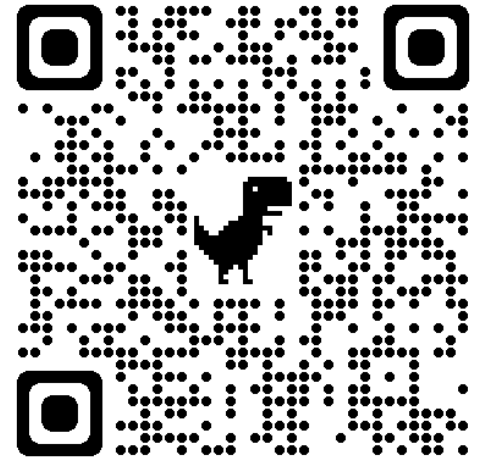

“Ergasia Mou”:
The first Greek e-platform
for job matching for
employers and
people with intellectual
and neurodevelopmental
disabilities.

Elli Kafritsa
Special & Inclusive Education Teacher MSc
Educational & Language Technology Specialist
edutech@eeamargarita.gr
MARGARITA VTC



Ergasia
Mou

MARGARITA Vocational Training Center

- Founded: 1979 by Ioanna Tsokopoulou
- Aim: independence & inclusion of people with intellectual & other neurodevelopmental disabilities
- Focus: supported employment, decision making, life skills
- 1985: First vocational rehabilitation



How the idea began



- People with intellectual and other neurodevelopmental disabilities: **less** chances of **recruitment**.
- **Lower** percentages of **work inclusion** comparing to people without disabilities and people with other disabilities.
- Employers: **not fully updated** about recruiting people of disabilities and receiving support.

The Numbers Speak: Employment & Inclusion of PwID in Europe



People with disabilities in EU:

- only **50.6 % employed** compared to 74.8 % of persons without disabilities (European Parliamentary Research Service, 2020).

In 20 countries **less than 10%** of people with intellectual disabilities have a job.

In 17 countries people with intellectual disabilities **risk** to lose their disability benefits when they earn their own salary. (Inclusion Europe, 2023)

