

ORIF:

Vocational integration and training of the highest level

For 70 years, the mission of Orif, the Swiss-French organization for integration and training (Organisation romande d'intégration et formation), has been the socio-occupational training and integration of disabled people or people experiencing difficulties.



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It establishes and manages suitable structures and develops any measures promoting the socio-occupational integration of their beneficiaries and implements the measures with which it is entrusted by their agents. With 11 sites in the French-speaking part of Switzerland, Orif is striving for the reintegration and integration of the people concerned day after day by offering them individualized vocational rehabilitation measures tailored to their individual personal situation. Orif is mainly mandated by the disability insurance offices of the Swiss cantons (OAI) that confide to it, the insured persons with the aim to build a meaningful and promising professional project for their integration into the free economy. Additionally, it educates the insured persons to provide them with new skills at the end of their vocational training. At its site in the Swiss Jura region – in the industrial area of Delémont, Orif has 7 departments including a mechanical workshop that is extremely well equipped. Amongst others, the workshop comprises two Swiss-type lathes from Tornos. We met an extraordinary team.

Orif – a single aim: integrating humans

Orif is a non-profit organization that was established in 1948 by professor Placide Nicod. It coaches more than 2000 individuals each year and enables them to



Orif has a bar-turning workshop that is extremely well equipped.



Teacher and apprentices: the SwissNano machine on which the apprentices are especially taught in gear hobbing.

realize their rehabilitation plan in compliance with the requirements of the economy and in partnership with the companies. For almost 70 years, the Orif sites have been guiding and training rehabilitated individuals and integrating them into the economy and the job market. Orif has a presence throughout the French-speaking part of Switzerland and employs a highly specialized staff of over 450 professionals. The organization offers more than 60 different certified training courses in the primary, secondary and tertiary sectors of the economy. The success of its apprentices is accomplished when a sustainable integration in the first job market has been achieved.

A center matching the specific requirements of the Swiss Jura Mountains

To fulfill its mission, Orif is relying on high-performance tools and creativity with integration in mind. The organization invests in new technologies and is prepared to tackle new challenges in order to achieve the socio-vocational success of the individuals. The Delémont site was opened in 2001 and today, under the leadership of Mr. Mario Kucman and his executive team, it offers training courses in line with the human resources required by the companies in the Swiss Jura Mountains. To do so, Orif implements individualized services in accordance with the specific needs and capabilities of each person taken care of. André Merz, socio-vocational teacher in charge of the

professional team reveals: “Everyone is different. We always start with a discussion with the person concerned to pinpoint his or her resources, motivations, needs and expectations. It is our aim to realize a real and sustainable reintegration.”

After having evaluated the capabilities, Orif is able to provide training in line with the health impairment of each individual. It goes without saying that Orif Delémont has focused on the professional and industrial fields that are typical for this region and are the basis for its reputation in watchmaking and high-precision engineering.

The Delémont site primarily offers certification training in the watchmaking, high-precision engineering, production CNC machining centers, conventional and CNC bar turning, gear hobbing, burnishing and quality control, conventional and CNC polishing (watchmaking), laser (engraving) technology and 3D printing technology sectors. Well established within the economic structure of the region, Orif benefits from excellent relationships with the regional companies and it is able to propose and place the beneficiaries of its services.

According to the site management, the aim and the dual center/company concepts enable Orif to best meet the demand of the employers for qualified staff: “At regular intervals, our experts follow up the

“A successful vocational rehabilitation means guidance and training tailored to the individual competence and to the functional limitations. This is how qualified beneficiaries will find their place back in the free economy”

individual placed in a company and also support the company in question during the internship phase. The SMEs from the Jura region has a partnering relationship and appreciate the fact that we are able to propose trained, qualified and motivated staff,”
Mario Kucman explains.

Excellent reintegration rate

Since its establishment, the Delémont site has organized more than 600 internships and practical training programs in almost 300 companies with an excellent reintegration rate for the trained and certified trainees. At the end of their training, 9 out of 10 people have signed an employment contract. André Merz explains: “Our objective is clear: we are aiming at the re-integration of the individual into the job market. Furthermore, it is very important to supervise the respective person in order to find the optimum solution from a win-win perspective.”

Mario Kucman continues: “A successful vocational rehabilitation means guidance and training tailored to the individual competence and to the functional



Extended management team (EDE) of the Orif site Delémont.

limitations. This is how qualified beneficiaries will find their place back in the free economy. The vocational integration crowns the commitment of the persons in their efforts, of the agents in their aim of rehabilitation and of the Orif employees in their mission. We would like to express our gratitude to the employers who confide in us and who can rely on us and on the people proposed.”

A machine inventory adapted to the market requirements

In light of the training courses offered, the Orif training center in Delémont is equipped with numerous state-of-the-art machines that are representative of the machines used in the region. The bar turning department comprises two cam-type Tornos machines as well as two Tornos CNC machines (one Delta 20 and one SwissNano). With these machines, Orif enables some of its beneficiaries to successfully re-enter working life, but that is not all. The Tornos machines are also used to produce parts for training purposes. To underpin the reintegration of people working with Orif, it is important for the site managers to make sure their work is as concrete and realistic as possible. For this purpose, the machines are producing on-site in a training workshop that covers an area of 200 m². This enables the people to monitor the production on the machines.



Orif manufactures numerous products, such as this Orif watch for enterprises or individuals.

SwissNano? A wise acquisition

The SwissNano machine superbly complements the inventory of cam-type and CNC machines by Tornos installed in the bar turning workshop of the Orif site in Delémont. The last machine purchased is the small SwissNano machine. This machine enables the team to polish their knowledge of gear hobbing operations on Swiss-type lathes. The presence of the machine also reflects its success.

André Merz explains: “We are keen to have a machine inventory that is as representative as possible of the machines that can be found in this region.” This as well shows Orif’s philosophy: make every effort to facilitate fast, pragmatic but also efficient vocational reintegration. In view of its success in the region, SwissNano is the ideal machine to tackle this major challenge. Right from the start, the performance data of this small machine has actually proved to be highly appreciated by the regional companies for the production of various components for the watch-making or connector industries.

The socio-vocational teachers of this field are experienced industrial professionals who are duly qualified to guarantee continued training. Just as for any other craft of its scope of services, Orif offers theoretical and on-the-job training programs and certifications recognized by the competent authorities.

On the occasion of the Siams exhibition in Moutier, Orif will celebrate 70 years at the service of people on April 19th, 2018. It will also be organizing a round-table discussion on the topic “What is the place of people experiencing difficulties in the economy 4.0?” The participants of this round-table discussion will be business managers, managers of the cantonal disability insurance offices, members of the cantonal parliaments and integration experts. For all socio-economic partners and the business managers, this will be an opportunity to confirm their support of Orif’s noble mission and of the people being engaged in a process that will bring about new professional skills for the benefit of the employers. In fine, it is an event we strongly recommend to you.

Incidentally, Orif is always in search of partnerships and concrete offers for its beneficiaries. We can only encourage you to contact this dynamic team.

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