

ANNUAL REPORT

20

A YEAR OF
GROWTH & RESILIENCE

24



BEVELON
ASSOCIATION

www.bevelon.ch





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Building a Legacy, Embracing the Future

Welcome to our Annual Report, a showcase of our achievements, progress, and commitment to creating impact.



Leading with Vision, Inspiring Transformation

Dear Community,

I am delighted to present our Annual Report 2024, showcasing our journey and accomplishments throughout the year.

Bevel ON began as a humanitarian initiative in response to the war in Ukraine, supporting displaced professionals regaining motivation, self-leadership, and in their integration into the Swiss job market. What started as a crisis-driven effort has since evolved into a broader mission, empowering vulnerable communities, including migrants, low-income groups, and single parents, to rebuild their lives. Through upskilling, mentorship, and access to professional networks, we continue to foster inclusion and economic empowerment, ensuring that talent and potential are never defined by circumstance.

I am filled with immense gratitude and pride as I reflect on the strides Bevel ON has taken in 2024. The achievements of the Association are a testament to the unwavering dedication of our teaching partners, coaches and mentors, who bring their expertise and compassion to our programmes.

I would like to express gratitude to each one of you for inspiring us and for the incredible impact you continue to create.

Our journey would not be possible without the growing Bevel ON community. To our participants, partners, and supporters, thank you for believing in the power of transformation and walking this path with us. A special note of gratitude goes to the Hirshmann Foundation, whose support this year has enabled us to expand our reach and deepen the value we offer to those we serve. Your contributions are not just helping us scale our impact; they are helping us change lives. We are creating a future where every displaced professional and vulnerable individual has a chance to rebuild their life, achieve economic empowerment, and find a sense of belonging.

Inna Malaia
President, Bevel ON Association



Uniting Talents, Fueling Integration



Meet our community of highly skilled displaced professionals who are reclaiming their lives with passion and collaboration to drive success.





Our Impact Programmes

Capacity Building Programmes

The backbone of Bevel ON activities are Capacity Building Programmes that help with self-leadership, business upskilling and carer strategies. In 2024 Bevel ON delivered Programmes 5 and 6.

Programme 5

Cohort 5 marked a significant milestone in our capacity-building efforts, bringing together a diverse group of displaced professionals eager to re-enter the workforce or establish their own ventures. With tailored training sessions, one-on-one mentoring, and actionable career guidance, the programme enabled participants to gain the confidence, skills, and networks needed for their professional integration.

Programme 6

Building on the success of previous Capacity Building Programmes, Cohort 6 showcased our ability to expand and refine our approach. This cohort featured an enhanced focus on entrepreneurship and social integration, with targeted workshops and collaborative sessions aimed at bridging cultural and professional gaps. The participants demonstrated incredible determination, turning challenges into opportunities for growth and empowerment.

Round Table Conference

This year's Round Table brought together leaders from public and private sectors, NGOs, and policy advocates to discuss innovative strategies for the integration of displaced professionals. The event served as a platform for meaningful dialogue, fostering partnerships and collaborations that directly benefit our participants. The key outcomes included

actionable recommendations and strengthened connections with partners resulting in CAS Programme funded by Canton Vaud, starting in January 2025.

Social Sustainability Conference

In partnership with CCIG and Leidar, we hosted the Social Sustainability Conference, focusing on creating inclusive pathways to economic empowerment for displaced professionals. This event brought attention to the systemic changes required to build a sustainable, equitable workforce. Participants left inspired and equipped with actionable strategies to contribute to this mission.

BSL Mastering Entrepreneurship

Our collaboration with the Business School of Lausanne (BSL) brought the Mastering Entrepreneurship workshop to life. Participants worked on real-world business challenges, refined their ideas into structured business models, and developed essential skills for launching and scaling their ventures. This programme emphasised innovation, resilience, and the importance of learning the nuances of Switzerland in driving entrepreneurial success.

Google: Digital Upskilling & AI

The Google Workshop was a standout event this year, focusing on digital upskilling and the transformative power of Artificial Intelligence. Participants gained hands-on experience with cutting-edge tools such as: Google Workspace, Gemini, Performance Max. This workshop empowered participants with the skills and confidence to navigate a rapidly changing digital landscape, preparing them for the future of work.