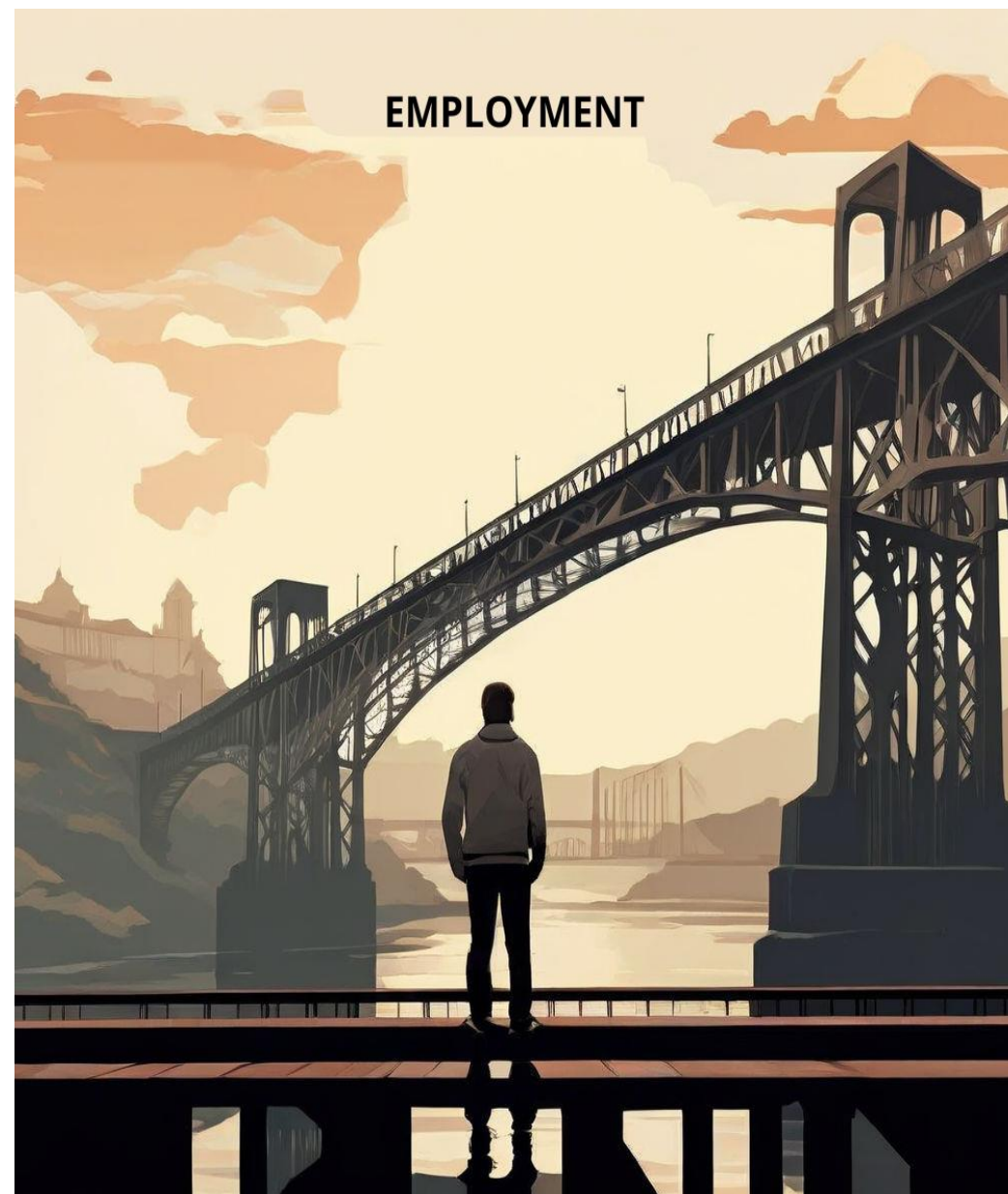
Bridge the need

“Ergasia Mou” means “My Work”.

What: The first Greek e-platform for job matching for employers and job seekers with intellectual and neurodevelopmental disabilities

Aim: Bridging the gap between job seekers with intellectual and neurodevelopmental disabilities and employers.

