

OPEN FOR REGISTRATIONS - 2025 SFE CEFEC ANNUAL CONFERENCE

Newsletter Highlights

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We are happy to invite you to our **39th SFE CEFEC Annual Conference**, which will be organized in **Mainz, Germany**, taking place during the period **July 1st-2nd 2025** in collaboration with **Gesellschaft für psychosoziale Einrichtungen gGmbH**, under the title **“Shaping the Future of Inclusive Work: Creating Access! Job carving and Job crafting”**

[CLICK HERE AND REGISTER NOW !](#)

Why Attend ?

- ◆ Learn how job carving and crafting can tailor roles and create opportunities for all.
- ◆ Discover the transformative potential of AI in job design, hiring, and dynamic role adaptation.
- ◆ Gain inspiration from real-world examples showcasing successful implementations.
- ◆ Connect with European social entrepreneurs, HR professionals, and policymakers dedicated to building a more inclusive future.
- ◆ Network with peers, share insights, and develop professional relationships.

Don't miss this opportunity to be part of a movement that is shaping the workforce of tomorrow. Secure your spot now and join us in **Mainz, Germany !**



The Program Overview

DAY 1

JULY 1 ST PROGRAM	
8:30 – 9:30	Reception Registration of delegates and distribution of materials
9:30 – 10:30	Opening Session Welcome, Greetings and Introduction of the Moderation Team Opening Panel Discussion <ul style="list-style-type: none">• Felicitas Kresimon ↳ <i>General Secretary of CE FEC</i>• Hubertus Heil ↳ <i>Federal Minister of Labor and Social Affairs</i>• Jürgen Dusel ↳ <i>Federal Commissioner for the Disabled</i>• Katrin Langensiepen (requested) ↳ <i>Deputy Chairwoman of the Committee on Employment and Social Affairs of the European Parliament</i>• Michael Hamm ↳ <i>Chairman of the Supervisory Board of gpe</i>• Ellen Kubica (requested) ↳ <i>State Commissioner for the Disabled</i>• Nino Haase (requested) ↳ <i>Mayor of the City of Mainz</i>• Dörte Schall ↳ <i>Minister of Labor and Social Affairs, Rhineland-Palatinate</i>
10:30 – 10:45	Introduction to Stereotypes
10:45 – 11:15	Job Carving and Job Crafting – Anette Scoppetta ↳ <i>European Center of Social Welfare, Policy and Research, Vienna</i>
11:15 – 11:30	Discussion / Questions
11:30 – 12:00	Coffee Break
12:00 – 12:30	How can vocational assessment help identify the optimal job match and ensure long-term placement for the target group? – Ute Fragner ↳ <i>ATRIUM of gpe</i>
12:30 – 13:00	Discussion / Questions
13:00 – 13:45	Lunch
13:45 – 14:15	The Impact of Social Firms in Germany: Social, Economic and Fiscal Perspectives – Claudia Rustige ↳ <i>bag if</i>
14:15 – 14:45	Data-Driven Decision-Making in Job Carving and Job Crafting – Ophir Peleg ↳ <i>Shekulo Tov Israel</i>
14:45 – 15:00	Discussion / Questions
15:00 – 17:00	Dialogue groups Job Carving and Job Crafting – Exchange of Experience (English): <ul style="list-style-type: none">• Hospitality – Alexander Tränkemann ↳ <i>Hotel INNdependence / Embrace Hotel Association</i>• IT-Recycling – Kai Keune ↳ <i>AFB</i>• Retail Grocery – N.N. ↳ <i>N.N.</i>• Gardening and Landscaping – Michael Scheer ↳ <i>Gemüsewerft</i>• Communal Catering – Grischa Wolf ↳ <i>LKS</i>• Circular Economy (CE) in Textiles – Marinka Vovk ↳ <i>Center ponovne uporabne</i> Job Carving and Job Crafting – Exchange of Experience (German): <ul style="list-style-type: none">• Workload in inclusive companies (ageing employees, technical possibilities) – N.N.• Is a transition from a social firm to the primary labor market possible and beneficial? – N.N. Study visits: <ul style="list-style-type: none">• Hotel INNdependence• Organic supermarket 'natürlich'• Beekeeping project
17:00 – 18:00	Presentation of Results (excluding study visits)
18:00	End of Program
19:30	Dinner at Restaurant Citadelle For the members of bag if and CE FEC, as well as reserved guests

WITH BARRIER-FREE ACCESS!

