



# A LA PAR

Together transforming society





Fundación A LA PAR

[www.alapar.org](http://www.alapar.org)



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## MISSION, VISSION AND VALUES

# MISSION

We work for the rights of people with intellectual disabilities and to get them involved in society.

We provide support that helps them to build bridges wherever there are barriers.

# VISION

We want to continue to be a benchmark and promote social change in the area of intellectual disabilities.

Striving for excellence in management.

With a growth that enables us to support everyone that is part of this family.

And sow the seeds to build a sustainable future.



# VALUES

## USTICE AND EQUALITY

Fundamental and equal [rights](#) for everyone, redistributing opportunities.

Ethical, [coherent and transparent management](#).

With special support for those who have fewer economic resources.

## USTAINABILITY

Full participation of [people with intellectual disabilities](#) to make our society more [sustainable](#).

Activities and structure that is based on sustainability, by ensuring that they are capable of [generating their own resources](#).

## IVERSITY

[Diversity](#) as a source of wealth.

Diversity of the staff, many of whom have [disabilities](#).



## HISTORY SINCE 1948

The origins of the Foundation go back to 1948, when Carmen Pardo-Valcarce acknowledged the petitions of individuals stricken with leprosy, who were living in the Trillo Leper Colony in Guadalajara. They asked her to help their children grow up and be educated in a leprosy-free environment.

So she decided to donate an estate that she owned in what is now the district of Montecarmelo to establish the Foundation. She began work on the building that accommodates us today, which in those days housed thousands of boys and girls, the healthy children of the sick lepers.

Rosario Cavestany, one of her daughters, continued on with her mother's work with the preventorium as she saw how leprosy was eradicated in Spain and she passed on the tradition to her daughter Carmen.

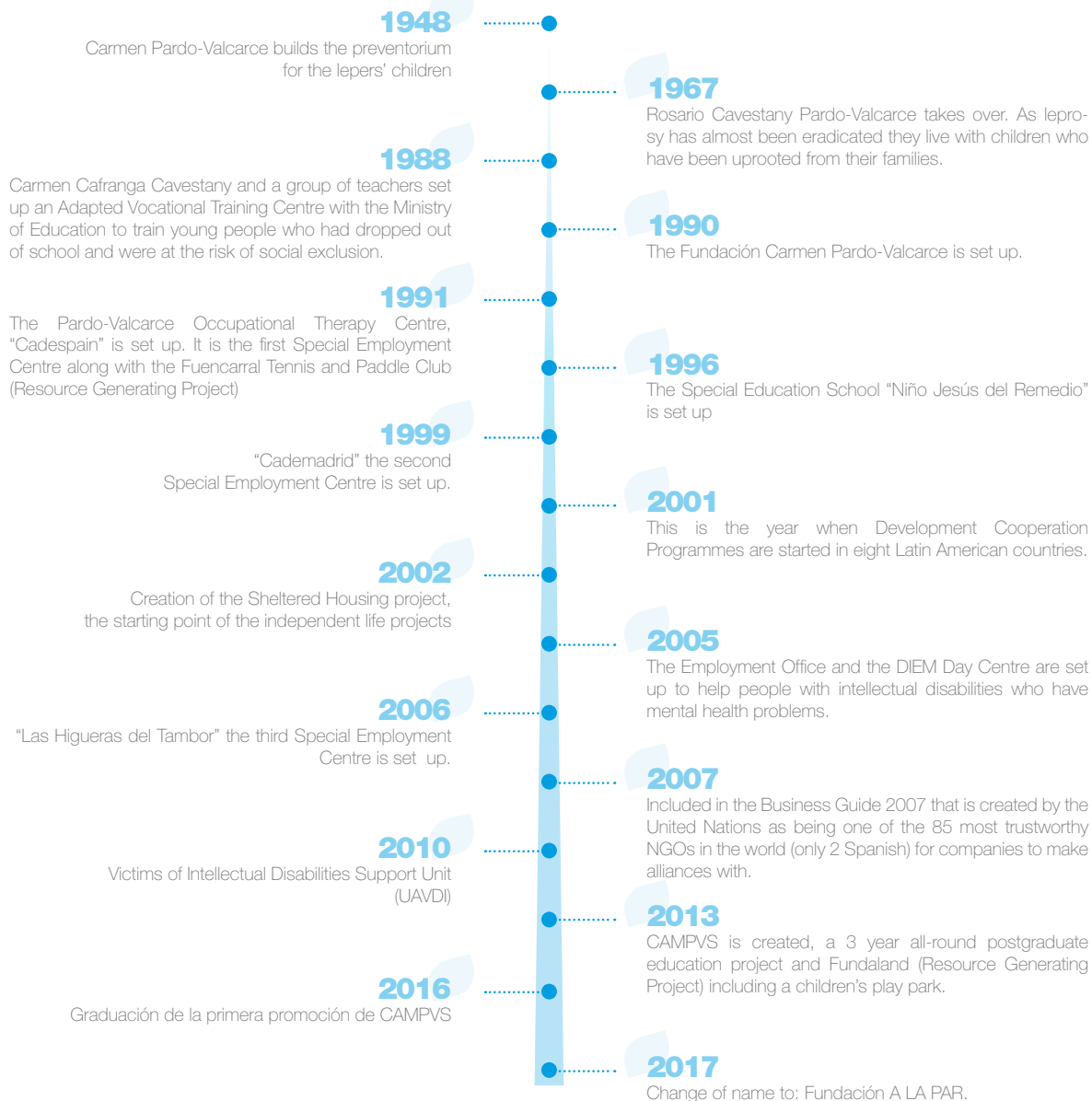
Carmen Cafranga Cavestany, the granddaughter of the founder was quick to realise that if her grandmother and her mother had dedicated themselves to children and young people faced with social upheaval, she had to continue on with their work and so she committed herself to helping people with intellectual disabilities integrate into society.

In memory of her grandmother she set up the Fundación Carmen Pardo-Valcarce, which, in just a few years, became a reference point throughout the world in its sphere of activity.

Almudena Martorell Cafranga, the daughter of Carmen, is the current President of the Foundation.

Her commitment and extensive training in the field guarantee that the work of her great-grandmother, which started more than half a century ago, continues to prosper now under the name of the Fundación A LA PAR.





