

decidada.org.br

ANNUAL ACTIVITY
REPORT 2023



REDE
CIDADÃ



MESSAGE FROM THE EXECUTIVE DIRECTOR



Fernando Alves
EXECUTIVE DIRECTOR
Rede Cidadã

"All work is a form of expression. Through it, we experience self-knowledge." This is my vision as executive director of Rede Cidadã. Our organization was created 20 years ago in Belo Horizonte (MG) and today it's expanding throughout several regions of the country, promoting the meaning and importance of work for human beings.

I've been at the forefront of the organization since its foundation and have always believed in the synergy between the different sectors of the economy to contribute to the movement of corporate citizenship, social policies and public interest. "This is the most effective path to social transformation, and improving this cohesion is at the roots of the organization."

The result? More than 140,000 Brazilians of all ages have found work by seeking support and development from Rede Cidadã. It is no coincidence that the organization's slogan: "life and work, a single value" reflects that all the attention of its members and partners, since it all began in 2002, has been on generating work and income. To achieve this, Rede Cidadã believes that investing in training is not enough. It is necessary to go further.

I have a degree in Social Sciences and work to promote improved quality of life, through increased personal income and self-knowledge. My goal is to develop self-esteem, citizenship and social interaction among those who participate in our programs and projects, all free of charge.

Our intention is to develop people. To teach them what it means to be human and to show that, through work, it is possible to carry out this project of personal improvement and the common good, at the same time.



IDENTIFICATION

Name of the entity:

Rede Cidadã

Head office's CNPJ: 05.461.315/0001-50

CNPJ's registration date:

12/26/2002

Head office's adress:

Alvarenga Peixoto Street, No. 295 – 5th floor, Lourdes –
Belo Horizonte/MG – ZIP Code: 30180-120

E-mails:

relacionamento@redecidada.org.br

redecidada@redecidada.org.br

Website:

www.redecidada.org.br

Telephone:

55 31 3290-8025

Main CNAE (National Economic Activity Code):

88.00-6-00

Registration number at the Municipal Council for Social
Assistance of Belo Horizonte/MG:

076

Registration Number at the Municipal Council for the
Rights of Children and Adolescents of Belo Horizonte/MG:

274

Social Welfare Charitable Entity Certificate Number:

235874.0009320/2019





WHO WE ARE



Rede Cidadã is a social assistance Entity that develops programs and projects in a continuous, permanent and planned manner. We are one of the first organizations to invest in social work in networks and since 2002 we have brought together civil society, companies, public bodies, social organizations and volunteers to provide solutions for generating employment and income.

Our organization stands out for investing not only in the technical training of those who participate in its courses. We understand that just as important is the recovery of people's dreams and their socio-emotional and behavioral development. For us, life and work are one value and must go hand

in hand to promote the professional and personal fulfillment of human beings.

We operate in the area of Social Assistance, providing priority services to users described in Law No. 8,742/1993 – Organic Law of Social Assistance (LOAS). In accordance with the set of regulations that govern the National Social Assistance Policy, Rede Cidadã advocates for the social inclusion of people in vulnerable situations, preventing social and personal risks, without discrimination, and completely free of charge. Social assistance offers promote integration into the world of work, with social protection and guarantee of rights, in accordance with Resolution No. 33/2011 of the National Council of Social Assistance (CNAS).

PURPOSE

Promote human and social development, for integration into the labor Market, uniting companies, civil society and public authorities.

VISION

Integrate life and work into a single value.

VALUES

- Self-knowledge
- Sustainability
- Humbleness
- Sharing
- Commitment
- Dialogue
- Health & well-being



