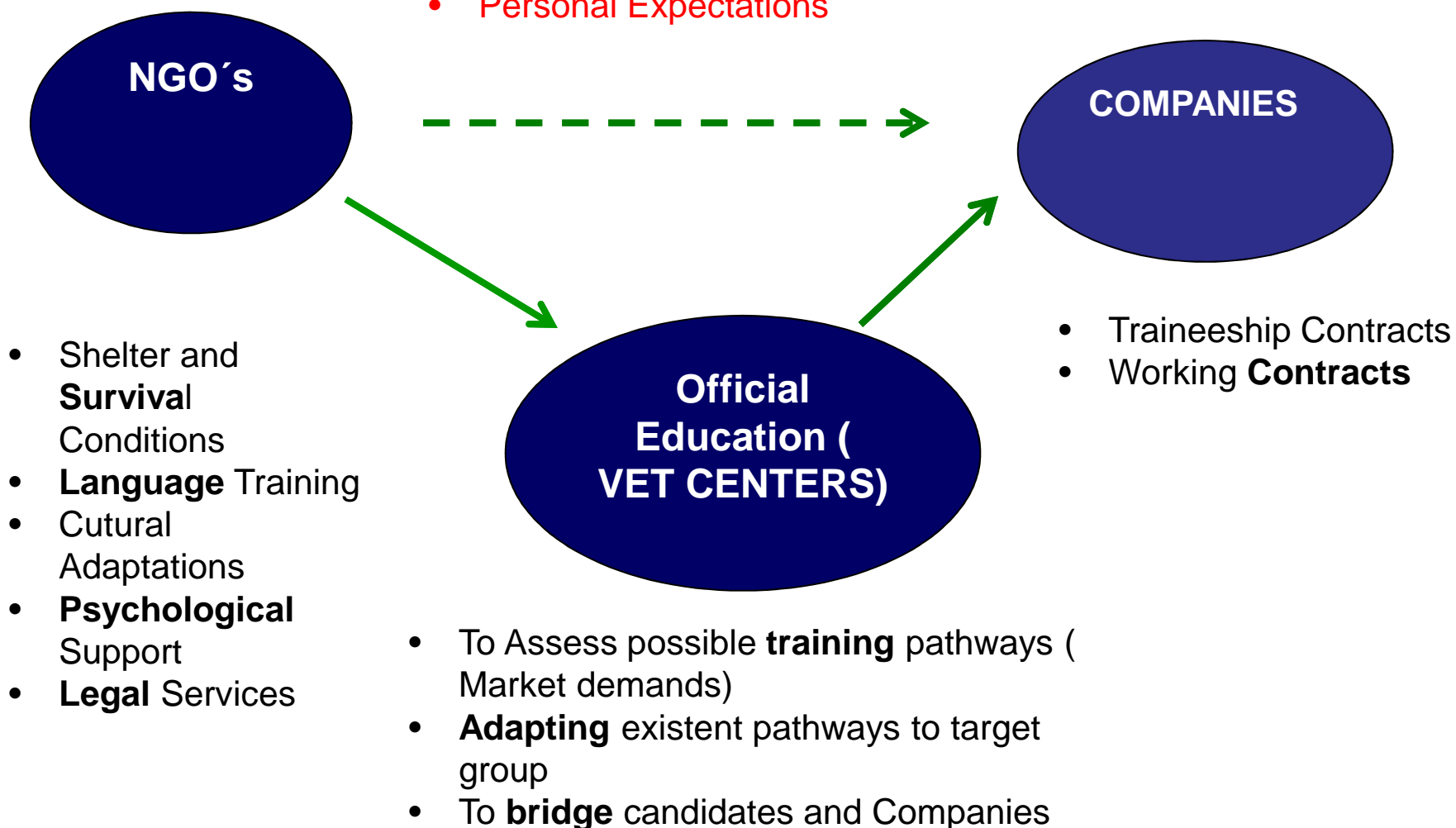
MOBILITY (Study & Work)

BRIDGING TRAINING -
EMPLOYMENT



**Challenges**

- Legal Status
- Language
- Qualifications Recognition
- Personal Expectations



- Labour Insertion Rate **71%**
- Entered in Formal Education Pathway 13%

KEY ELEMENTS:

- TO MAKE USE OF EXISTENT TOOLS & PROGRAMS AND ADAPT
- TO IDENTIFY AND ADDRESS REAL NEEDS IN THE MARKET
- SYNERGY OF KNOW HOW (Ngo's / Vet Centers / Companies)

Human Capital Imbalances

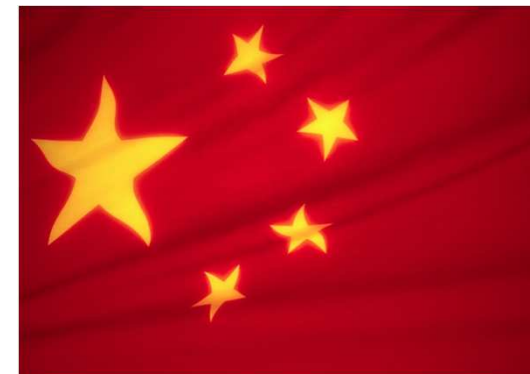
Population Growth up to 2020



-10 Millions
people.



+ 14 Millions
people.



+ 35 Millions
people.

To keep the current EU population Levels:

2,1 children per Family / Actual Rate: 1,46/1,59 kids

OR 1,6 millions migrants/year

FEW HANDS

Active Population Rate between 40-59 years / Total Active population

Eurostat 2013

	2010	2011	2012
European Union (27 countries)	48%	48%	49%
European Union (25 countries)	48%	49%	49%
European Union (15 countries)	49%	49%	49%

A YOUNG WORKER IN
EUROPE IS 45 y.o

- Employment Rate People between 55-64 y.o. 47%
- 1/3 Of EU Population is over 65 y.o.

Eurostat 2013

- Skills shortages in Skilled Manual Professions (VET – Production)
- Decreasing enrollment on Technical Training

60% Workforce Strategic Mature sectors

(Automotive, Electric, Electronic, Textile, Transport, Shipbuilding, Metal etc)

FEW HANDS
YOUNG HANDS
QUALIFIED
HANDS



Thank you!

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