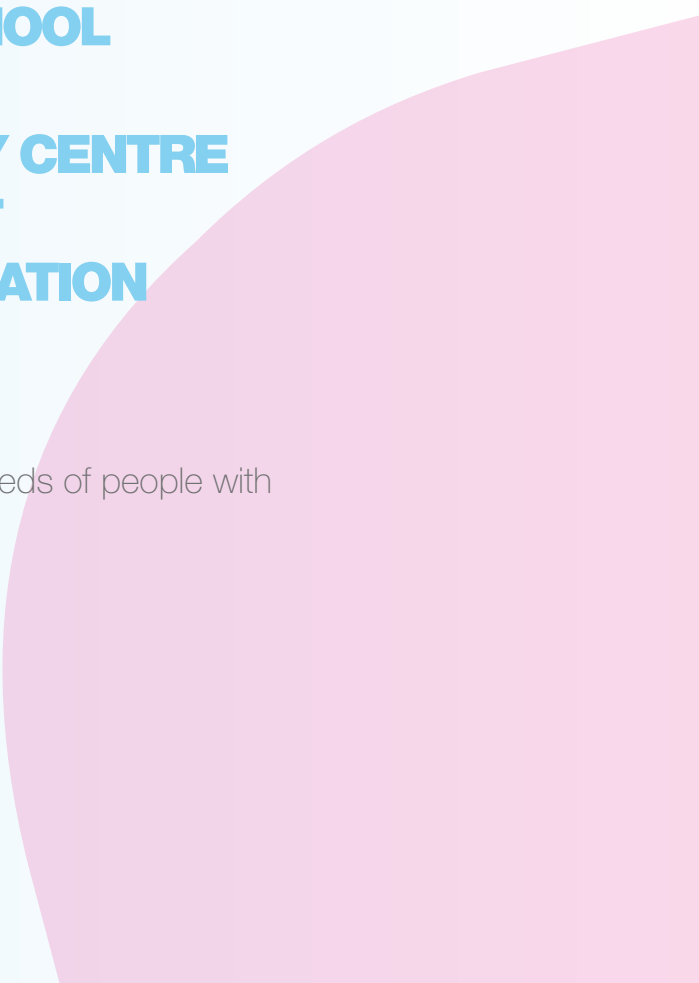


# Services for people with intellectual disabilities



## TRAINING

**SPECIAL EDUCATION SCHOOL  
CAMPVS  
OCCUPATIONAL THERAPY CENTRE  
RESEARCH DEPARTMENT  
INTERNATIONAL COOPERATION**



We are proud to say that we train hundreds of people with  
intellectual disabilities every year.



## TRAINING

# SPECIAL EDUCATION SCHOOL

The school is subsidized by the Board of Education of the Community of Madrid.

We strive to get our 182 students promote their intellectual capacity to the full, by arousing their interest in learning and communicating, so that they improve in the instrumental areas, in their capacity to understand and express themselves, in analysis and in the workshop activities.

But our main objective when it comes to our students goes beyond instrumental learning. We think it is essential to favour the highest level of personal development possible. We want them to improve their social skills. Favouring their adaptive behaviour helps them be more INDEPENDENT in all areas.

That is why we encourage situations that promote forming proper relationships, by working on the necessary social and job skills to attain a higher grade of independence and integration into the job market and society.

Moreover, we try and make the values of our ideology theirs and we focus on enhancing physical, psychological and spiritual development, raising the awareness of others' needs, promoting mutual respect and active participation in society, etc.

Para todo ello disponemos de la siguiente estructura:



**Comunidad de Madrid**  
CONSEJERÍA DE EDUCACIÓN,  
JUVENTUD Y DEPORTE



**Erasmus+**



1

## FOR STUDENTS AGED BETWEEN 12 AND 16 YEARS OLD

### Basic Compulsory Education

In Basic Compulsory Education we want our students to carry on developing their skills in school subjects and acquire more domestic, social and pre-employment skills that are suitable for their age group.

2

## FOR STUDENTS AGED BETWEEN 16 AND 21 YEARS OLD

### Special Vocational Educational Programmes:

- Support operations in general and administrative services
- Support operations in setting-up and the maintenance of microcomputer systems
- Basic cooking operations

### Training programmes for the Transition to Adulthood:

- Bakery and business activities
- Building alterations and maintenance activities
- Gardening and DIY activities

The school also has other services and activities: school canteen, speech therapy, psychology, social assistance, psychiatry, nursing, computer skills, music therapy and training at job centres, a sports Club, an exchange programme with a Scottish school, job coaching, excursion programmes and hostels and in collaboration with Fundaland and the Sports Club: afternoon activities and sports schools.





# TRAINING CAMPVS

CAMPVS was set up to train young people with intellectual disabilities, who have completed their formal education and want to go on to higher education and acquire better personal, social, and professional skills.

We are distinguished for educational excellence and the comprehensive development of students who are the focus point of the venture, and who are supported by their families as a natural and social unit. The company and the professionals are the agents of education and the promoters of opportunity.

We educate by creating community projects that incorporate the latest trends, and they are highly valuable educationally speaking from a creative and innovative viewpoint.

We work hard so that everyone can get a job by meeting the needs of the individual, society and the corporate world

The project includes numerous programs, networks, support resources, technological tools, and experienced professionals who are capable of preparing the 96 students to research into, create, and fulfil their own life project.

Collaborating companies:



fundación  
montemadrid



SAMSUNG

bankinter.

colt



GLOBALVIA

accenture



santalucía  
SEGUROS



## Additional services

Master Class. Workshops and talks about current affairs during which students are in contact with different realities that enrich their learning experience. They are organized by professionals associated with the world of work who volunteer to share their knowledge with our students

Mentoring. Professionals from companies who volunteer to guide, advise and help the mentee attain their objectives, encouraging them to think and act. It is organized by the European Coaching School.

1

First year:  
**SOCIAL AND  
PROFESSIONAL  
SKILLS.**

2

Second year:  
**SPECIALIZATION OF  
THE PROFESSIONAL  
PROFILE AND THE  
DESIRED SECTOR.**

3

Third year:  
**WORK EXPERIENCE IN  
ORDINARY COMPANIES  
AND AN INDEPENDENT  
LIFE PROJECT.**





## TRAINING

# OCCUPATIONAL THERAPY CENTRE

The A LA PAR (formerly known as the Pardo-Valcarce) Occupational Therapy Centre was established in 1991. It is a place where young people with intellectual disabilities can receive training and progress towards a more-than-likely job placement. Initially, it was only for students who were completing their studies at our special education school, but later it was opened up to any young person with intellectual disabilities who needed it.

Since the 1st of March, 2002 the Centre has been subsidized by the Community of Madrid, and accordingly it has been run pursuant to the laws of this Community. Currently there are 136 subsidized places plus 20 private ones. The training available is adapted to the interests and needs of each of the students, who acquire the skills and the working pace required to work in an ordinary company.