GENERAL OBJECTIVE OF THE CIVIL SOCIETY ORGANIZATION OF SOCIAL ASSISTANCE STATUTORY PURPOSES

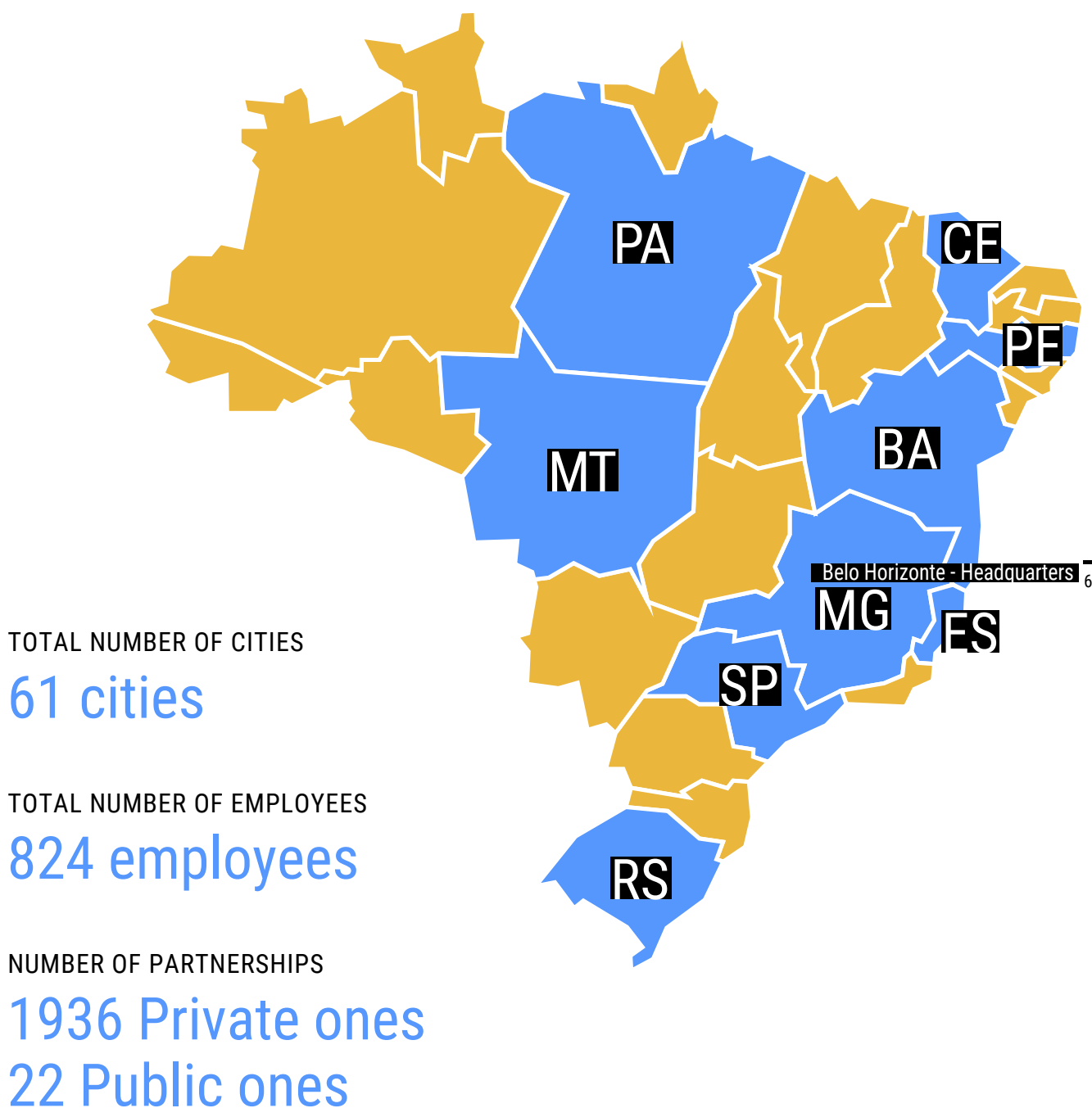
STATUTORY PURPOSES

- Promote social assistance, acting in the social protection of individuals and families, primarily in situations of vulnerability or risk, through the execution of services, programs and projects.
- Promote the articulation of social actions carried out by public bodies, private companies and non-profit entities, creating activities in the form of a network.
- Apply the Apprenticeship Law.
- Apply the Student Internship Law and act as an integration agent in the development of student internship programs.
- Develop and implement actions to promote integration into the labor market, through programs and projects that promote autonomy and ensure the right to professionalization, work and income, inseparable from other social rights, offering political and civic training and preparation for the labor market, professional learning, student internships, productive inclusion, qualified insertion or reintegration.
- Act in the education sector, promoting it at any level, stage, and modalities, including technical and technological professional education.
- Act in the promotion of sport, developing sports and para-sports projects.
- Act in the promotion of culture, considering its various matrices and forms of expression, through the execution of artistic and cultural projects

- and activities.
- Promote education for citizenship.
- Act in the promotion and defense of the rights of children and teenagers.
- Act within the elderly persons, promoting their care through employability and entrepreneurship programs, respecting and observing the Elderly Persons Statute, and may even promote training and formation actions for the Elderly Persons Rights Councils, at all levels.
- Promote access for people with disabilities (PwD) to income and employment through employability, learning and entrepreneurship projects.
- Promote the evaluation of projects and programs developed in the third sector, in companies or institutions, aiming to improve operating strategies.
- Disseminate, promote and execute corporate social responsibility actions and volunteer programs.
- Act to promote ethics, peace, human rights, democracy, justice and other universal values in defense of life.
- Work on projects that generate employment and income in synergy with the preservation and conservation of the environment and the promotion of sustainable development.



TERRITORIAL COVERAGE/ MAP OF ACTION





WHAT DO WE DO?

Rede Cidadã designs and executes programs and projects in a continuous, permanent and planned manner, with a focus on generating work and income and promoting integration into the labor market in the context of public social assistance policy, in an articulated, integrated and intersectoral manner.