The 2025 SFE CE FEC Annual Conference will offer a deep dive into inclusive employment, featuring discussions on social entrepreneurship, disability inclusion, and practical strategies for supporting employers in hiring people with disabilities.

The Program Overview

DAY 2

JULY 2ND PROGRAM

9:30 – 10:15 **Practical Examples of Supporting Employers in Creating or Securing Jobs for People with Disabilities** – Takis Mehmet Ali (requested)
Director of the Regional Association of Westphalia-Lippe

10:15 – 10:30 **Discussion / Questions**

10:30 – 11:30 **Presentation of Results**
CEFEC Academy, 4th Edition

11:30 – 12:00 **Keynote: AI – Opportunities for Inclusion**
– Dr. Berit Blanc, Verena Anton, Susan Beudt
KI Kompass inklusiv

12:00 – 12:15 **Discussion / Questions**

12:15 – 12:30 **Announcement of Prize Winners for the 'EcoEurope Selfie Challenge – Social Firms on the Move'**

12:30 – 12:50 **Summary and Closing Remarks**

12:50 – 13:00 **Outlook: CEFEC Conference 2026**

13:00 – 13:30 **Lunch**

EITHER
13:30 – 14:00 **General Assembly**

OR
13:30 – 16:30 **City Tour**



THANK YOU FOR COMING

YOUR HOST GPE

For 40 years, gpe has promoted an inclusive society in Mainz and beyond, offering people with mental disabilities work and social opportunities. With a strong network, it develops innovative projects recognized internationally.

gpe values equality, regardless of disability, origin, gender, or beliefs. Its vocational rehabilitation services help people build career prospects and integrate into the labour market or training.

CONTACT US

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WE HOPE YOU ENJOY YOUR STAY



Thank you for your understanding that all program items may still be subject to change.

Rheinessen Sparkasse
Rheinessen steht bei uns vorne.

AKTION MENSCH
Gefördert durch die

Attendees will also learn from real-world examples, such as Hotel INNdependence, and participate in group discussions and a guided city tour of **Mainz**. The event will conclude with networking opportunities, a look ahead to the 2026 conference, and a general assembly.



Registrations are now OPEN for the Innovative GREEN LEADERS training program!

The **CEFEC Academy**, taking place from **June 28 to July 2, 2025**, during the **CEFEC Conference in Mainz, Germany**, is a key initiative within the **Erasmus+ Green Leaders project**. The Academy will bring together selected participants for a dynamic program of lectures, workshops and visits to innovative sustainability projects. A major focus will be on developing sustainable business models within social entrepreneurship, ensuring both environmental impact and economic viability.



[Click here and visit the Green Leaders project page on Facebook](#)



Registration form !



Networking & Projects

THE REPORT OF THE 38TH ANNUAL CONFERENCE



REPORT

The Report of the **38th Annual Social Firms Europe CE FEC Conference** is Now Available!

We are happy to share the official Report of the 38th Annual **Social Firms Europe CE FEC Conference**, developed by **Aria Reabilitação**, an organizer of this special event.

The 2024 Social Firms Europe CE FEC Conference was held in **Lisbon, Portugal, from September 18-20, 2024**,

Under the theme:

“The Europe of Today: New Challenges, New Social Entrepreneurship Opportunities”.

What’s Inside the Report?

- Key discussions and takeaways from expert panels and workshops
- Insights on the latest trends and challenges in social entrepreneurship
- Success stories and best practices from across Europe

[Find the Report on our website by clicking here](#)

Portugal led the participation with an impressive 104 attendees, reflecting the strong local engagement, especially as the host country. Other notable contributions came from Romania (9 participants), Germany (6), Spain (6), Israel (5), Poland (5), and representatives from across Europe and beyond.



