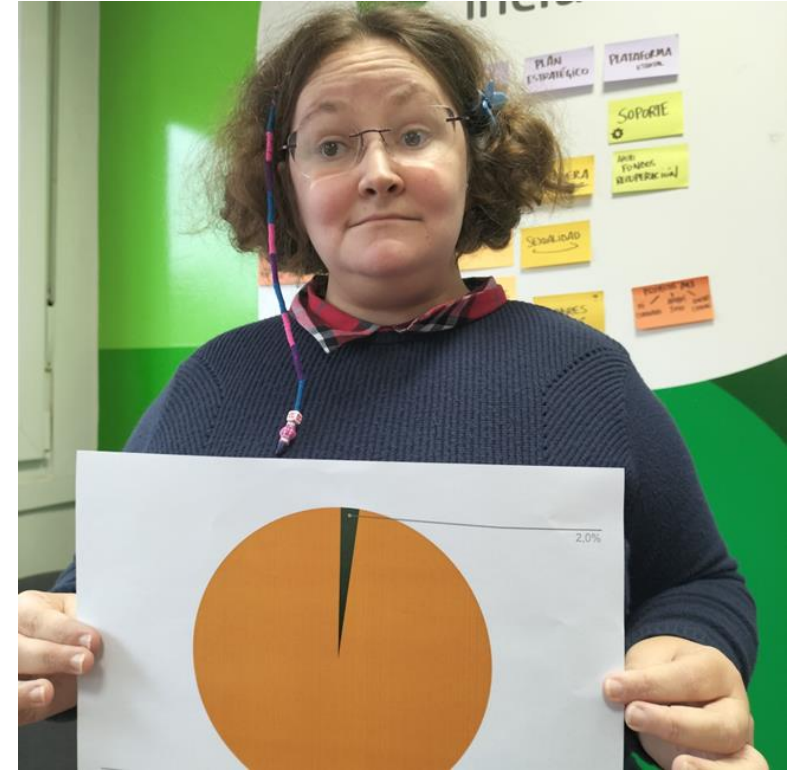


Employability of young people with mental disabilities in local communities

18.01.2023



Co-funded by the
Erasmus+ Programme
of the European Union



Партнеры

Ahtme Kool (Эстония)

FUNDACIÓN ASPANIAS BURGOS
(Испания)

LEARNING CENTER FOR YOUTH (Кипр)

Narva-Jõesuu Linnavalitsus (Эстония)

OBČINA SEZANA (Словения)

Цели проекта

- Описание возможностей результативного сотрудничества местных сообществ для повышения трудовой занятости молодых людей с ментальными расстройствами. Материал включает в себя: применение персонально-ориентированного подхода, рабочие листы, инструкции, пошаговые рекомендации по поддержке и оцениванию, успешные примеры из других стран.
- Организация 4 учебных поездок для членов команды проекта.
- Перевод материалов проекта на языки стран-партнеров.
- Проведение по меньшей мере четырех пилотных обучений в каждой стране для представителей партнерских организаций на местном уровне.

Зачем?

Мы верим, что наше общество может быть по-настоящему успешным и процветающим только в том случае, если оно инклюзивно и разные люди чувствуют, что их ценят и принимают.



Convention on the Rights of Persons with Disabilities (CRPD), статья 27 (Труд и занятость)

“Государства-участники признают право людей с ограниченными возможностями здоровья на работу наравне с другими; это включает право зарабатывать на жизнь трудом, свободно выбранным или принятым на рынке труда и в рабочей среде, которые являются открытыми, инклюзивными и доступными».

States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

Statistika

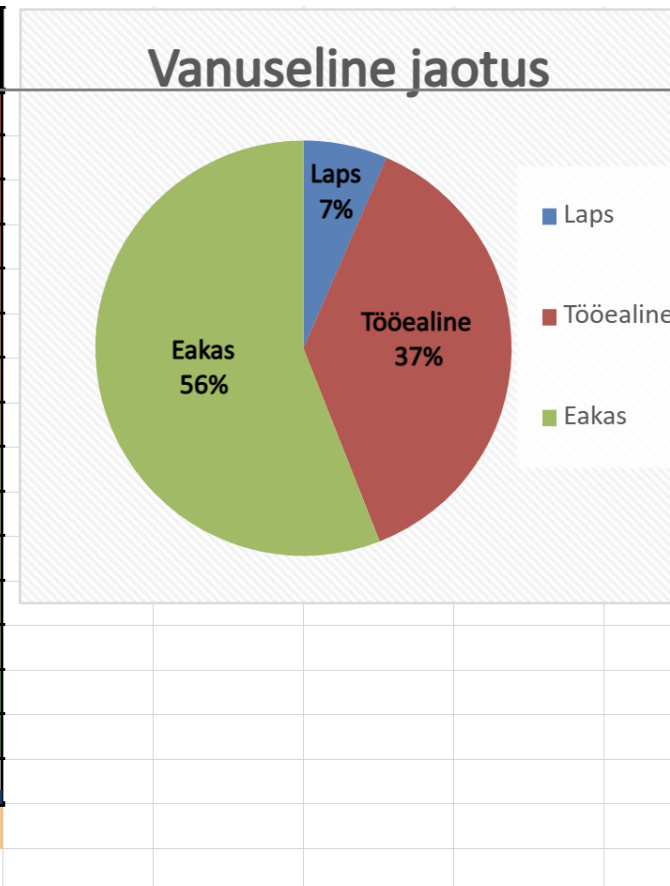
**Sotsiaalkindlustusameti andmete kohaselt
elab 30.09.2022 seisuga Eestis kokku
126 335 puudega inimest, kellest:**

- Sügava puudega inimesi: 13 512 (10% puuetega inimestest)
- Raske puudega inimesi: 65 858 (52% puuetega inimestest)
- Keskmise puudega inimesi: 46 965 (37% puuetega inimestest)