To attain these objectives, the centre has:

- **Incentives:** A fixed monthly “allowance” for each user, which can be increased for excellent attendance, punctuality, work, camaraderie, and compliance with standards. The tokens of this in-house economic system are called “Fuencarrales”.
- **Employment Office and Special Job Centres:** When a user has acquired the aforesaid the skills and pace of work, the next step is to find them a job, either in a Special Employment Centre or in an ordinary company.
- **Meetings:** Every Friday the monitors and users of each workshop meet to discuss the weekly events and try to resolve any possible problems.
- **Personal development groups:** According to their needs, the users of the Occupational Therapy Centre work in groups on different skills so that they can become more independent and have a better quality of life: these include managing money, transportation, new technologies, self-control...
- **Representatives' meeting:** Every three months, the representatives chosen by the users of each workshop get together to come up with ways to improve and increase satisfaction.
- **Psychosocial area:** Users and their families are given assistance to develop and attain life goals through a personalised plan.



Our Occupational Therapy Centre organises the following workshops:

WORKSHOP ON PHILATELY

CLASSIFYING, CLEANING AND MAINTENANCE

GARDENING & MONTECARMELO ALLOTMENTS

CARPENTRY AND INDUSTRIAL PAINTING

DECORATIVE PAINTING

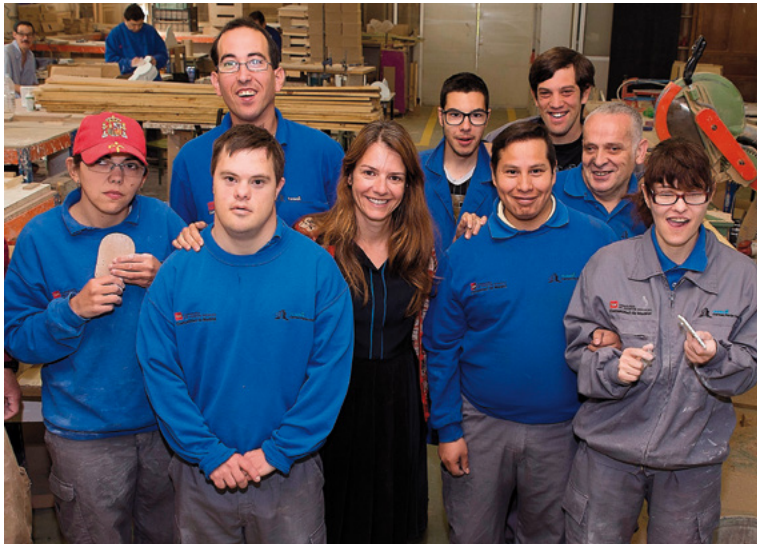
FLOWERS

BASIC CAR MECHANICS AND CAR WASH

PRINT SHOP

CANDIES

HANDICRAFTS AND FASHION ACCESSORIES





TRAINING

# RESEARCH AND VOCATIONAL TRAINING

## RESEARCH

The approach of the Fundación A LA PAR to promote the integration of people with intellectual disabilities in society focuses on [researching into areas that affect the mental health, employment and the quality of life of people with intellectual disabilities](#).

However, the objective of this research work is not only to acquire knowledge, but also to obtain useful results that can be put into practice, provide users with better services and help get people with intellectual disabilities more involved.





[www.alapar.org/formacion-para-profesionales](http://www.alapar.org/formacion-para-profesionales)

## TRAINING

Moreover the Foundation has been sharing work-related experiences acquired from the different services available for more than 10 years. These areas, which are used to exchange know-how and experiences, are brought together through [training organised by the Foundation for all the professionals who work directly or indirectly with people with intellectual disabilities](#).

The training provided by the Foundation is intended to teach participants about the concepts and tools needed to help people with intellectual disabilities and enable their families overcome barriers throughout the different stages of their life. [In the last 10 years we have trained over 2000 professionals through our training schemes](#).





## TRAINING

# INTERNATIONAL COOPERATION

The Cooperation Department of the Fundación A LA PAR was set up in 2001 to defend the rights of people with intellectual disabilities in Latin America.

The Cooperation Department has carried out projects funded by the Community of Madrid and the European Union to work in Central America, and in Madrid (Education for Development and Solidarity) to defend the rights of people with intellectual disabilities and help them by means of the necessary resources to be aware of the mechanisms available so that they can assert their rights.

In Latin America the lines of work of our projects are:

- **Training teachers and professionals** who work in organizations and care for people with intellectual disabilities.
- **Training educational consultants and inspectors of the Schools of the Ministry of Education**, who are in charge of helping and supervising centres that lack working knowledge in the area of special educational needs.
- **Raising the awareness of the business sector** to help people with intellectual disabilities gain access to the job market.
- **Training those at the head offices of the Human Rights Procurator** on how to put the International Convention on the Rights of People with Disabilities into practice.
- **Consolidating networks of organizations that provide assistance** to people with intellectual disabilities.
- **Improving the training, guidance and counselling for relatives** of people with intellectual disabilities.
- **Training groups of young people with intellectual disabilities** so that they are aware of their rights, the mechanisms available to defend them so that in turn they can then teach other people about their rights.



## INTERNATIONAL VOLUNTEER WORK

The workers of the Fundación A LA PAR can also help out with the centres that usually work in Latin America in the summer. These are educational and occupational therapy centres where they can use all the experience acquired from the Foundation and learn how work is done there with much fewer resources. The work of the Foundation in Spain and abroad is enriched and united little by little thanks to these volunteers.





# Services for people with intellectual disabilities

## INDEPENDENT LIFE AND LEISURE

**INDEPENDENT LIFE PROJECT**  
**LEISURE CLUB**  
**FAMILY SCHOOL**  
**SPORTS CLUB**

39 people are living by themselves, independently and becoming bolder.  
A few brave revolutionaries who are breaking ground and dare we say it,  
they will make history...



## INDEPENDENT LIFE AND LEISURE

# INDEPENDENT LIFE PROJECT:

The objective of this initiative is to make the transition to an independent life easier for people with intellectual disabilities. To this end, we prepare the preliminary step that involves living in a training residence where they learn the necessary skills to become independent in the future.

Having completed this stage at a training house, they are given the necessary support to become independent in a home that they share with friends and where they are supervised by a professional from the Foundation.



## 1 TRAINING HOUSE

Launched in 2013, the training house is a place to learn how to live independently. People with intellectual disabilities are given training on all the skills required to live independently. As training, we provide them with real-life experiences like sleeping and living away from home. 36 people use this house annually.

## 2 SUPERVISED RESIDENCE

In July of 2011, four co-workers from the Special Employment Centre began a new life in our first supervised residence, granted by the MMA of Madrid [housing institute]. This was a giant step towards giving independence to people with intellectual disabilities.

Today there are 3 residences and we hope to open more in the near future so that they can be enjoyed by many of the users of our training house.