Celebrating Breakthroughs, Inspiring Progress

↑ **54%**

Activation Rate

↑ **214**

Upskilled

↑ **876**

Newsletter Subscribers

↑ **100%**

NPS Score

↑ **704**

LinkedIn Community

↑ **55K**

Grants Received

↑ **5**

New Team Members

↑ **12+**

Partnerships



Celebrate our significant milestones, breakthrough achievements that have propelled our organization forward.



Key Impact ROI Metrics



Employability

- Roundtables and meetings on refugee employability with cantonal and federal authorities.
- 10 dedicated sessions with career coaches and industry experts on career strategy.
- Of 16 certified participants 3 persons already employed, 1 started internship.
- Programme success rate: 20% (only cohort participations), Bevel ON Average during all 6 programmes: 36%, This is above employment level for Ukrainian refugees in Switzerland.



Upskilling

- 40 participants, who completed the entire 3 months programme, received Certificates of Completion.
- 181 attendees in open events
- CAS programme in collaboration with Business School Lausanne has been launched with 71 students.



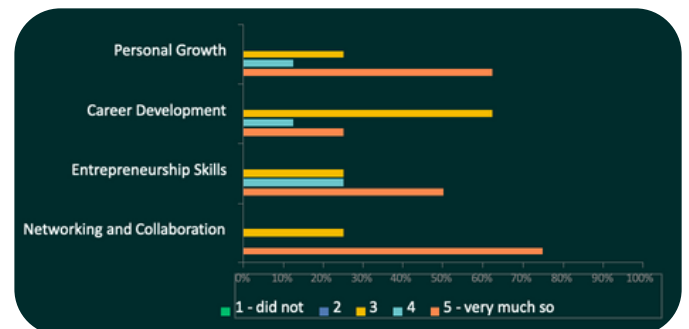
Entrepreneurship

- 9 sessions with trainers and expert speakers on entrepreneurship opportunities as job shift.
- Bevel ON overall entrepreneurship rate across all 6 programmes is 10% (among all participants).



Engagement

- 4 people got involved in volunteering.
- Bevel ON started partnerships for impact with Google career certification programme (as of 2025), Ipsos





Regional Impact



Bevel ON has grown into a cross-regional initiative, supporting displaced professionals across Switzerland and the greater European community. With participants from diverse backgrounds, we are expanding our reach beyond borders, fostering integration through upskilling, career development, and entrepreneurship opportunities.

SWITZERLAND

POLAND

MALTA

NETHERLANDS

FRANCE

GERMANY

UKRAINE

AUSTRIA

UK

USA



"Grateful for the transformative Bevel ON programme, which exceeded my expectations! Highly recommend it to displaced professionals for refining careers, fostering entrepreneurship, and building impactful networks."

Lesia Ponomarenko

Academic Researcher



"What truly sets this program apart is its power to inspire. It gave me a renewed sense of purpose and hope when I felt like giving up, and that is simply invaluable. Thank you for unforgettable and inspiring experience!"

Iryna Nursed

Legal Manager



"The programme has not only inspired a fresh career direction but has also reignited my sense of hope and purpose. It has been a source of empowerment and a supportive community that fosters personal growth. Thank you for this incredible journey!"

Svitlana Dekhtiar

CFO



Financials On Actuals

September 2024 to February 2025

BUDGET ELEMENT	ACTUALS, CHF
TRAINING	5,597
EVENTS	803
COMMUNICATIONS	9,882
ADMIN EXPENSES	6,755
OUTSOURCED SERVICES	15,486
UNFORESEEN	0
TOTAL DEBIT	38,523

Month-wise View

CHF	Sept'24	Oct'24	Nov'24	Dec'24	Jan'25	Feb'25
CREDIT	50,000	2500	2500			
DEBIT	2,965	9,141	7,263	8,961	5,182	5,012
TRAINING MANAGEMENT	695	437	119	2,900	1,096	350
FLAGSHIP EVENTS		803				
COMMUNICATIONS	102	2,886	3,513	1,286	184	1,912
ADMIN EXPENCES	1,040	1,893	512	1,658	902	750
OUTSOURCED SERVICES	1,128	3,122	3,119	3,117	3,000	2,000
UNFORESEEN	0	0	0	0	0	



Partnerships for greater Impact

At Bevel ON, partnerships are the driving force behind our mission. Empowering displaced professionals and vulnerable communities is a collective responsibility. By joining forces with key organisations, we build concrete pathways for upskilling, economic integration, and long-term sustainability. In 2024, the unwavering support of CCIG, Leidar, Google, and the Business School of Lausanne has been instrumental in expanding our reach and deepening our impact.