**Puuetega inimeste osakaal kogu Eesti
rahvastikust on ligi 10%.**

Данные департамента статистики, декабрь 2021

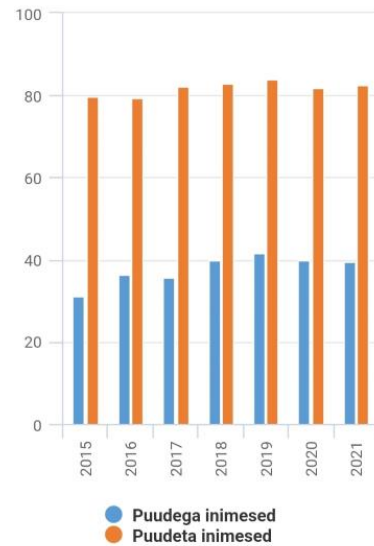
MK	Laps	Tööeline	Eakas	Kokku	Rahvaarv 01.01.2021	%
Põlva maakond	199	1,884	2,906	4,989	24,473	20.4%
Võru maakond	261	2,405	3,923	6,589	34,898	18.9%
Jõgeva maakond	212	1,837	3,053	5,102	28,082	18.2%
Valga maakond	245	1,865	2,785	4,895	27,962	17.5%
Ida-Viru maakond	929	6,805	12,723	20,457	131,913	15.5%
Viljandi maakond	356	2,303	3,231	5,890	45,877	12.8%
Tartu maakond	1,360	6,097	11,245	18,702	153,912	12.2%
Järva maakond	274	1,508	1,654	3,436	29,817	11.5%
Saare maakond	209	1364	2145	3,718	33,032	11.3%
Lääne-Viru maakond	451	2646	2944	6,041	58,402	10.3%
Pärnu maakond	570	3365	4901	8,836	85,760	10.3%
Lääne maakond	128	737	866	1,731	20,285	8.5%
Rapla maakond	225	1,227	1,353	2,805	33,116	8.5%
Hiiu maakond	43	247	415	705	9,381	7.5%
Harju maakond	3,199	14,585	19,849	37,633	609,515	6.2%
Teadmata	32	1,003	443	1,478		
Üldkokkuvõte	8,693	49,878	74,436	133,007	1,326,425	10.0%
osak%	6.54%	37.50%	55.96%			



Puudega inimeste tööhõive suureneb

**EU
VÕ**

Ajavahemikus 2014-2020 on puudega inimeste tööhõive kasvanud 14,6 pp võrra ja moodustab 2020. aastal 39,9 protsenti. Võrreldes 2020. aastaga on puudega inimeste tööhõive vähenenud 1,6 protsendipunkti võrra.



Graafik 1.1.7. 20-64 aastaste tööhõivemäär puude ja puude puudumise järgi, % (Allikas: Statistikaamet, THV601)

Данные департамента статистики, 2021: puuetega inimesed kokku

Tööhõive määr, %	18 aastat kuni pensioniiga	38,9
Töötuse määr, %	18 aastat kuni pensioniiga	14,3

Ценность для бизнеса

- Льготы от государства (например, покрытие налогов)
- Часть рабочих операций может выполняться более тщательно
- Предприятия получают опыт для адаптации их продукции для людей с недостатками здоровья и расширения их базы клиентов
- Улучшение результатов бизнеса через открытие нового потенциала
- Люди с недостатками здоровья часто готовы выполнять ту работу, которая другим не кажется привлекательной, и она им нравится
- Право на финансовые выгоды
- Выполнение требований госзаказов (в зависимости от страны)

Ценность для культуры организации



Команда становится более разнообразной,
улучшается социальная среда



Улучшение моральных ценностей и повышение
общей культуры организации



Больше эмпатии и лучше атмосфера



Улучшение отношений

Вклад в общество и цели устойчивого развития



Придание сил и улучшение благополучия людей с недостатками здоровья и их семей

Возможность внести вклад в личностное, социальное, культурное и глобальное развитие

Ценность для отношения с партнерами и сообществом



Признание и продвижение как ответственной организации



Улучшение бизнес-репутации компании



Связь экономических результатов с положительным вкладом в общество

Employability of young people with mental disabilities in local communities

Evgenia Kantsypko

Expert in supported employment projects, social franchising, social impact monitoring and evaluation, grant management

- 12 years of experience in NGOs
- RAOUL foundation based in Saint-Petersburg with Swedish-Russian expertise
- Moved to Tallinn in April 2022



Speaking about:

- ★ Swedish-Russian experience of supported employment (based on EUSE guidelines)
- ★ Employment situation of people with mental disabilities in Estonia
- ★ Pilot study of potential employers in Ida-Virumaa

Swedish-Russian experience of supported employment (based on EUSE guidelines)



March, 15th 2009: Michael Krivonos in an orphanage for young people with special needs for the first time



✓✓ **2011:** RAOUL foundation was established in St.Petersburg in honor of Raoul Wallenberg with support of Swedish partners

✓✓ **2014:** RAOUL founded a social enterprise to provide supported employment services

✓✓ **2018:** “Everything is possible!” (EvP) is a project aimed at scaling supported employment services in Russia in cooperation with other stakeholders



Experience by Samhall Sweden



Samhall AB, Sweden is a model for RAOUL

- ✔ 1.2 billion USD in turnover from state subsidies and sales of services
- ✔ Operates since 1981
- ✔ 23.000 candidates at work/year:
 - have special needs or reduced work ability
 - at 12 Swedish IKEA stores and other employers all over Sweden
 - trained by Samhall's staff development programs
 - job coaching and adapted work environment

RAOUL results by 2022

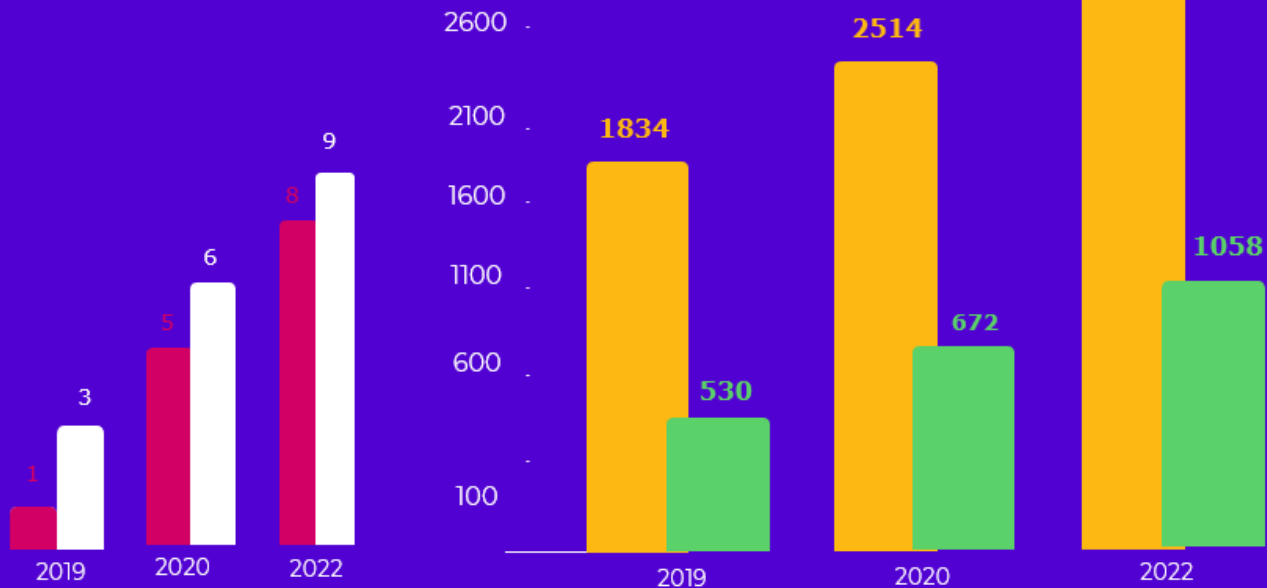
- Regions
- Organizations

Scaling method

SE is expanded in Russian regions in partnerships among NGOs, businesses and public bodies using social franchising model

