



JAMBA -
CAREER
FOR ALL

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ABOUT

JAMBA - Career for All is a hybrid between non-government organization and social enterprise whose main mission is to support people with diverse abilities in Bulgaria, Austria and Hungary (this is how we refer to the group "people with disabilities") attain key competencies, soft and professional skills. As a follow-up step our team helps them begin their professional development and find a job.

Within less than 2 years and a half of the launch, we were able to create a beta version of the online platform, to attract more than 2000+ candidates to our database, realize multidisciplinary trainings for more than 590 candidates, and assist in the recruitment of 300+ people in 58 partnering organizations and companies. Within the last couple of years, we were able to start working with companies such as Hellenic Coca-Cola, Ernst & Young, Telenor, Decathlon, HP, HPE, TBI Bank, Raiffeisen Bank, IBM, Concentrix, as well as state institutions, which present a large resource in the job market. We are proud of the fact that thanks to the hard work of our team and the achieved good results, in 2019 wonderful people started the development of JAMBA in Hungary and currently our team is expanding to Austria.





HISTORY

The idea of JAMBA emerged a few years ago while volunteering and working with people with diverse abilities. We (the founders - Iva & Joana) realised the greatest challenge for them was the lack of equal access to education, career start-up and integration. Nevertheless, we observed on a daily basis that these people have the potential and exceptional motivation to be useful. What they need is support and understanding, in order to be able to show what they are capable of.

That is why, two years ago, we began implementing our project. At first it was extremely difficult, as we were faced with many turndowns and refusals. Gradually, our mission was joined by over 30 wonderful volunteers with big hearts, who helped us immensely.

We created an online information platform which connects people with diverse abilities (JAMBA heroes) and the business world. At the same time, we are constantly conducting a number of soft-skills courses that prepare candidates for challenges like writing their CVs, presenting themselves effectively during interviews, as well as successful integration at their new jobs. We organize English language courses because it is important for our heroes to stand out in a competitive job market and have the necessary set of competencies.

The third type of training is professional - information technology and programming, graphic design, marketing, advertising, accounting, and many others. As a next step, we connect with employers proactively and prepare them to have a person with diverse abilities joining their team. We work towards providing an accessible work environment, as well as helping for a successful start and subsequent dual integration.

ADDITIONAL ACTIVITIES

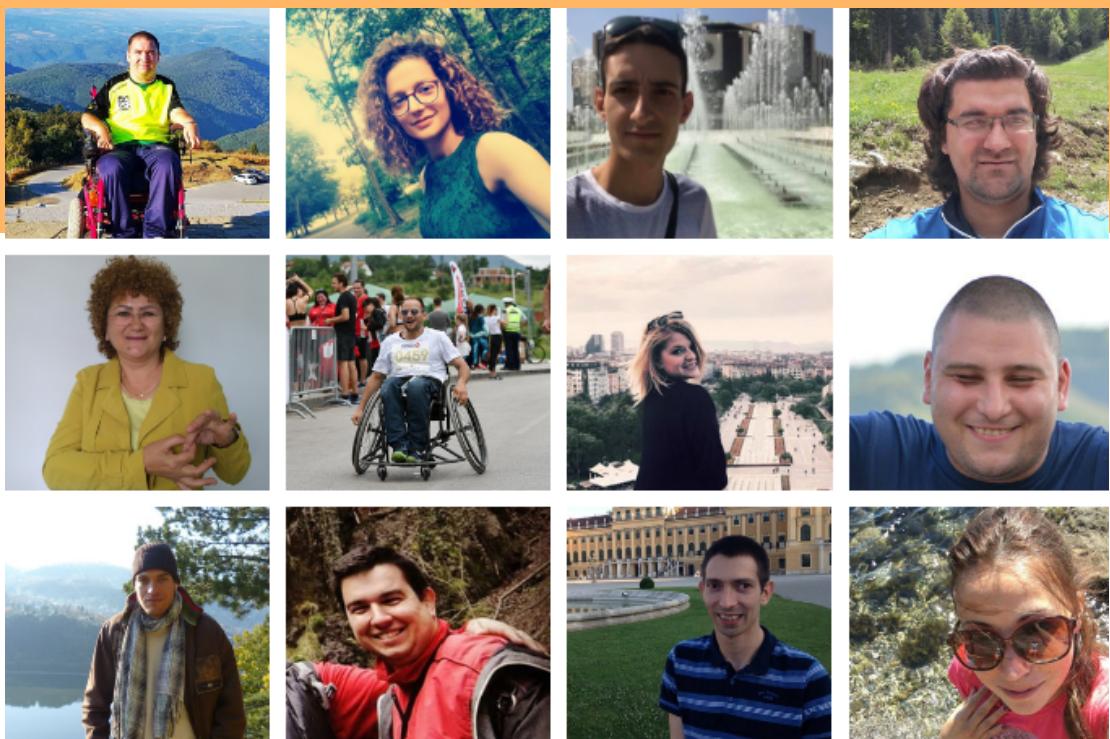


Career Fair "Equality Means More"

Our team created the first ever career forum in Bulgaria that connects people with diverse abilities and businesses. The event involved more than 800 people with functional differences, and 30 companies, participating as exhibitors.

We are happy many people found their new employers thanks to their participation in the fair.

Below you can see just a small part of our successfully integrated JAMBA heroes.



ADDITIONAL ACTIVITIES

Diversity & Inclusion Trainings for the Business

After the successful match and hiring of a JAMBA hero, we offer support to our business partners and support the employers by realizing trainings on important topics in the area of Diversity & Inclusion. We share good practices and information on how to provide an accessible work environment for people with diverse abilities and follow up the development of each one of our JAMBA heroes.

There are also benefits to hiring people with diverse abilities. Employers are entitled to significant preferences to be ascertained by presentation of a set of documents stipulated by law. Businesses can benefit from certain tax cuts. Our team consults the companies on how to access these tax incentives and government funding so that they can provide accessible work environment for people with diverse abilities.



ADDITIONAL ACTIVITIES

Run2Gether

We also organized a charity run - Run2Gether Bulgaria, in which over 3,000 people for the last 2 years ran in pairs. The purpose behind the charity run is people with diverse abilities to get out of their homes, get involved in sport activities and be healthy, as well as to meet new friends and cross the finish line together. In this way, society will become what it should be - understanding, accepting, healthier and physically active.

