

Annual Report

2023
ASSOCIATION
FOR THE
INTEGRATION
OF WOMEN



Melinda French Gates says: "When we support women, we support those who support everyone else," and this could not be more true. As mothers, employees, and entrepreneurs, **women are the unsung economic heroes whose financial independence creates rippling impact beyond borders and spanning generations.**

In 2023, AIW grew from a small grassroots solution, to a best practice - receiving local, national, and international recognition, taking the team to Todi for Social Enterprise Open Camp, to Rome for the International Day of European Foundations, and on the stage of TedX. Our professional culinary training program saw startling success, with 95% of graduates finding work after graduation.

Our program has become ever-more rooted in the community. Trainees came to Roots in a multitude of different ways, with the largest percentage (30% of total referrals), directly referred to the program from past graduates.

We launched the Ambassadors program, giving graduates the opportunity to participate as members of the association, designing future programs and serving as spokespeople at community events.

At our social enterprise restaurant, Roots, we onboarded two new roles, Program Coordinator, and Program Assistant who together have increased the efficacy of our training programs, onboarded new volunteers, and ensured post-graduate support for each and every graduate.

In 2023, the Roots model reached over 7,000 individuals, going beyond the doors of the restaurant and into the community to promote migrant women's representation in leadership, and to support local non-profit activity. As a social enterprise, we maxed out our dinner service with 100% of services fully booked on average, and expanded to include private events, allowing us to finish our first full-year of activity with a positive balance sheet.

In 2023, we accomplished so much, but are just getting started, with plans to expand our training programs, develop opportunities for continued learning for graduates, and launch a business incubation program for aspiring entrepreneurs, we are driven by our guiding statement: **Investing in women is investing in future.**

Caroline Caporossi, Founder & President, AIW

A handwritten signature in black ink that reads "Caroline Caporossi". The signature is written in a cursive, flowing style.



Photo by Gloria Soverini

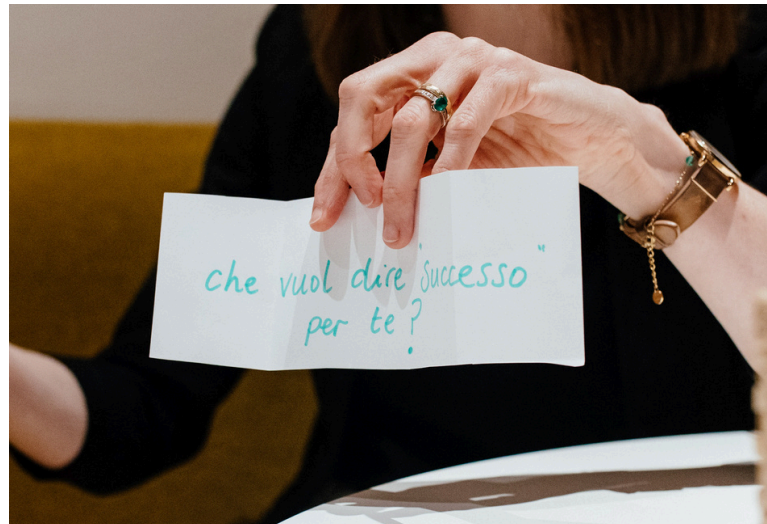
We are AIW, the **Association for the Integration of Women**, a Modena-based, migrant women-led non-profit.

Throughout the European Union, migrant women between the ages of 25-35 are considered the most disadvantaged group to integrate socially and economically.

We believe these women are assets, and **our mission is to provide them the resources they need to establish roots and flourish.**

In 2020, our then, 26-year-old founder, Caroline, met Ella, a courageous woman and Nigerian refugee who left everything behind with the hopes to become the first woman in her family to work. After three years she was unable to accomplish her dream, and so Caroline leveraged her contacts in the hospitality industry to connect Ella to her first job.

We saw an opportunity, and from there, AIW's adventure began. From engaging with our community, designing a unique model, and launching our association in 2020, to piloting our Culinary Training Program in 2021, to launching a social enterprise restaurant, Roots, in 2022, the **AIW team has worked tirelessly to create a positive economic and cultural change in Modena and beyond, and we've loved every step of the way.**



Photos by Gloria Soverini

Culinary Training Program

Our primary program, the **Culinary Training Program** is a paid, professional opportunity for migrant women living in Modena who are passionate about food and motivated to start their careers as professional cooks, but who are struggling finding consistent work on their own.