Results by 2022

- Beneficiaries involved in the project
- Got the first job experience



Swedish-Russian experience of supported employment (based on EUSE guidelines)

Age of candidates: **14** to **35** (39)

Candidate profile: unemployed,
lack employment experience
(under 6 months at single
workplace)

Has special needs/mental
disabilities or experience of
growing up in an orphanage

80% with special needs
20% orphanage background



5-stage process (EUSE)

Client engagement

Vocational profiling

Job finding

Working with employers

On and off job support (job coaching)

Paid Work

Open Labour Market

Ongoing support

- ✓✓ services are based on individual needs of a young person and possibilities in the labor market
- ✓✓ are not limited in quantity and time
- ✓✓ young person can stop receiving services and return at the moment of need

- Trainings, e.g. job search or soft skills
- Getting CV prepared
- Visiting companies
- Practice interviews
- Short term internships
- Psychological support etc.



Supported employment methodology

Available in Russian language:

→ [Guidance materials on Supported employment](#)

→ [Materials for employers](#)



✔ Over 880 employers since 2014

✔ **Common jobs:**

- documentation coordinator
- administrative assistant
- assistant accountant
- courier
- production line employee
- junior shop assistant
- junior merchandiser
- assistant warehouseman
- shop security supervisor
- cleaner



Social impact

- **900-950** young people apply for services annually in **8** regions
- **250-300** young people get their first work experience (1 month+) – 27-32%
- 2 years later 60% of them still have jobs and 40% gain **1 year+** work experience (according to annual monitoring)
- Reasons for quitting jobs in 2022: job contract expired, maternity leave, employer shut down/moved, low salary, no orders.

Engaging employers

Key principles

Understanding employer's needs

Compliance with the terms of cooperation agreement

Understanding situation in the open labor market in specific region

Company needs employees and is ready to develop inclusive environment

Employer has a potential mentor in the workplace

Mentor and other employees are ready to interact with a job coach and exchange experience



Case

Melon Fashion Group. Fashion-retail

MELON
FASHION GROUP

4

brands

845

shops

5

countries

5 500

employees

Lavina befree LOVE REPUBLIC sela

1 Vacancy identification

- MFG allocated a separate budget for young people's wages for the shops participating in the project (approximately 125 000 euro per year)
- MFG opened jobs:
 - assistant storekeeper: pre-sale preparation of clothes, assistance to store employees - currently *the top requested vacancy*.
 - assistant database administrator: making loyalty card numbers.
 - assistant specialist in cash discipline: checking cash books.
 - assistant vacancies in offices: database administrator assistant.

All jobs involved:

Separate simple operations

- with possibility for step-by-step adaptation
- with potential expansion of operations in the future

Reduced flexible work schedule

Convenient area for work

Possibility to combine with studies

Hourly wage



Case

Melon Fashion Group. Fashion-retail



Larina befree LOVE REPUBLIC sela

2 Search and selection of candidates

- recruiting takes place among candidates supported by job coaches in RAOUL
- candidates undergo preliminary training at the Training Center
- candidates go through two rounds of interviews with an employer: with an HR specialist and with a shop manager.
- job coach attends interviews as well

3 Personnel training and education

- trainings for shop managers (mentors) how to interact with young people
- regular meetings of job coaches and mentors to discuss practical cases
- company employees are involved in volunteer activities and events

4 Adaptation of new employees

- regular check-up meetings and calls to collect feedback
- new employee's work is systematically evaluated by a job coach

Company's progress

Melon Fashion Group. Fashion-retail

MELON
FASHION GROUP

Lavina befree LOVE REPUBLIC sela

4

brands

845

shops

5

countries

5 500

employees

180 young people took part in the project from 2013 to 2021

54 young people worked in the shops in 2021, 13 became MFG staff after temporary work

The project continues in 4 regions

The company won a **HR-brand award** in the special nomination "Equal Opportunities" from Head Hunter

It's a Match!



Challenges:

Many international companies left Russia which led to reducing jobs for young people

Simple jobs are harder to find in the open labour market

New target group among young people with disabilities
– refugees and men who came back from war

International partners cut donations for RAOUL

Other companies are struggling and are more complicated to engage

Regional NGO partners have to shut down any new projects

50% of EvP team left Russia and work remotely

More state control from the government

ANY
Questions?

Employment situation of people with mental disabilities in Estonia

- ✔ Unemployment rates are usually the highest among disadvantaged groups.
- ✔ According to the UN Department of economic and social affairs, in developing countries 80% to 90% of people with disabilities of working age are unemployed.
- ✔ In most developed countries the official unemployment rate for people with disabilities of working age is at least **twice** than for those who have no disability.

Employment situation of people with mental disabilities in Estonia

Population: 1,331,796 (2022)

At-risk of poverty rate 22,8% (2021)

Average monthly gross wages and salaries 1,679 euros (Q3 2022)

Employment rate 69,5% (Q3 2022)

Unemployment rate 5,6% (Q3 2022)