Chambre de Commerce, d'Industrie et des Services de Genève (CCIG) — Bridging Public and Private Sectors

CCIG has been instrumental in fostering dialogue between businesses and policymakers to advance economic inclusion for displaced professionals. Through our collaboration, we contributed to the Social Sustainability Conference, highlighting the role of private sector engagement in workforce integration. CCIG's platform continues to amplify our advocacy for policies that enable professional opportunities for vulnerable communities.

Leidar — Amplifying Our Voice

Leidar, a global communications firm, has been a key partner in helping Bevel ON refine and amplify its message. Their expertise in positioning economic inclusion as a core pillar of sustainability has guided our communication strategies, ensuring our advocacy reaches the right audiences. Leidar also played a central role in the CCIG Social Sustainability Conference, offering key direction on how organisations can communicate their role in fostering inclusion.

Additionally, they led sustainability training workshop for our community.

Google — Empowering with Digital Skills

Through Google's digital skills workshop, Bevel ON participants gained expertise in digital marketing, job search strategies, and professional branding. Google also championed discussions on inclusive hiring, reinforcing the importance of diverse and equitable workplace practices. Their partnership has provided practical tools for career advancement while fostering a culture of inclusivity in the job market.

Business School of Lausanne — Bridging Academia and Industry

The Business School of Lausanne (BSL) has connected Bevel ON participants with mentorship and leadership development opportunities, enriching their professional growth. By integrating academic insights with real-world business applications, BSL has helped displaced professionals navigate Switzerland's competitive job market with confidence.

These collaborations are more than strategic alliances, they are a collective force for change. Together, we are shaping a more inclusive workforce and expanding opportunities for those seeking to rebuild their lives. We look forward to strengthening these partnerships and forging new ones as we continue our mission.



Building the Road ahead

In 2025, Bevel ON is poised for a year of growth, transformation, and greater impact. In collaboration with the Business School Lausanne and the Association Together, we are offering Certificate of Advanced Studies to Ukrainian refugees. This programme provides participants with a robust framework to enhance their professional expertise and gain certification recognized by Swiss employers.

Our vision for 2025:

- **Expanding Our Reach:** We aim to create a higher impact by tapping into new key hubs, across Switzerland and Europe.
- **Strengthening Collaborations:** With strong partnerships, we will continue to build bridges that connect displaced professionals to the opportunities they deserve.

The year ahead is not just about growing our programmes but about amplifying the outcomes we deliver, creating a future where every displaced professional can contribute meaningfully to society and the economy. With innovation, collaboration, and resilience as our guiding principles, we believe 2025 will be a year of new breakthroughs.

Oleksandr Kryvosheyev

Public Affairs and Public Relations Advisor,
Bevel ON Association



Gratitude, Collaboration, and Continued Impact



Express our sincere appreciation to all stakeholders, including mentors, partners, employees, and shareholders, for their unwavering support and dedication.



HIRSCHMANN STIFTUNG

Google



Hospice général

GLOBAL MIND association



LHH
Recruitment
Solutions



Baker
McKenzie.



PILnet



découvrir

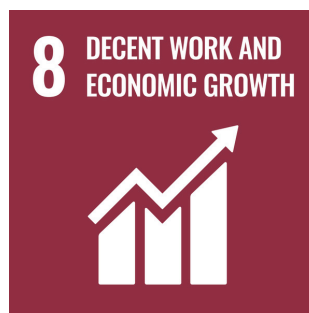




Our Commitment




By embracing these United Nations Sustainability Development Goals into our mission, we are committed to building inclusive communities where displaced professionals & vulnerable communities can regain active roles in society.






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