We offer a 4-month, 350-hour program that is highly supportive, run by our Program Coordinator, our full-time Chef Trainer, and a lineup of highly-qualified volunteer Chefs with diverse expertise. Our trainees acquire hands-on experience working in a professional kitchen, improve their self-confidence, and access a support network, each step designed to help them take their first steps towards employment in Modena. In our restaurant, trainees are given the opportunity to express themselves and their culture through the menu - creating a greater sense of integration in the local community.

In a survey conducted in April 2024, **95 percent** of Culinary Program graduates were employed or had been employed since graduating. With 80% currently employed, and 15% between jobs.

Program Insights



Photos by Gloria Soverini

In 2023, thirteen women from 7 countries accessed the Culinary Training Program. Trainees accessed the CTP through job agencies, non-profits, individuals in the community, and direct inquiries; but the largest referrer in 2023 was past graduates.

In 2023, our trainees...

- Had lived in Italy an average of **12 years** before starting the program
- Migrated from **7 countries**
- Possessed a median age of **33 years old**
- **83% possessed work experience** in their home countries
- 33% of trainees were **referred by past graduates**

The **Culinary Training Program**, a program in partnership between AIW and Roots social enterprise, is run by a team of individuals working diligently to provide an effective, high-quality, and **trustworthy** experience for our trainees.

In 2023, our program provided:

- 11 migrant women with a certificate of graduation from the Culinary Training Program
- 4172 total hours of paid training for migrant women by professional and qualified trainers
- 11 classroom based trainings on topics including: how to read an Italian pay-checks, practice job interviews, CV writing, rights and responsibilities of Italian contracts, health literacy, Italian tutoring, financial literacy and budgeting.
- 125 hours of volunteering logged by highly-qualified volunteer chefs
- 53 Job opportunities identified, qualified, and shared with graduates

Our graduates agree, **100% of graduates would recommend the program to other women in their community.**

Our Impact

Our program is much more than an employment program. While our core mission is to give our trainees a jumping off point on their journey towards employment, our program is designed to target different areas of impact for long-lasting change at the individual and community level.

Providing paid, accessible education and access to employment for migrant women in our community

- 100% of grads report that the program gave them relevant skills
- 85% of grads reported that AIW helped them find a job after the program,
- 80% of grads are currently employed while another 15% of grads have been employed since the program, but are currently between jobs

Creating a greater sense of self-confidence and integration in the Modena community

- 95% of grads have been in touch with AIW since the program for further support
- 100% of graduates report that the program helped them increase:
1) Self Confidence and 2) A greater sense of integration in Modena

Investing in economic growth through employment and creating new workforces

- 12 employers in 2023 accessed trained employees, saving time, money, and contributing to creating a more diverse and equitable workplace.
- In 2023, based on declared income, graduates are estimated to have taken home a total net earnings of 210.000 euros, that's money invested in the local and global economy.



Introducing Nadiya Shevchenko, Chef Trainer

Nadiya came to Italy from Ukraine with her mother when she was 14 years old.

Her passion for the world of hospitality was born during her years at a hotel school. At only 16, she started working in hotels and restaurants.

To gain a complete understanding of what it means to run a restaurant, Nadiya accumulated experience both in and out of the kitchen, and before turning 30-years old had already opened several fast-casual restaurants in and around Modena.

She arrived at Roots in the summer of 2023 and jumped right into her new role and the Roots kitchen with our Class of December 2023; a bubbly, excited and hard-working group of trainees from Ghana, Nigeria, Morocco and Indonesia, and with the support of her sous-chef Fanta, the team quickly created a close relationship and a positive and professional working culture among them.

“This experience is fantastic and engaging, with an infectious energy within the team”

With a keen understanding of the challenges that migrant women face in accessing employment, and a hard-working efficiency minded leadership style in the kitchen, she has led the team to increase the number of customers served each evening, and her first class of trainees were 100% employed within only 1 month of graduation!