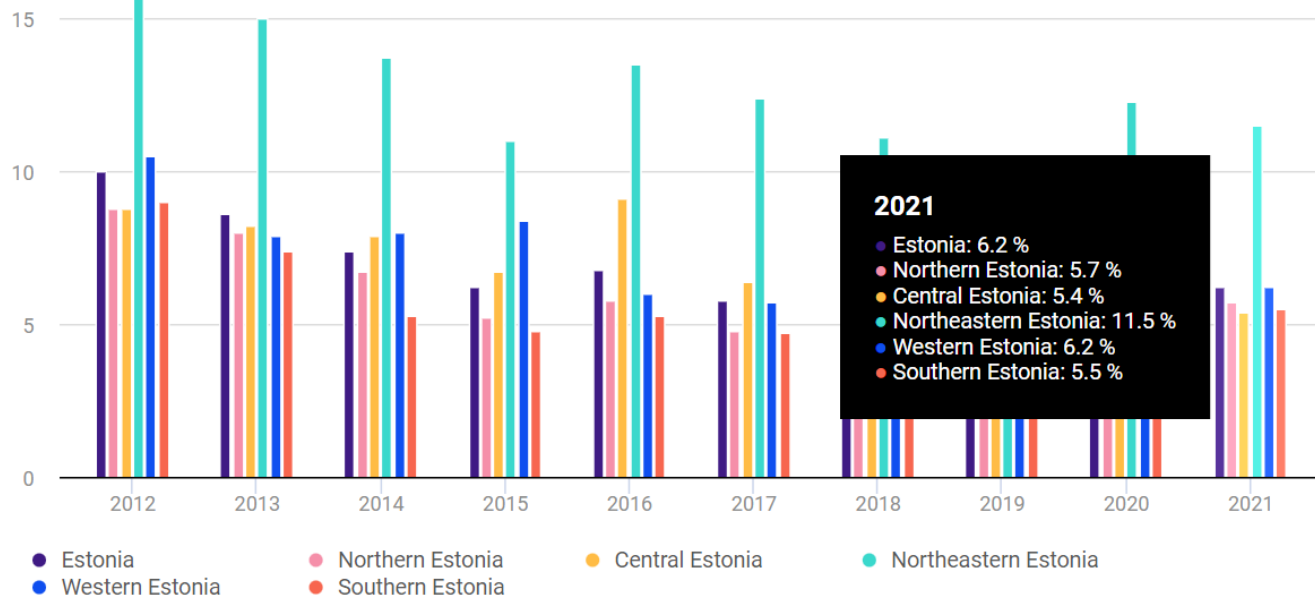
Source: <https://www.stat.ee/>

THV23: DISABLED PERSONS, 1 JANUARY by Year, County, Age group and Sex

		Total
		Males and females
2022	Whole country	133,679

Employment situation of people with mental disabilities in Estonia

Unemployment rate in Northeastern Estonia is **twice higher** than in the country in average



Employment situation of people with mental disabilities in Estonia

Number of disabled persons aged 16-39 in Estonia **13573** (2022)

Number of disabled persons aged 16-39 in Ida-Virumaa **1729** (2022)

THV23: DISABLED PERSONS, 1 JANUARY by Year, County, Age group and Sex

		16-24	25-29	30-34	35-39
		Males and females	Males and females	Males and females	Males and females
2022	Whole country	4,239	2,355	3,315	3,664

THV23: DISABLED PERSONS, 1 JANUARY by Year, County, Age group and Sex

		16-24	25-29	30-34	35-39
		Males and females	Males and females	Males and females	Males and females
2022	Ida-Viru county	513	256	414	546

Employment situation of people with mental disabilities in Estonia

% of disabled persons in working-age population – **8,3%** (2021)

Overall **54 300** disabled people can be involved in the labour market (2021)

THV601: Labour status of working-age population by disability by Indicator, Age group, Disability / capacity for work and Reference period

		Disability/capacity for work total
		2021
Labour force, thousands	From 16 years to retirement age	650.5

THV602: Persons aged 15-64 by Indicator, Age group, Disability, Capacity for work and Reference period

			Persons with limited capacity for work
			2021
Number of persons, thousands	From 16 years to retirement age	Disabled persons	54.3

Employment situation of people with mental disabilities in Estonia

Unemployment rate of disabled persons is **2,5 times** higher than average among population

34 000 disabled people of working age are unemployed/inactive – out of labour market

THV601: Labour status of working-age population by disability by Indicator, Age group, Disability / capacity for work and Reference period

		Disabled persons
		2021
Number of persons employed, thousands	From 16 years to retirement age	21.3
Number of unemployed persons, thousands	From 16 years to retirement age	3.6
Number of inactive persons, thousands	From 16 years to retirement age	30.4
Employment rate, %	From 16 years to retirement age	38.5
Unemployment rate, %	From 16 years to retirement age	14.3

Employment situation of people with mental disabilities in Estonia

Out of 22 000 disabled people employed in 2021:

Employed in agriculture, forestry and fishing	1.4
Employed in manufacturing	3.9
Employed in construction	1.5
Employed in wholesale and retail trade, transport, accommodation and food service activities, information and communication	4.6
Employed in financial-, real estate, professional and administrative activities	2.9
Employed in other service activities	7.7

Pilot study of potential employers in Ida-Virumaa

- ✔ Employers' experience in hiring people with disabilities in Ida-Virumaa
- ✔ Barriers and opportunities: state support services for employers, jobs suitable for young people with special needs, employers' working environment and interest in inclusion
- ✔ If they may be potentially interested in cooperation in the future

Pilot study of potential employers in Ida-Virumaa

Timeline: December 2022 – March 2023

Cities: Narva, Narva-Joesuu, Silamae, Kohtla-Jarve, Johvi, Toila.

Stages:

1. December 2022-January 2023: online questionnaire
2. January 2023-February 2023: individual interviews to identify barriers and experience
3. February 2023-March 2023: individual interviews to identify solutions and readiness to cooperate in the future

Pilot study of potential employers in Ida-Virumaa

Number of companies reached: 138 (January 15th)

1. Sources: open registers of legal entities, Estonian unemployment insurance fund.
2. Located in the cities of study.
3. Have a positive account balance and staff members, no tax debts.
4. Some fields of activities were excluded: investment funds, consulting etc.
5. State institutions included (healthcare, education, youth centers etc.)

Emailing in both Estonian and Russian with further calls to Russian-speaking companies and reaching out to HRs in LinkedIn

Pilot study of potential employers in Ida-Virumaa

Number of companies reached: 138 (January 15th)

Field of activity	Nº of companies
Manufacturing	
- Metals and energy	14
- Clothes	12
- Furniture, building materials and supplies	11
- Food	5
Agriculture	13
Hospitality	12
Restaurants, bars and catering	10

Pilot study of potential employers in Ida-Virumaa

Field of activity	Nº of companies
Retail stores	
- Chain stores	8
- Others	6
State and private companies	
- Healthcare	1
- Education	6
- Cultural	4
- Social services	3
- Service	1

Pilot study of potential employers in Ida-Virumaa

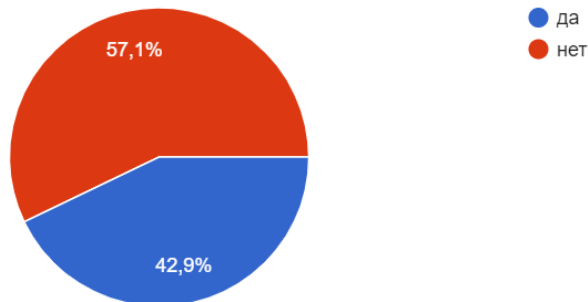
Field of activity	Nº of companies
Construction	4
Utility service (water supply, waste collection)	4
Cleaning	4
Ports	2
Banks	2
Gas stations	2
Telecommunications	1
Auto repair shop	1
Others	8

Pilot study of potential employers in Ida-Virumaa

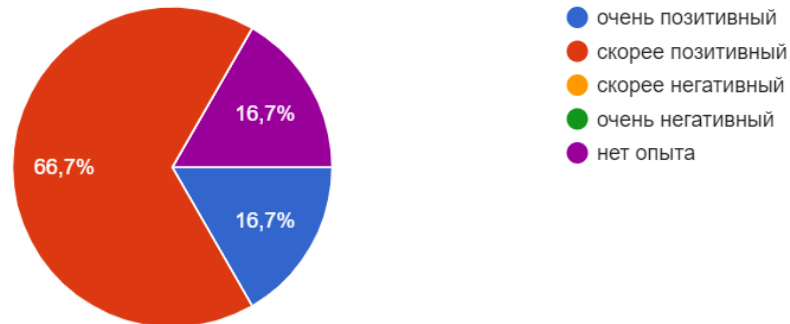
Number of responses to the questionnaire: 14 (10%)

Hospitality, manufacturing, retail, restaurant, hospital, youth center, logistics

1. Has your company used any of the services of the Estonian Unemployment Insurance Fund to support employers who employ people with special needs?

