

FOUR CASES OF SOCIAL ENTERPRISES FOR ACTIVE INCLUSION

ARTMO BENE
ORGANIZATION TYPE
Non-profit Special
Employment Center
EMPLOYEES (2019)
100
90% with disabilities
80% with mental health issues

ILUNION HOTELS
ORGANIZATION TYPE
Non-profit
EMPLOYEES (2019)
1063
42% with disabilities

REHAB ENTERPRISES
ORGANIZATION TYPE
Non-profit
EMPLOYEES (2019)
306
40% with disabilities

MARIABERG E.V. SOCIAL ENTERPRISES

Bildung & Service	Textilservice
ORGANIZATION TYPE For-profit	ORGANIZATION TYPE Non-profit
# EMPLOYEES (2019) 198 7,4% with disabilities 83 apprentices under non-profit association 100% with disabilities	# EMPLOYEES (2019) 25 42% with disabilities

EMPLOYMENT

Through long-term successful employment models, the organizations raise public awareness of the skills of persons with disabilities



LONG-TERM REGULAR
EMPLOYMENT CONTRACTS



SUPPORTED
APPRENTICESHIPS



REASONABLE WORKPLACE
ACCOMMODATION



CONSIDERABLE FOCUS
ON TRAINING

MARIABERG E.V. SOCIAL ENTERPRISES

REHAB ENTERPRISES

CENTRO DE EMPLEO ESPECIAL – ARTMO BENE

ILUNION HOTELS

TRAINING

All organizations provide on-the-job training with a mix of external and in-house expertise

WHO TRAINS



External
Internal - trainers



Public – on the job
Internal - HR department /
supervisors / co-workers



External
Internal - trainers / co-workers



Public – pre-employment
Internal - support staff /
co-workers

SUSTAINABILITY

Networks provide crucial markets for services and employment of persons with disabilities trained by the organizations, importance of state funds varies

STATE FUNDS

6.6%

Bildung
& Service



12%

Laundry



12%



< 43%



< 10%

IMPACT

Focus on opportunities for those directly or indirectly excluded from the labour force to engage in meaningful and productive activity

- ▶ Mariaberg – apprenticeships to support transitions to the open labour market (81% transitioned in 2017-2019, Bildung & Service GmbH)
- ▶ Rehab Enterprises – long-term employment with career development (average contract 17,5 years)
- ▶ Ilunion Hotels – mobility and career development opportunities in expanding hotel group
- ▶ Artmo Bene – focus on persons with mental health issues supported on the job by multidisciplinary professional teams