Networking & Projects

LET HER IN

On January 9-10, 2025, Social Firms Europe CE FEC members gathered in Setúbal, Portugal, to take part in the **Let Her In Project Club** - an inspiring networking session dedicated to the **Erasmus+** call for **VET** and **adult education**. Representatives from Organizatia Institutul Bucovina, Asociatia ACDC Romania, Dom Spain, European Development Foundation, Gifted Ireland, and Go-Woman Alliance CIC actively contributed to the development of social entrepreneurship project ideas, strengthening collaboration across borders.



Certificates awarded by 17th Global Youth Peace Fest organized in Delhi, India were CE FEC board members representatives of Dom Spain and European Development Foundation from Bulgaria, participated on the period 28 September to 2 October 2024






DigiLance4SE Project Successfully Concludes



In December 2024, the **Erasmus+ project DigiLance4SE** wrapped up after three years. Led by Ostfalia University (Germany), it brought together six CEFEC member organizations from Greece, Italy, Romania, Slovenia, and Ireland to promote Social Entrepreneurship as a tool for work inclusion.

The project delivered three key results

- Innovation Book & Methodological Guide –  A resource with best practices, research findings, and educator profiles. Available in all partner languages.



- Social Entrepreneurship Training Modules – A structured curriculum tailored to different learning needs, compiled in the Module Handbook and accessible on the e-learning platform.

 Access materials: www.digilance4se.eu

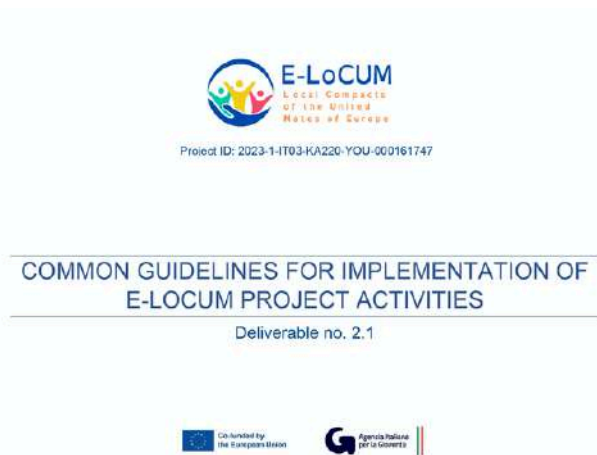
- DigiLance4SE E-learning Platform – An interactive hub with training modules, quizzes, and mentoring tools.

 Visit: [DigiLance E-learning](#)

Networking & Projects

E-LOCUM PROJECT

The E-LoCUM project is advancing youth education by offering a structured approach to understanding migration and global challenges. The new **Common Guidelines** provide a framework to help young people explore migration, community building, and social inclusion through interactive learning, personal stories, videos, and engaging activities. They are a valuable resource for **educators, youth workers, and policymakers promoting a more inclusive society.**



E-LoCUM Common guidelines for implementation of E-LoCUM project activities

The E-LoCUM principles and suggested approaches for youth educational paths

OVERALL PRINCIPLE	DESCRIPTION	SPECIFIC ASPECTS	METHODS/APPROACHES
1. CONSIDERATION OF THE CONTEXT	<ul style="list-style-type: none"> Striving to present different contexts and global challenges (e.g. migration) so that participants can better understand and reflect on the complexity of the topics covered. Playing special attention to a deeper understanding and questioning of the concepts we use to communicate about migration and related global challenges. What remains hidden and unbrid in our communication? What are we not portraying? Emphasizing the interdependencies between the Global South and the Global North. Not limiting to presenting only global problems - trying to show global processes from a local perspective and their consequences for the local environment. Not limiting to abstract definitions and statistics, but combining presentations with personal stories/experiences. Despite the complexity, aiming to make the topics understandable and accessible. This works best with vivid concrete examples. 	<ul style="list-style-type: none"> Legal framework. Understanding the history of migration. Definitions. What is community? It is essential to understand what is important to young people - youth perspective. Not only the influx of migrants, but also the outflow from our country. Mapping and analysing the migration and the second generation of migrants in partner countries. Migration as an intersectional topic crossing multiple policy areas (education, healthcare, housing, labour, age, gender, ...). 	<ul style="list-style-type: none"> Interactive games Videos Infographics Personal stories (video/ audio / written testimonials)