Photos by Gabriele Greco, Diego Camola, Fondazione di Modena

Ambassador Program

As our program grew, we found more and more that trainees were eager to stay engaged with our program after graduation, as mentors to others and to help AIW to grow and thrive in Modena. In 2023 we launched the **Ambassadors Program**, a leadership-based council for graduates to become voting members of the association and represent our work in the community.

In 2023, we onboarded 5 new Ambassadors, who represented our mission at events hosted by AIW as well as community organizations, such as Modena's Philosophy Festival, and were interviewed by journalists and school groups to share their voices far and wide.

Our goal is to expand this program in future years, so that at least **50% of our members are graduate Ambassadors**, ensuring that future programs of the association are ideated and led by migrant women in our community.



“The program makes you feel like you exist on this earth. Like you are alive in this world and in this city.

We are women with brains, with ideas and knowledge.

We know that we have a lot to contribute to this society, and with Roots, all of this is possible.”

-BOUCHRA,

For interview with Zuppa Magazine

Bouchra, AIW Ambassador

Bouchra, originally from Morocco, graduated from the AIW Culinary Training Program in December 2022 alongside fellow graduates from Pakistan and Nigeria. Bringing an inexhaustible energy and positivity, Bouchra lived and breathed the values of AIW from the very beginning so it was no surprise that she leapt at the opportunity to become an ambassador for the association.

In 2023, Bouchra participated in a wide range of events and activities: cooking at private chef events for the Lunch and Learn Program by partners Here We Are Italy, presenting her story at corporate events on diversity, equity, and inclusion, managing a booth with unique recipes for the International Day of European Foundations Festival, and conducting interviews with Zuppa Magazine and a local Modenese high school.

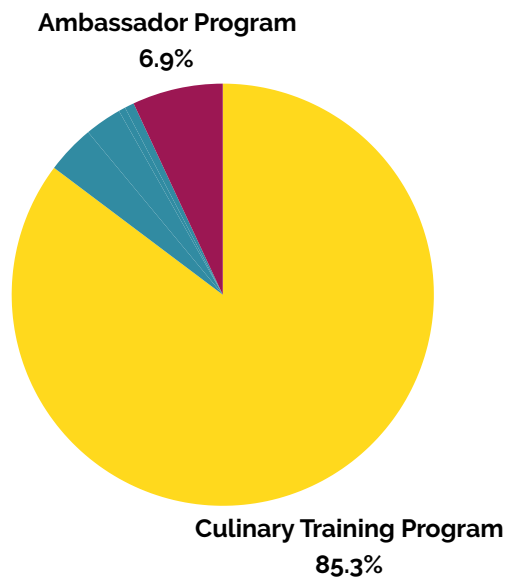
As a mentor, she consistently attended new trainee orientations and graduations, where she shared inspirational stories and advice. Bouchra never lost sight of her motivation to pursue a career in the restaurant industry. She went on to secure employment as a team leader at a local restaurant where she uses both her technical skills, and her natural gifts as a leader.

Financials

AIW EXPENSES AND REVENUES IN 2023

In 2021 and 2022, our association conducted significant fundraising efforts, and thanks to donors, was able to open the Roots model in April 2022. In 2023, as a transitional year for the association, our fundraising efforts were concentrated on future programs with funding projected to come in in years 2024 and 2025.