We serve young people from villages and communities, vulnerable young people in the socio-educational system, people with disabilities, homeless

people and adults, through the User and Family Development Path, contributing to the fulfillment of five of the seventeen UN Sustainable Development Goals, which are: 1 – Eradication of Poverty, 4 – Quality Education, 5 – Gender Equality, 8 – Decent Work and Economic Growth and 10 – Reduction of Inequalities.





AWARDS, RECOGNITIONS AND PARTICIPATION IN EVENTS

With the commitment to integrate and share the actions carried out with all employees, we will maintain our general meeting schedule in 2023.

We had 9 general meetings throughout the year, with approximately 350 participants in each.

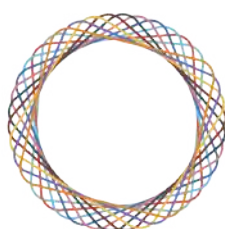


IN 2023, REDE CIDADÃ RECEIVED AWARDS, PROMOTED ACTIONS ON DIFFERENT THEMES AND ALSO OCCUPIED IMPORTANT SPACES IN TERMS OF HUMAN AND SOCIAL RIGHTS DEFENSE



THEDOTGOOD

74th place among the 200 best NGOs in the world and 4th place in Brazil.



SELO MUNICIPAL
Direitos Humanos
e Diversidade

HUMAN RIGHTS AND DIVERSITY

The achievement of Rede Cidadã was due to its apprenticeship Program with people with disabilities and their insertion into the labor market



GIVING DAY

Inspired by the global "Giving Tuesday," the date mobilizes individuals, companies and organizations to donate financial resources, time, goods or voice to social, environmental and educational causes. Through campaigns and collaborative actions, the goal is to increase the positive impact, strengthening initiatives that transform realities.





APPRENTICESHIP PROGRAM

The Apprenticeship Program is an affirmative action recognized within the scope of the Social Assistance public policy, executed in an articulated and integrated manner with other public policies, aimed at social protection and professional qualification for adolescents and young people between the ages of 14 and 24 and people with disabilities without limitation as to maximum age, implemented by Law No. 10,097/2000.

It consisted of theoretical activities (carried out at the Rede Cidadã facilities) and practical activities (carried out at partner establishments).



20 courses were offered with a workload of 1,580h (4h/day) or 1,840h (6h/day).

In this module, technical and practical issues were addressed for activities defined according to the Brazilian Classification of Occupations (CBO) or occupational arc, linked to apprentice contracts.

According to MTP Ordinance No. 671/2021, specific training corresponded to 50% of the theoretical training workload. The courses offered in the Apprenticeship Program were:

- Teenage Bank Apprentice;
- Food Assistant Apprentice;
- Cooperative Apprentice Assistant in Administrative Services;
- Apprentice in Production Assistant;
- Apprentice in Administrative Services Assistant;

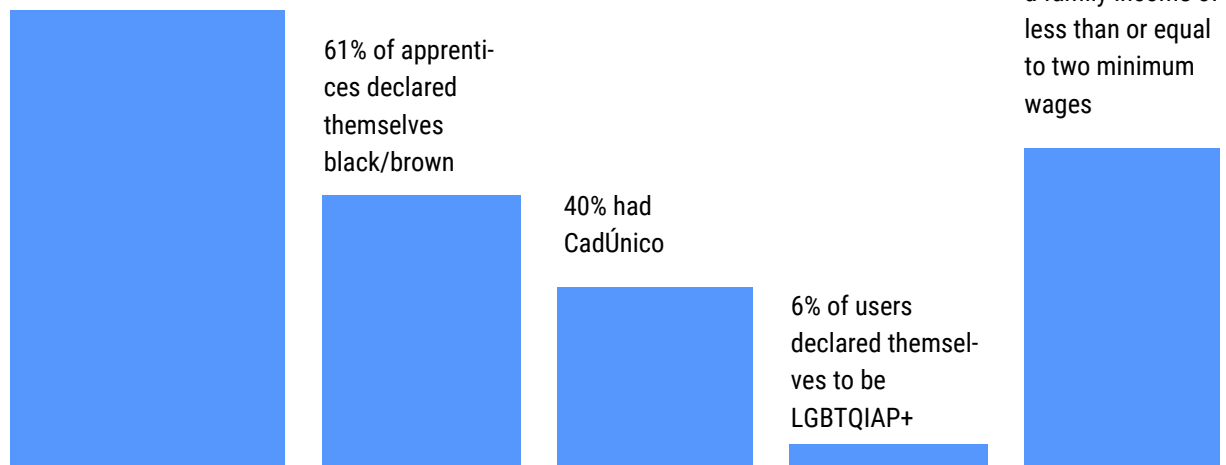
- Apprentice in Commerce with Emphasis on Economy 4.0;
- Apprentice in Retail Trade;
- Apprentice in Conservation and Caretaking;
- Apprentice in Logistics;
- Apprentice in Administrative Occupations;
- Apprentice in Administrative Occupations with Emphasis 4.0;
- Teleservices Apprentice;
- Young Bank Apprentice;
- Food Apprentice;
- Apprentice in Conservation, Caretaking and Maintenance;
- Technology Mediator Apprentice;
- Apprentice in Industrial Production;
- Apprentice in Technical Support;
- Apprentice in Tourism and Hospitality;
- Surveillance Apprentice.



