

Ripples in the Water - a new way to open the labour market to persons with a disability

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Work & Inclusion

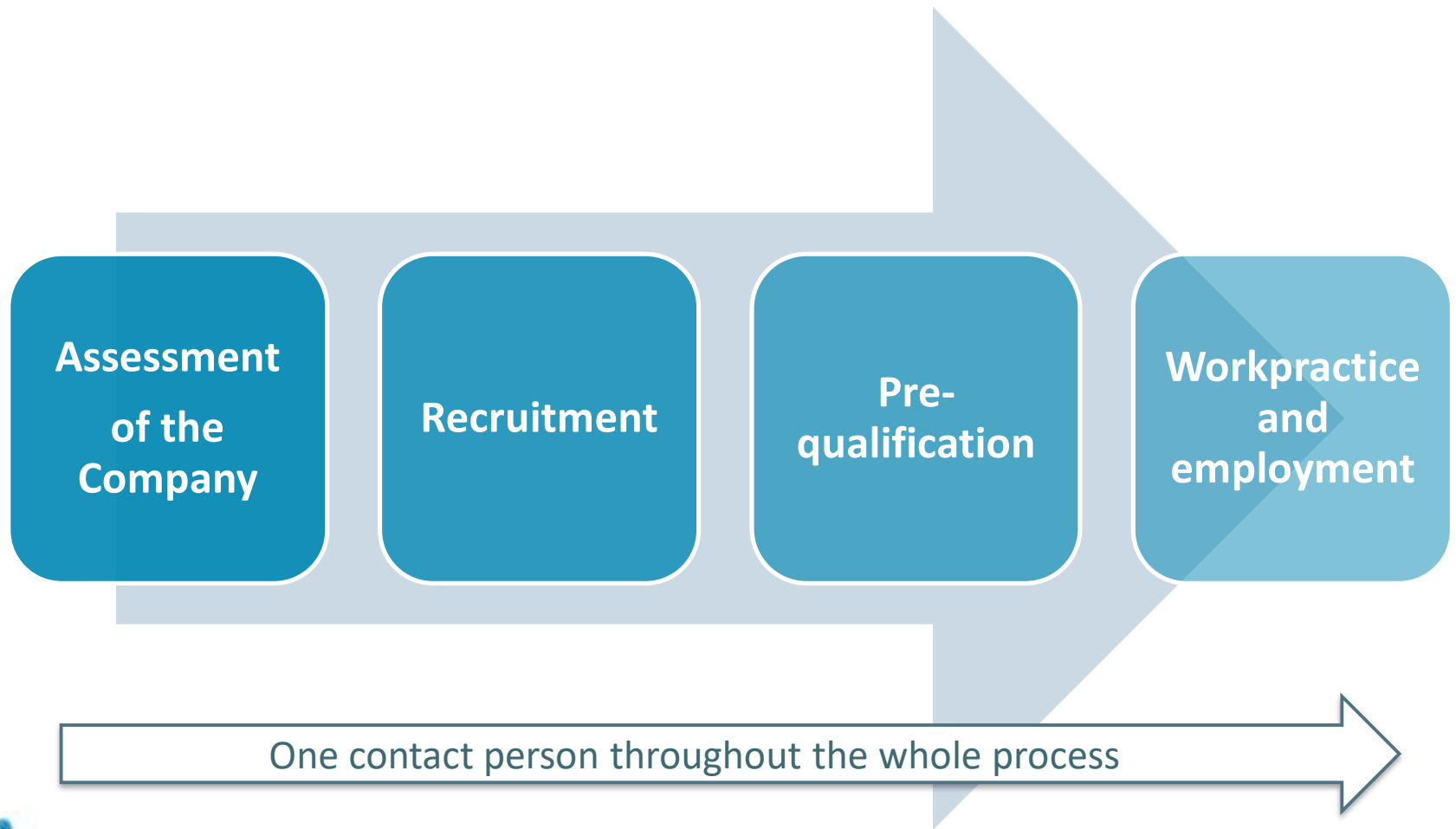


The branch
organisation Work
and Inclusion (WI) in
NHO

- C. 100 member companies all over Norway
- Not for Profit
- Owned mostly by local government
- Delivering vocational rehabilitation services to c.40 000 persons/year
- Different programs:
 - Supported Employment
 - Assessment
 - Work training/preparation
 - "Sheltered" work



Ripples in the water - methodological model



"The focus on employers needs indicates a new and exciting approach on work inclusion and to create "jobmatches"(....) It seems to give more stable jobs for the candidates."

(FAFO-report 2015)



The Ministry of
Labour and Social
Affairs ordered an
evaluation
of Ripple in the
Water by NTNU
Samfunnsforskning

Employers answers:

- We trust the W&I-companies deliver suitable candidates – 84%
- We got relevant information of the candidates – 79%
- The candidates did match our needs well – 77%



Place and Train or
Train and Place ?

- The employer decides



Written materials:

<https://www.arbeidoginkludering.no/prosjekter-og-programmer/ringer-i-vannet/information-in-english/>

Films at YouTube

- The Methodology guide
- KAM-guide
- Agreement regarding recruitment
- Assessment tools (2)

