

# EMPLOYMENT SERVICES NETWORK

## «MAKE IT WITH US»

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PRESENTERS: P. NIKOLAOU, SOCIAL WORKER, PRESIDENT  
D. TSIRIMOKOS, EMPLOYEE

**LEGAL STATUS:** CIVIL NON – PROFIT ASSOCIATION

### OBJECTIVES - SPECIAL

**CHARACTERISTICS:** Creation and operation of an alternative model of social entrepreneurship for the social rehabilitation and professional employment of young persons with mental health problems, through the parallel and balanced growth of enterprising activities and rendering of services for the improvement of quality of life of users

**YEAR OF  
ESTABLISHMENT:** January 2000

**SUPPORTING  
ORGANISATION:** MENTAL HEALTH CENTRE

**EMPLOYMENT  
STATUS:**

1. Full time Supported Employment (7 hours, market wage, social insurance, contract of work and support of user by work placement.
2. Part time employment.

**NUMBER OF  
EMPLOYEES:**

FULL TIME  
2000: 7 PERSONS (6 USERS AND 1 FROM THE GENERAL POPULATION)  
2001-2003: 8 PERSONS (6 USERS AND 2 FROM THE GENERAL POPULATION)

PART TIME  
2000: NONE  
2001: NONE  
2002: 15 PERSONS (15 USERS AND 2 FROM THE GEN POPULATION)

**FINANCIAL  
INCOMES:**

- ▶ Sales of products-
- ▶ Income from rendering of Services
- ▶ Income from subsidy from the Greek Manpower Employment Organisation
- ▶ Income from donations and sponsors
- ▶ Income from financial support from the Mental Health Centre (2001 24%, 2002 28%, 2003 23% of the budget)

**SECTORS:**

- ▶ Sector of Production
  - ▶ Sector of rendering of services
  - ▶ Sector of accompanying - supporting-scientific activities
- Each sector functions with the responsibility of the person in charge of the sector and with a separate budget.

Description of each sector:

**1. Sector of Production:**

«Make it with us» Workshop of Carpentry. It constitutes the basic economic axis of the firm's enterprising activity. It occupies 4 users, 1 assistant carpenter and the person in charge of this sector of production.

Products: The workshop is occupied with the design, manufacture and placement of furniture mainly made of surface materials (melamine, bakelite etc). It has on annual base an increase of 50 % of income from sales. 47,6% of the orders comes from individual customers and 52,4% from institutions, such as the Municipality of Aigaleo, the Municipality of Agia Barbara, High schools of western Attica, EPAPSY, SOPSY, PEPSAEE, EIPSY, EDRA, Mental Health Centre etc.

Problems - Prospects: The workers – users, with slow but steady steps, have achieved a satisfactory degree of productivity. There has been no withdrawal, nor relapse. It is estimated that the workshop has a very positive course of development (sales increase annually by 50%). The products possess competitive characteristics regarding both cost and sale prices. Important problems include the lack of investment, the high cost of material, difficulties in the renewal of equipment and the lack of a means of transportation.

**2. Services Sector:**

Social club «Ey zin».

It constitutes a model of combined growth of activities of social entrepreneurship regarding the improvement of quality of life of users. It occupies 2 users and the person in charge, as well as part time employees.

It has 60 members-users and 20 members of the families and members from the community. The annual membership fee is 35€. This fee provides the right of attendance in all the structured afternoon activities. It operates daily 5-9 pm.

The activities are separated into:

1. Social low-cost activities, and
2. Enterprising activities, as follows:

**1. Social Activities:**

- I. Ten Activity groups: They operate on a weekly afternoon basis on a specific day and hour, with regular members and a responsible instructor that provides services voluntarily. Average number of members per team 8-10 persons. In detail the groups include:
  - Theatre group
  - Music group
  - Traditional dances group
  - Painting group
  - Self-expression group
  - Communication group
  - Sports group
  - Cooking group
  - Modern dance group
  - Candle making and pottery group
  - First aid group

II. Multiple activities café: The cafe functions daily, during both morning and afternoon hours. It offers coffee, refreshments, sweets, cheese pies, and sandwiches. It is air-conditioned, with a library and video games. It has a stable number of members, as it combines a qualitative environment with reasonable prices.

Organisation of events: The place is let for exclusive use, for personal or group events (parties, seminars, personal feasts etc). The cafe provides food, music and services.

Members' Monthly Party: On the last Friday of each month the members organise their own party, which includes food, music and dancing. Invitation price is 5€.

## 2. Enterprising Activities:

I. Catering of homemade food. This activity began in 2002. We have estimated that this sector could yield profit, creation of new jobs, employment for the members of the cooking group and does not require any important increase of functional expenses.

We cooperated with the owner of a tavern and a professional catering chef. They have undertaken the responsibility to produce and serve the foods and to train the employees. By now the Catering offers part time employment to 15 users, who, after the training, respond very well to the requirements of their job. We undertake catering events and supply Firms, Institutions etc. with sandwiches and cold meals on a daily basis.

Problems-prospects The high functional cost of the Club for the preservation of good quality of services is an important problem. The growth of the catering activity appears to create a general financial balance in comparison to the social activities of low cost and a successful sector for employment of users. The Board is planning the further growth of the catering activity by purchasing complete equipment. But the lack of investment capital and transportation means is preventing this development.

## **2. Sector of accompanying and supporting scientific activities:**

This sector is operating with the support of personnel (2 part time psychologists) provided by the Mental Health Centre.

The sector has:

A) An office for the promotion of employment: it supplies specialised support during the phase of work placement promotion. 22 users are currently profiting from this.

B) An Office of Supported employment: it provides specialised support to users who are already employed. 14 users are currently profiting from this, and

C) A sector of scientific activities with the followings objectives:

1. Organising of educative visits from other organisations,
2. Creation and operation of a volunteering network (18 volunteers-collaborators),
3. Training and supervision of students from the departments of psychology and social work,
4. Creation of the annual week of scientific and cultural events: «Bridge of care and society» in cooperation with a number of institutions and partners in Western Attica.
5. Organisation of scientific meetings,
6. Participation in the following European programmes:
  - i) 1998-2000: Programme "HORIZON"
  - ii) 2002-2004: European Initiative «EQUAL», TCA «Synergy»
7. Participation in local and European networks.

**ECONOMIC COURSE:** The social Firm has roughly a 50% annual increase of income in each sector. 2002 was the first year in which the budget was almost balanced.

**SOCIAL PROFIT:** Beyond the immediately profiting persons (employees, trainees and members of the club) «Make it with us» has helped in raising community awareness and has worked with the local community and the local authorities for the elimination of the stigma of mental illness as well as the improvement of the relationship of users with their families.

**OBJECTIVES:**

- Profit for 2003
- Increase the number of workers – users
- Improvement of infrastructure, equipment and marketing for the catering activity.

**PROBLEMS:**

- Lack of indicator for the determination of social profit
- Lack of supporting policies for taxing and social insurance
- Lack of investment capital
- Need of improvement of marketing and sales techniques
- Specialisation training in social firms management for the employees
- Need of more specialised programmes from the Greek Manpower Employment Organisation for support of jobs in social enterprises.

**MEMBERS OF THE BOARD**

**PRESIDENT:** POLA NIKOLAOU  
**MEMBERS:** ILIAS FRANGIADAKIS  
NIKOLAOS SANDALIS  
HARALABOS MOUSTOGIANNIS  
XENOFON SARIKAKIS