## 3 SHELTERED HOUSING

If someone with intellectual disabilities wants to live more independently away from the family environment or they lose their next of kin, they get access to sheltered housing. It's a model that gets residents familiar with ordinary life, they are provided with comprehensive care that includes lodging; their upkeep; assistance to carry out daily life activities; personal, family, and social support; leisure and free time activities.

 Dirección General de Atención  
a Personas con Discapacidad  
CONSEJERÍA  
DE POLÍTICAS SOCIALES Y FAMILIA  
**Comunidad de Madrid**





## INDEPENDENT LIFE AND LEISURE

# FAMILY SCHOOL

This activity started 20 years ago and it involves working in a group with the families to discuss their concerns, educational or information models related to the disability. It is also a place to share experiences and learn from others.

The main objective is to provide information about the life project, support it for the users/workers and improve family life.

The family school meets up two Thursdays a month in the afternoon.





# LEISURE CLUB

Having fun is the main objective of the Leisure Club. People with intellectual disabilities need leisure time away from their family and work to be with friends and make plans that are appropriate for their own age group, which sometimes they are unable to do due to the nature of their disability.

Two Saturdays a month, employees of the Occupational Therapy Centre and the Special Employment Centre forget about their work and training to take part in incredible activities: a meal at Patones, a visit to the zoo, an evening at the theatre, a fun night out, which are just a few of our pastimes, but there are many more to come!





## INDEPENDENT LIFE AND LEISURE

# SPORTS CLUB

### WHO SAID THAT INTELLECTUAL DISABILITY AND SPORT WERE INCOMPATIBLE?

They are not incompatible; they complement each other 100%. Proof of this is the outstanding participation and the success of the sports Club. Since 2002, more than 500 people with intellectual disabilities have taken part in our sports programme and they have enjoyed their rewards: GOLD medals in the latest World and European Outdoor and Indoor Athletics Championships, in the [Special Olympics World and European Games](#) and the National Championships in different sports such as [golf](#), [basketball](#), [swimming](#), [athletics](#), [indoor football](#), etc... and also for our Club. It has been voted the best club of the Community of Madrid and one of the best in Spain since 2005. In the last few years it has been ranked as being the [number 1 National Club of the Spanish Sports Federation for people with Intellectual Disabilities](#).

But we are not satisfied with that, we want more!





We take part in 19 types of sport and we have world elite athletes from the Paralympic world, such as Dionibel Rodríguez, Fernando Batista and Deliber Rodríguez, members of the Spanish Athletics Team who have won the World Outdoor and Indoor Athletics Championship title in individual events and relays on more than one occasion. Their success enables them to benefit from different Paralympic Target Sport Support Plan Grants (ADOP Plan). Their dream came true in the Paralympic Games of Río de Janeiro 2016 and they have also won two Olympic diplomas.





# Services for people with intellectual disabilities

## THERAPEUTIC ACCOMPANIMENT

### **DAY CENTRE [DIEM] ASSISTANCE UNIT FOR VICTIMS OF INTELLECTUAL DISABILITIES [UAVDI]**

We are pioneers when it comes to looking after people with mild intellectual or cognitive disabilities who have mental health problems, in particular behavioural disorders.

And also in caring for victims of abuse who have intellectual disabilities.



THERAPEUTIC ACCOMPANIMENT .....

# DAY CENTRE [DIEM]

## BEHAVIOURAL DISORDERS AND MENTAL HEALTH

This pioneering centre has been set up to help people with mild intellectual or cognitive disabilities who have mental health problems, in particular behavioural disorders. We focus on making sure that the people we help gain more independence and improve their quality of life.



On average we see 20 individuals aged between 18 and 40, from 9.00 to 16.00, over a maximum period of 2 years.

Our **objectives** are as follows:

- To promote the recovery and/or acquisition of numerous abilities, personal and social skills needed to be part of the community.
- Prevent the risk of decompensation by reducing the symptoms.
- Provide the primary care centres with the tools needed to assess and help people with intellectual disabilities, sharing the experiences gained so far, which can be used as an operating model.
- We provide the families with support, advice and training so that it is easier for them to acquire the skills and the abilities to improve life together.
- Promote a multidisciplinary, communicative and low-stress work environment.

The **activities** are organised by eight professionals for the users, their relatives and other members of the community who are involved:

- On-site and phone coordination with different disability and healthcare network units.
- Individual therapy sessions with the user.
- Family sessions and Family School.
- Workshops and therapy groups.
- Emergency assistance.
- Home visits (if the situation so requires).
- Group excursions outside the Centre, both leisure and cultural excursions.
- Work experience in the A LA PAR Occupational Therapy Centre.



THERAPEUTIC ACCOMPANIMENT .....

# ASSISTANCE UNIT FOR VICTIMS OF INTELLECTUAL DISABILITIES [ UAVDI ]

Given the helplessness felt by people with Intellectual Disabilities when they are abused and as there are no specialised assistance services for victims of abuse who have intellectual disabilities, in 2010 the Fundación A LA PAR set up the Assistance Unit for Victims of Intellectual Disabilities (UAVDI) and started its NO+ABUSE project with the help and collaboration of the Guardia Civil.

The three main lines of action of the UAVDI are:



[www.nomasabusos.com](http://www.nomasabusos.com)

Tel: 91 735 57 90 (Ext. 712 ó 306)

Fax: 91 224 37 19 ~ Email: [uavdi@alapar.org](mailto:uavdi@alapar.org)



The three main lines of action of the UAVDI are:

## 1 INVOLVEMENT

With people with intellectual disabilities who have been victims of sexual abuse or mistreatment, with their families and the referring professionals.

- **Evaluation of the case** forensic and clinical.
- Individual, family, and group **psychotherapy**.
- **Facilitator service**, whose job is to guarantee that the victim has access to justice in terms of equality.
- **Legal assistance**, providing the person with intellectual disabilities with our knowledge and experience.

## 2 RESEARCH

This is the backbone of the project, which is intended to adapt the necessary forensic tools, law enforcement, judicial procedures and therapeutic instruments when working with victims of ID. Based on the research carried out, **the first law enforcement guide** for professionals from the world of ID has been written on how to deal with sexual abuse and domestic violence.

## 3 PREVENTION AND RAISING AWARENESS

We are working to create spaces (on-site and online) **to raise awareness and promote training** for all the professionals who work either directly or indirectly with people who have ID.

For further information, visit  
[www.nomasabusos.com](http://www.nomasabusos.com)







# Services for people with intellectual disabilities

## EMPLOYMENT

### **EMPLOYMENT OFFICE SHELTERED EMPLOYMENT**

126 workers with intellectual disabilities among our personnel, who do their best and value their work. A fine example every day!

More than 60 job placements in the company, which goes to show that having a diversity of staff not only makes the world a better place but it also creates a more valuable and competitive company.