You can download the whole version of the document by clicking here

The **E-LoCUM** (Local Compacts of the United Mates of Europe) project is an **Erasmus+** initiative dedicated to fostering social inclusion, intercultural dialogue, and civic engagement.

- ◆ Through workshops, discussions, and interactive events, E-LoCUM helps combat disinformation, promote intercultural understanding, and create inclusive communities
- ◆ E-LoCUM International Youth Camp is an opportunity for young people to exchange ideas, gain new perspectives, and co-create solutions for a more inclusive society.

Open for Registrations!

Where ? Athens, Greece

When ? 22.04.2025 – 27.04.2025

Register now by clicking here !



Networking & Projects

EXECUTIVE COMMITTEE MEMBERS IN MAINZ

From **27–29 November 2024**, the kick-off meeting for the project **Green Leaders** was held in Germany, hosted by the project leader gpe gGmbH Mainz at the **INNdependence Hotel**, an inclusive social enterprise.

The Green Leaders project brings together a dynamic team of CE FEC members, including:

- Alexander Tränkmann - **gpe gGmbH Mainz (Germany)**
- Marinka Vovk, Marin Zver - **Center Ponovne Uporabe (Slovenia)**
- Carmen Podani - **ACDC (Romania)**
- Richard Mehmed - **Community Wood Recycling (UK)**
- Vasile Gafiuc - **Institutul Bucovina (Romania)**
- Felicitas Kresimon - **Legacoopsociali/Duemilauno Agenzia Sociale (Italy)**
- Christiane Haerlin - **BAG Inklusionsfirmen e.V. (Germany)**
- Dominik Murawa and Rafał Kluza - **Social Cooperative RESTART (Poland)**

A Closer Look at Green Innovation:

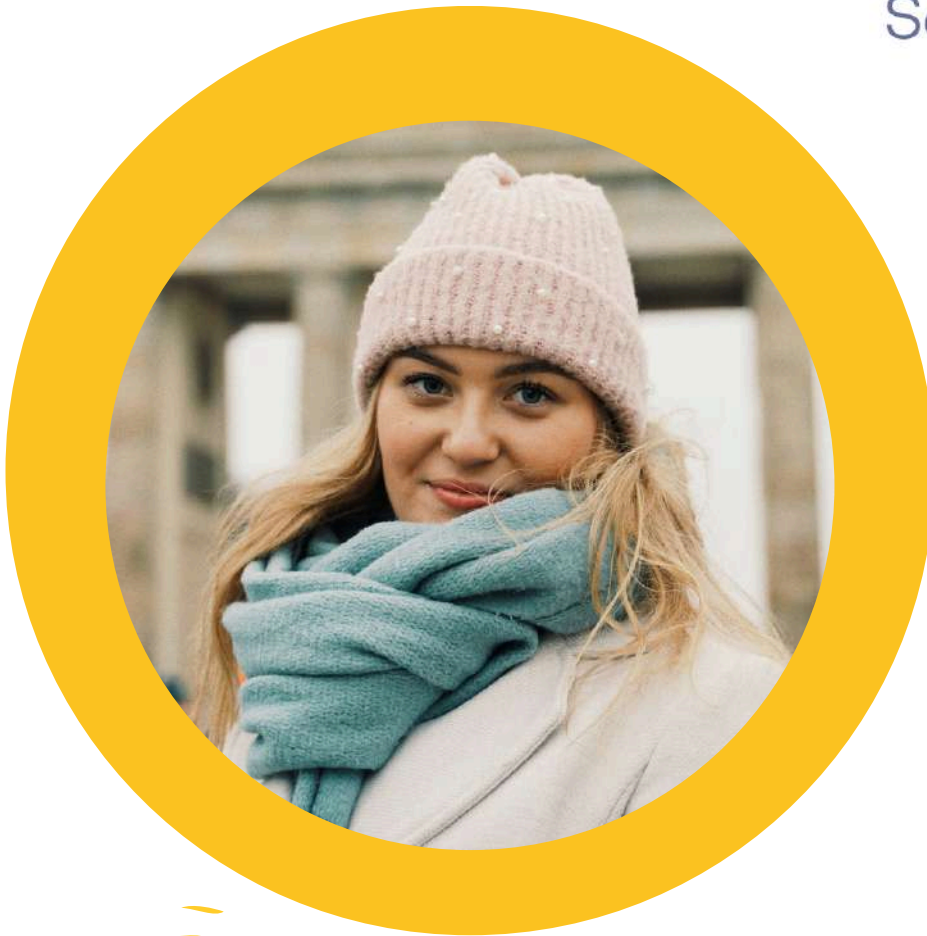
Participants also had the chance to explore **Natürlich-Bioladen-Bistro**, a green social enterprise in Mainz supported by gpe gGmbH Mainz.

