

### Project info



#### Mission

Through its mission, DUO aims to reduce inequalities faced by young immigrants in the labour market, value our senior professionals, break away from age discrimination, encourage ethnic diversity and intergenerational activities and finally, to challenge stereotypes around age and xenophobia by strengthening social cohesion, understanding and solidarity in the local community.

DUO for a JOB aims at erasing disparities and inequality in access to the labour market for young people with immigrant backgrounds. DUO fully values the experience of our elders, breaks down age barriers, encourages inter-cultural and inter-generational activities. DUO combats stereotypes such as ageism and xenophobia, by recreating close social ties based on understanding and solidarity.



#### What does DUO for a JOB do?

DUO for a JOB matches young job seekers with an immigrant background with people over 50 years old who have a professional experience in related fields and who can accompany and support them in their job search. The young person (mentee) and his/her mentor meet for a minimum of two hours a week over a period of six months (of course, flexible arrangements can be made to accommodate their respective agendas).

DUO for a JOB provides services to young job seekers and future mentors in Brussels, Liège, Gent and Antwerp.

There are eight stages in the DUO cycle:

- > Information sessions: a way of introducing the project and answering any questions.
- > Personal interviews: a way of getting to know mentors and mentees interested in the project.
- > Training: new mentors will undergo four days of compulsory training in order to provide a basic level of support to the young immigrant seeking employment.
- > The evaluation of the programme and training from the non-profit organisation is important to develop and improve the programme.
- > Forming the duo: new duos are paired each week during team meetings dedicated to the matching process. Matches are made based on different criteria, such as the business sector, languages spoken, personality and availability.
- > First meeting: after the matching process, a first meeting is organised so the duo can become acquainted and approve or reject the match.
- > Mentoring agreement: if the duo wants to continue, a second meeting is organised to sign the agreement and code of conduct.
- > The mentoring period lasts six months, during which the duo meets once a week. Different aspects are suggested to the duos, such as mock interview days, CV workshops, an accommodation guide and language sessions. At the end of the six month mentoring period, participants are asked to evaluate whether the programme has met their needs and whether their specific goals have been achieved.

#### How can you help DUO for a JOB?



##### Financial support for:

- > Accompany a growing number of duos
- > New interactive website
- > Development of teaching and resources given to mentors to help coach young immigrants in their search for employment
- > Development of new centres in other European cities

##### Volunteers in Belgium

- > Listening and supporting young people once a week
- > Logistic support for advertising campaigns and occasional events
- > Activities, occasional events, news and awareness campaigns
- > Fundraising during occasional events
- > Translation from French into Dutch and English

#### General information

Board of directors	Frédéric Simonart en Matthieu Le Grelle (chairmen), Olivier De Cartier (treasurer), Guillaume Simonart
Daily management	Frédéric Simonart and Matthieu Le Grelle
Founded in	2012
Number of full-time equivalent employees (FTE)	36
Number of volunteers	800
Comment about volunteers/employees/boards of directors	The board members are not remunerated
Account number(s)	BE 04 0016 8571 7631 - BIC GEBABEBB (without fiscal certificate) - please mention 'via donorinfo.be'
Fiscal certificate	Will be issued for donations reaching a total amount of 40 € during the calendar year, transferred into the account 'BE10 0000 0000 0404' of King Baudouin Foundation' with reference '017/0460/00057'
Newsletter	bimonthly newsletter (external), monthly for participants

**Financial information**

**2018**

Audit info: These figures result from the annual accounts which have been audited by PWC, auditor IRE-IBR.