## EMPLOYMENT

# EMPLOYMENT OFFICE

Since 2005, our work at the Employment Office has been inspired by a philosophy based on *two fundamental principles*: firstly to get people with intellectual disabilities involved in society and the world of work and secondly make sure that people with disabilities can live life to the full, if we can give them effective support to achieve this.

To this end, our first objective is to make people with intellectual disabilities more employable and give them the professional skills they need to become more competitive in the current job market, by promoting the development of their personal skills and abilities so that they can fully participate in the world of work and society.

The *two basic cornerstones* of our methodology are:

## A TRAINING FOR INCLUSION

The acquisition of theoretical and practical knowledge through "learning by doing" in which the student is actively and dynamically involved right from the start and the need to solve problematic situations is developed in them along with everything else that enables them to participate in society.

## B EMPLOYMENT WITH SUPPORT

The combination of individualized guidance and support measures in the work place, provided by specialised job coaches who try and make it easier for workers with intellectual disabilities to adapt to society and working in ordinary companies in similar conditions as the other employees assigned with the same type of work.

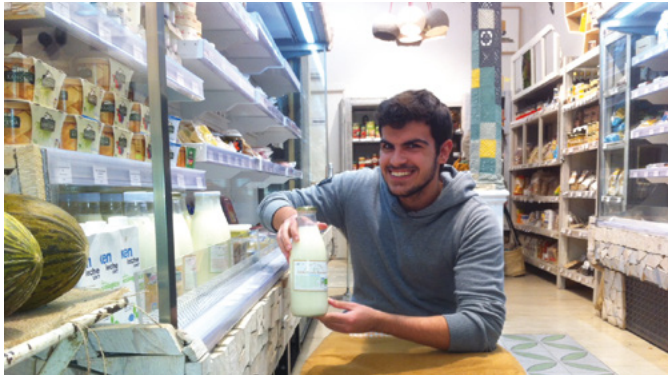


Unión Europea  
Fondo Social Europeo  
*"El FSE invierte en tu futuro"*

## BUSINESS ADVICE

At the Foundation, we strive for a society in which everyone takes part. Therefore, and in view of the issues concerning the compliance of the LISMI (law requiring companies with more than 50 employees to have a minimum “reserve quota” of 2% with disability), we provide guidance throughout the process as to what the best solution could be for the company, considering its needs.

The Foundation gives advice on how to identify needs, design job positions that companies have to cover and on management and the compliance with alternative measures.



## ALTERNATIVE MEASURES

The alternative measures are one of the legally established options (Royal Decree 364/2005), for public and private companies with more than 50 employees that are bound by the 2% reserve quota for employees with disabilities, whereby they can opt for these alternative measures instead in exceptional circumstances.

Collaborating with the Fundación A LA PAR as an alternative measure can involve:

- Buying goods and/or using the services of one of our three Special Employment Centres.
- Making a donation or sponsorship targeting activities related to job placements for people with disabilities.
- Hiring workers with disabilities through a Work Enclave.



Given the nature of our work, the Fundación A LA PAR and its Special Employment Centres can benefit from the alternative measures to hire people with disabilities as established in the Royal Decree 364/2005 dated the 8th of April to comply with the aforesaid (LISMI).



## EMPLOYMENT

# SHELTERED EMPLOYMENT

### SPECIAL EMPLOYMENT CENTRES

One of the Foundation's primary goals is to help people with intellectual disabilities integrate into society and find a job.

To this end we have three Special Employment Centres: Cadespain, Cademadrid and Las Higueras del Tambor, where we are able to find jobs for some of the users of our Occupational Therapy Centre who have acquired the right skills to do the work required satisfactorily. Currently they employ more than 150 workers. The Special Employment Centres aim to be sustainable and innovative units in their niche markets. Moreover, they are all profitable, not only does this make them sustainable and scalable, but also 100% of their profits are reinvested in the social activities of the Foundation.

The Special Employment Centres of the Fundación A LA PAR are subsidized by the Ministry of the Economy, Employment and Finance of the Community of Madrid.

These three Special Employment Centres are represented through different employment units.



CONSEJERÍA DE ECONOMÍA,  
EMPLEO Y HACIENDA

**Comunidad de Madrid**





# Services for people with intellectual disabilities

## SHELTERED EMPLOYMENT

**POST OFFICE: MAIL SACKS AND STAMPS**

**HUERTA DE MONTECARMELO**

**FURNITURE FACTORY**

**FLOWER SHOP**

**CAR REPAIR SHOP**

**PRINT SHOP**

**CANDY MAKING**

**HANDICRAFTS AND FASHION ACCESSORIES**

They are different productive activities that more than 250 people with intellectual disabilities take part in.



## SHELTERED EMPLOYMENT

# POST OFFICE MAIL SACKS AND STAMPS

We are very proud to say that we have been working with the Spanish Postal Service for more than 20 years. Perhaps through its letters, stamps, postmen and women we have become part of your life too.

### MAIL SACKS AND BOXES

A great number of foreign and domestic mail sacks arrive at our Post Office depot every day to be sorted, along with plastic trays to be washed.

The foreign mail sacks are sorted and returned to their country of origin. The domestic mail sacks are also sorted and pressed onto pallets. The cloth sacks are washed and repaired. We also wash and repair mail delivery bags and satchels, the motorcyclists' anoraks and helmets for all mail distribution centres in Spain.

The plastic trays are washed in our industrial tunnel washers and we repair cracked trays too.

The annual figures are clear proof of how efficient our employees' are.

**People with intellectual disabilities CAN if they get the necessary support!**

- No. of mail sacks classified, washed and repaired:  
2,084,880 units.
- No. of washed and disinfected trays:  
1,117,882 units.







## STAMPS

Every stamp has a story. There are many collections, colours, sizes, and shapes of stamps. At the Fundación A LA PAR, we also have a workshop where various philatelic products are assembled for stamp collectors.

It is complicated and painstaking work in which about 6,000,000 units per year (between the stamps and plate blocks) are handled.

This is very demanding work because there can't be any tears or irregularities in the perforations or stamps.

Since 2015 we have also been in charge of handling 23,000 copies of the Annual Post Office Book, which is a publication that contains all the stamps issued during that year by the Spanish post office, it also features the history of each year. These stamps are placed in custom-made stamp folders, with a written description next to the stamp telling readers about its history and why it is issued.



## SHELTERED EMPLOYMENT

# LA HUERTA DE MONTECARMELO



We have brought the countryside to the city with our [urban gardening project](#). The Huerta de Montecarmelo is ideal for all lovers of gardening, allotments, open spaces and growing crops.

