

Employers view

**Successful roles of the SE-
organisation**



Method

- 15 employers and 5 supervisors with employees from 3 different SE-organisations
- In-depth interviews
- Content analysis

Three successful roles of SE:

- As a **broker** of employees with disabilities
- As a **guide** to employer during employment
- As a **scout** if something happens during employment





Broker

“it means a lot this first contact ... how they present it ... it means a lot and we have only positive things to say about the SE-coach, he is not like everyone else”

"I wanted to know more about Michael before we met"

"those who have spent time in their apartments and ate medicine for 5-6 years, they do not really have a chance to go the usual route. Would they not have these support and all, they would not had a chance "



Successful brokering

develop a trusting relationship
with the respondent

with skill and dedication match
the employee after the
respondent's needs

provide information about the
person they mediate and
the support structures that
are relevant to the
employment of people with
disabilities





Guide

- "uncertainty from us ... you did not know really who he is and how he works"
- "in the beginning it was important to have them, they could be here and check that he did his duties correctly so that we did not need to ... it would have required so much time."
- "drinking coffee ... we have told how it went on ... it's been a very good relationship with SE organization ... we have always had a good dialogue ... and if it has been a problem, they had provide feed-back... this dialogue has been so easy and we have had a chance to express us clearly"
- "drank coffee and talked a little and she listened to us, if it worked out well... at some point, we asked about accommodations, how we would go about it ... a bit more practical things."

Successful guiding

to give security in a
situation of uncertainty

to simplify for the
respondent

to act as a sounding board
that the respondent
can use in the situations
that arise around the
employee





Scout

- "it is the agreement we have, if anything happens, just give a call"
- "they were with her in her daily work and made sure it worked ... I think maybe she needed it right then because then she did not have the same support from our employees ... it was big change ... we did not have the time to be the support that was needed "
- "it might not work with this person, you know what is good about them (SE-organization), then you can replace the employee, then you can get someone else"
- "above all that there is a person to lean back on when needed, I think that's really important ... no problem when you give her a call."



Successful scouting

to be trustworthy and
have a permanent
readiness

to take responsibility for
the problems that may
arise with the employee
they mediated

to act as a guarantor for
the employee to be a
reliable workforce





Thanks !

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