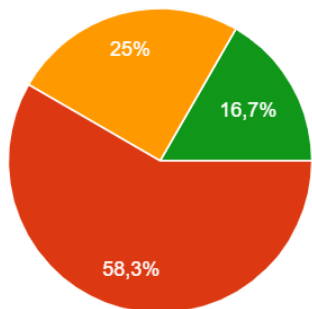


2. If your company has previously used such services, how would you rate the experience of receiving them?



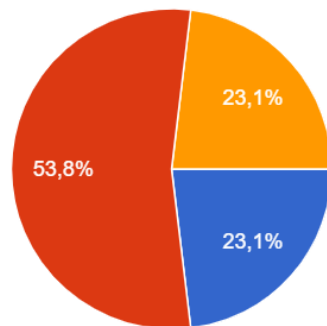
Pilot study of potential employers in Ida-Virumaa

3. If your company has never used such services before, do you know about them?



- хорошо знаю и могу объяснить другим
- хорошо знаю
- слышал (а) / знаю частично
- не знаю
- знает другой сотрудник компании

4. Are you interested in learning more about these services?



- очень интересно
- скорее интересно
- скорее не интересно
- совсем не интересно (не актуально)

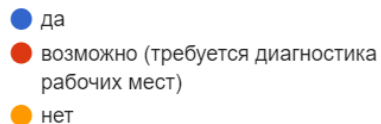
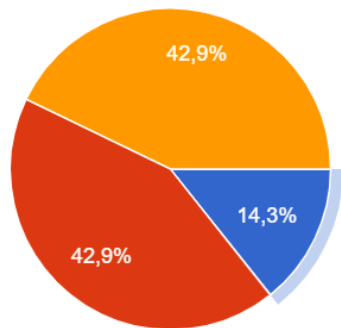
Pilot study of potential employers in Ida-Virumaa

5. Does your company have permanent or temporary vacancies that do not require special training / vacancies available to candidates without work experience? Give examples of such vacancies (*if available*)

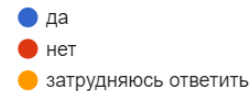
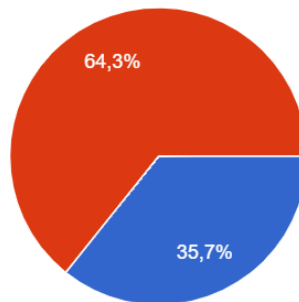
“in summer - laundry + ironing” (guesthouse), “not yet”, “warehouse worker”, “No, if there are vacancies, they require special training”, “Chef, cook assistant, waiter”, “track fitter, sailor” (port), “Housekeeping, kitchen assistant, cloakroom attendant”, “we employed teenagers in a labor camp and their task was to clean up the territory and clean up the city's info bollards” (youth center), “Rarely”, “cleaning of finished products, duplication of parts” (clothing manufacture), “each job requires a certain level of training”, “handymen, janitors” (chain retail store), “waiter, barista”

Pilot study of potential employers in Ida-Virumaa

6. Are there routine/monotonous tasks in your company that are handled by highly qualified employees and that can potentially be allocated to an individual employee?

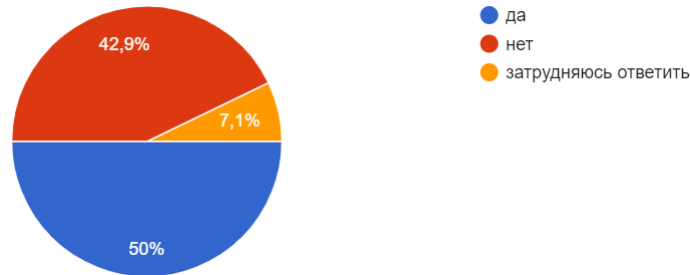


7. Does your company employ employees with special needs?



Pilot study of potential employers in Ida-Virumaa

8. Have they worked at your company before?

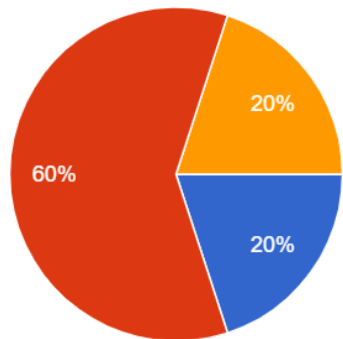


9. If you have experience in hiring employees with special needs, have you had any difficulties in working with them?



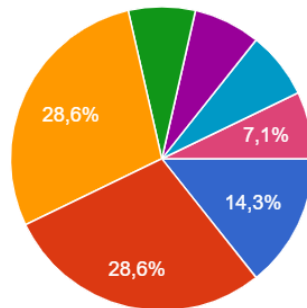
Pilot study of potential employers in Ida-Virumaa

10. In general, how would you characterize the company's experience in employing people with special needs? (if available)



- очень позитивный
- скорее позитивный
- скорее негативный
- очень негативный

11. Is your company considering employing people with special needs?



- точно рассматривает
- скорее рассматривает
- скорее не рассматривает
- совсем не рассматривает
- необходимо подумать
- только если подростков в летний лагерь
- На данный момент наибольшее количество сотрудников вообще не рассматривается

Pilot study of potential employers in Ida-Virumaa

12. If your company is considering employing people with special needs, is it ready to hire people with mental disabilities?



Pilot study of potential employers in Ida-Virumaa

13. If your company does not consider employing people with special needs, what is the reason for this? What could change your mind?

- “Logistics in the enterprise: availability ...”
- “There are no suitable vacancies for this category of people”
- “We have a hard night job with drunk people, we cannot waste time and energy on monitoring the work of a person with special needs”.
- “Our work is connected with children and youth and it is not monotonous, it requires a lot of skills and knowledge”.

Pilot study of potential employers in Ida-Virumaa

- “Maybe if there is a support person nearby, yes. I would personally take it, but it needs to be taken very seriously”.
- “Let me tell you as an example from experience. We hired a hearing-impaired woman. Unfortunately, in 4 months she broke our equipment, because when loading a sewing machine she doesn't hear clicks and doesn't know that she has installed everything correctly. Therefore, the problem of low-quality seams was often there. And then there was the breakdown of the machine”.