And it is all [looked after](#) by individuals with intellectual disabilities, who are trained as [horticulturists and gardeners](#), who [look after the 200 allotments](#) that we have made available to the public. This has been a very successful initiative, thanks to the devotion of all our gardeners who tend to the land and keep the area lovely for everyone.



We also look after the gardens around the Foundation, the Tennis and Paddle Tennis Club, and our Quinta de la Muñoza, located in El Pardo.

And once a month we organise the **Farmers Market** that was started so that people could spend a pleasant day in the countryside in the city buying delicious natural produce in the surroundings of the urban gardens.

Homemade products can be found at the market such as: bread, cheese, beer, smoked products, wines and liquors from Madrid, jams and preserves, cold cuts, yoghurts, sweets, organic eggs, gumdrops and jellybeans...







## SHELTERED EMPLOYMENT

# FURNITURE FACTORY

In this workshop, we produce custom-made and socially responsible furniture by hand, we use a long assembly line where each individual contributes to creating trays, end tables, chairs, dressers, and all kinds of furniture.

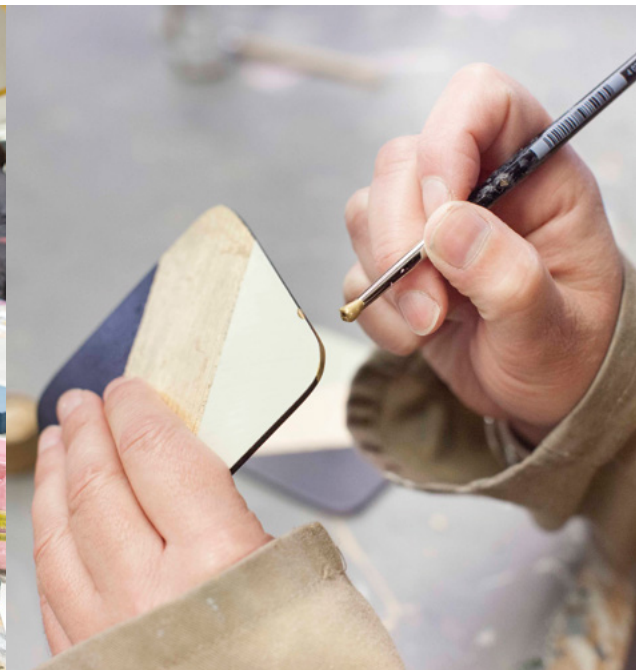
First, the carpenters prepare the wood; then our industrial painters sand the piece and return it to the carpenters, who apply the finishing touches.



Then the decorative painters apply the colour base coat to decorate, age, and varnish it. It takes special hands to do this painstaking work and give a unique and personal touch to the finished product.

We have a 15 meter, pressurized, dry filter painting booth, which enables us to get perfect finishes.

And we also display our products at major furniture and decoration trade fairs, such as Maison & Objet Paris, Ambiente in Frankfurt and Intergift in Madrid.



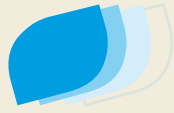
# SHELTERED EMPLOYMENT FLOWER SHOP

Flower arranging is the main activity of this work unit. Our flower arrangements are created primarily for weddings and events held at our Quinta de la Muñoz and a growing number of companies are relying on us too for their floral decor.

Our employees with intellectual disabilities have come up with an excellent technique to create floral centre pieces and flower arrangements.







## SHELTERED EMPLOYMENT

Services for people with Intellectual Disabilities - **A LA PAR**

# CAR REPAIR SHOP

In this workshop *we wash cars and we check them over to make sure they are running properly.*

First, we clean the inside of the car, vacuum, and wipe down the dashboard; then the car is put through the tunnel washer.

The basic car maintenance done in this garage includes: oil and filter changes, puncture repairs, changing tyres and brake pad replacements.

We also service, clean and do tune-ups on the Foundation's cars and buses.





## SHELTERED EMPLOYMENT

# PRINT SHOP

We specialise in wedding invitations and events, corporate stationery, business cards, reminders, magazines, catalogues, books, pamphlets, leaflets, flyers...

Our employees operate printing tools and machinery; they carry out all types of operations. They are in charge of the page layout, filming, printing, binding, packaging, and distribution.





We have the latest computer equipment, both Mac and PCs, film camera, lightbox, computer-to-plate technology, two offset printer machines, digital printer, paper cutters, folding machine, creasing and riveting machines and staplers be able to do all this work.



## SHELTERED EMPLOYMENT

# CANDY WORKSHOP

This is our sweetest unit, where we make cakes, tartlets, cupcakes, candy brochettes, Christmas trees and any other type of product that can be made with sweets.

The huge success of these products has meant that instead of working solely for individuals now 80% of our business is for companies.

All the employees of this Unit have completed a food handling course to ensure that all products are impeccably presented and meet the strictest standards of quality and hygiene.

Our efforts have been rewarded with clients such as El Corte Inglés, Grupo Vips and Carrefour, who rely on us to be their regular suppliers, with all the requirements that this entails.

In this respect, candy makers such as Oomuombo outsource the handling services of their products to our workers.



## SHELTERED EMPLOYMENT

# HANDICRAFTS AND FASHION ACCESORIES

The creativity, the skills and the search for new opportunities of our teams is non-stop. After sending out a few samples of our work to the heads of companies, we began to make [all kinds of fashion accessories for children's clothing: bows, headbands, scrunchies, hairgrips, hairpins, etc.](#)

[NECK & NECK Y GOCCO](#) are just one example of the companies that have used our services to make their accessory collections of each season.

As well as custom-made handcrafted pieces, another activity of the professionals in this unit is the tableware and decor. The success of this product is basically thanks to the design and the personalization of the pieces (engraving family coats of arms, initials, company logos, fretwork...).





# Resource generating projects



**FUNDALAND**


**FUENCARRAL TENNIS AND PADDLE CLUB**

**FUNDASHOP AND FUNDASHOP WEDDINGS**

**LA QUINTA DE LA MUÑOZA**

**FUN BAR**

**HOUSING**



In the last few years we have embarked upon different productive activities whose profits are reinvested in the charity work of the Foundation and this helps us be sustainable.





## RESOURCE GENERATING PROJECTS

# FUNDALAND



Fundaland is an all-inclusive children's solidarity, leisure and educational park. We believe that a society where the diversity, respect, happiness, friendship, hard work and creativity are an essential part of people is indeed possible; and we want to help new generations be the agents of change.

We celebrate all kinds of parties, birthdays, first communion celebrations, baptisms, baby showers, etc.... at our facility that covers 6,500 m2. On the weekends we organise workshops, sports events and outdoor activities.



By working closely with other NGOs we also organise extra-curricular activities, camps and school visits that instil the values promoted by the Foundation for children with and without intellectual disabilities and others who at risk of being excluded from society.