www.ergasiamou.gr



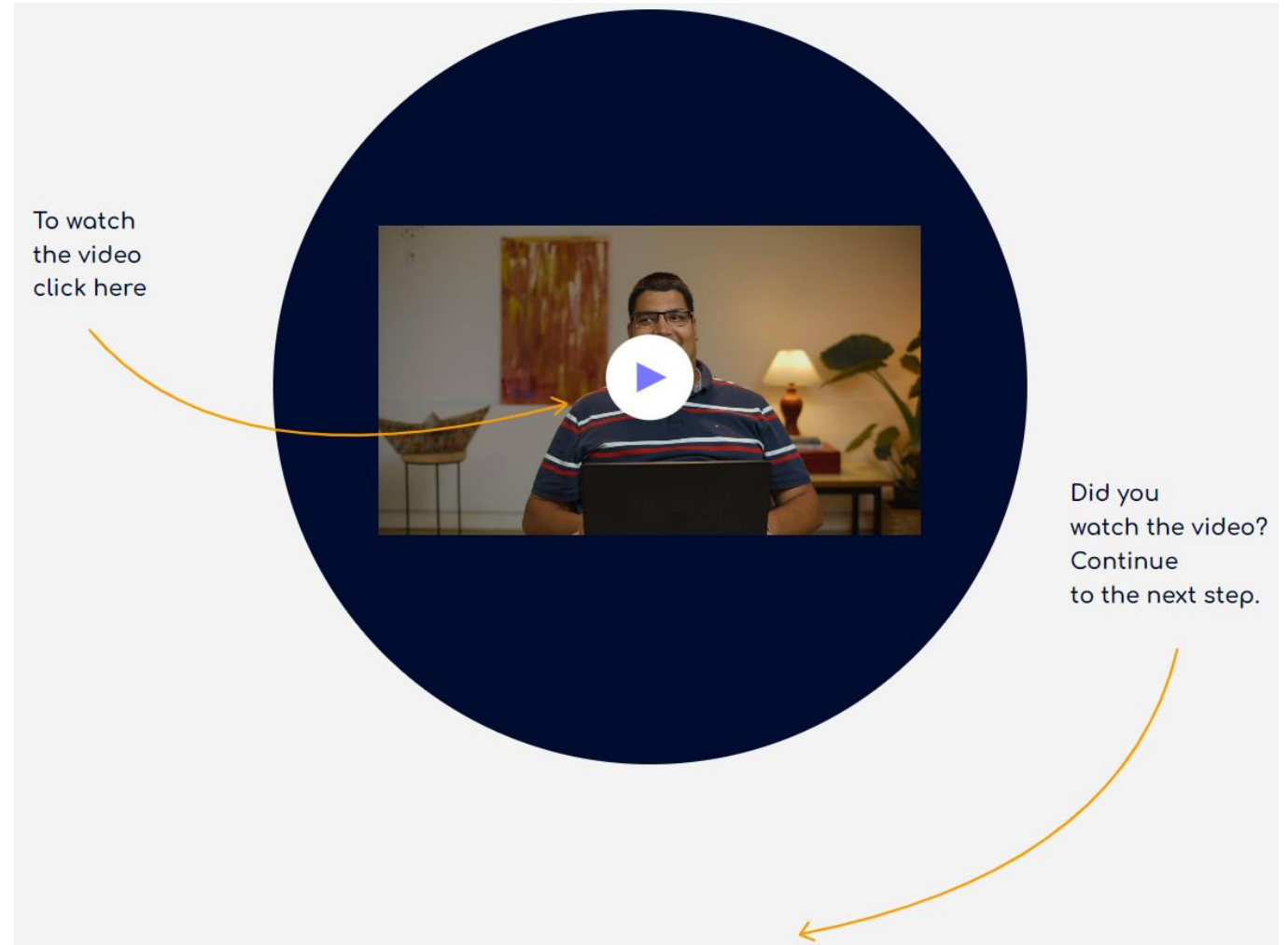
How it works



- **Jobseekers** with neurodevelopmental disabilities: send their request on the platform to find a suitable work for them.
- **Employers:** send their request to recruit a person with talents and will to work.
- **MARGARITA:**
 - ✓ Job matching
 - ✓ provides support before, during and after recruitment (both target groups).

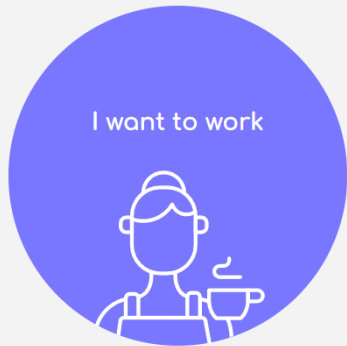
Key features

- User-friendly
- Accessible
- Easy-to-read form
- Co-designed by professionals (Education & Graphic Design sectors) & 12 people with intellectual & other neurodevelopmental disabilities
- Video “How to navigate” through the platform
- Success Stories & insights



Co-Design Process

What do you want to do?



- **Beneficiaries of MARGARITA (12):**
 - ✓ evaluated wording & graphic designs, at the “I want to work” section.
 - ✓ Actively presented the “how to” instructions
- **Graphic Design Company:** several changes based on the comments of the beneficiaries.
- **Vodafone Foundation:** contributed to the “I am an employer” section.

Outcome:

Inclusive Design for a user-centric platform and unique insights to address real-world challenges effectively.

How companies embraced the initiative



Companies contributed in various ways:

- Provided employment opportunities (various industries: pharmaceuticals, hospitality, shipping, retail...)
- Engaged with platform and provided feedback
- Job Shadow opportunities
- On-the-job training together with our job coaches
- Financial support for the development and maintenance of the platform
- Awareness raising - ambassadors

Success Stories

Eva sent her request on “Ergasia Mou”.
She entered the 5-month training course.
She is now an employee at Marks & Spencer, as a customer assistant.



Success Stories

M&S

Marks & Spencer is a multinational retailer.

M & S learned about “Ergasia Mou” and sent a request to find an employee.

Our Supported Employment Dpt. evaluated the request and matched M & S with Eva.

Our Supported Employment Dpt. provided training to M & S.

M & S recruited Eva.

Positive Impact

Job Seekers / Employees:

- Active engagement
 - Enhanced confidence and independence
 - Skills development
 - Increased employment opportunities
 - Social inclusion
 - Financial stability
-

Positive Impact

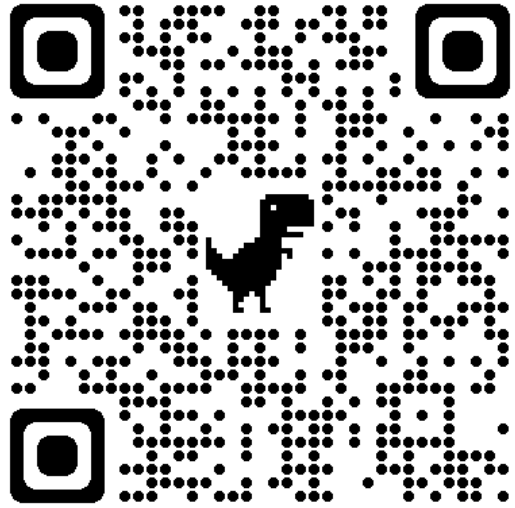
Employers:

- Suggestions for recruitment from a diverse talent pool with strong will to work
- Enhanced corporate image
- Improved employee morale & productivity
- Innovation & creativity
- Insights about intellectual & other neurodevelopmental disabilities
- Commitment to social equity and inclusion

Future Vision

- Advanced matching AI algorithms
- Public Employment Service to promote “Ergasia Mou” to vulnerable groups
- Foster the legislation of Supported Employment





Thank you for your attention

Contact Us:

Elli Kafritsa

*Special & Inclusive Education Teacher MSc
Educational & Language Technology Specialist*

Email: edutech@eeamargarita.gr

Facebook: @eeamargarita

Instagram: @eea_margarita

LinkedIn: MARGARITA VTC



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