IMPACTS OF SOCIO-LEARNING

Total number of people served
(until December 31, 2023)

18.718



We also served **77 apprentices** who had graduated or were serving socio-educational measures and **658 people with disabilities**.

PARTNERSHIPS

In the Apprenticeship Program, in 2023, Rede Cidadã maintained partnerships with 1,727 legal entities, 9 of which are public law entities and 1,718 of which are private law entities.



MOVIDADE

Since 2015, Rede Cidadã has been running Movidade, a movement formed by apprentices who volunteered or were chosen by their colleagues to represent them in spaces for debates, discussions and the construction of public policies for youth and within the organization itself. They also act as multipliers of debates and constructions to promote protagonism and permanent action aimed at seeking development opportunities for

life and work.

In 2023, the Movidade movement stood out for its work in several communities, State Learning Forums, Social Assistance Reference Centers, social organizations and within the intersectoral network, promoting significant actions of support and social inclusion.





MOODLE PLATFORM

A platform was also adopted that functioned as an online classroom, where in addition to providing digital teaching material, it was possible to carry out interactive tasks, such as tests and discussions in forums. The Moodle platform was a learning management system for training programs, ensuring the development of program content and favoring the development of emotional intelligence and socio-emotional and cognitive skills of participants.

The dynamics of the meetings varied within this context of remote activities and considered: discussion forums; interactive whiteboards (Jamboard and Padlet); quizzes; presentations; video classes; infographics; performance evaluation; online research; video conferences and others.



CONTINUING EDUCATION

Formação Continuada Rede Cidadã: para você seguir se destacando no mundo do trabalho.

FORMAÇÃO CONTINUADA REDE CIDADÃ

COMPETÊNCIAS PARA A EMPREGABILIDADE

Você gostaria de continuar sua formação profissional na Rede Cidadã? Deseja fazer um curso com certificado internacional na Fundação Wadhvani? Então vem com a gente!

A formação Competências para a Empregabilidade chegou para ajudar você a entender melhor as necessidades do mundo do trabalho.

Adquira habilidades essenciais para seu primeiro emprego em uma formação 100% online e gratuita!

Faça sua inscrição pelo QR Code até 25/10/2023.

Continuing Education was offered to promote ongoing development and professional improvement, in which those assisted and their families were able to participate, aiming to improve and update their knowledge and skills. It took place through courses, with

**379 participants
enrolled and
284 graduates.**



DISCOVER

Since 2018, Rede Cidadã has been a partner of the Learning Incentive Program in Minas Gerais – Programa Descubra, which is the result of an unprecedented inter-institutional cooperation, which brings together the efforts of eleven federal, state and municipal bodies and institutions.

The Discover Program was designed with the intention of prioritizing especially adolescents and young people serving or leaving socio-educational measures, in institu-

tional care situations or rescued from child labor situations.



Rede Cidadã is part of the Descubra Management Committee,

working to coordinate partners and foster opportunities for adolescents and young people in nine municipalities in the state of Minas Gerais. As a result of the referrals received, 22 adolescents and young people were hired as apprentices by Rede Cidadã, 15 of whom were adolescents and 7 were young people.

INTERNSHIP PROGRAM

The Student Internship Program has a pedagogical nature by its very nature, being a supervised educational act, provided for in the school curriculum by educational institutions. It is governed by Law No. 11,788/2008, which establishes a series of rules so that interns have their rights guaranteed and also recognize their obligations in the relationship between the entities involved: company, student, educational institution and the integrating agent.

The program served 330 participants, students of different genders, aged 16 or over. To carry out the proposed activities, it had the partnership of Instituto Promover (IPHAC) and Z Estágios and 209 private legal entities, in the hiring of students.

The Internship Program served students in the cities of Belo Horizonte, Brumadinho and Contagem/MG; Campinas/SP, Fortaleza/CE, Recife/PE, São Paulo/SP; Salvador/BA.

UMA CARREIRA DE SUCESSO COMEÇA INTEGRANDO INTELIGÊNCIA EMOCIONAL E COMPETÊNCIAS TÉCNICAS

ESTÁGIO REDE CIDADÃ
INTELIGÊNCIA EMOCIONAL & ALTA PERFORMANCE

INSCREVA-SE JÁ REDECIDADA.ORG.BR

1. Desenvolvimento de Inteligência Emocional para aprender a lidar com competências e habilidades de gestão das emoções e definição de carreira com propósito.
2. Escolha da empresa: Estagiário escolhe empresa e empresa escolhe estagiário.
3. Aplicação: responsabilidade e transparência em todo o processo de seleção e acompanhamento dos estagiários.
4. Processo: valores de conduta, seleção e encaminhamento de estudantes a empresas e organizações conveniadas.

