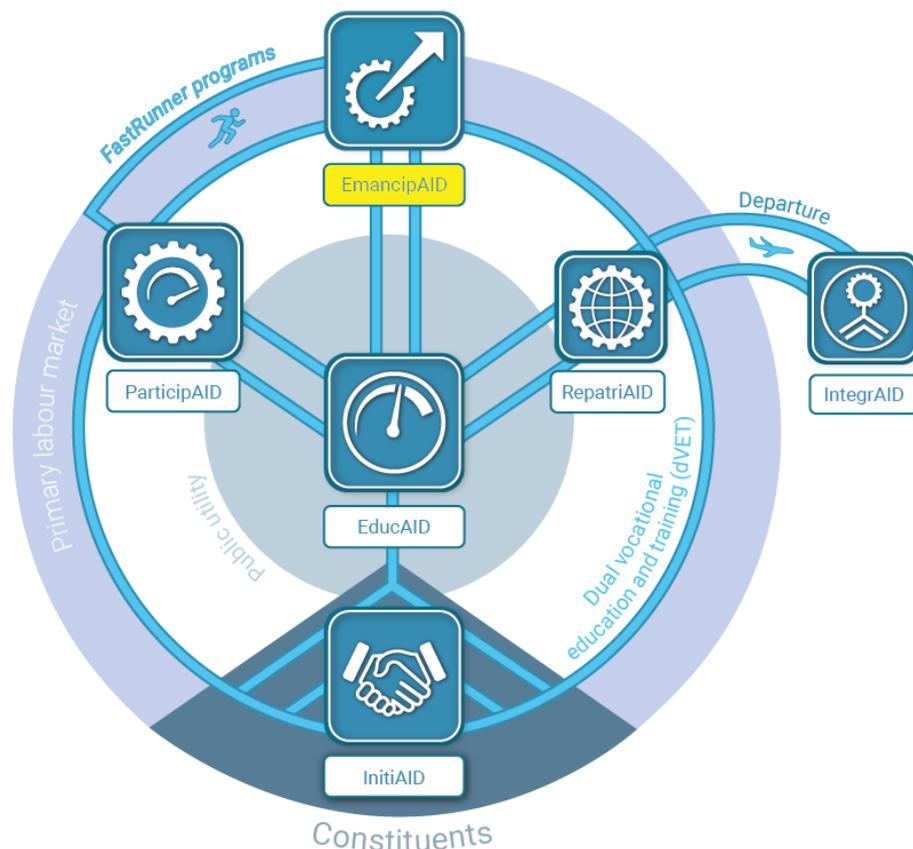




root & branch
INCLUSION AND RETURN

EmancipAID



EmancipAID EmancipAID is an offer of Root & Branch to promote the inclusion of people with special needs in the local social system. It offers formal training or better-paid employment in various professions specifically for refugees. It offers guidance and support to participants during and after the transition to employment through individualized and needs-based coaching and promotes collaboration with training and employment companies in Root & Branch's inclusion network.

1. General conditions

- EmancipAID offers participants professional and individual support before, during and after their transition to employment or training.
- As the lead organization, Root & Branch offers its partners in the inclusion network (host companies) support in administrative and organizational matters and in migration-specific questions.
- Root & Branch acts as a bridge between the companies and the participants and is the contact for both parties, focusing on goal-oriented communication.
- Root & Branch attaches great importance to a continuous exchange with the involved agencies in order to support the participants in their work integration in the best possible way.
- The duration of the coaching by Root & Branch is based on the needs of the participants and the companies involved and can be extended on an ongoing basis as required.
- The coaching is based on the individual needs of the participants.
- The form and content of the coaching is discussed at the beginning with the participants, the companies and/or the assigning agency and can be continuously adapted as needed.

2. Target group

Places are primarily offered to individuals who

- a.) have successfully completed one of the two programs EducAID or ParticipAID.
- b.) whose long-term integration into the primary labor market can be significantly optimized through continuous support.

The offer is aimed at all persons with a claim to employment in Switzerland.

Language skills: From level A2

Requirements

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

3. Coaching

Root & Branch offers continuous and individual coaching to the participants and the Inclusion Network partners in the first labor market before, during and after the transition to gainful employment.

The coaching content is flexible and can be individually tailored. The offer is also aimed at training and employment companies that would like to optimize the work integration of their employees through cooperation with Root & Branch.

3.1 For employees (participants)

The EmancipAID offer includes the following services, which can be tailored individually:

- Job application coaching (writing a job application, compiling a job application dossier, preparing for an interview)
- Training to strengthen certain skills such as time management or stress management
- Support in administrative, school and organizational matters
- On-the-job coaching (visits to the training or assignment company)
- Telephone consultations on training- or job-specific topics, in the event of any challenges or uncertainties

3.2 For training and employment companies

In consultation with the participant, it is defined in which form the companies can be supported by Root & Branch in order to make the integration into the first labor market efficient and sustainable.

EmancipAID includes the following services for training and employment companies:

- Responsibility as lead organization in formal trainings of participants in the company of the inclusion network partner.
- Planning, implementation and documentation of internal training programs
- Advice and support in administrative matters and migration-specific questions
- Visits to the company
- Regular exchange and triage with the referring office

3. Goals and perspectives

Sustainable integration in the primary labor market with simultaneous emancipation from state support services.

Formal basic education in various professions in the inclusion network of Root & Branch