

Intermediation towards and in employment Pietra



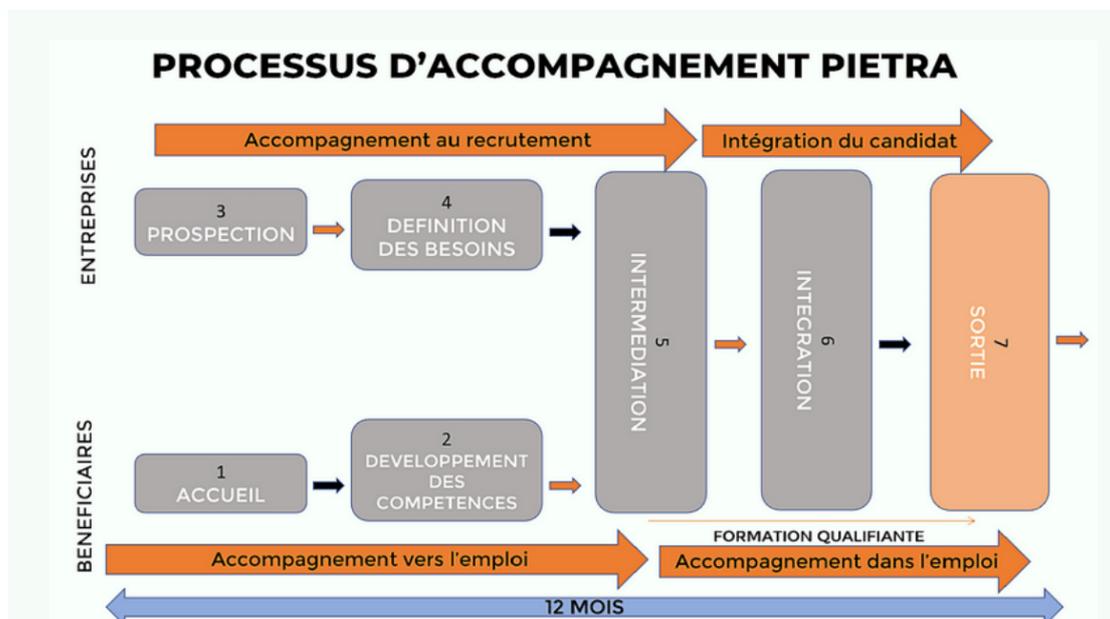
PIETRA is a platform of intermediation towards and within employment which works simultaneously on supply and demand for the benefit of the companies of the Province of Puy-de-Dôme and the refugees looking for work.

It is a service of the social action association CeCler, which has been fighting for more than 24 years against the exclusion of people in difficulty in the Clermont-Ferrand area.

Created in June 2019 as part of the Skills Investment Plan, the PIETRA intermediation platform aims to meet the recruitment needs of companies while providing access to sustainable, quality employment for beneficiaries of international protection. It offers two distinct services:

- One for refugees, to support their skills development process, towards sustainable employment.
- The other is aimed at companies, to define their human resources needs and provide them with relevant applications.

The support program for refugees, planned for a maximum of 12 months, is based on two components: support towards employment, based on the development of their skills and focused on learning the codes of the company on the one hand; and support in employment, intended to secure the recruitment until the integration of the new employee in the company.



PIETRA in figures as of March 31, 2021

- 250 people accompanied
- 530 companies contacted

61% of the graduates are employed, 90% of which are in permanent jobs (permanent contracts, fixed-term contracts of more than 6 months, skills training).

The plus of PIETRA

- Questioning the need for recruitment to analyse the position and understand how the company operates before putting the job seeker in touch with them
- Providing HR support for VSEs and SMEs, in particular with regard to employment aids
- Follow-up in the company:
 - from the signature of a contract, a weekly tripartite follow-up is set up during the trial period,
 - then, a proximity follow-up thanks to a single contact person who can be mobilized to answer the questions of the company and the employee.

An example of path



Samet, a refugee of Serbian nationality, arrived in France in 2017. He has been accompanied by PIETRA since September 2020.

Throughout his journey he has participated in several actions such as the workshop "Codes in business" or temporary work assignments. This allowed him to acquire skills and know-how to find a sustainable job.

After participating in a meeting to present job offers, he took up a cleaning offer and signed his permanent contract on February 19, 2021. He works 35 hours a week as a service agent: his work is appreciated.

Congratulations to him!

To know more, contact us: contact@pietra63.fr

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