The Green Leaders project marks an exciting step forward in building a greener, more inclusive Europe.



CEFEC TECHNICAL OFFICER

Social Firms Europe
CEFEC



Weronika Margula joined CEFEC as a **Technical Officer** in January 2025.

Originally from Szczecin, Poland. Weronika spent five years in the United States as a student-athlete, earning a degree in Sociology with a minor in Communication from Missouri State University in 2023.

Some of you may have already met Weronika at CEFEC conferences in Greece or Portugal, where she participated in academy activities as a youngster.

After completing her studies, Weronika began working in Szczecin, Poland, at Kamienica 1 – Fundacja Na Rzecz Rozwoju Sztuki i Promocji Zdrowia as a Fundraiser and Project Coordinator.

In her role as Technical Officer at CEFEC, Weronika works with the secretariat on the technical coordination of digital platforms, maintaining communication systems, and supporting the technological infrastructure.



Weronika's email address: technicalofficer.cefec@gmail.com

NEW MEMBER ORGANIZATION



Fundacio Privada Drissa



Since 1999, this nonprofit has been dedicated to improving the lives of individuals with severe mental health conditions through occupational integration and housing. Drissa Foundation creates job opportunities and supports professional growth to change this reality. Their housing programs provide secure, supportive environments that promote autonomy while ensuring access to care. Drissa Foundation goes beyond employment and housing by fostering social inclusion and personal development. Their programs focus on skill-building, emotional support, and community engagement to ensure long-term well-being for those they serve.

[Check our new member's website](#)

NEW MEMBER ORGANIZATION



Shekulo Tov Group



Shekulo Tov Group is Israeli nonprofit. This leading Israeli nonprofit is transforming vocational rehabilitation for people with psycho-social disabilities through its innovative Integrative Unit Model (IUM). Shekulo Tov provides real job opportunities by partnering with businesses, fostering independence, and breaking down barriers. Their self-sustaining enterprises, including bookshops and coffee shops, operate without reliance on donations.



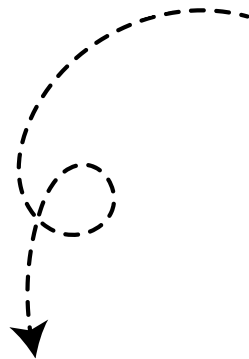
[You can visit the website here!](#)

NEW MEMBER ORGANIZATION

ACCELERAS KG



Based in Vienna, Austria, ACCELERAS is a dynamic social enterprise dedicated to fostering workforce synergies through upskilling, reskilling, and social entrepreneurship. ACCELERAS empowers individuals, particularly those from disadvantaged backgrounds, by providing innovative learning experiences, strategic consulting, and tailored workforce development programs. The organization integrates non-formal education methods such as gamification, microlearning, and immersive learning to enhance engagement and skill-building. ACCELERAS collaborates with local businesses to create inclusive employment opportunities and supports social enterprises with impact assessment, governance strategies, and sustainable development practices.