Conclusions

- People with disabilities in Ida-Virumaa face more challenges finding jobs than in Estonia in average.
- Young people with mental disabilities are in a group of higher risk of staying out of labour market.
- Situation with jobs availability is uneven in Ida-Virumaa. Narva and Narva-Joesuu are locations with a larger number of employers.
- Employers are likely to look for employees without addressing Estonian Unemployment Insurance Fund. They tend to avoid bureaucracy and candidates with weak motivation for work.
- The number of employers ready to hire young people with disabilities in Ida-Virumaa is limited. Any negative experience is shared in the community.
- Seasonal jobs are more likely to be offered and be suitable for young people.
- More suitable fields: retail, hospitality, restaurants and clothing manufactures, state institutions

LEARNING CENTER FOR YOUTH

EXAMPLES FROM GOOD PRACTICES

Litsa Charalambous, PhD
Director-Senior Trainer

BSc in Occupational Therapy
MA in Gender Issues and Education
PhD Professional Orientation of Students with
Intellectual Disability

CYPRUS



WORKING FOR EMPLOYMENT OF PEOPLE WITH DISABILITY, WITH THE PEOPLE...

LCYouth



LCEducational



Training - Education - Research - Counselling
Εκπαίδευση - Κατάρτιση - Έρευνα - Συμβουλευτική



Job Coaching Programme

Employers TEN/ Supporting

Transition Service (social skills)



Training people with disability
 Training professionals

Employers TEN/awareness

Transition Service (job skills)