INFORMAÇÕES: 31 3290-8000

REDE CIDADÃ



PROJECTS



PROFESSIONAL TRAINING – OURO PRETO

Its guiding principle was to improve the user's quality of life, encouraging knowledge and the development of professional skills to support adolescents between 14 and 18 years old in situations of social vulnerability.



JLEGAL

Held in the city of Fortaleza/CE, its objective was to promote training workshops based on a system of integration and human development, promoting self-knowledge and the appreciation of personal, social and professional identity.



YOUNG PROFESSIONALS OF THE FUTURE

Its objective was the social integration and development of adolescents and young people complying with socio-educational measures, with a focus on promoting integration into the world of work.



PARTICIPANT AND FAMILY DEVELOPMENT TRAIL – GUAXUPÉ

It promoted workshops for the development of autonomy, reflection and personal development, in addition to technical and behavioral skills, encouraging the strengthening of employability actions for adolescents aged 14 to 18.



PROFESSIONAL TRAINING – DIAMANTINA

Its guiding principle was to improve the user's quality of life, encouraging knowledge and the development of professional skills to support adolescents between 14 and 18 years old in situations of social vulnerability.



PARTICIPANT AND FAMILY DEVELOPMENT TRAIL – PARÁ DE MINAS

Promoted training and preparation groups for teenagers to be inserted into the world of work, distributed in the following phases: Reception, Preparation for the World of Work and Socio-emotional.



WE ARE TOGETHER

The Estamos Juntos Program was created by the City of Belo Horizonte, through the Municipal Secretariats, to promote and guarantee the productive inclusion of the population living on the streets or with a life trajectory on the streets.



WORK GRANT

The project aimed to tackle the crisis generated by the Covid-19 pandemic, consisting of actions of registration, reception, awareness, monitoring, professional training, support and assistance to beneficiaries within the scope of the Bolsa do Povo Program of the state of São Paulo.



KITCHEN AND VOICE

It was an initiative of the International Labor Organization (ILO) and the Rede Cidadã provided support for the professionalization of participants, who were encouraged based on knowledge of their behavioral skills and personal abilities. São Paulo.



FROM GRAIN TO BREAD

It offered socio-emotional and professional training in the area of baking and confectionery to people in situations of social vulnerability, living in the cities of São Paulo/SP and Recife/PE.



EQUIP YOUTH - BRAZIL

The project, carried out in Recife/PE and Fortaleza/CE, trained teachers and young people from public and private technical schools in the Passport to Success (PTS) and Project-Based Learning (PBL) methodologies.



MORE EMPLOYABILITY - BELO HORIZONTE

Promoted socio-emotional and professional skills workshops for black and brown teenagers, candidates and/or graduates.



MORE EMPLOYABILITY - SÃO PAULO

Promoted socio-emotional and professional skills workshops for black and brown teenagers, candidates and/or graduates of the Socio-Learning Program.



OPPORTUNITY MAP

It offered assistance to people in situations of social vulnerability, with the aim of mobilizing, training and inserting participants into the world of work, contributing to increasing the per capita income of families and to economic growth and reducing social inequalities.



OPERATION WORK PROGRAM - AGENTS IN DEFENSE OF LIFE

It was structured into different actions, so some activities were specifically aimed at homeless people, while others also included unemployed workers who were not homeless.



QUALIFICATION

It promoted the development of skills and abilities for the world of work through socio-emotional and professional preparation workshops, contributing to the realization and fulfillment of their employability and income generation experiences.



SENIOR NETWORK

Its purpose was to develop activities that contribute to the long-lasting, healthy and autonomous aging process of the elderly, through the promotion of autonomy and the strengthening of social bonds.



START

Held in the cities of Belo Horizonte/MG and Recife/PE, it offered professional training starting with socio-emotional development and moving on to digital literacy and programming languages.



TRAIL - CONTAGEM

It offered socio-emotional and professional training workshops through Trilha - Contagem and subsequent inclusion of participants in the Rede Cidadã Socio-Learning Program, with the aim of promoting productive inclusion of adolescents combined with a process of professional and human training, increasing the chances of employability and income generation.



TRAIL - SÃO PAULO

It offered an opportunity for socio-emotional development, with the aim of contributing to the insertion and permanence of participants in the world of work, through the holding of training workshops for young people and adults, over 18 years old, in situations of vulnerability and/or social and personal risk, residing in the city of São Paulo/SP and in the Greater ABC region, combined with a process of professional and human training, increasing the chances of employability and income generation.



