

Network of Insertion Enterprises of Quebec

Title	Network of Insertion Enterprises of Quebec (<i>Collectif des entreprises d'insertion du Québec</i>)
Coverage	Canada/Quebec
Organization/ enterprise	A network of 43 non-profit insertion enterprises that subsidize jobs for people, and in particular young people, who would otherwise be excluded from the labour market. The enterprises operate in seven sectors: food, retail and wholesale trade, culture, manufacturing, services and tourism.
Topic	Vocational training Work experience Life skills training (in real business environment)
Target group and outreach	The enterprises of the network target socially marginalized people excluded from the labour market. Seventy per cent of beneficiaries are youth aged between 16 and 35 years who face difficulties integrating into the labour market for reasons such as low level of education, addiction to drugs and/or alcohol, or absence of work history.
Purpose	The objective of the network, established in 1995, is to promote and support its member insertion enterprises in their efforts to facilitate social and labour market inclusion of marginalized people, in particular, youth. Services offered to member enterprises focus on: <ul style="list-style-type: none"> • Exchange of information • Representation with government in the policy-making process • Raising public awareness of services offered • Training of permanent staff • Networking • Development support
Key features	(1) Combines holistic training (i.e. life, vocational and social skills) for disadvantaged and marginalized youth, while supporting and accompanying them in their professional and social integration (2) Includes follow-up once the youth has finished the programme and is hired by an enterprise (3) Is based on partnerships with a number of participants, including grassroots community organizations as well as social, private and public sectors
Strategy and approach	The uniqueness of the network lies in the specific nature of its member enterprises, which combine an insertion/training function with a non-profit economic activity. As insertion enterprises, they facilitate social inclusion through training in a real business environment. Profits are re-invested in the enterprise activities. As businesses, they manage human, financial and physical resources and they also market the goods or services produced. In accordance with seven criteria agreed to by the enterprises and recognized by the Government of Quebec, insertion enterprises are those that: <ul style="list-style-type: none"> • Have a mission focused on social and professional reintegration of people in situations of exclusion • Target disadvantaged and marginalized (young and adult) people, offering them real work experience

	<ul style="list-style-type: none"> • Have a “real” – although not for profit – business nature (i.e. employing staff and marketing goods or services produced by them) • Provide in-training workers with fixed-term employee status, in accordance with labour laws in force • Provide tailored and personalized support to in-training workers during the insertion period and beyond • Offer holistic and comprehensive training (i.e. spanning personal, technical and social issues) • Build on a network of local partners in accordance with a community-based economic development approach <p>The enterprises play a “bridging” role – that is, they offer in-training workers a training programme of approximately 27 weeks while supporting and accompanying participants in their paths of professional and social integration.</p> <p>The process is divided into many steps that are followed at a pace respecting the individual’s needs. Vocational training is provided in 66 different fields, such as property and building maintenance, bicycle manufacture and repair, cook assistant, delivery helper, assistant welder, and industrial painter. Gradual integration allows participants to measure their willingness to take part in the work environment, while developing self-confidence and trust in others.</p> <p>Psycho-social support allows participants to meet on a regular basis with social workers to identify and address personal problems that interfere with professional issues. Group sessions are also held on different subjects such as conflict, stress and emotion management, and personal skills assessment.</p> <p>A methodical follow-up allows for measuring the difficulties and progress of each in-training worker. Regular evaluations aim at upgrading the self-confidence and the motivation of participants.</p> <p>Regular meetings with the private sector partners raise awareness on the advantages of employing participants coming out of insertion enterprises. Most private sector businesses which hired participants have declared their satisfaction with their new employees and remain in close contact with the insertion enterprises.</p>
Partners	<p>The network and its enterprises work in partnership with Emploi-Québec – an agency of the provincial Labour and Social Solidarity Ministry (Ministère de l’Emploi et de la Solidarité sociale).</p> <p>The insertion enterprises self-finance the expenses that are not covered by the Government (e.g. structure, administrative staff) with the income generated by the enterprise (i.e. selling of goods and services). The Government finances in part training, psycho-social intervention and the participant’s salary. Several other financial partners at local, provincial and federal levels provide support to both the network and the insertion enterprises.</p> <p>The enterprises also count on a solid network of partners that have been developed among grassroots community organizations, the social sector and private sector enterprises.</p>
Major achievements	<p>In 2006, the insertion enterprises of Quebec offered training to more than 2,700 beneficiaries. Of the latter, 2,000 (or 75 per cent) were successfully integrated or reintegrated into the labour market.</p>
Additional information	

Address	Collectif des entreprises d'insertion du Québec 4100, André-Laurendeau St., office 200 Montreal, H1Y 3N6 Canada Phone: +1-514-270-4905 Fax: +1-514-270-0926 Email: ceiq@collectif.qc.ca
Internet link	www.collectif.qc.ca

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