

Livsglede gjennom arbeid



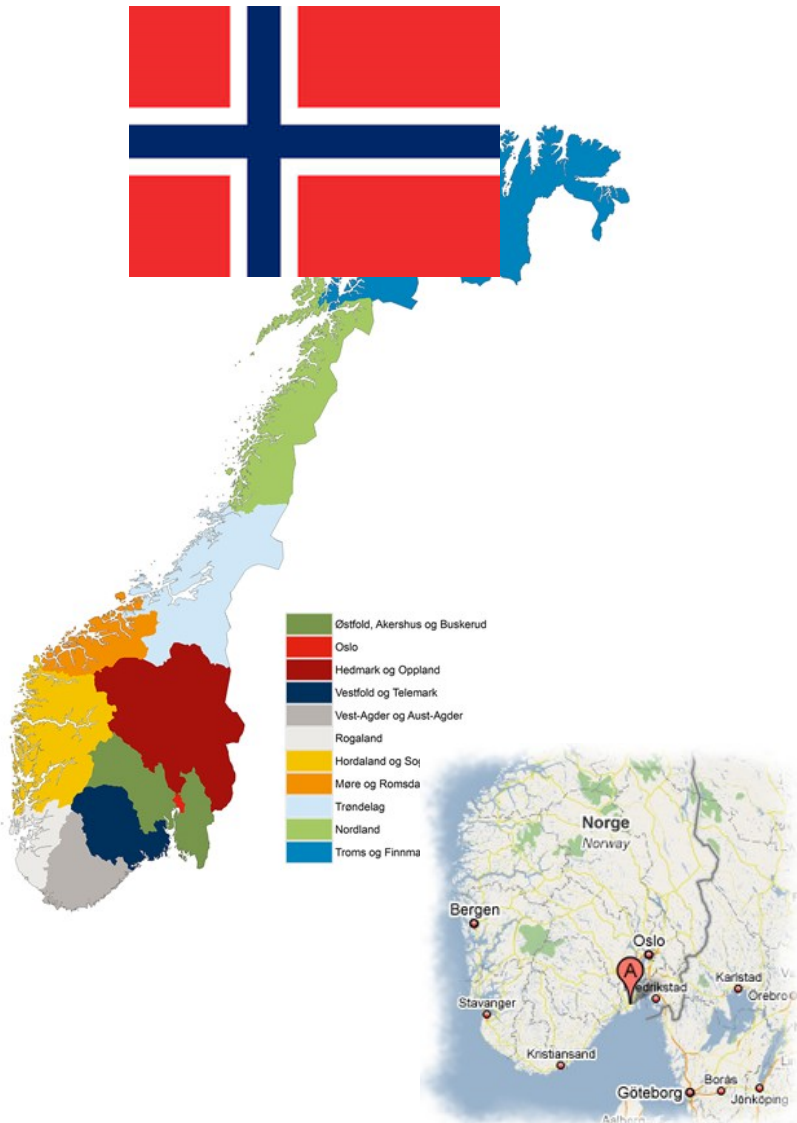
***Welcome to Fønix  
Georgia State University, Tblisi  
13.09.2024***

**fønix**  

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## Norway

- 5,3 mill. inhabitants
- Approximately 50.000 inhabitants in Sandefjord
- Strong economy
- Still many Norwegians outside the labour market
  - Lots of young people
  - People with disabilities ( 8 of 10 are unemployed)





## Fønix

- An employment- and work inclusion company owned by Sandefjord Municipality
- Headoffice in Sandefjord, 5 local offices in Vestfold
- Approximately 130 employees
- Our turnover is approximately 160 mill NOK
- Approximately 600 people have got a job i 2023
- 120 people have an adapted workplace at Fønix
- 15 apprentices with spesial needs
- 800 persons per year completes vocational training

