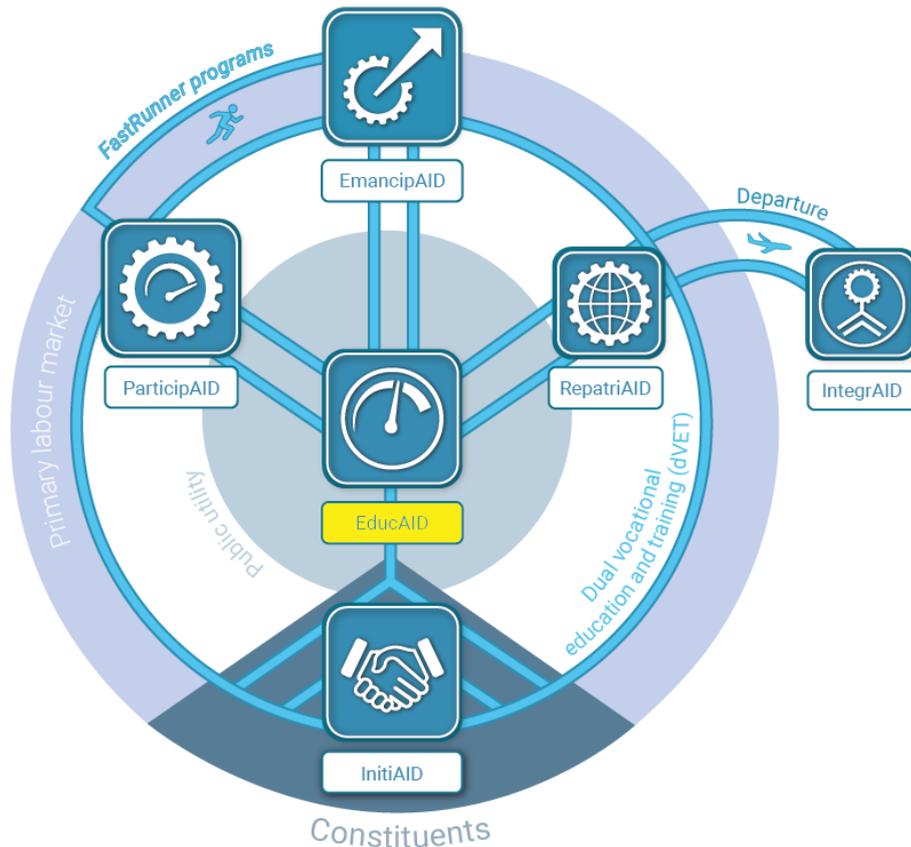




root & branch  
INCLUSION AND RETURN

# EducAID



**EducAID** is a holistic employment program for clients of various social welfare agencies who are considered difficult or very difficult to place in the context of their professional integration. The focus of EducAID is to promote the employability of the participants. In the context of a dual-intent, it also offers refugees the opportunity to prepare for voluntary or compulsory departure. Successful participation is also a prerequisite for qualification in an inclusion or return program of Root & Branch. EducAID provides soft skills and basic professional competencies as well as comprehensive coaching, which is geared towards the individual follow-up solution.

# 1. General conditions

- EducAID offers a non-formal education with simultaneous employment within the framework of the specialized groups of Root & Branch.
- It is an program that primarily serves social integration and provides a supportive and challenging learning environment.
- Participants have a written agreement with Root & Branch and are compensated according to their employability.
- The place of employment as well as the place of instruction are located throughout the canton of Bern and are identical (mobile classroom).
- Root & Branch takes a leading role, ensures smooth operations, guarantees employment opportunities, and takes over planning, organization, coaching and transportation of the participants.
- Root & Branch takes care of all administrative procedures and formalities. Participation is designed to achieve 100% employability, which in turn is a prerequisite for qualification into a subsequent inclusion or return program.
- Participation is possible at any time. Participation usually lasts 6 months. Depending on the individual follow-up solution and/or personal requirements, shorter or longer assignments can also be made.
- The individual follow-up solutions to EducAID, as well as the assignments in specialized groups (matching) are planned in advance and in consultation with the participants and the referring agencies and are communicated and implemented in the form of a binding weekly plan.
- EducAID connects the learning locations school, company and course system according to the model of the dual apprenticeship-based vocational education system in Switzerland. The participants are obliged to take part in the group work (in-company learning), school lessons and courses. Repeated absence from a learning site may result in consequences.
- Participation: at least 20% employment (40 hours working week), excluding school lessons (teaching soft skills and professional knowledge) and/or coaching.
- Participants are closely supervised by Root & Branch during the assignment. The individual coaching is based on the needs of the participants and aims at a satisfactory follow-up solution for them.