OUR ACTIVITIES





































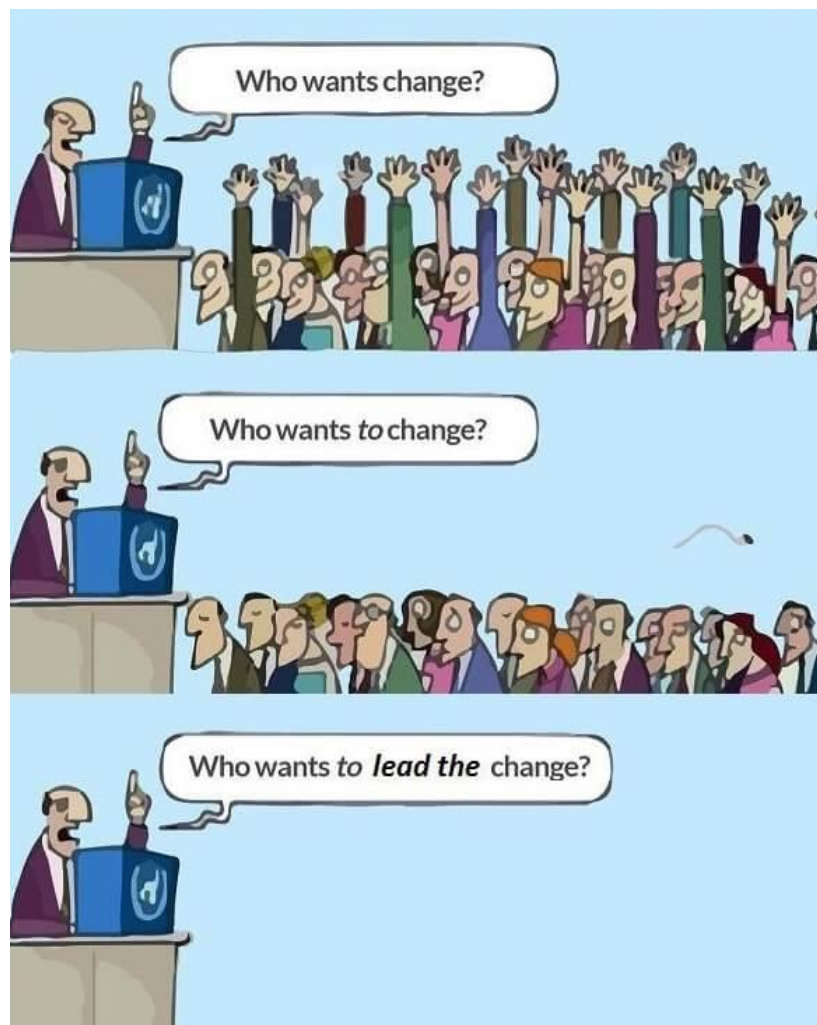




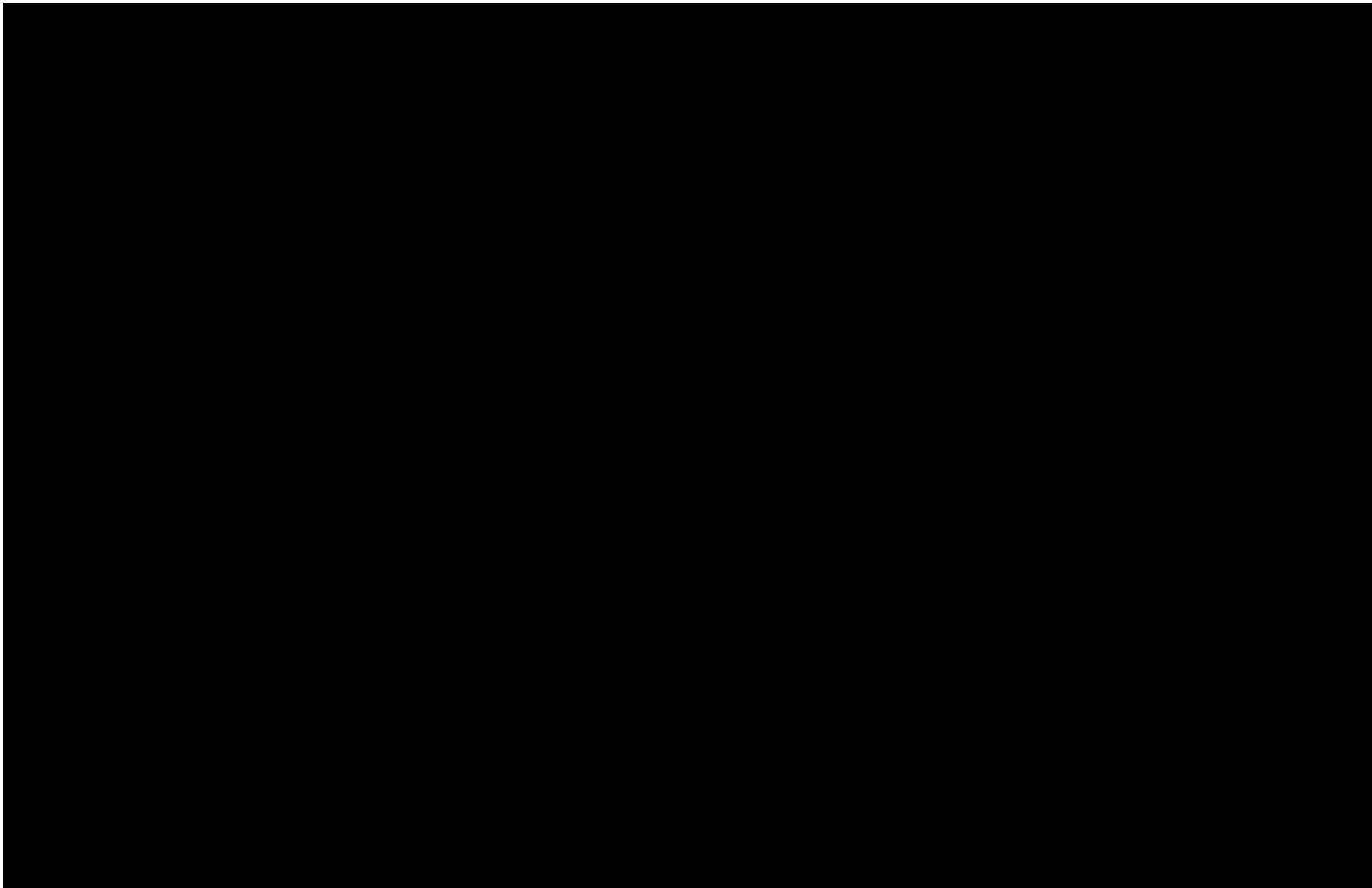
TAILOR MADE JOBS

- Jobs according to interest and skills of each person, matching the needs of the company/organisation etc.
- Break the duties and responsibilities to smaller tasks
- Find the right task for the right person

STEPS TO EMPLOYMENT-CHANGE



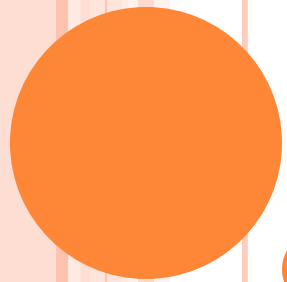
HR MANAGER – PARADISIOTIS COMPANY



BEST PRACTICES

KLEOPATRA'S STORY

MARINA'S STORY



BEFORE COVID

KLEOPATRA'S STORY



- Kleopatra was working in the biggest food factory/company in Cyprus for 1,5y (first job)
- She was in the position of kitchen assistant
- Her tasks were sanitation of food areas, preparing ingredients including washing and chopping, assisting the chef and taking directions

KLEOPATRA'S STORY



- *What was your previous experience in Paradisiotis Company?*
- I was doing the preparation in the kitchen of the company's restaurant. I had very good relation with my colleagues.

2019-WORKING AS KITCHEN ASSISTANT FIRST DAY!



2019-WORKING AS A KITCHEN ASSISTANT









MARINA'S STORY



- Marina was working in a law firm office for 2ys (first job)
- She was in the position of the office assistant
- Her tasks were secretarial such as front desk, filing, printing, coping and telephone operating

WITH HER DIRECTOR

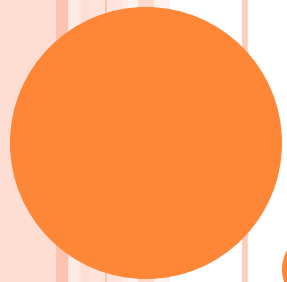


PARTY DAY WITH THE “BOSS”



WITH HER COLLEAGUES





AFTER COVID

THE NEW CHALLENGE



NEW JOB, NEW DUTIES!

The day of the agreement!



- Marina and kleopatra have new duties.
- Receptionist and frond desk duties
- Three days a week
- These duties are according to their willing, personality and qualifications!
- They have support from our job coach
- Real salary for their job.
- They are very excited for the new career!
- The director is very happy to have them as employees!
- They offer their best!
- The company promote a positive brand image by increasing their Corporate social responsibility!



MARINA TALKS ABOUT HER NEW JOB



WHAT DO PERSONS WITH DISABILITY ASK FROM US ?





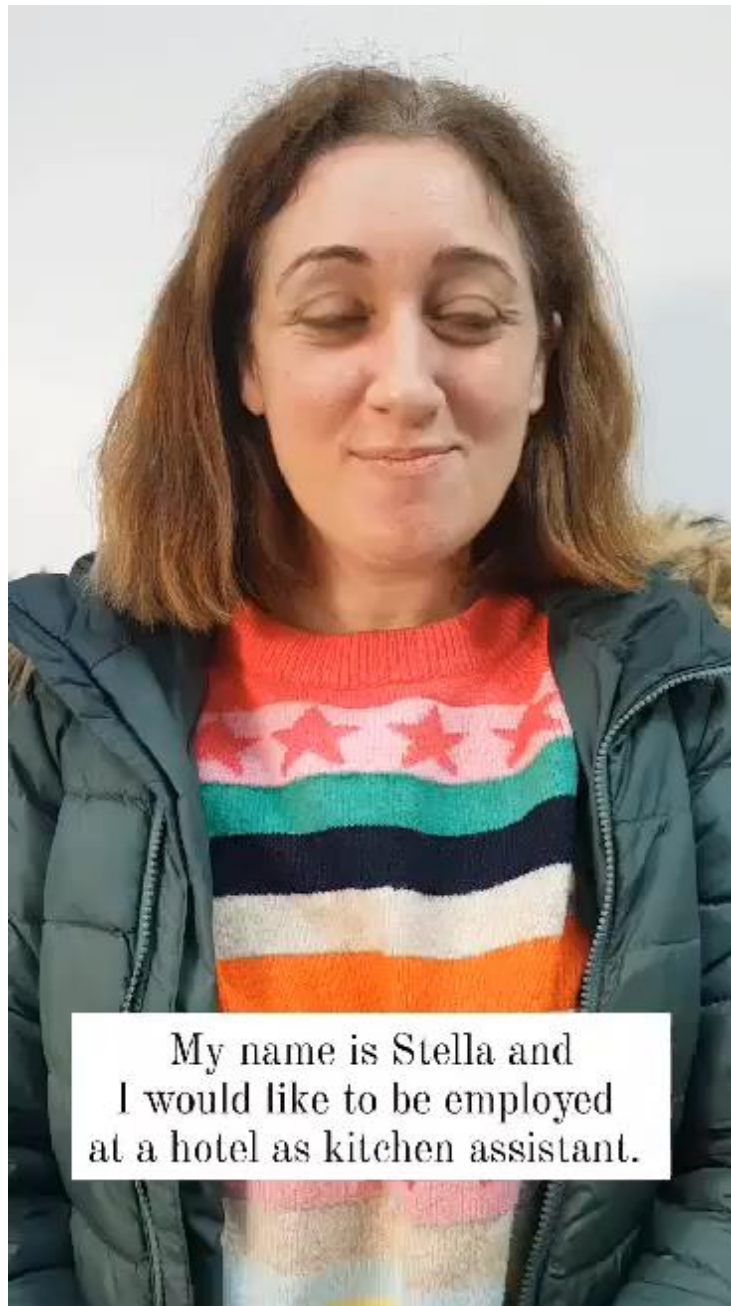
My name is Athanasia and I would like to be employed at a cosmetics store.