Our goal

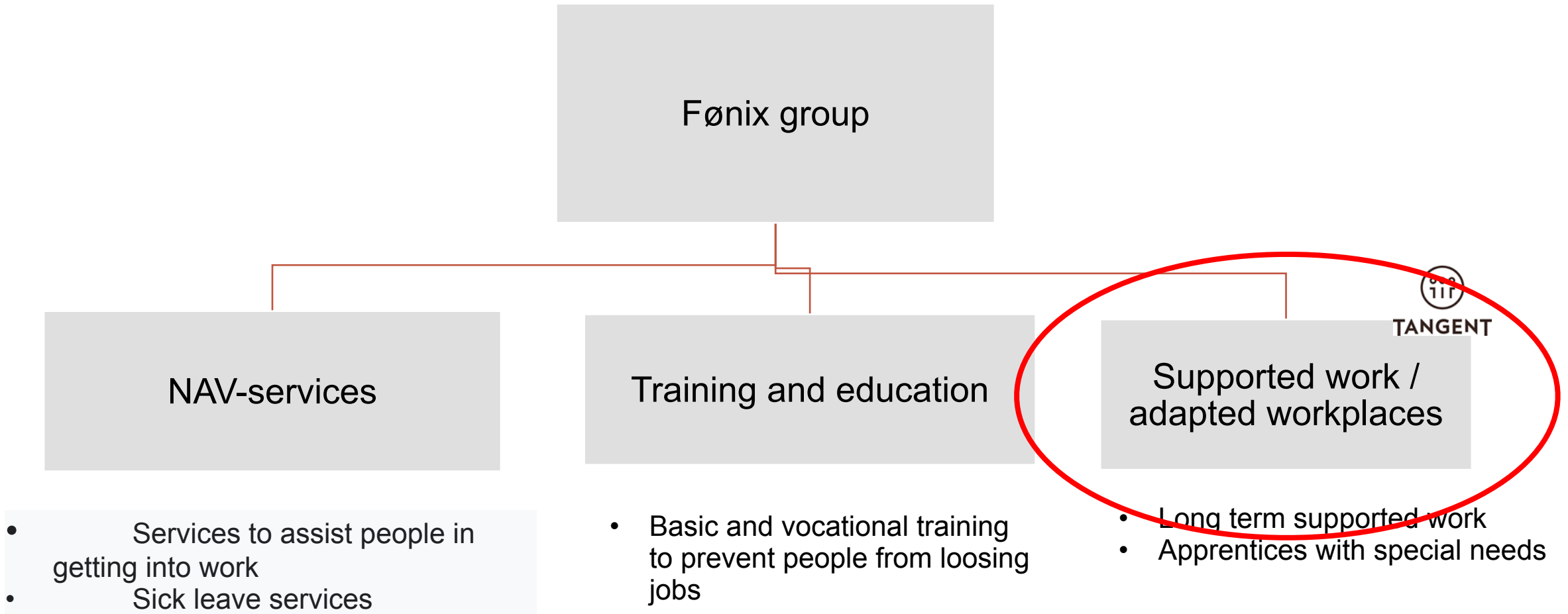
In risk of loosing work

Outside of the labor marked

Supported work

- Assist people who are outside the workforce to get a job
- Prevent dropouts from work for those occupational groups that are at risk of dropping out of the labor market
- Employer for people who need permanent, supported work

