



Supported Employment for people with disabilities in the EU and EFTA-EEA – good practices and recommendations in support of a flexicurity approach

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Provisional information



- The findings and recommendations to be presented must be considered provisional, since the editorial work on the report is not yet fully finalised.

Policy context



- Expand the labour force
- Meet the obligations of the UN Convention on the Rights of Persons with Disabilities (article 27)
- Enhance the application of Supported Employment
- Extract policy recommendations in support of enhancement

Study purpose and process

- Mapping of SE in 30 countries
- In depth study in six countries of framework conditions (Austria, Czech Republic, Norway, Spain, Sweden and UK)
- Compendium of good practices – description of good practices identified and the matching
- Directory of supporting services (address book)
- Policy recommendations

Definitions – SE and flexicurity



- A supported employment scheme provides support to people with disabilities or other disadvantaged groups to obtain and maintain **paid employment in the open labour market**
- It is part of SE to engage clients in their own process as active job seekers; help them identify their skills and preferences for work; match their profile to a suitable job; make sure that integration into job and workplace is successful and provide on-the-job support also to employers and work colleagues as well as follow-up.
- Flexicurity: a strategy that attempts, synchronically and in a deliberate way, **to enhance the flexibility of labour markets**, work organisation and labour relations on the one hand, and to **enhance security** (employment security and social security) **notably for weaker groups in and outside the labour market**, on the other hand. Can support transitions in and out of the labour market.

Benefits of Supported Employment



Society

- Economic growth
- Socio economic gains
- Utilisation of human resources

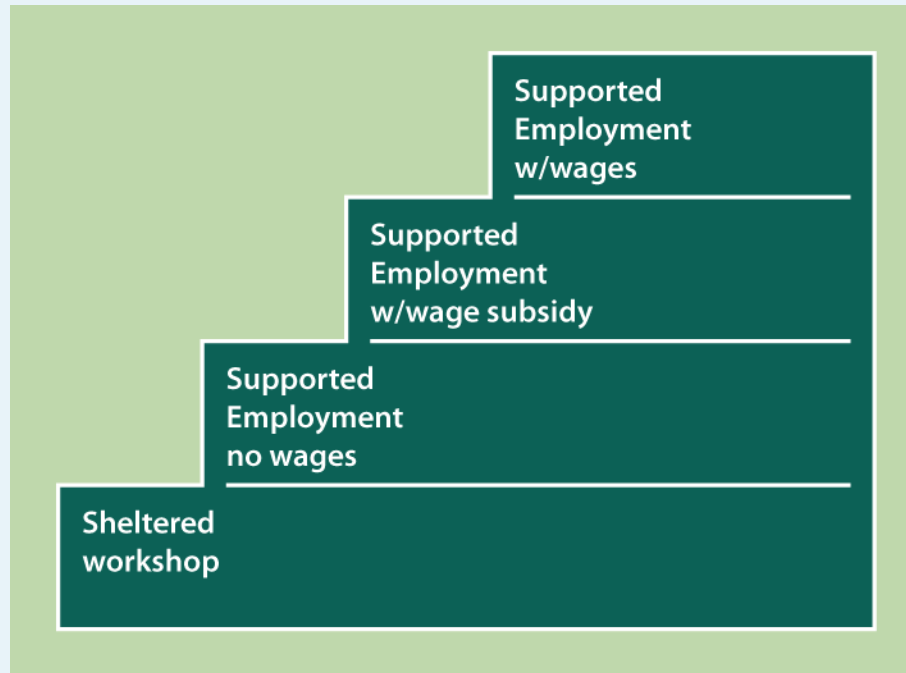
Employee

- Hired for specific competencies
- Life quality
- Contribution to society

Employer

- Need for labour and qualifications
- CSR
- Special competencies

Steps towards Supported Employment



Main findings - Mapping



- A lot of practitioners, clients, employers, employees and governments are involved around Europe
- A wealth of approaches and initiatives are found in Europe
- Supported Employment is understood in many ways
- Framework conditions are quite different – unitary or ad hoc systems

Main findings – good practices



- Job coach is the key – professional guidance through the systems and opportunities; matchmaker to make market work
- Organisational anchoring of Job coach is important to perform role
- On-the-job support – key for employers
- Job development – pro active approach
- Importance of frameworks

Main findings In-depth study



- Policy and legal framework..... (bottom-up or top-down; clear policy framework or just making room for SE)
- funding and monitoring.....(funding unstable and unpredictable; monitoring insufficient, can't make business case)
- Organisational set-up.... (national framework)
- Incentives for employers and employees....(instruments facilitating transitions e.g. in and out of social pension)
- Flexicurity in interaction with SE (next slide)

Instruments which support Supported Employment schemes



- Wage subsidy
- Social security
- Quota systems
- Flexible contractual arrangements

Encourage employers to employ disabled people. It is especially important in the inclusion process and this in combination with close follow up by a competent job coach (not permanent)

Allow disabled persons to move between employment and non-employment in line with changes in their disability over time.

Provide more job openings for people with disabilities. But it is still very important that the employment is based on a good match between employee qualifications and employer needs

Flexible contractual arrangements easing recruitment as well as dismissal makes employers less hesitant to employ disabled job-seekers. Flexible contractual arrangements easing part time work facilitates the employment opportunities of employees who become disabled, or who experience worsening of an existing disability.

At the same time wage subsidy, social security and flexible contractual arrangements easing recruitment and dismissal of disabled people and part time work all support labour market flexibility and all are flexicurity arrangements.

Policy recommendations on SE - national level



- **Resource approach** – look at the resources of people with disabilities in an employment context and match competencies with employers needs
- **Equal access** for all in a country – enhanced through national institutional set-up. Treat people with disabilities as a jobseeker
- Defining Supported Employment with **emphasis on employment in the open labour market**
- **Conducive legal framework** which not only allows but insists on the right for all citizens to participate on the open labour market
- **Job coach** - a the key catalyst in making the market work flexibly and transparent- "matchmaker" between supply and demand. Pro active approach. Correct organisational anchorage to fulfil job.

..continued



- **Organisational set-up** – SE should be placed under the auspices of employment (The Ministry of Employment) to ensure the emphasis on employment and be implemented under the responsibility of the PES. (The implementing agencies could be either private or public.)
- **Funding** – predictable and earmarked funding; Keep administration simple
- **Monitoring** – Important to produce nationwide statistics and publish it – need to prove the 'business case' of SE
- **Flexicurity tools** - find a balanced use of the tools that support the implementation of SE and the employment of disabled people (wage subsidy, quotas, social benefits, flexible contractual arrangements). Transitions are important , including reversible transitions

Recommendations for service providers



- Clear competence requirements for job coaches.
- Formal training of job coaches – protect title
- Ensure realistic case load (establish criteria including 'distance' of job seeker from labour market)
- Ensure reasonable remuneration of job coach
- Main tasks of job coach to include:
 - knowledge of entire relevant system
 - establish good job-match
 - pro active dialogue with employers
 - job retention and career development
 - involvement of relevant external actors/services

Recommendations for EU

- Continue to promote ESF as an important financing instrument
- Support EU level statistics – collect and publish through existing means
- Enhance exchange of experience – good practice network; disseminate results
- Regularly collect and disseminate good practices and positive experience
- Supported Employment ambassadors/specialists