TRAIL

It offered workshops for black and brown people in order to contribute to the insertion into the world of work of those over the age of 15. The workshops promoted the development of technical and behavioral skills in the professional field, fostering the strengthening of employability actions in the municipality of Breu Branco/PA.

ACTIONS FOR THE QUALIFICATION OF SOCIAL ASSISTANCE OFFERS

The proposal strengthened ties with family members, partners and the community, promoting articulation and qualified and integrated dialogue with the social assistance and intersectoral network, strengthening collective actions that generated dialogue, exchange of experiences and values between actors, in addition to planned and permanent dialogue.

The technical team's relationship with the apprentices'

families took place with a view to strengthening the protective role of families and preventing the breakdown of ties.

In 2023, 136 meetings were held.

velit esse molestie consequat, vel illum dolore eu feugiat nulla facilisis at vero eros et accumsan et iusto odio dignissim qui blandit praesent luptatum zzril delenit augue duis dolore te feugait nulla facilisi.





ADVOCACY AND SOCIAL PARTICIPATION

17

The Rede Cidadã team actively participated in meetings, events and working groups in councils, forums or other spaces for discussion and deliberation of public policies in their respective locations, which were fundamental for improving the network's work.

It acted as an entity elected to compose representation in Municipal Councils for the Rights of Children and Adolescents (CMDCA), Youth Forums, Forum for Inclusion and Accessibility of People with Disabilities, Municipal Councils for Social Assistance - CMAS, State Council for the Rights of

Children and Adolescents (CONDECA), among others. It was also represented in learning forums (FECTIPA-MG, FNPETI-ES, FORAP-PE, FOBAP-BA, FCAP-CE), at state and national levels, through the Board of State and District Forums for Professional Learning (FAP/BR).





PARTICIPANT TESTIMONIALS

J.LEGAL PROJECT

"Well, I start this testimony with the word gratitude. Gratitude for having participated in this training, for having been part of a group that welcomed me, respected me, made me feel comfortable to speak and be who I really am. I leave this training very happy to know that this is a unique place, a place that welcomes each person who comes here. I am a fulfilled and more complete person thanks to the Rede Cidadã, which made me reflect more about my life, my future, my self. Being well received in phase 01 [...] In phase 02 I was able to meet many people, get to know the group and feel very happy, I became happier every day I spent here in the group. In phase 03, I was able to learn more about my rights, I was able to learn to live better with the group through various experiences carried out here. Each reflective activity, everything, was very good and rewarding. The Rede Cidadã made me a person, a more developed and happier being. I couldn't forget to check out on the pay slip, my last word is gratitude to the entire Rede Cidadã. Thank you for everything, may God bless everyone." (Participant 1).

"The JLegal project by Rede Cidadã was definitely one of the most unique experiences I've ever had.

For the first time, I felt very welcomed by the institution and its staff. As a trans kid, I was always afraid of getting involved in public projects and ending up suffering in various ways. But at JLegal, I was not only included, but respected, listened to, and valued. In addition, the way they presented the information was so fluid and dynamic that I (a neurodivergent person) was able to grasp everything without any problems, and I also had a lot of fun. I would like to express my gratitude to my colleagues who were very patient and caring with me throughout all the phases. I am very privileged to have learned so much valuable content about the world of work. I now know things that I had never stopped to study, and that are of utmost importance for my professional development, such as labor rights, how to write a resume, job interviews, and much more. Thank you to Rede Cidadã for the initiative. Today, I leave as a transformed person." (Participant 2).

PROFESSIONAL TRAINING - DIAMANTINA

"Reflecting on the importance of offering materials adapted for people with disabilities, my conviction is strengthened that these are essential to ensure truly equal and inclusive access that meets the specific needs of each individual and that, regardless of their conditions or abilities, they have full opportunities to learn, grow and contribute socially and professionally in a meaningful way. Increasingly, I realize the transformative impact of these adaptations on the lives of users with disabilities. They not only enable a deeper understanding of the material, but also promote autonomy, allowing individuals to interact with the content independently and without barriers. This not only promotes equal opportunities, but also

celebrates the richness of diversity and the multiple forms of learning and communication." (Social Educator)



"I'm here to give my testimony of gratitude. Patrick's a disabled person (dyslexia, mental issues etc.). He was a 17-year-old boy who was very sad because of his learning and speaking difficulties. I suffered a lot, as did the whole family. Patrick had a very childish speech due to his fear of communicating and being oppressed because of his speech mistakes. So I was told that the Rede Cidadã network had an open door for disabled people and their families. I am thrilled to remember the first day I went with him. Wandelza Valin passed by us and stopped in the middle of the line, turned around and said, "Good morning, everyone!" And smiled. Everyone in the line was speechless, because we were not used to going to look for help with a course or a job and being welcomed like that. I saw the joy on everyone's faces. Then Patrick went to the interview... and we received emotional and human support, which was something out

WE ARE TOGETHER

As a professional who closely follows the training process, I understand certification as a valuable moment, as it represents recognition of so much effort, sacrifice and dedication witnessed daily by us, in each meeting. Many people, throughout their lives, have not had the opportunity to receive a certificate, so it is indescribable to witness the expressions of joy during the event. It is clear how much the ceremony reflects for them, a tangible symbol of contemplation of the barriers overcome throughout their life trajectories and the achievement of new perseverances from then on. (Facilitator).