- Root & Branch is committed to a continuous exchange with the assigning agencies in order to support the participants in their learning and inclusion process in the best possible way.

## **2. Target group**

Places are primarily awarded to persons who

- a.) are considered difficult or most difficult to place and strive for 100% employability.
- b) have left an integration program or an offer of the regular structures unintentionally or due to debt.
- c) need more intensive support and are looking for individual and low-threshold employment opportunities.
- d) are newly arrived in Switzerland and are looking for paid employment in a professional work environment in addition to their language support.
- e) are still in the (extended) asylum procedure (residence status N).

### **Requirements**

- Motivation
- Ability to work and work in a team
- No previous language knowledge necessary
- All residence categories in Switzerland

## **3. Dual vocational education and training system and its three learning venues**

Participants are offered daytime employment, language and educational elements, and acquisition of job-specific skills at the same provider. It is possible for the participants to learn occupation-specific competencies while pursuing employment during the duration of the participation through the creation of individual weekly schedules.

### **3.1 The company / specialist group work**

The participants take part in guided activities (daily assignments) within the framework of a specialist group. The assignment days can be planned individually.

The job percentage is at least 40% for specialized work (8-hour day), including coaching and school lessons.

The specialized work is carried out within the framework of a specialized group, guided by a specialist and accompanied by a coach. The specialist has a vocational qualification EFZ as well as an additional qualification as a vocational trainer.

The coach has an education in the social or pedagogical field or an additional qualification as a vocational trainer. He accompanies the participants during the assignments in the form of outreach work.

### **3.2 School**

The participants attend school on a six-month lesson basis. The number of school days is distributed over the entire duration of the program. The school lessons are therefore not always equally intensive.

#### **3.2.1 Soft skills / social competencies**

The teaching of job-specific competencies (soft skills) and social competencies takes place at the place of work, thus guaranteeing a direct link between theory and practice. The soft skills learned are to be applied in everyday working life and reinforced immediately.

#### **3.2.2 Vocational knowledge**

The vocational instructor who accompanies the specialist group imparts occupation-specific knowledge at a low threshold. The focus is on competence-oriented learning, which prepares students for later vocational training.

#### **3.2.3 Inter-company courses**

In the inter-company courses, the acquisition of basic and practical skills is taught, for example on the topics of occupational safety.

Some of the courses are offered and conducted in cooperation with various partner institutions in the field of education and practice.

## 4. Individual Coaching

The participants are individually and professionally accompanied during the entire duration by the coaching team, which consists of vocational educators (group leaders), social workers, social entrepreneurs and experts from international cooperation.

The coaches work according to a solution-oriented and transcultural approach, which tries to open up perspectives taking into account the existing conditions and abilities of the participants. Possibilities are shown that enable a self-determined and autonomous life.

The coaching consists of two components: the social counseling and the specialist group exchange.

### 4.1 Process-accompanying social counseling

The social counseling is characterized by its outreach character and its interdisciplinary orientation: Vocational educators (group leaders), social workers and professionals from international cooperation and social enterprises are with the participants at the place of assignment.

In the admission process, the contents and requirements for participation in the programs of Root & Branch are explained and a resource assessment is carried out (see graphic admission process and process flow). Needs are discussed and goals are agreed upon. In addition, organizational matters are settled. The data collected form the basis for the subsequent creation of the individual weekly plan and serve as process support. They are continuously evaluated and reviewed.

Depending on individual needs, participants are coached in the areas of the educational system, the world of work, rights and obligations, and time management. The outreach character of social counseling enables close contact with the participants and continuous support. In this way, learning progress, individual challenges and difficulties can be detected quickly.

Through the continuous exchange of information between the coaches, an optimal support of the participants is strived for. The exchange also forms the basis for regular and detailed reporting to the assigning office.

## **4.2 Exchange within the specialist groups**

Another component of coaching is the regular exchange in the specialist groups. The focus here is on reviewing the content for its efficiency and usefulness. Feedback from participants during an exchange session can not only optimize conditions, but also give participants a sense of appreciation and belonging. Here, the idea of participation plays an important role; the more people can get involved and have a say in their activities, the higher their motivation.

Furthermore, a regular exchange with people who are dealing with similar questions and topics offers the possibility to establish synergies and to recognize resources. It is possible to learn from each other, experiences can be exchanged, which has a positive effect on the development of self-confidence and the ability to act.

## **5. Goals and perspectives**

Participants are familiar with the Swiss education and work system.

Participants have basic skills such as punctuality, organization, teamwork and self-discipline.

The participants know possible follow-up solutions and define such a solution for themselves.

The participants have gained initial knowledge of an occupational field of basic vocational education in Switzerland.