**Costs 2018**

Total=2.349.723 € (100%)

**Proceeds 2018**

Total=2.473.654 € (100%)

Projects, activities excl. personnel costs <sup>60/61</sup>	268.189 €	Private donations and corporate patronage <sup>73</sup>	1.638.142 €
Fundraising costs excl. personnel costs <sup>60/61</sup>	0 €	Legacies <sup>73</sup>	0 €
Information, awareness raising and education excl. personnel costs <sup>60/61</sup>	50.688 €	Membership fees <sup>73</sup>	0 €
Overheads excl. personnel costs <sup>61</sup>	162.196 €	Proceeds from activities, sponsorships or events <sup>70</sup>	15.296 €
Personnel and social security costs <sup>62</sup>	1.706.593 €	Proceeds from services to beneficiaries <sup>70</sup>	0 €
Depreciations and amortizations <sup>630/634</sup>	160.538 €	Public subsidies <sup>73</sup>	793.014 €
Provisions for losses and expenses <sup>635/638</sup>	0 €	Tombola <sup>70</sup>	0 €
Other operating expenses, taxes <sup>64/67</sup>	261 €	Other operating proceeds <sup>74</sup>	27.167 €
Financial costs <sup>65</sup>	1.204 €	Financial proceeds <sup>75</sup>	35 €
Exceptional costs <sup>66</sup>	54 €	Exceptional proceeds <sup>76</sup>	0 €
<b>Total costs 2018</b>	<b>2.349.723 €</b>	<b>Total proceeds 2018</b>	<b>2.473.654 €</b>
		<b>Balance: 123.931 €</b>	

**Assets 2018**

Fixed assets<sup>20/28</sup>

232.103 €

Current assets<sup>29/58</sup>

3.504.207 €

**Total assets 2018**

**3.736.310 €**

**Liabilities 2018**

Capital and reserves<sup>10/15</sup>

666.338 €

Creditors and provisions<sup>16/49</sup>

3.069.972 €

**Total liabilities 2018**

**3.736.310 €**

The available amounts on 31/12/2018 are 434.235 €. The available amounts are defined as the difference between the current assets and the sum of debts and provisions.

## 2017

Audit info: These figures result from the annual accounts which have been audited by PWC, auditor IRE-IBR.

### Costs 2017

Total=1.718.764 € (100%)

### Proceeds 2017

Total=1.832.123 € (100%)

Projects, activities excl. personnel costs <sup>60/61</sup>	168.209 €	Private donations and corporate patronage <sup>73</sup>	1.582.145 €
Fundraising costs excl. personnel costs <sup>60/61</sup>	0 €	Legacies <sup>73</sup>	0 €
Information, awareness raising and education excl. personnel costs <sup>60/61</sup>	80.947 €	Membership fees <sup>73</sup>	0 €
Overheads excl. personnel costs <sup>61</sup>	141.645 €	Proceeds from activities, sponsorships or events <sup>70</sup>	2.974 €
Personnel and social security costs <sup>62</sup>	1.208.301 €	Proceeds from services to beneficiaries <sup>70</sup>	0 €
Depreciations and amortizations <sup>630/634</sup>	118.661 €	Public subsidies <sup>73</sup>	231.388 €
Provisions for losses and expenses <sup>635/638</sup>	0 €	Tombola <sup>70</sup>	0 €
Other operating expenses, taxes <sup>64/67</sup>	25 €	Other operating proceeds <sup>74</sup>	12.176 €
Financial costs <sup>65</sup>	976 €	Financial proceeds <sup>75</sup>	84 €
Exceptional costs <sup>66</sup>	0 €	Exceptional proceeds <sup>76</sup>	3.356 €
<b>Total costs 2017</b>	<b>1.718.764 €</b>	<b>Total proceeds 2017</b>	<b>1.832.123 €</b>
		<b>Balance: 113.359 €</b>	

### Assets 2017

Fixed assets <sup>20/28</sup>	213.845 €	Capital and reserves <sup>10/15</sup>	521.898 €
Current assets <sup>29/58</sup>	2.983.463 €	Creditors and provisions <sup>16/49</sup>	2.675.410 €
<b>Total assets 2017</b>	<b>3.197.308 €</b>	<b>Total liabilities 2017</b>	<b>3.197.308 €</b>

The available amounts on 31/12/2017 are 308.053 €. The available amounts are defined as the difference between the current assets and the sum of debts and provisions.

## 2016

Audit info: These figures result from the annual accounts which have been audited by PWC, auditor IBR-IRE.