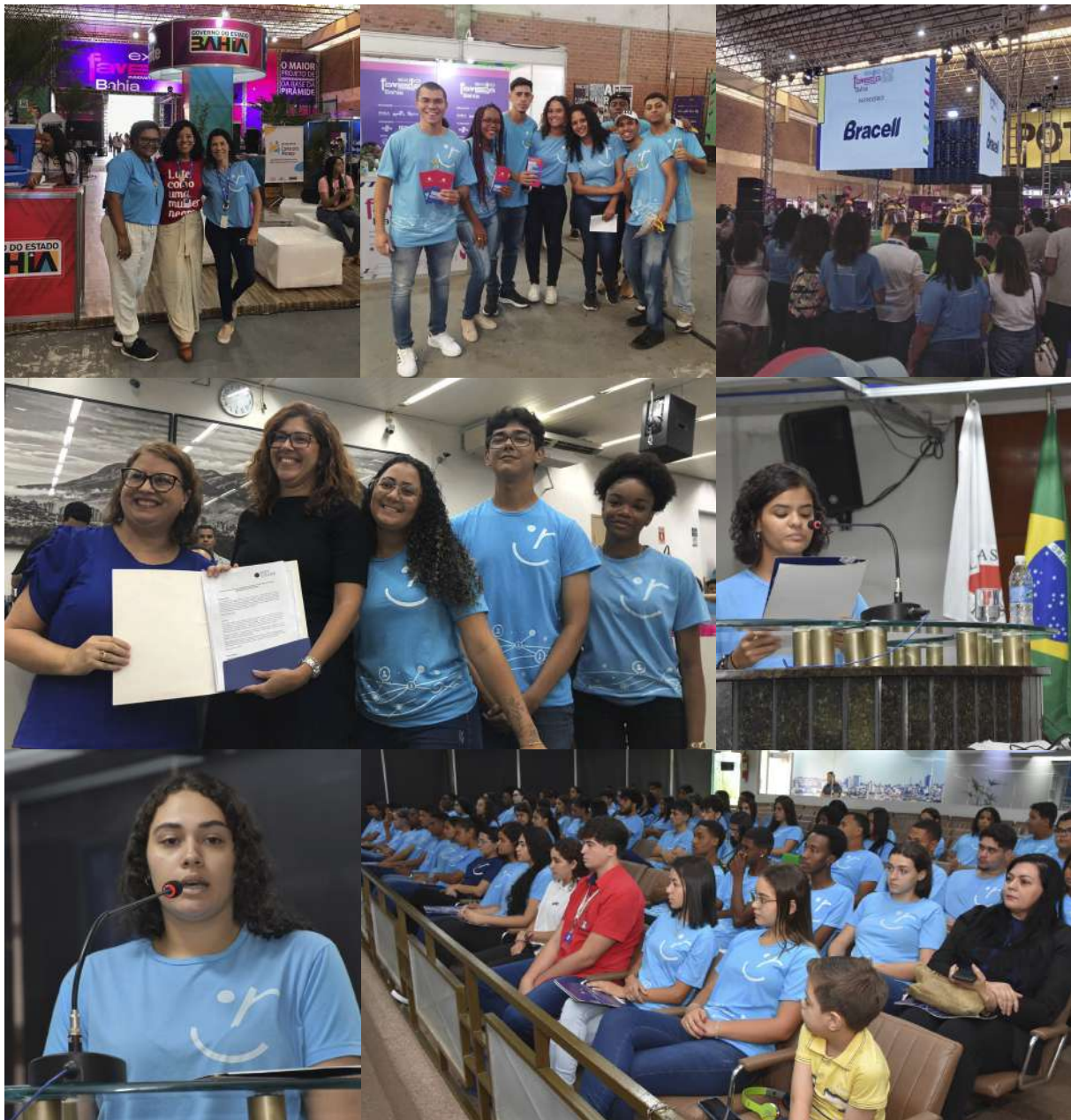
This opportunity was transformative, because we had emotional support, support to learn about entrepreneurship, financial education and how to deal with the job market, how to behave in a job interview, how to write a resume. A lot of information that for many people is basic, but for those in a situation like ours it is something we don't even think we will get again, so those who come here today are transformed, you can see that even by the presentation of the people who are here. The Rede Cidadã was phenomenal, the team is wonderful. (Participant).

