



SMERNICE/PRIPOROČILA ZA VZPOSTAVITEV LOKALNIH OMREŽIJ

Zaposlovanje oseb z motnjami v duševnem razvoju

- Izvedba promocijskih aktivnosti za zaposlovanje oseb z motnjami v duševnem razvoju (predstavitve primerov dobrih praks, delavnice, okrogle mize, dnevi odprtih vrat, ind.)
- Vzpostavitev sodelovanja lokalnega okolja (podpornih služb) z državnimi institucijami in odločevalci
- Izvedba skupnih prostočasnih aktivnosti za uporabnike/stanovalce podpornih organizacij za povezovanje oseb z motnjami v duševnem razvoju (izleti, športne aktivnosti, kulturne dejavnosti, ind.)
- Vključitev javnih zavodov (šola, knjižnica, kulturni center, zavod za šport, turistično informacijski centri, izvedba prireditev, ind.), nevladnih organizacij (društva, klubi, zveze) in zasebnih organizacij
- Borza dela – sejem lokalnih javnih zavodov in organizacij, NVO zasebnih podjetij ter institucij, ki v lokalnem okolju skrbijo za osebe s posebnimi potrebami (šole, zavodi, dnevni centri, društva, ind); predstavitev primerov dobrih praks iz tujine
- Nabor potencialnih delovnih mest/služb v lokalnem okolju za osebe z motnjo v duševnem razvoju
- Izvedba izobraževanj za potencialne zaposlovalce in usposabljanje mentorjev v organizacijah – program usposabljanja (obisk primerov dobrih praks, vzpostavitev testnih delovnih mest, ind.)
- Vzpostavitev delovnih inkubatorjev za krepitev poklicnih in socialnih kompetenc v znanem okolju, ki bodo omogočili osebni razvoj ter povezali rezultate učenja in izkušenj (simulacija delovnega mesta in job shadowing, vzpostavitev sistema mentorstva, ind.)



Employability of young people with mental disabilities in local communities

Vloga lokalnih skupnosti v lokalnem omrežju

- Vezni člen med organizacijami, ki skrbijo za osebe z motnjami v duševnem razvoju ter zaposlovalskimi organizacijami
- Vzpostaviti povezavo s pristojnimi nacionalnimi institucijami in odločevalci
- Določitev korakov, postopkov in pravil za delovanje lokalne mreže
- Vzpostavitev informacijske pisarne v mestni hiši
- Izvajanje podpornih in promocijskih aktivnosti zaposlovanju oseb z motnjami v duševnem razvoju – promocija podpornih organizacij in zaposlovalcev v lokalnem časopisu, na spletnih straneh, socialnih omrežjih in drugih medijih
- Predstavitve in promocija lokalnega omrežja na občinskih prireditvah
- Nudenje pravne pomoči zaposlovalcem in podpornim organizacijam, ki skrbijo za osebe z motnjami v duševnem razvoju (pravni okvir, pravila sodelovanja oz. vključitve v lokalno mrežo, pravilnik o nagrajevanju za opravljeno delo)
- Vzpostavitev sklada za sofinanciranje zaposlitev oseb z motnjami v duševnem razvoju
- Omogočanje finančnih spodbud za zaposlovanje oseb z motnjami v duševnem razvoju
- Izvedba javnega razpisa za sofinanciranje ukrepov spodbujanja zaposlovanja oseb z motnjami v duševnem razvoju v lokalni skupnosti za tekoče leto
- Vzpostavitev delovnega inkubatorja
- Prostovoljstvu prijazna občina
- Nagrada za naj zaposlovalca leta / invalidom prijazno podjetje občine



GUIDELINES/RECOMMENDATIONS FOR ESTABLISHING LOCAL NETWORKS

Employment of people with intellectual disabilities

- Promotional activities for encourage employability of people with intellectual disabilities (presentations of examples of good practices, workshops, discussions, open days, etc.)
- Establishment of cooperation between local environment (support services) and national institutions and decision-makers
- Implementation of joint leisure activities for users/residents from support organizations for connecting people with intellectual disabilities (excursions, sports activities, cultural activities, etc.)
- Involvement of public institutions (school, library, cultural center, sports institute, tourist information centres, events, ind.), non-governmental organizations (societies, clubs, associations) and private organizations
- Job fair – presentation of local public institutions/organizations, NGO and private companies that take care of people with special needs in the local environment (schools, institutions, day care centres, associations, social enterprises etc.); presentation of examples of good practices (local and foreign)
- A range/list of potential work placements /jobs for people with disabilities in the local area
- Implementation of trainings for potential employers and training of mentors in organizations - training program (visiting examples of good practices, setting up test workplaces, etc)
- Establishment of work incubators to strengthen professional and social competences in a familiar environment, which will enable personal development and connect the results of learning and experience (Workplace simulation and job shadowing in companies, establishment of a mentoring system, ind.)



Employability of young people with mental disabilities in local communities

The role of local communities in local network

- Municipality is a link between organizations that take care for people with intellectual disabilities and employer organizations
- Establish a connection with competent national institutions and decision-makers
- Determination of steps, procedures and rules for the operation of the local network
- Establishment of an information office in the town hall
- Implementation of promotional activities for the employment of people with intellectual disabilities - promotion of support organizations and employers in the local newspaper, on websites, social networks and other media
- Presentations and promotion of the local network at municipal events
- Providing legal assistance and consultancy for employers and support organizations that take care for people with intellectual disabilities (legal framework, rules of cooperation/inclusion in the local network, regulations on remuneration for work)
- Establishment of a fund for the co-financing of employment of people with intellectual disabilities
- Enabling/Assurance of financial incentives for the employment of people with intellectual disabilities
- Public tender for the co-financing of measures to encourage the employment of people with intellectual disabilities in the local community for the current year
- Establishing a work incubator
- Volunteer-friendly community
- Award for employer of the year / disability-friendly company of the community