Fundaland creates direct job openings for people with intellectual disabilities in the areas of maintenance, as monitors and teachers and indirectly at the different special employment centres such as the candy making unit where candy kabobs and candy cakes are made to order.



Tlfn: 91 200 03 33 ~ Email: [info@fundaland.es](mailto:info@fundaland.es)



## RESOURCE GENERATING PROJECTS

# FUENCARRAL TENNIS AND PADDLE CLUB



This club was opened in 1991 with 4 tennis courts. Today it has 12 paddle tennis courts, 6 tennis courts (of which 2 can be converted into 6 mini-tennis courts) and most importantly, more than 2000 students per year play here.

The Fundación A LA PAR owns the facilities of the club. It is a good source of income for its social activities.

Apart from the tennis academy and renting the courts, the club has a morning paddle tennis league, a health club and it organises tournaments right through the year for adults and children. There are also 4 ladies veteran teams,





In July and August intensive two week courses are organised for all levels, along with a summer camp for kids from 3-4 years old and up.

The Club's well-established prestige and quality were essential when it came to being chosen to run the Racket Sports School of the Club Golf La Moraleja in October 2013.



[www.cpt-fuencarral.com](http://www.cpt-fuencarral.com)

Tlfn: 91 735 57 96 ~ Email: [info@cpt-fuencarral.com](mailto:info@cpt-fuencarral.com)





## RESOURCE GENERATING PROJECTS

# FUNDASHOP



You can find all the items that are made with a lot of dedication and taste by our employees in the furniture factory, floral workshop and handicrafts workshop in our [Fundashop store at the Foundation facilities](#).

Moreover, the Foundation also holds [exclusive spaces at two El Corte Inglés locations: Castellana and Pozuelo](#). There is a good sample of what is made at the Foundation on display here, which can also be purchased.

You can personalize and buy all our products from the comfort of your own home through our online store: [www.fundashop.es](http://www.fundashop.es)

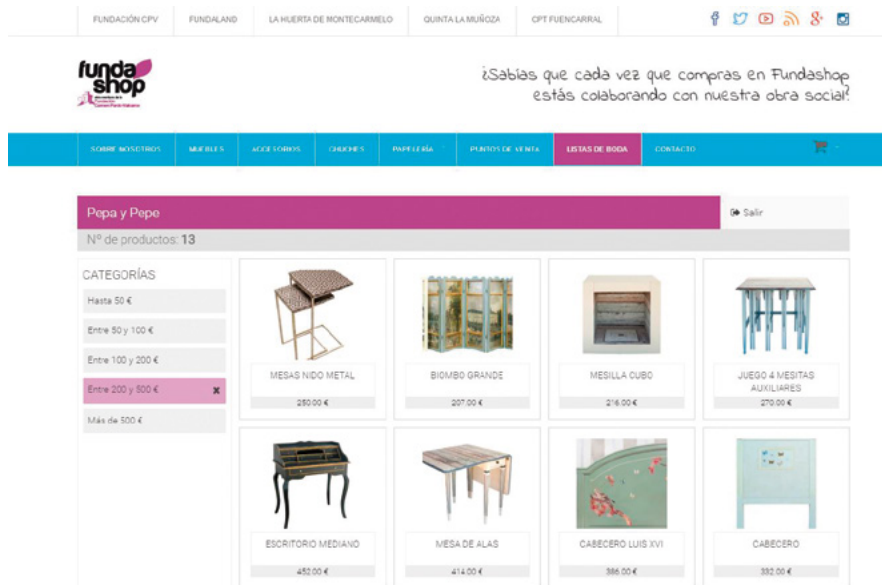


# FUNDASHOP WEDDINGS



Our charity wedding list is the best way to choose wedding gifts. Guests can choose a virtual product from the list that features our products, which can then be converted into money and 6% of the total amount processed is donated to the Foundation.

 [www.fundashop.es/Bodas](http://www.fundashop.es/Bodas)



The screenshot shows the Fundashop website interface. At the top, there's a navigation bar with links to various foundations: FUNDACIÓN CPV, FUNDALAND, LA HUERTA DE MONTECARMELO, QUINTA LA MUÑOZA, and OPT FUENCARRAL. Below this is the Fundashop logo and a message: "¿Sabías que cada vez que compras en Fundashop estás colaborando con nuestra obra social?". A secondary navigation bar lists categories: HOMER, MUESTRAS, MUEBLES, ACCESORIOS, TAPAS, PANTALLAS, PLANTAS DE MESA, LISTAS DE BODA (highlighted), and CONTACTO. The main content area shows a user profile for "Pepe y Pepe" with a "Salir" button. Below the profile, it states "Nº de productos: 13". A "CATEGORÍAS" sidebar on the left lists price ranges: Hasta 50 €, Entre 50 y 100 €, Entre 100 y 200 €, Entre 200 y 500 € (selected), and Más de 500 €. The main grid displays eight products with their names and prices:

Product Name	Price (€)
MESAS NIDO METAL	250.00
BIOMBO GRANDE	207.00
MESILLA CUBO	214.00
JUEGO 4 MESITAS AUXILIARES	270.00
ESCRITORIO MEDIANO	452.00
MESA DE ALAS	414.00
CABECERO LUIS XVI	386.00
CABECERO	352.00

## RESOURCE GENERATING PROJECTS

# LA QUINTA DE LA MUÑOZA



LA MUÑOZA

otra aventura

ALAPAR

Just a few minutes from Madrid, going into Los Montes de El Pardo forest stands La Quinta de la Muñoza, a magnificent neoclassical style house surrounded by beautiful gardens.

We have organized [the most exclusive and original wedding receptions](#) here for years along with all kinds of [corporate events](#); from big parties, new product promotions and other marketing activities, conferences, training programmes and business meals.

Our team takes care of everything right down to the tiniest detail so that everything is perfect.

Silvia Lodaes, the holder of Le Cordon Bleu Paris Grand Diplôme®, is the head chef who runs the Catering service at La Muñoza.

The employees with intellectual disabilities are in charge of the maintenance and upkeep of La Quinta de la Muñoza and they provide the following services:

- Upkeep and cleaning of the facilities on the estate.
- Maintaining, looking after and replanting the plants in its gardens.
- Kitchen assistant workshop.
- Making the invitations for weddings and corporate events.
- Floral decorations.
- Making furniture and decorating the house.
- Cloak room service and valet parking.

La Quinta de la Muñoza is distinguished for its extraordinary location and beautiful surroundings, its magnificent facilities and outstanding service and, above all, because it clearly shows that including persons with intellectual disabilities can enhance the quality service.