# Fønix organisation



International projects – Erasmus Plus / EU-funds



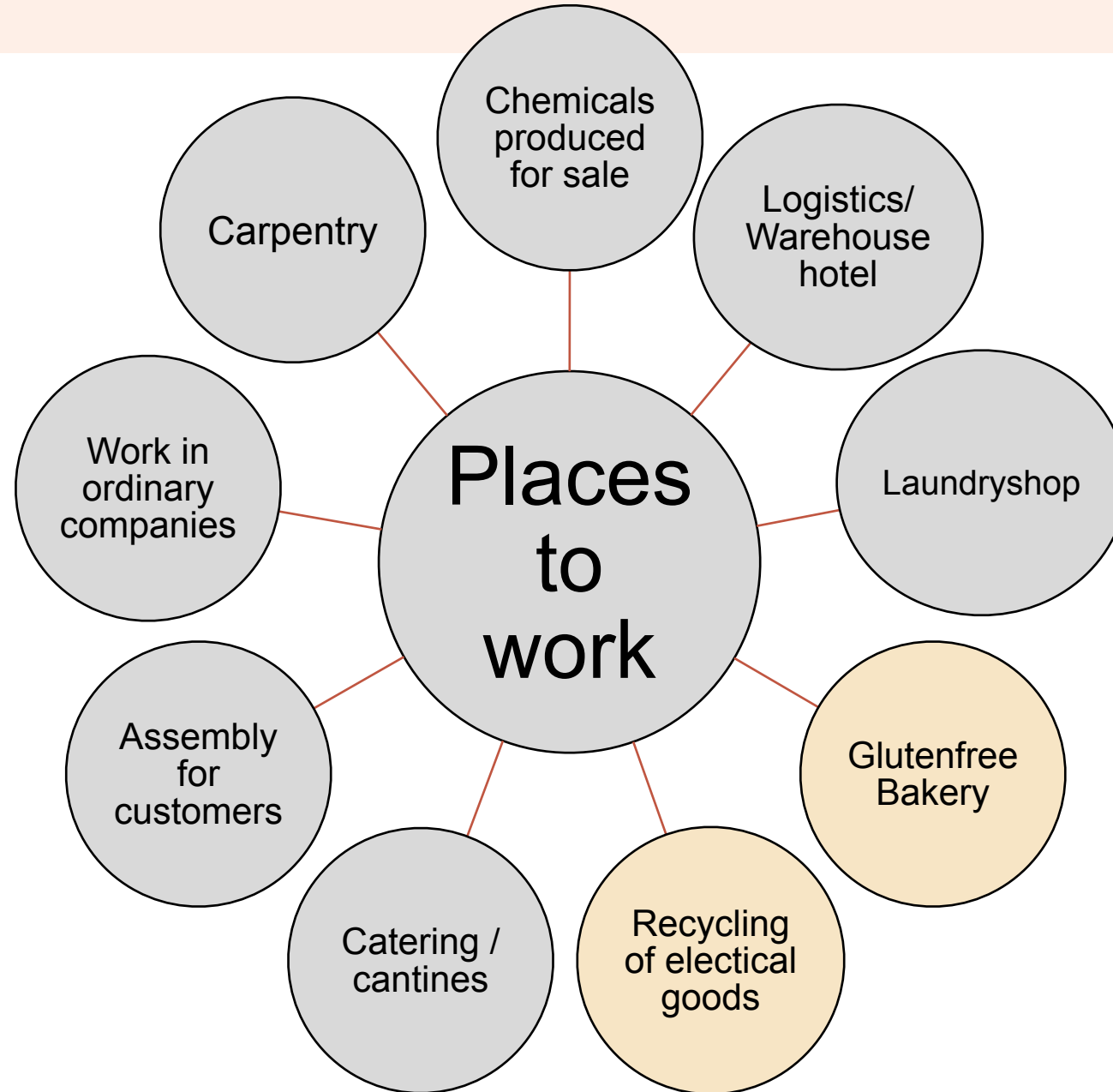
## Job opportunities for all

- Fønix are an employer for people who need adapted work/ sheltered workplace
- Our goal is to offer good jobs with tasks that are simple enough for everyone to feel mastery, and advanced enough for those who want development.
- Deliver high quality goods and services to all our customers



## Sheltered workplace and education

- 31 facilitators and management
- 120 adapted work places (VTA)
  - 20% works in ordinary businesses
- 14 apprentices with special needs
- Total revenue PA: appx 50 mill NOK





## Carpenter

- 2 Operations supervisors
- 16 adapted workplaces



## Assembly department

- 2 supervisors.
- 15 – 20 people in adapted workplaces



## Logistic / warehous

- 2 supervisoros.
- Approximately 15 sheltered workplace.
- Logistics for Farris Bad in cooperation with laundry shop.



## Laundry

- 6 supervisoros.
- 24 sheltered workplaces
- 1,5 – 2 tons production pr day
- Mainly health care institutions + Spa Hotel



## Glutenfree bakery

- 2 supervisoros.
- 8 adapted workplaces
- Delivers baked goods in large parts of Norway



## Logistics (Tønsberg)

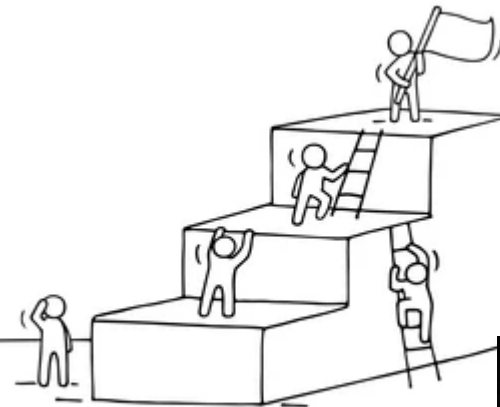
- 2 supervisors
- 22 adapted workplaces
- Recycling electrical goods



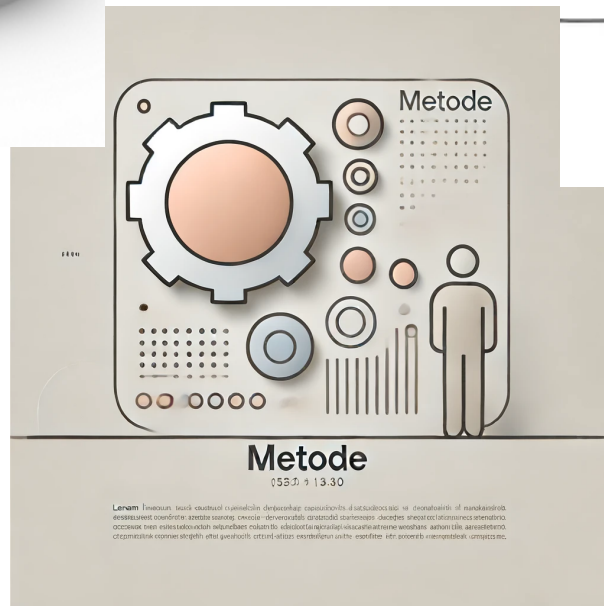
### Chemicals produced for sale

- 1 supervisor
- 5 adapted workplace
- Chemicals produced for sale

# Guidance and career skills



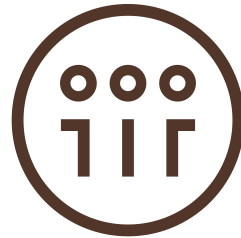
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# fØNIX

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# TANGENT