of this world for us. He said it was for others too. Since then, Patrick has been saying that we all have rights and responsibilities... Whether we have a disability or not. Patrick worked for a few years as a consultant. through the Network, then he went to another job. And today, at 26 years old, he is hired by Rede Cidadã again. Today, Patrick is a man, he knows how to get around the city, how to go to the bank, withdraw his salary, he knows how to listen and understand things. He has grown as a person and as a professional. He has therapy with a speech therapist and a psychologist. But thanks to Rede Cidadã in general, because as I always say: Rede is really Rede. He has great support within Rede Cidadã. And I do too. Because people always call me and ask how I am, how Patrick is doing. So my family here at home is happier because, although today, Patrick is a man with his disabilities, today he knows how to deal with difficulties without fear and even knows about guidance on the rights and responsibilities of people with disabilities." Mother of apprentice



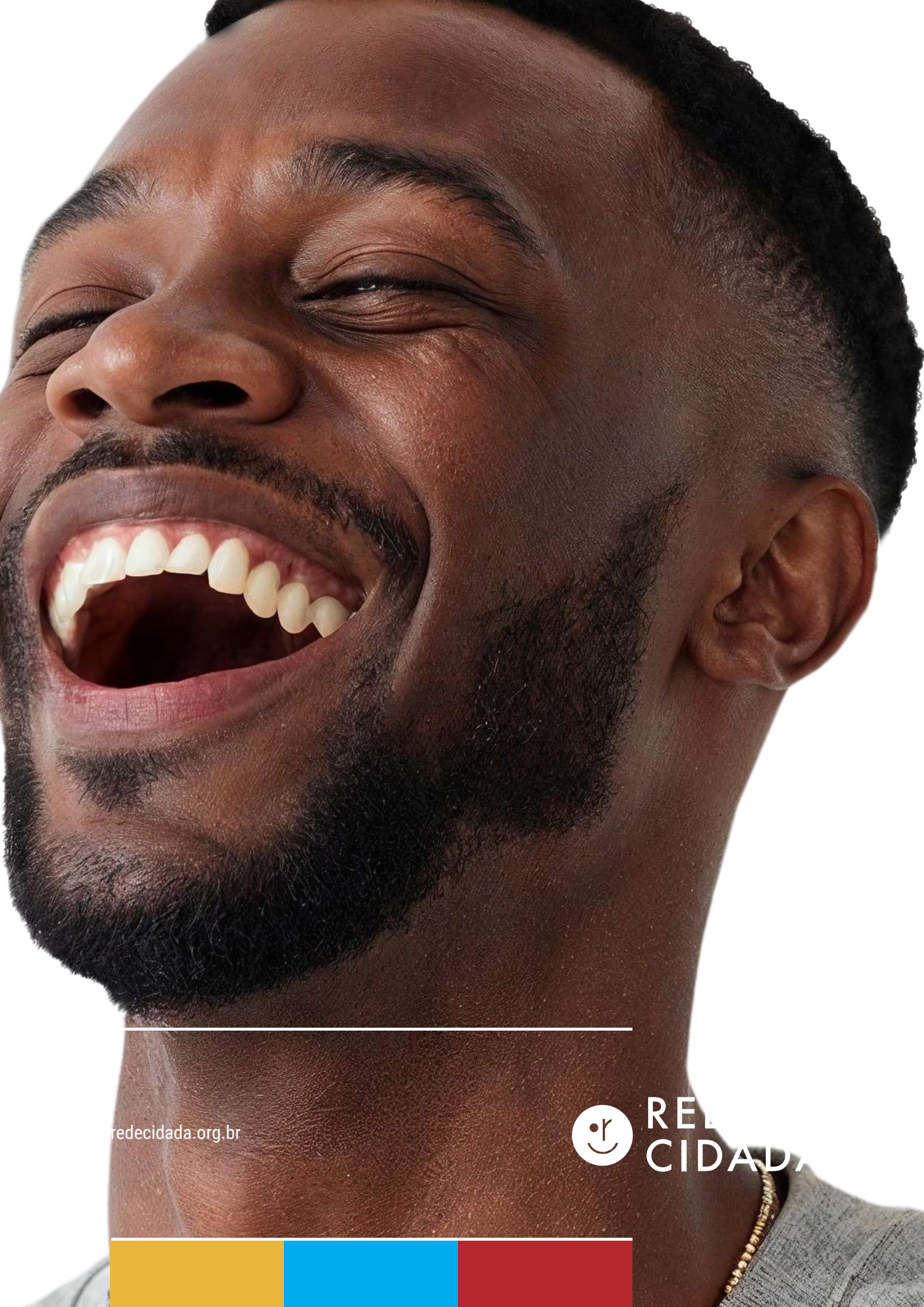
SOCIAL NETWORKS AND MEDIA





THANKS!

We would like to thank all partners, collaborators, volunteers and beneficiaries who, with dedication and trust, made each achievement of this journey possible.



redecidada.org.br



REDE
CIDADÃ