My name is Kelopatra and I would like to be employed as a secretary.



My name is Maria and I would like to be employed at a coffee shop.



My name is Stella and
I would like to be employed
at a hotel as kitchen assistant.

THANK YOU FOR YOUR ATTENTION

“Change your attitude, employ a person with a disability and you will change the lives of all people around”

Dr Litsa Charalambous



Training-Education-Research-Counselling
Εκπαίδευση-Κατάρτιση-Έρευνα-Συμβουλευτική





FUNDACIÓN ASPANIAS BURGOS

Project: Employability of young people with mental disabilities in local communities. 2020-KA20142



Centro de formación donde se cursa :
EBO Educación Básica Obligatoria
TVA Transición a la Vida Adulta
FPB Formación Profesional Básica



Centro de Formación Puentesauco

C/ Condesa Mencía, 150
09006 Burgos

Training: 12 to 21 years
old students



CISA: Employment center - Intermediation unit.

Pizza
restaurant,
making pizza

Burger King
Kitchen
assitant

Library
services

Garden center

Supermarkets

People working on different companies

Cooking oil recycling



PERSONALIZED EMPLOYMENT

The personalized employment methodology is a tool for people with intellectual or developmental disabilities to get a job in the ordinary work market.

That is, not to work in a special employment center, but in the town hall or in the coffee shop in your neighborhood.

PERSONALIZED
EMPLOYMENT

THIS METHODOLOGY IS DIVIDED
IN 4 PHASES



PHASE 1: DISCOVERY

It is the Discovery phase in which the employment specialist has to discover **the talents of the person** in their natural environment such as their neighborhood.

It is done through interviews with the family or those who know good to the person with intellectual disability ...

The objective of this phase is to discover **their talents.**



PHASE 2: PLANNING

It is the phase in which companies are identified to continue discovering the talents of the person. Its objective is also to identify if there are companies in which these talents fit.

It is important to realize that you are not looking for a job yet.



PHASE 3: NEGOTIATION

We talk with companies to make them see what the person with intellectual disabilities can contribute to their company.



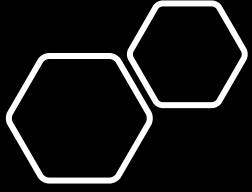
PHASE 4: SUPPORT

Support is provided that the person with intellectual disabilities may need in their position of work.

NEW APPROACH

Personalized employment is different from other methodologies such as supported employment or vocational guidance.

In personalized employment, generic job offers are not sought, but personalized and unique job offers are sought for each person.



WHEN FOOTBALL
IS YOUR PASSION



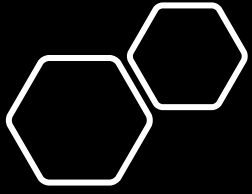
Fundación
BURGOSCF



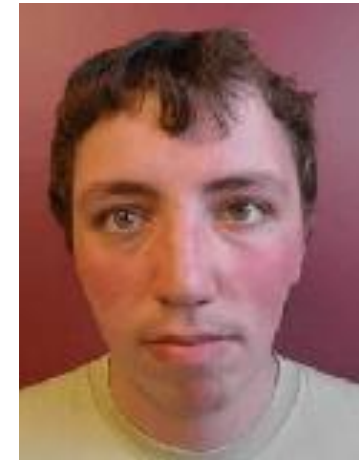
Candela Blanco
@escandelablanc

OFICIAL | Álvaro Barquín continuará en nuestro equipo de trabajo esta temporada. ¡Celebramos la buena noticia! ❤️❤️
#FundacionBCF
#SumamosTodos





Good with plants
and people





Municipality of Sežana

PUBLIC ASSISTANCE CENTRE

- Day center
- Home group
- Workshops, sport and cultural activities, trips, etc.
- Working therapy and industrial work
- Integrated employment



DOM NA KRASU

- 4 dislocated units with 10 residential communities
- Working therapy, workshops, summer camps, day center



The Association for Mental Health and Creative Leisure "VEZI"

- NGO
- social protection, employment, health and education
- 9 residential houses and 4 day centres
- Vezi Vizija, Employment centre Bodika, So.E. Brinjevka



Social enterprise Brinjevka

- 4 ha of cultivable land
- Ecological farm
- Cooperation with locals



Employment centre and Institution of food processing and tourism BODIKA

- Creating new employment possibilities for disabled
- Developing interesting and dynamical work places
- Networking with other organizations in local community



Kraški lonec



Kraški kotiček – shop with typical Karst product



Kavarna Integrali - The best coffe and cookies in town



Volunteers at Sežana's Marathon



FW: PTP vabila v pregled - matej x (1) Facebook x +

facebook.com/kraskimaratons/photos/a.143994382382694/6575807915867943/

Mali Kraški Maraton
13. junij ob 15:02 · 🌐

20. Malega kraškega maratona ne bi bilo brez *prostovoljcev*. Zahvala vsakemu posebej za nesebično delo, ki ga je opravil, še posebej pa se zahvaljujemo ekipama varovancev VDC Koper - enota Sežana in Dom na Krasu, ki so skrbno opravili svoje zadolžitve, ob koncu prireditve pa jih je zaslužen doletela prav posebna čast - odtekli so zadnjo traso in po njihovih srečnih obrazih sodeč se jim ne bi mogli zahvaliti na lepši način. 🙌

#preKRASnitek #HVALAprostovoljci

Varstveno delov... Prikaži več

👍❤️ 63 2 komentarja 2 delitvi

🗨️ Všeč mi je 🗨️ Komentiraj ➦ Deli z drugimi 🗨️

Najustrenejši

Urša Mali Pisek
Res so bili super. Prav vsi. Hvala 🙌
Všeč mi je · Odgovori · 2 tednov

Roman Koprivc
Hvala vam.
Všeč mi je · Odgovori · 2 tednov

Napiši komentar ... 📷 📹 🗨️

SL 12:39 28.5.2022

Local network for encouraging employability



Local network for encouraging employability

- Connection of (local) public institutions
- Info point
- Financial support in the municipal budget
- Introduction of new measure – employment of people with disabilities within the framework of an existing public tender for employment in the private sector

Thank you
for your
attention

MSc. Mateja Grzetič Žerjal,
Municipality of Sežana
Mayor's office
+386 5 7310139, mateja.grzetic@sezana.si

