



Focus on employers

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Employment of PWDs in Finland

- PWDs have a significantly lower employment rate
 - 600 000 people report problems with work capacity (self assessment)
 - PES reports 35 700 unemployed job seekers with reduced working capacity.
 - Disability benefit recipients 51% have been out of work the past two years (N 1687)
 - only 400 people with mental disability in paid work when 3000 would be able to.
- Fragmented system and qualification criteria for services
 - PES, Vocational rehabilitation, Occupational health, Social rehabilitation and services by NGOs
- Medical assessment by a physician is always the starting point, teamwork important
- Major national reform in social and health services

Good practices

- OTE project <https://youtu.be/rRBbhFcbVxA>
 - 8 sub projects (Development of new models, PWD as entrepreneurs, tackling benefit gaps (wages and pension)
 - Return to work-consultants training: The ‘routefinders’
 - New networking with policymakers, social partners and NGOs
- **RATKO -model: What does the work organisation need?**
 1. Introducing diversity
 2. Creation of new tasks and assessment of tasks
 3. Recruitment with same assessment tools Imba and MELBA
 4. Matching and supporting employment
- **Individual Placement and Support: Place first and train in job**
 - Learning in a real workplace with real tasks
 - Support from a job-coach to find and keep employment
 - On-going support for the employer too

What do we need?

- **Same aim: Inclusion**
 - Finland uses wage subsidy to support employment to all organisations, are Latvia's subsidised workplaces the same?
- **Assessment of work capacity, for medical reasons or for employment reasons?**
 - Always in relation to actual work, team work is important
 - Always in relation to environment (new models of tele-work etc.)
 - Disability does not automatically mean lower work capacity
- **Motivation programme and Social mentor**
 - Same as IPS? Is the goal paid work in the open labour market?
 - How to motivate the employer?
- **Changing attitudes**
 - Open doors, 'real' recruitment events, accessible recruiting practices
 - Diversity management training for employers

Discussion on results

- Similar measures in many countries, but little lasting results
- People with disabilities, people with mental health problems, long-term unemployed, immigrants, older people, youth
 - Diverse target group requires diverse methodologies, guidance and programmes
- Those outside labour market seem to have stricter qualification criteria than those already at work
- Do we concentrate enough on employers' needs?
 - Employers hire people for a purpose
 - They need skills and information on how to benefit from a diverse work force
 - Recruitment of PWDs should be easy, common and useful for the employer
 - Public organisations could lead the way