### Costs 2016

Total=915.485 € (100%)

### Proceeds 2016

Total=834.038 € (100%)

Projects, activities excl. personnel costs <sup>60/61</sup>	97.991 €	Private donations and corporate patronage <sup>73</sup>	732.338 €
Fundraising costs excl. personnel costs <sup>60/61</sup>	44.476 €	Legacies <sup>73</sup>	0 €
Information, awareness raising and education excl. personnel costs <sup>60/61</sup>	0 €	Membership fees <sup>73</sup>	0 €
Overheads excl. personnel costs <sup>61</sup>	71.242 €	Proceeds from activities, sponsorships or events <sup>70</sup>	23.539 €
Personnel and social security costs <sup>62</sup>	630.219 €	Proceeds from services to beneficiaries <sup>70</sup>	0 €
Depreciations and amortizations <sup>630/634</sup>	70.746 €	Public subsidies <sup>73</sup>	72.612 €
Provisions for losses and expenses <sup>635/638</sup>	0 €	Tombola <sup>70</sup>	0 €
Other operating expenses, taxes <sup>64/67</sup>	100 €	Other operating proceeds <sup>74</sup>	5.254 €
Financial costs <sup>65</sup>	711 €	Financial proceeds <sup>75</sup>	296 €
Exceptional costs <sup>66</sup>	0 €	Exceptional proceeds <sup>76</sup>	0 €
<b>Total costs 2016</b>	<b>915.485 €</b>	<b>Total proceeds 2016</b>	<b>834.038 €</b>
		<b>Balance: -81.447 €</b>	

### Assets 2016

Fixed assets<sup>20/28</sup>

173.009 €

Current assets<sup>29/58</sup>

907.200 €

**Total assets 2016**

**1.080.209 €**

### Liabilities 2016

Capital and reserves<sup>10/15</sup>

356.603 €

Creditors and provisions<sup>16/49</sup>

723.606 €

**Total liabilities 2016**

**1.080.209 €**

The available amounts on 31/12/2016 are 183.594 €. The available amounts are defined as the difference between the current assets and the sum of debts and provisions.

## 2015

Audit info: These figures result from the annual accounts which have been audited by PWC, auditor IBR-IRE

### Costs 2015

Total=504.005 € (100%)

Projects, activities excl. personnel costs <sup>60/61</sup>	73.060 €
Fundraising costs excl. personnel costs <sup>60/61</sup>	24.537 €
Information, awareness raising and education excl. personnel costs <sup>60/61</sup>	0 €
Overheads excl. personnel costs <sup>61</sup>	43.293 €
Personnel and social security costs <sup>62</sup>	333.814 €
Depreciations and amortizations <sup>630/634</sup>	28.743 €
Provisions for losses and expenses <sup>635/638</sup>	0 €
Other operating expenses, taxes <sup>64/67</sup>	0 €
Financial costs <sup>65</sup>	559 €
Exceptional costs <sup>66</sup>	0 €
<b>Total costs 2015</b>	<b>504.005 €</b>

### Proceeds 2015

Total=620.681 € (100%)

Private donations and corporate patronage <sup>73</sup>	483.763 €
Legacies <sup>73</sup>	0 €
Membership fees <sup>73</sup>	0 €
Proceeds from activities, sponsorships or events <sup>70</sup>	67.360 €
Proceeds from services to beneficiaries <sup>70</sup>	0 €
Public subsidies <sup>73</sup>	65.776 €
Tombola <sup>70</sup>	0 €
Other operating proceeds <sup>74</sup>	2.841 €
Financial proceeds <sup>75</sup>	260 €
Exceptional proceeds <sup>76</sup>	682 €
<b>Total proceeds 2015</b>	<b>620.681 €</b>
<b>Balance: 116.676 €</b>	

### Assets 2015

Fixed assets <sup>20/28</sup>	104.226 €
Current assets <sup>29/58</sup>	625.060 €
<b>Total assets 2015</b>	<b>729.286 €</b>

### Liabilities 2015

Capital and reserves <sup>10/15</sup>	375.934 €
Creditors and provisions <sup>16/49</sup>	353.352 €
<b>Total liabilities 2015</b>	<b>729.286 €</b>

The available amounts on 31/12/2015 are 271.708 €. The available amounts are defined as the difference between the current assets and the sum of debts and provisions.

