



Company Description

- ◆ **“Job-TransFair GmbH”** is a social profit organisation which is occupied with “non-profit-personnel-leasing”. Therein it strongly focuses on the abilities of their short term employees.
- ◆ Our goal is to (re)integrate long term unemployed and unemployed youths (18 - 25 years) enduringly into the labour market by *transFAIRing* them into a job in one of our partner companies.
- ◆ The main tool for this integration process is a leasing phase with a duration of about six months. Our clients are still employed and paid by **“Job-TransFair”** during that test phase but they work in one of our partner companies. That offers them on the one hand the chance to demonstrate their working abilities on the other hand the opportunity to find out if the job meets their requirements.
- ◆ Our partner companies save money on that occasion because they have to refund only a certain part of the salary costs to **“Job-TransFair”**. The rest of the salary costs are financed through a contract with the Austrian Labour Market Service, which exclusively sends us our employees. Part of the costs are refunded by the European Social Fund.
- ◆ In advance of the working periods and between them we qualify our transit employees in the **“Job-TransFair-Training-Space”** according to their capabilities and to the needs of the economy (EDP, German as a foreign language, soft skills, job coaching, ...).
- ◆ Furthermore our trainers and counsellors offer our employees individually tailored coaching units and support them to find solutions for their social problems like child care, lodging, debts, etc. That represents a relevant contribution to their chances on a swiftly changing labour market by empowering their abilities to get and hold on to a job.
- ◆ The fact that makes our system work successfully is a very close cooperation with more than 400 partner companies (mostly SMEs). The leasing period in one of those companies, managed and tutored by **“Job-TransFair”** presents our employees a - to a certain extent - protected environment to demonstrate their working abilities as well as to develop them further. About 60% of these leasing periods produce a direct **“transFair”** of our employee to our partner company.
- ◆ By arranging the right person on the right (working) place a **“Job-TransFair”** obtains:
 - a) a sustainable improvement of the living conditions of our transit workers
 - b) a significant improvement of our partner companies’ economical performance by minimizing their fluctuation