[Learn more on the website](#)



NEW MEMBER ORGANIZATION



Pro Mente Niederösterreich

Pro mente Niederösterreich gmbH is located in **Baden, Austria**. Founded in 2023, pro mente Niederösterreich runs a housing project for individuals over 50 who are at risk of homelessness, ensuring stability and support for a vulnerable population. The organization is actively expanding its services to promote labor market integration for individuals with mental health conditions and other disadvantages.

pro mente | nö

Beyond providing housing for individuals over 50 at risk of homelessness, pro mente Niederösterreich also focuses on mental health support, prevention, and social inclusion through volunteering and community programs.



[Check the website](#)

NEW MEMBER ORGANIZATION



JäMå, Jämtlands Mångfaldsförening

Based in Östersund (Sweden), JäMå is a non-profit association dedicated to promoting diversity, inclusion, and equality through various community initiatives, study circles, events, and projects.



JäMå plays a vital role in supporting its members. Many of them are migrants. JäMå helps to integrate into Swedish society, share their experiences, and foster social unity. Through collaboration and knowledge exchange, JäMå also contributes to the development of social entrepreneurship across Europe.

JäMå's commitment to knowledge-sharing and cross-cultural collaboration brings valuable perspectives to the European social economy. By creating platforms for migrants to share their experiences and contribute to their communities, they play an important role in promoting integration and social entrepreneurship.



We invite you to check the organisation's website

NEW MEMBER ORGANIZATION



Tice Cooperativa Sociale

Based in **Italy**, **Tice** is a non-profit organization dedicated to fostering inclusion through education, vocational training, and social innovation. With a strong focus on supporting neurodivergent individuals, Tice integrates innovative approaches to learning and empowerment. Since its founding in 2006, Tice has developed a strong reputation for its evidence-based approach to education, vocational training, and psychological support. By integrating methodologies such as Applied Behavior Analysis (ABA), Precision Teaching, and outdoor psychology, the organization creates meaningful learning experiences that enhance personal and professional growth. One of Tice's initiatives, the Neurodivergent Hub, is an incubator designed to support neurodivergent youth in launching digital social enterprises. Through training, mentorship, and entrepreneurial support, the Hub empowers young people to turn their ideas into sustainable ventures, promoting economic inclusion and reducing stigma.

[If you would like to learn more about the organisation, you can click here](#)





In 2024 we managed to develop with support of Bucovina Institute team, a series of podcasts with several Social Firms Europe CEFEC members, and we are very happy to continue with this tradition in 2025. So, we are very excited to share with you another recordings, with:

- » Ilaria Vichi, **the SFE CEFEC representative from STICHTING KINNISCENTRUM PRO WORK**
- » Carmen Podani, **Vice President of Asociatia ACDC Romania.**
- » Alina Ionela Bîrsan, **Technical Secretary of SFE CEFEC.**
- » Alina Resetnicov, **the SFE CEFEC representative from Republic of Moldova and President of AO AREAP.**
- » Vitlena Vasileva, **the SFE CEFEC representative from European Development Foundation Bulgaria.**
- » Olena Korzhykova, **the SFE CEFEC representative from DomSpain.**
- » Anne Kallio, **the SFE CEFEC Board representative from Vates Foundation, Finland.**
- » Miguel Talina, **the Executive Board President of our Portuguese CEFEC members Aria Reabilitação.**
- » Teresa Ribeiro, **the program coordinator within Aria Reabilitação from Portugal.**
- » Lisette van der Meché, **the CEFEC representative of VIA Integration gGmbH from Germany.**

Click on the **yellow button** to view & listen!

Social Firms Europe CEFEC

**If you want to stay
connected with our
activities, please follow us!**



website: <https://socialfirmseurope.eu/>

**Social Firms Europe CEFEC Secretariat
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