[www.quintalamunoz.es](http://www.quintalamunoz.es)

Tfn: 91 376 16 77 ~ Email: [comercial@quintalamunoz.es](mailto:comercial@quintalamunoz.es)



## RESOURCE GENERATING PROJECTS

# FUN BAR !

The Fun Bar! of the Fuencarral Tennis and Paddle Club is where our [coffee shop and restaurant with a terrace](#) are located. Come and relax, enjoy the best daily menus and dishes and bring all your family too for a barbecue. We are open every day!

fun!  
bar

otra aventura

A LA PAR

Thanks to training in hospitality given by our Employment Office, the members of staff with intellectual disabilities have been hired for both the lounge and the kitchen, by doing so it expands and diversifies the job openings available for them.

Once again this shows that intellectual disabilities do not affect the quality of the service or a job well done.

Tlfn: 91 200 03 31



# RESOURCE GENERATING PROJECTS

## HOUSING

Our heritage also generates a considerable amount of the resources that the Foundation uses to fund its charity work.

We rent 51 apartments (the prices of the housing has been regulated for 10 years) and 4 business establishments built on a plot of land that is owned by the Fundación A LA PAR. It is an initiative of the Junta de Compensación (Land Compensation Board) of the PAU (Urban Development Plan) of Montecarmelo.







# Collaborating Companies



COMPANIES THAT HELP



COMPANIES THAT HIRE

We encourage companies to do their bit for society: by hiring our workers with intellectual disabilities, by donating money, sponsorship or using our products or services.



## COLLABORATING COMPANIES

The entities that **have helped us through donations and outsourcing** are:





## COMPANIES THAT HIRE

Collaborating companies - **A LA PAR**

The companies that have hired workers with intellectual disabilities through our Employment Office are:



Companies that collaborate through work experience placements are:

ACE Business Group  
AON  
Asociación Antares  
Bankinter  
Bridgestone  
Bristol-Myers Squibb  
BT Telecomunicación  
Capacita Formación  
CBRE  
CDM Formación  
CEIP Valle Inclán  
Cise System  
Coemco  
Diagonal Gest

DSIE  
Escuelas Ideo  
FCC Medioambiente  
First Stop  
Fundación Mapfre  
Hípica San José  
IBM  
ICO  
IKEA  
Ilunion  
Indra  
Leroy Merlin  
Mama Campo  
Marín

Max Copias  
Mayence  
Motel  
Pérez Llorca  
RSA  
Sacyr  
San Román  
Scouts Madrid  
Sephora  
Servicio Madrileño de Salud  
Sodexo  
TH Real State  
Toll Pharma  
Universidad La Salle



## ACKNOWLEDGEMENTS AND INSTITUTIONS

# WE ARE MEMBERS OF THE FOLLOWING INSTITUTIONS

- **AESE** (Asociación Española de Empleo con Apoyo) [Supported Employment Association]
- **AEF** (Asociación Española de Fundaciones) [Spanish Foundation Association]
- **EAMHID** (European Association of Mental Health and Intellectual Disability)
- **EASPD** (European Association of Service Providers for Persons with Disabilities)
- **FONGDCAM** (Federación de ONG de Desarrollo de la Comunidad de Madrid) ) [Development NGOs Federation of the Community of Madrid]

## CREDENCIALES

- Included in the **Business Guide 2007** created by the United Nations as one of the most reliable 85 NGOs in the world (only 2 are Spanish) for companies to form alliances with.
- **EFQM 300** Certificate.
- **ISO 9001** Certificate.
- **First place in the National Club Ranking (Competition Category)** of the **Spanish Sports Federation for people with Intellectual Disabilities (FEDDI)** for our sports club.

## AWARDS

- Telemadrid [Madrid public TV station] 3rd Solidarity Award, 2006
- Finalists for the Caja Madrid award for Social Research, 2008 with the project to include people with intellectual disabilities in the world of work.
- 4th CEPESA 2010 Awards for Social Value in the Community of Madrid, for the Huerta de Montecarmelo.
- Award in 2010 for Good Practices in Occupational Therapy Centres of the Community of Madrid for the “Simple Acts with Good Reasons” project.
- 2nd Corresponsables Award, 2011, in the Non-Profit Organizations category, for the Huerta de Montecarmelo.
- 2nd Prize in Education and Research for charity work Caja Madrid for the Huerta de Montecarmelo.
- 4th Edition of the Incorpora Awards, 2011, to AON for its work with the Carmen Pardo-Valcarce Foundation.
- 13th Accésit Solidario 2012 Journalism Award from the Accenture Foundation for the creative ideas office.

- 2nd Prize BBVA Momentum Project. 2012 for the Huerta de Montecarmelo.
- Jones New York and Yo Dona 2012 Award Best Social Initiative.
- 2nd Prize 2012 in the International Corporate Responsibility Awards organised by Fundación Puentes del Mundo for its work with the Carmen Pardo Valcarce Foundation.
- 3rd Corresponsables Award, 2012, to Migueláñez in collaboration with the Carmen Pardo-Valcarce Foundation
- Proyectos que dibujan sonrisas. La Caixa 2012 Maid service.
- Justice and Disability Forum Prize from the General Council of the Judiciary 2013 as an Institution.
- The Caser Foundation Dependent Care and Society Award, 2013. Communication and Dependent Care Accésit Award for the work of the UAVDI. (Support Unit for Victims with Intellectual Disability).
- 5th Edition of the Incorpora Awards 2013 Sephora as a large company for its work with the Carmen Pardo Valcarce Foundation.
- 8th Edition of the Basketball awards 2013, special prize for our Niño Jesús del Remedio Sports Club.
- Actualidad Económica 2014, Prize 100 Best Business Ideas for Fundaland.
- 21st TELVA Charity Awards 2014, 1st prize in the national category for the work of the UAVDI (Support Unit for Victims with Intellectual Disability).
- La Caixa 2014 Prize for Social Change for the UAVDI.
- 1st Prize of Excellence Trinity College 2014 for Education in Values.
- Atades 2015 Prize, for being a leading Institution in Assistance for people with Intellectual Disabilities.
- 6th Prize Corresponsables 2015, finalists for the UAVDI.
- Solidarios del Seguro Prize 2015, for the Work Training Project for people with intellectual disabilities.
- 1st Prize for the Principles on the Fight against the Culture of Rejection 2016, for the work of the Foundation.
- 5th edition of the Inclusive Assistance Project Programme by the Fundación Universia and Fundación Konecta. Finalists in the research category.
- Solidarios del Seguro 2016 Awards, for the Job Training Project: Training in Document Digitization for people with intellectual disabilities.
- 5th Edition of the Awards Implicados y Solidarios by Bankinter, 2016. Prize in the bronze category, for the work of the Assistance to Victims with Intellectual Disability Unit (UAVDI).

[www.alapar.org](http://www.alapar.org)







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Fundación A LA PAR

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