

*Building capacity for excellence in service
provision for people with disabilities*

EPR EPSR DAY

Active support to Employment

25 June 2019

CRPG - Centro de Reabilitação Profissional de Gaia , Oporto, Portugal

Report



Andreia Mota, project coordinator at **CRPG – Centro de Reabilitação Profissional de Gaia**, led the group of visitors through CRPG services, as the Assistive Products production and the Disability Assessment service. A particularly long and interactive visit was dedicated to the two services related to PWD employment: Vocational rehabilitation of persons with acquired disabilities and Job placement/follow-up. Visitors were allowed to participate briefly in the workshops with the clients, interacting with them, asking questions and answering the various queries that were raised.

A further study, both theoretical and practical, through workshop visits, was offered by Ana Almeida, Rehabilitation specialist and responsible of the RAC-B project. This programme focuses on developing, fine tuning an updating basic skills to promote literacy, numeracy, and digital literacy, enabling successful access to vocational training and employment. Starting from the assumption that deficit on personal and social skills is a fundamental barrier to professional inclusion and reintegration, the project aims to provide (or rebuild) the necessary basic skills to support social and labour market inclusion of PWD. VET modules, from 50 to 200 hours, are the basis structure of RAC-B, which is developed around 5 thematic areas:



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- Self,
- Health,
- Home,
- Leisure/Community,
- Future Projects.



The major results of the program, measured through specific indicators, are obtained in tasks that are very useful for job placement, such as punctuality/attendance and collaborative work strategies development.

A presentation on the general level of education and the relationship between employment and unemployment in Portugal ended the part of the day led by the hosting organization.

Eduarne Alvarez de Mon Gonzalez, Job insertion expert and staff coordinator at **Inserta**, introduced her organization and its main interventions. In particular, Inserta provides HR consultancy services to companies and jobseekers with disabilities. Additionally, Inserta develops in collaboration with companies, programmes or strategies design to deal with more complex issues as:

- Young people who have not been employed or trained for the last six months;
- Initiatives to increase the labour market participation of women in those sectors with a low female representation;
- Specific programs focus on small cities and rural areas;
- Supportive employment;
- Initiatives to develop entrepreneurial skills among PWD;
- Interpersonal skills development;
- Special multicompanies training initiatives;
- Supported employment.

Eduarne also introduced the Foro Inserta, an open space of participation and social innovation, created with the objective of sharing good practices, tools and experiences of companies, institutions and society in general, about Corporate Social Responsibility and Disability.

The Foro includes global companies, relevant Spanish SME, business schools, CSR Think Tank and representatives of the social economy and the disability movement.



Roberto Zanon of **EPR** then introduced the European Pillar of Social rights, particularly focusing on the employment related articles. Both organizations were aware of the document even though none of the two had yet read it in detail or used it in their planning or for other purposes.



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Challenges:

- Identifying the right partners for job placement is particularly difficult in countries like Portugal, where the mindset of companies still sees a person with disabilities as a burden and not as a possibility;
- Job placement is particularly difficult in rural areas both in Spain and Portugal, where there are fewer companies and there are smaller ones;
- Families of people with disabilities often resist, not placing enough trust in the possibility of their relatives' labour market inclusion;
- Having a shared database of companies who have proved sensitive and open to the recruitment of PWD would help to easily find the job resource where to insert the job placement project.

Recommendations:

- The quota system is fundamental to support labour inclusion of PWD;
- Measures to support job placement valid at European level would be necessary, in order to stimulate also the less progressive countries and local authorities to promote changes also at local level.

