

Fundación ONCE- Inserta
Empleo:
***Adapting service provision
under COVID19***

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Disabled people in Spain

We have offices to support people with disabilities & companies in all Spanish autonomous communities and many provinces



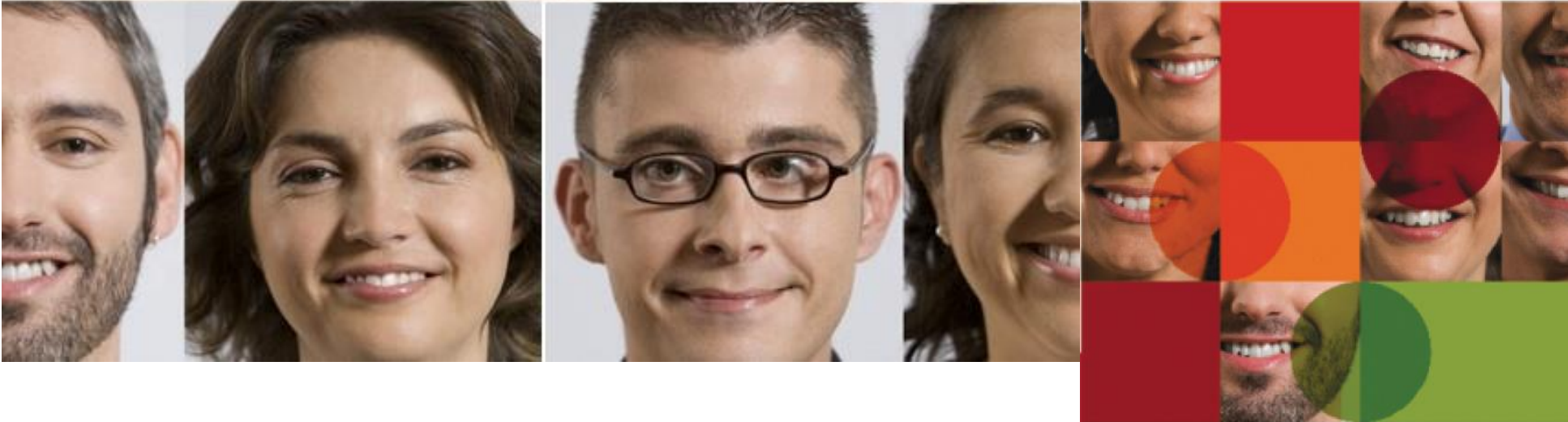
Population of Spain
47.350.000

People with disabilities
3.840.000 (8,17%)

**Disabled people
of working age:**
1.876.900

Active disabled people:
647.000 (34,5%)

Who we are



General factbox of Fundación ONCE

Mission: To contribute to the **full social inclusion** of people with disabilities, mainly through employment and universal accessibility.

Part of the ONCE Social Group: 72.150 employees, 58% with disabilities (including ILUNION Business Social Group)

Annual Budget: 72% ONCE Lottery sales, 20% European Social Fund (Intermediate Body since 2000), 8% Other sources

Priorities: Training and Employment (70%), Universal Accessibility, Design for All and Independent Living (30%)

Grant Program: Around 2.100 projects supported last year

Inserta Empleo

Human resources entity arm of **Fundación ONCE**, expert on disability, that executes Operational Programmes, co-financed by the **European Social Fund (ESF)**.

- ✓ **C.500 professionals and 30 territorial delegations.**
- ✓ **>250.000 people** all types of disability & professional profiles.
- ✓ **>10.000 personalized employment pathways / year.**
- ✓ **>9.000 jobs filled in companies / year**

¿Buscas candidatos?

ALTA PARA EMPRESAS >



Inserta Empleo



Por **talento**

¿Buscas un empleo?

REGÍSTRATE AHORA >



Inserta Services to Jobseekers

- ICF approach to capabilities - what each candidate is capable of doing what really matters.
- Each candidate: a talent map defined according on his / her expectations, qualifications and soft skills & labour market needs and requirements.
- Jobseekers can find HR Managers and relevant HR professionals tutorial videos; information & recommendations e.g. write a CV / cover letter, interview...



employability
joboffers
#internships
#empower
#ICF approach
#social network

Acceso usuarios Registrarse

talento inicio descubrir por talento candidatos empresas comunicación comunidad

La plataforma de gestión de empleo y formación para personas con discapacidad.

Integramos la **disCapacidad**

¿Buscas candidatos? Registrarse como empresa >

Por Talento FSC-Inserta

¿Buscas un empleo? Registrarse como candidato >

EMPRESAS QUE YA CONFÍAN EN POR TALENTO

DKV SEGUROS MÉDICOS EROSKI FCC Servicios Ciudadanos Ford GRUPO SIRO

#fullyaccessible
#vocational
#training
#interpersonal #skills
#NEETs
#personal #advise

Inserta Services to Jobseekers

- Full competency test design taking into account the skills and competency identified by employers as the most relevant.
- Inserta professionals can highlight jobseeker strengths while sending them to an open position and identify weakness to boost employability
- Retraining programs to boost employability according to market needs. E.g. in digital skills (Portamento Digital).
- Clients from all economic sectors - wide range of job opportunities & all kinds of professional profiles & job positions
 - hard working employees → middle management.