OUR SPENDING IN 2023

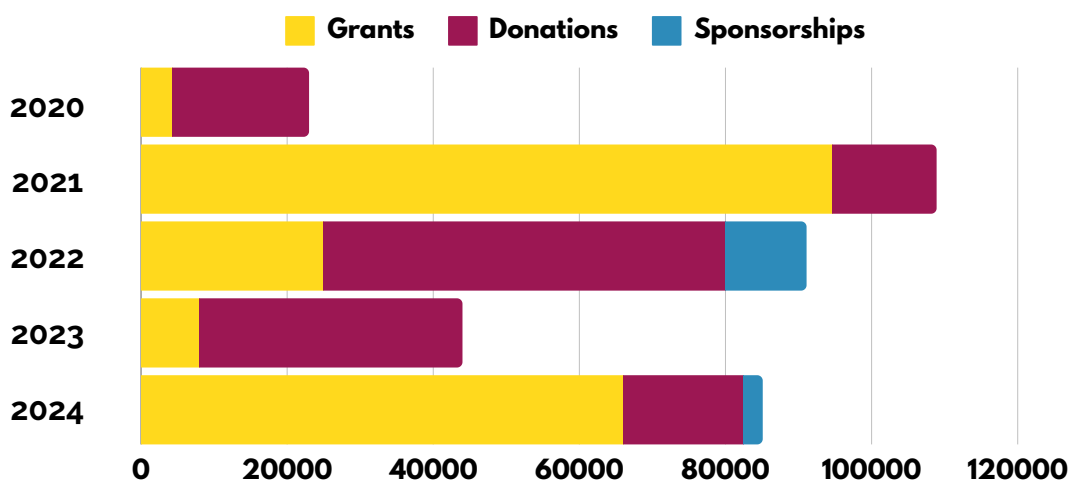


€35,146.32

Total AIW expenses in 2023

In 2023, our association was again, 100% volunteer run, ensuring that over 90% of all donations were spent exclusively on our programs.

FUNDING BREAKDOWN YEAR BY YEAR



**2024 represents an estimate including confirmed funding only*

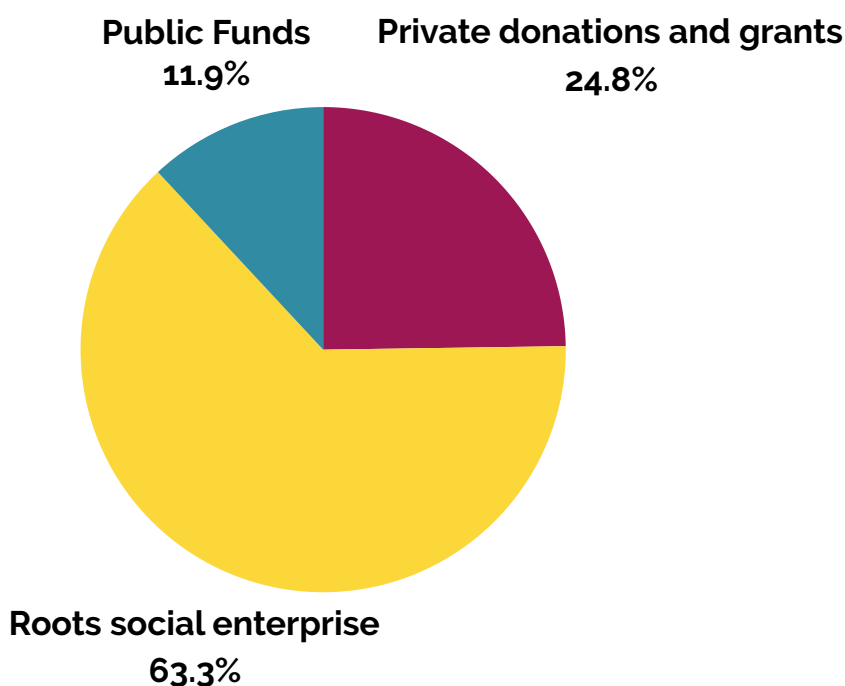
Co-funding

FINANCING THE CULINARY TRAINING PROGRAM

The Culinary Training Program is a co-funded program in partnership between AIW and Roots cooperative. AIW's costs are funded thanks to private and public grants, sponsors, and individual donations, while over 60% of program costs are funded directly by social enterprise activity.

€109,897

Total cost of the Culinary Training Program in 2023



**In 2023, due to a lack of public funds for traineeships for people who are considered most vulnerable, which are typically funded publicly, Roots was able to cover those trainee stipends directly, totaling a 7,350 euro investment, and ensuring continuity of the program for women in our community.*

Our partners

THANK YOU FOR HELPING US
FLOURISH

This year, our partners representing the private, public, civil and non-profit sectors made our impact possible. Each partnership is unique and consists of technical donations, pro-bono services, grants, and financial investments.



Roots:



Would you like to sustain our project in 2024 through partnership, in-kind donation, or sponsorship? Send us an email at ciao@weareaiw.org

“Roots is a place where you're allowed to be yourself and become what you want to be. I am excited about my experience at Roots and it is already taking me places.”

