

D2C Gironde

# Careers and skills development

Vocational transitions  
and corporate  
engagement



## What is 'D2C Gironde'?

Although there are considerable job opportunities in Gironde, the vast majority of them are very short-term employment contracts and they are rarely accessible to people in precarious situations.

Gironde Departmental Council with the Transfer association and the support of Europe, are launching a unique innovation, capable of facilitating the recruitment of inhabitants in precarious situations for local job opportunities.

## Who can benefit from it?

- ▶ beneficiaries of minimum income benefits who are not in employment or training
- ▶ people with few or no qualifications
- ▶ those who have been looking for a job for over 12 months
- ▶ the inhabitants of priority areas for urban policy and of rural areas.

These people are referred by the social services, the public employment service and local associations.

## How does the scheme function?

The Vacancies and Applications Intervention Method (IOD) offers active mediation between the public and local VSBs and SMEs.

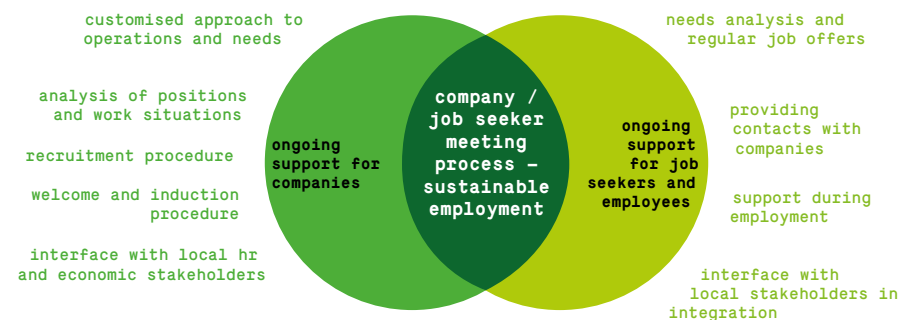
### 2 associated services:

**Supporting the RH structure of VSBs and SMEs:** proposing new HR practices through audits and intercompany themed working groups to build relationships of trust with the companies, detect and communicate recruitment requirements and prevent risks of stigmatisation of people who are generally excluded by the 'classic' recruitment process.

**Offering job opportunities from the hidden job market to people searching for professional integration:** describing the job requirements rather than providing a specific profile, suggesting a single candidate per position, encouraging direct recruitment on a permanent contract, meeting the candidate directly at the workplace, structuring an induction plan for the work position, (...).

To set up these services, a team of 17 career development consultants is spread over the Gironde.

## IOD method



## What were the results in 2015-2017?

### For the beneficiaries:

- ▶ 1,163 people were supported (651 job seekers and 512 people not in activity). 89.7% of them were offered a job and 77.5% of them support relationships within the company.
- ▶ 782 people (66%) gained access to a job at least once while they were supported
- ▶ 591 beneficiaries (51%) have sustained this job.

### For the companies:

- ▶ 907 companies were supported, resulting in recruitments for 35.7% of them (324)
- ▶ 52 RH audits were carried out
- ▶ 91 intercompany working groups organised with 280 companies taking part

How  
is the  
scheme  
funded?

50%

by the European  
Social Fund

50%

by the Gironde  
Departmental Council

€ 2 698 563, 54 for the period 2015-2017

€ 1 907 249, 69 for the period 2018-2019

€ 4 605 813, 23

Cost of the operation over 5 years

# Where can I find D2C offices?



## TRANSFER

(Association for the transfer of the intervention method for vacancies and applications, training, evaluation and research)

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