

# RIAC PROJECT: STANDARDIZATION AND PRODUCT DEVELOPMENT

*In order to ensure the sustainability, the scalability and the transnational relevance of our approach, it is crucial to provide the standardization and documentation of the functionality and the results of the RIACs.*

A project is a space for experimentation. Creativity and innovation find in this space the possibility of being lived and producing ideas and models. But, in order for ideas to become models that can also be practiced by others, they must be translated into standardized processes.

The RIAC Project involves the performance of 21 actions (RIACs) in the four partner countries (Germany, Italy, Denmark and Turkey). The actions are defined in the project both in terms of organizational aspects and of contents.

The standardization of the model and its documentation in the form of a manual allows the transfer to other regions and the adaptation to local, regional and national conditions.



In RIAC Project we mean by “standardization” the formulation, publication, and implementation of guidelines, rules, and specifications for common and repeated use, aimed for achieving optimum degree of order or uniformity in a given context, discipline, or field. Standardization is in fact the starting operation to transfer our model and make it usable in other European regions characterized by different situations both at the legislative level and at the labour market level.

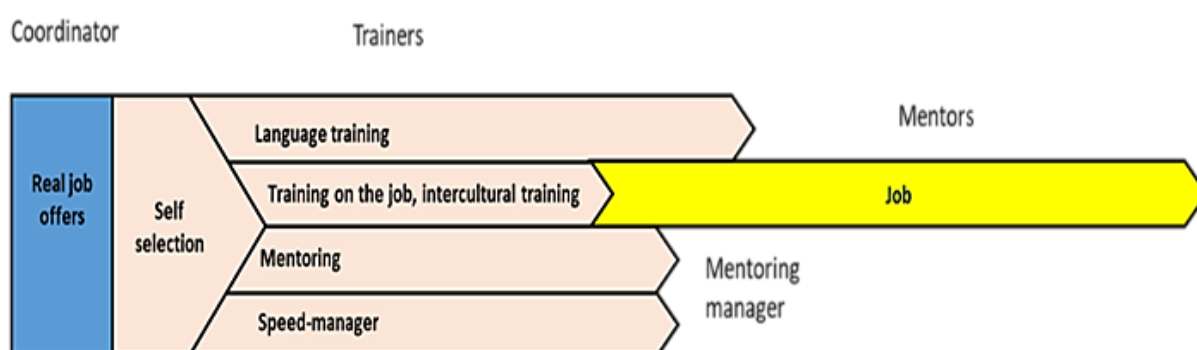
Due to the standardization (development of a manual and templates) we will achieve that the transfer and the application to other regions is more easily comprehensible and imaginable by third parties.

The organizational aspects of the RIAC units have been defined in the project in terms of phases and roles. The RIACs aim at speeding up integration into the labour market thanks to the synchronism of actions that are normally carried out sequentially.

The division of the roles of the personnel acting in the actions supports this logic.

## The actors:

- coordinator
- speed manager
- mentoring manager
- mentors
- trainers (language and vocational)



The first level of project standardization explores the implementation of formal aspects: Duration of single RIACs, roles of the staff, actions carried out. The second level explores the content aspects: How the topics have been modulated by individual partners and why.

The observation of common dynamics and the explanation of the differences in the various territories or in the separate professional segments helps us to define the minimum denominators and enables us to standardize processes by documenting them in a handbook.

## ALISEICOOP

*Aliseicoop is an Italian social cooperative born in 2001 which operates in Umbria and Campania. Aliseicoop implements projects and researches aimed at ensuring rights, access to services and equal opportunities to the migrant population. Over the years, the cooperative has built wide-range strategies of interventions by identifying the needs of the immigrant population and the local society, and by considering institutional representatives, individuals, and public and private bodies as socio-political actors who move within a field of forces, representing a dynamic network of continuously evolving relationships, that are crossed by multiple forms of belonging and sense of identity. Aliseicoop believes that social cohesion needs active integration policies, which can facilitate the access of recently arrived persons to the host country's society and thus implement their integration process. In this perspective, Aliseicoop provides assistance in social, housing and working contexts and in particular offers secretarial services, social mentoring, job assistance, and housing intermediation. It also offers capacity-building training programs for public officers, teachers and education staff, as well as workshops for the empowerment of immigrant associations wishing to pursue entrepreneurship.*

Aliseicoop's RIACs take place in the Umbria region, located in the middle of Italy.

Umbria's economy is characterised by a combination of a few large enterprises and a constellation of small/medium enterprises, spread throughout the region, specialised in agro-food, tobacco, textile, metallurgy, and crafts. The refugees come principally from Africa (Nigeria, Gambia, Senegal, Mali, Guinea, and Ivory Coast).



### RIACs

Aliseicoop pays particular attention to gender issues. Thus, they decided to involve more social enterprises (social cooperatives and other similar enterprises, under many different legal forms) into the project which work in various sectors (healthcare, caregiving, food services, etc.) to help refugee women find a job.

*The motto:*

*The beginning is the most important part of any work.*

## EVENTS



### EURAM

*The EURAM Conference took place from 26-28 June 2019 in Lisbon.*

*The RIAC project was presented here together with the partner Ruhr Universität Bochum (RUB) which evaluates it.*

*The presentations highlighted the methodological aspects of the evaluation and also the differences in the implementation of the same model in the different European partners' countries. In particular, the political, institutional and economic distances make the implementation of the model very individual.*

*Nevertheless, RIAC works: the employability of the refugees and asylum seekers is growing and consolidating through our project, networks of employers are born where they did not exist before and self-employment can be considered a real alternative to employment. The evaluation at the end of the project and the standardization of the processes will explain these processes in*



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### RIAC PROJECT

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