-BLESSING, NIGERIA



HEAR FROM
BLESSING



7632 customers

WHO MET THEIR NEW NEIGHBORS
THROUGH FOOD IN 2023

“Fantastic experience, for service, cuisine and environment. Refined and simple dishes at the same time, told in a fantastic way by the team. The culinary experience leads to a journey through the story of the cultures that created the menu. Truly unique.”

-ANDREA

“Beautiful place, with women capable of transmitting their passion for cooking and the desire to learn. Very particular dishes and capable of making you discover new traditions and cultures. Highly recommended!”

-BENEDETTA

“Great People, great concept and amazing food!”

-TERJE

“Roots is an experience that affects the palate and the heart. The history of the dishes is intertwined with the stories of the people who prepared them. Different and delicious flavors. Attentive and precise service. Impressive location. A truly impressive experience.”

-CARLOS

“Roots is not only an excellent restaurant but also a beautiful project. Nice atmosphere, really delicious food. I will definitely be back, maybe even before the menu changes in January”

-VALENTINA

Looking ahead

OBJECTIVES FOR 2024-2025

ONE: Increase the brand recognition of our Professional Training Program with strategic partnerships and events

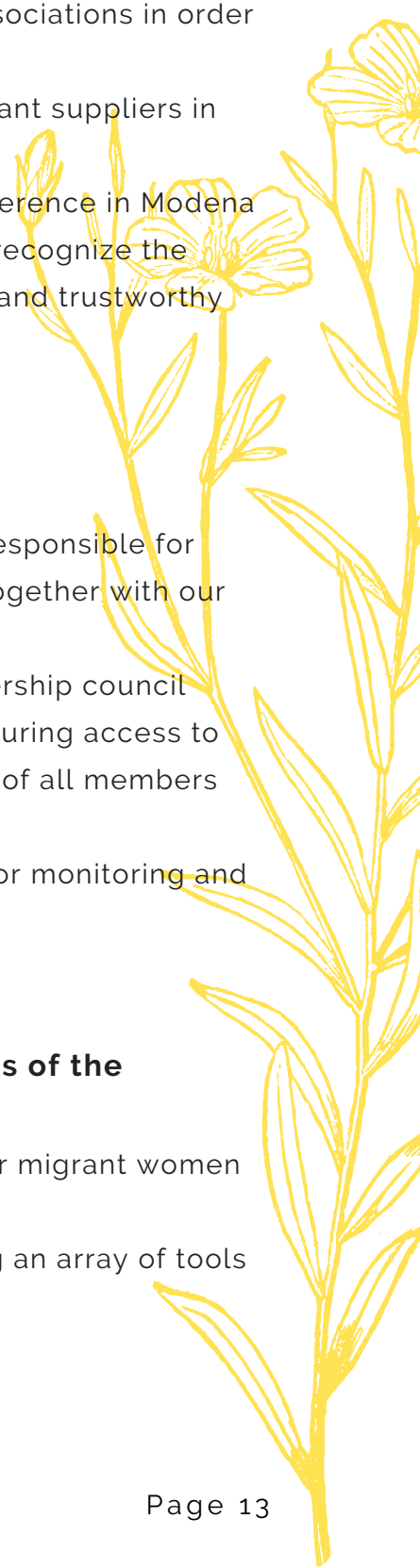
- a. Create partnerships with culinary schools and restaurant associations in order to further connect our trainees to opportunities
- b. Create sponsorships and in-kind collaborations with restaurant suppliers in order to reduce our expenses in future years
- c. Host an annual graduation ceremony that doubles as a conference in Modena to promote migrant women as leaders and professionals, and to recognize the contribution of community members who are leading accessible and trustworthy services in our community.

TWO: Grow the long-term sustainability of AIW

- a. Hire a full-time program coordinator at AIW, who will be responsible for managing existing programs, as well as growing new programs together with our Ambassadors
- b. Continue to grow the AIW Ambassador program as a leadership council within the association actively developing new programs and ensuring access to existing programs for migrant women living in Modena. Goal 50% of all members by December 2024.
- c. Invest in technological solutions to increase our potential for monitoring and evaluating trainees' progress during and after the program

THREE: Expand programs based on the needs and interests of the community

- a. Pilot the Business Incubation program as a new program for migrant women with entrepreneurial aspirations
- b. Develop Skill Builder sessions for migrant women including an array of tools and services for working mothers.