Inserta Services to Companies

- **Tailored assistance** to companies according to each client's strategic needs, objectives and organizational structure.
- Our aim: help companies **find best candidate with disabilities for each opened position while highlighting diversity** as a source of competitive advantage.



We provide training to HR managers and companies employees to feel disability confident and build an inclusive corporate culture (webinars, inspirational experiences, videos, sessions,...)

- We encourage companies to develop **inclusive culture** promoting them to employ people with disabilities.



- We **advise and assist throughout** whole recruiting & hiring process.

Training and Employment Action Lines:

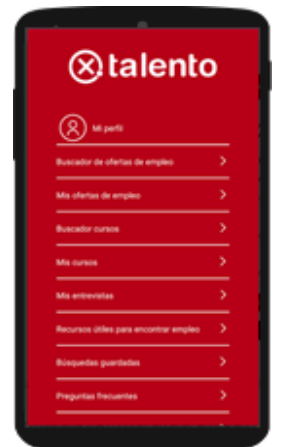


Portalento.es: Training and employment portal



Fully accessible online platform aimed at providing a faster and more effective service both to jobseekers and employers

+
New app



Employers can upload job offers and review the professional profile of those candidates who apply for an offer.

Jobseekers can upload their CV or video CV and find all the training and job offers available.

COVID19 Outbreak

- **1st lockdown:** March 14th.
- **Shutdown of offices**
- **Reinforcement of communication.**
 - Contact with registered clients and employers.
 - Announcements and information on *Por Talento*, social media, etc. about impact on services, adaptations & changes implemented.
- **According to PES, 2nd trimester contracts for people with disabilities** dropped by 58.1%. By 27.1% in 3rd trimester, compared to the same months last year.
- **Research “Effects and consequences of the COVID-19 crisis on persons with disabilities”:** 1.460 surveys conducted in May - 37% affected by temporary layoff schemes



Training

- **In-person trainings cancelled**
- **Shift to online/remote** activities where possible
- **Reinforcement & increase of e-learning & online training offer (since April).**
 - Digital skills
 - Advanced Training for jobs in digital / technological field.
 - Professional skills: typing, food handling, reporting (writing and presenting), risk prevention, finance, sales, time management
 - Languages (English, German, French, Portuguese, Chinese...)
- **Lack of access** to internet, online tools, computer equipment... & digital skills
- **Monitoring & mentoring by e-mail/phone**, when available, training not fully accessible
- **Resources map, financial support**

Training

- **Plan “Stay at Home”:**

Staff provided with materials, resources, guidelines to provide customized training opportunities & mentoring to jobseekers :

- Basic skills (based on skills assessment)
- Be Digital (basic digital skills)
- Get ready for your job interview.

- **Empowerment of Women:**

- Women over 45 years old, unemployed (at least for 1 year)
- Training & mentoring
- Contents: motivation, self-concept, emotional intelligence & assertiveness, empowerment and leadership.

- **Entrepreneurs: Digital Transformation**

Employment services

- **Reinforcement of communication:**
 - **Por Talento platform, social media, campaigns** [Campaign Multiplícate*100 (Multiply yourself by 100), social media video addressed to young people with disabilities, where employers were showcased and engaged in promotion and dissemination: <https://www.youtube.com/watch?v=CmEz2wbg6rU&feature=youtu.be> - Youtube automatic captioning in English available]
 - Encouraging registered jobseekers to stay active, update their profiles on *Por Talento*, check the “recommendation” section, apply for job offers, contact local offices...
- **Combating clients and families’ fear of infection** to avoid inactivity, not taking job opportunities...
- **Remote guidance, coaching and mediation**
- **Remote services for women victims of gender violence**

Employers

- **Remaining “present” - Reinforcement of communication:**

- *Por Talento* platform, social media, newsletters
- “Staying apart, the best way to stay close”: Short video offering services to employers during lockdown.
- Supporting employers’ solidarity campaigns
- Engaging employers in campaigns (promotion and dissemination)
- Invitation to webinars, conferences...
- Listening to needs, concerns,...



The employment of people with disabilities its Inserta’s “leit motive”

Employers

- Remote services:

- Providing information, guidance advice
- Incentives & benefits, temporary lay-off schemes, health and safety measures, accessibility and technical aids...

- Prospection and research on labour demand and update of profiles.
- Collaboration with employer organizations, Chambers of Commerce,...
- Sharing **good practices**, value of people with disabilities working in **essential sectors** [<https://youtu.be/3HS00wQBBYE> - Youtube automatic captioning in English available]



Conclusions & Recommendations

- Work in progress
- The pandemic is not over yet.
- Digitization has come to stay.
- Digital transformation as an ongoing long-term project.
- Need to be open to change, pay attention to the labour market trends, needs and future opportunities.
- Training as a game changer.

Together we build a great team