ASSOCIATION FOR THE INTEGRATION OF WOMEN E.T.S.

RENDICONTO PER CASSA 2023

| | 2023 | 2022 | 2021 | | 2023 | 2022 | 2021 |
|--|--------------------|-----------------|-----------------|--|--------------------|-------------------|-------------------|
| USCITE | | | | ENTRATE | | | |
| A) USCITE DA ATTIVITÀ DI INTERESSE GENERALE | | | | A) ENTRATE DA ATTIVITÀ DI INTERESSE GENERALE | | | |
| 1) Materie prime, sussidiarie, di consumo e di merci | 7.711,38 € | € 22.982,87 | € 1.818 | 1) Entrate da quote associative e apporti dei fondatori | 197,94 € | | |
| 2) Servizi | 13.805,63 € | € 10.513 | € - | 2) Entrate dagli associati per attività mutualistiche | | | |
| 3) Godimento di beni di terzi | 3.784,42 € | € 7.768 | € 5.294 | 3) Entrate per prestazioni e cessioni ad associati e fondatori | | | |
| 4) Personale | 1.100,00 € | € 3.535 | € 4.410 | 4) Erogazioni liberali | 30.420,00 € | € 44.768,77 | € 2.223 |
| 5) Uscite diverse di gestione | 8.744,89 € | € 31.993,99 | € 105 | 5) Entrate del 5 per mille | | € 1.184,40 | |
| | | | | 6) Contributi da soggetti privati | 6.136,56 € | € 27.250,00 | € 12,428 |
| | | | | 7) Entrate per prestazioni e cessioni a terzi | | | |
| | | | | 8) Contributi da enti pubblici | 8.000,00 € | € 8.300,00 | € 8,000 |
| | | | | 9) Entrate da contratti con enti pubblici | | | |
| | | | | 10) Altre entrate | 3.600,00 € | | |
| Totale | 35.146,32 € | € 76.793 | € 11.627 | Totale | 48.354,50 € | € 81.503 | € 22.650 |
| | | | | Avanzo/Disavanzo attività di interesse generale (+/-) | 13.208,18 € | € 4.710 | € 11,085 |
| B) USCITE DA ATTIVITÀ DIVERSE | | | | B) ENTRATE DA ATTIVITÀ DIVERSE | | | |
| 1) Materie prime, sussidiarie, di consumo e di merci | | | | 1) Entrate per prestazioni e cessioni ad associati e fondatori | | | |
| 2) Servizi | | | | 2) Contributi da soggetti privati | | | |
| 3) Godimento di beni di terzi | | | | 3) Entrate per prestazioni e cessioni a terzi | | | |
| 4) Personale | | | | 4) Contributi da enti pubblici | | | |
| 5) Uscite diverse di gestione | | | | 5) Entrate da contratti con enti pubblici | | | |
| | | | | 6) Altre entrate | | | |
| Totale | € - | € - | € - | Totale | € - | € - | € - |
| | | | | Avanzo/Disavanzo attività diverse (+/-) | € - | € - | € - |
| C) USCITE DA ATTIVITÀ DI RACCOLTA FONDI | | | | C) ENTRATE DA ATTIVITÀ DI RACCOLTA FONDI | | | |
| 1) Uscite per raccolte fondi abituali | | € 1.341 | € 994 | 1) Entrate da raccolte fondi abituali | | | € 9,164 |
| 2) Uscite per raccolte fondi occasionali | | | | 2) Entrate da raccolte fondi occasionali | - € | € 6.100 | € 52,700 |
| 3) Altre uscite | | | | 3) Altre entrate | | | € - |
| Totale | € 1.341 | € 994 | € 994 | Totale | € 6.100 | € 6.100 | € 61,864 |
| | | | | Avanzo/Disavanzo attività di raccolta fondi (+/-) | 13.208,18 € | € 4.759 | € 60,871 |
| D) USCITE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI | | | | D) ENTRATE DA ATTIVITÀ FINANZIARIE E PATRIMONIALI | | | |
| 1) Su rapporti bancari | 164,60 € | € 423 | € 76 | 1) Da rapporti bancari | | | € 50 |
| 2) Su investimenti finanziari | | | | 2) Da altri investimenti finanziari | | | |
| 3) Su patrimonio edilizio | | | | 3) Da patrimonio edilizio | | | |
| 4) Su altri beni patrimoniali | | | | 4) Da altri beni patrimoniali | | | |
| 5) Altre uscite | | | | 5) Altre entrate | | | |
| Totale | 164,60 € | € 423 | € 76 | Totale | € - | € - | € 50 |
| | | | | Avanzo/Disavanzo attività finanziarie e patrimoniali (+/-) | 164,60 € | € (423) | € (26) |
| E) USCITE DI SUPPORTO GENERALE | | | | E) ENTRATE DI SUPPORTO GENERALE | | | |
| 1) Materie prime, sussidiarie, di consumo e di merci | | | | 1) Entrate da distacco del personale | | | |
| 2) Servizi | | € 1.287 | € 5.747 | 2) Altre entrate di supporto generale | | | |
| 3) Godimento di beni di terzi | | | | | | | |
| 4) Personale | | € 2.819 | | | | | |
| 5) Altre uscite | | € 3.082 | € 3.905 | | | | |
| Totale | 164,60 € | € 7.189 | € 9,652 | Totale | € - | € - | € - |
| Totale USCITE della gestione | 35.310,92 € | € 85.745 | € 22,349 | Totale ENTRATE della gestione | 48.354,50 € | € 87,603 | € 84,565 |
| | | | | Avanzo/Disavanzo d'esercizio prima delle imposte (+/-) | 13.043,58 € | € 1,858 | € 62,215 |
| | | | | Imposte | | | |
| | | | | Avanzo/Disavanzo d'esercizio prima di investimenti e | 13.043,58 € | € 1,858 | € 62,215 |
| Uscite da investimenti in immobilizzazioni o da deflussi di | | | | Entrate da disinvestimenti in immobilizzazioni o da flussi di | | | |
| 1) Investimenti in immobilizzazioni inerenti alle attività di | € (423) | € 29,821 | € 29,821 | 1) Disinvestimenti in immobilizzazioni inerenti alle attività di | | | |
| 2) Investimenti in immobilizzazioni inerenti alle attività diverse | € 54.440 | € 29,821 | € 29,821 | 2) Disinvestimenti in immobilizzazioni inerenti alle attività | | | |
| 3) Investimenti in attività finanziarie e patrimoniali | € - | € - | € - | 3) Disinvestimenti in attività finanziarie e patrimoniali | | | |
| 4) Rimborso di finanziamenti per quota capitale e di prestiti | | € 8.000 | € 8.000 | 4) Ricevimento di finanziamenti e di prestiti | 9.117,19 € | € 8.000 | € 26,000 |
| Totale | € 54,017 | € 67,642 | € 67,642 | Totale | 9.117,19 € | € 8,000 | € 26,000 |
| | | | | Avanzo/Disavanzo DA ENTRATE E USCITE PER INVESTIMENTI | 9.117,19 € | € (46,440) | € (41,642) |
| | | | | Imposte | | € - | € - |
| | | | | Avanzo/Disavanzo da entrate e uscite per investimenti e | 9.117,19 € | € (46,440) | € (41,642) |
| | | | | Avanzo/Disavanzo d'esercizio prima di investimenti e | 13.043,58 € | € 1,858 | € 62,215 |
| | | | | Avanzo/Disavanzo da entrate e uscite per investimenti e | 9.117,19 € | € (46,440) | € (41,642) |
| AVANZO/DISAVANZO COMPLESSIVO | | | | Totale | 22.160,77 € | € (44,582) | € 20,573 |
| Cassa | 785,65 € | € 6 | € 54 | | | | |
| Depositi bancari e postali | 34.530,12 € | € 13,155 | € 57,690 | | | | |
| CASSA E BANCA | 35.315,77 € | € 13,161 | € 57,744 | | | | |



Discover more!

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To find out more about 5x1000 visit: weareaiw.org/5x1000