

samhall

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Leaving shelterd employment – workshop EUSE 2011

The agenda

- About Samhall
- Swedish labor market for people with disability
- What is working capacity and how to assess it
- The Samhall method for matching
- Transition from sheltered employment and how Samhall do it
- Good examples
- Challenges in the future

Samhall AB

Samhall is a state owned company.

Articles of association given by the government:

To produce goods and services that are in demand in order to provide meaningful and developing employment for persons with disabilities and reduced ability to work, where there is a need.



- Approx. 19 000 employees with disabilities, hired via the labour market program.
- Less than 1 100 direct employees

Samhall's targets 2011

DEMANDS OF THE STATE/OWNER

- 24,4 million working hours by employees with disabilities
- ≥ 6 % transitions
- ≥ 40 % recruitment from prioritised groups (=people with intellectual disabilities, mental illness and multiple disabilities)
- Economical target: ≥ 7 % return on own capital and ≥ 30 % solvency

INTERNAL TARGET-AREAS

- Development employment programme
- Quality targets
- Environmental targets
- Work environment targets
- Health & welfare targets
- Gender & diversity targets

Competence in many business areas

Industrial operations

- System solutions
- Electrical components
- Wood components
- Mechanical components
- Packing operations

Integrated operations/ Staffed solutions

Warehouse & Logistics

- Third party logistics
- Distance trade
- Retail trade
- Recycling

Manufacturing

- Assembly
- Packing operations

Property services

- Technical carel
- Ground care

Cleaning services

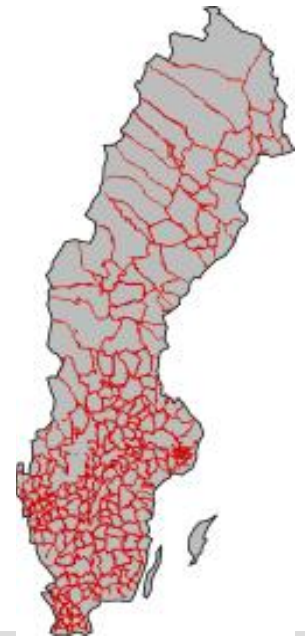
- Office cleaning
- Shop cleaning
- Cleaning of public environment
- Staircase cleaning
- Special cleaning

Service to elderly

- Ready-to-heat-meals
- Distribution of food
- Shopping services
- Laundry
- Eldercare

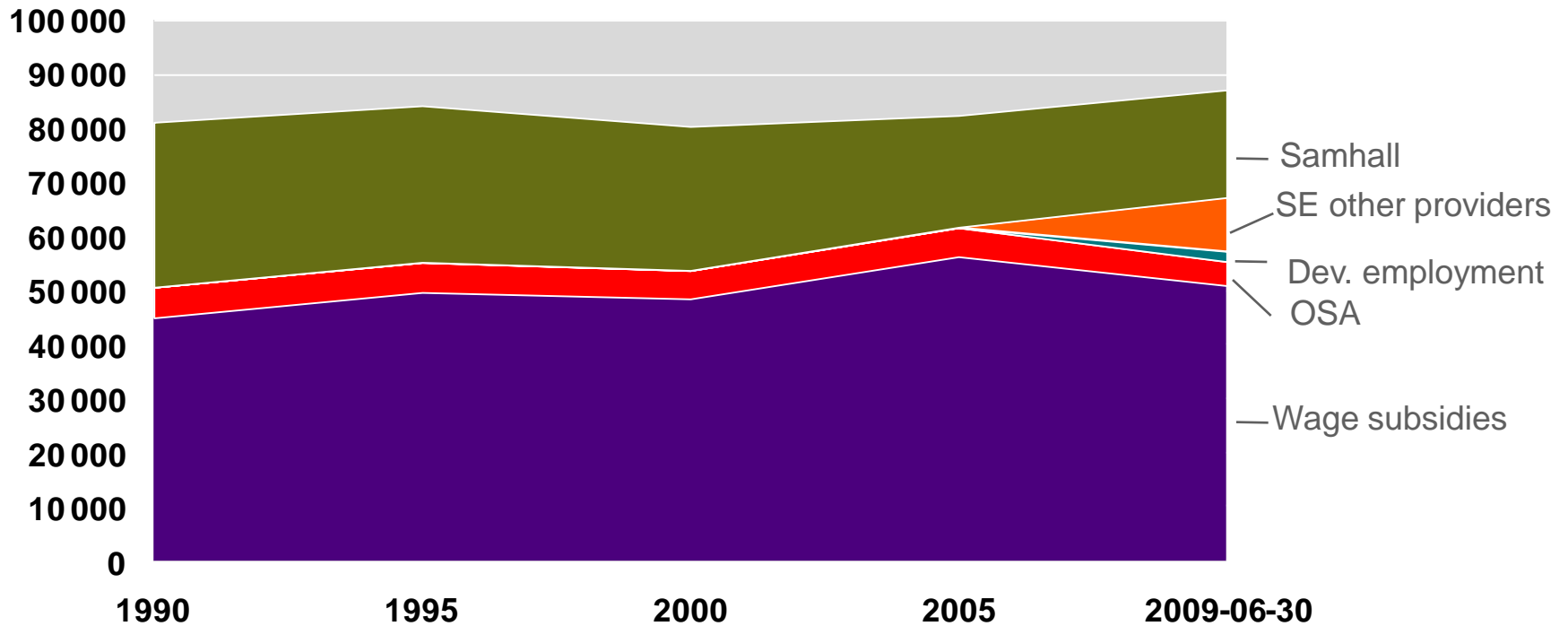
SWEDEN – SOME GENERAL STATISTICS 2010

- Total population 9.4 millions
- Labour force (15-74) 4,9 millions
- Unemployed 417.000 (7,5 %)
(- whereof in general labour market programmes - 180.000)
- People (16-64) obtaining early retirement pension 437.000
(sickness- and activity compensation)
- People with reduced work capacity due to disability 360 000



Labour market programmes for people with disabilities

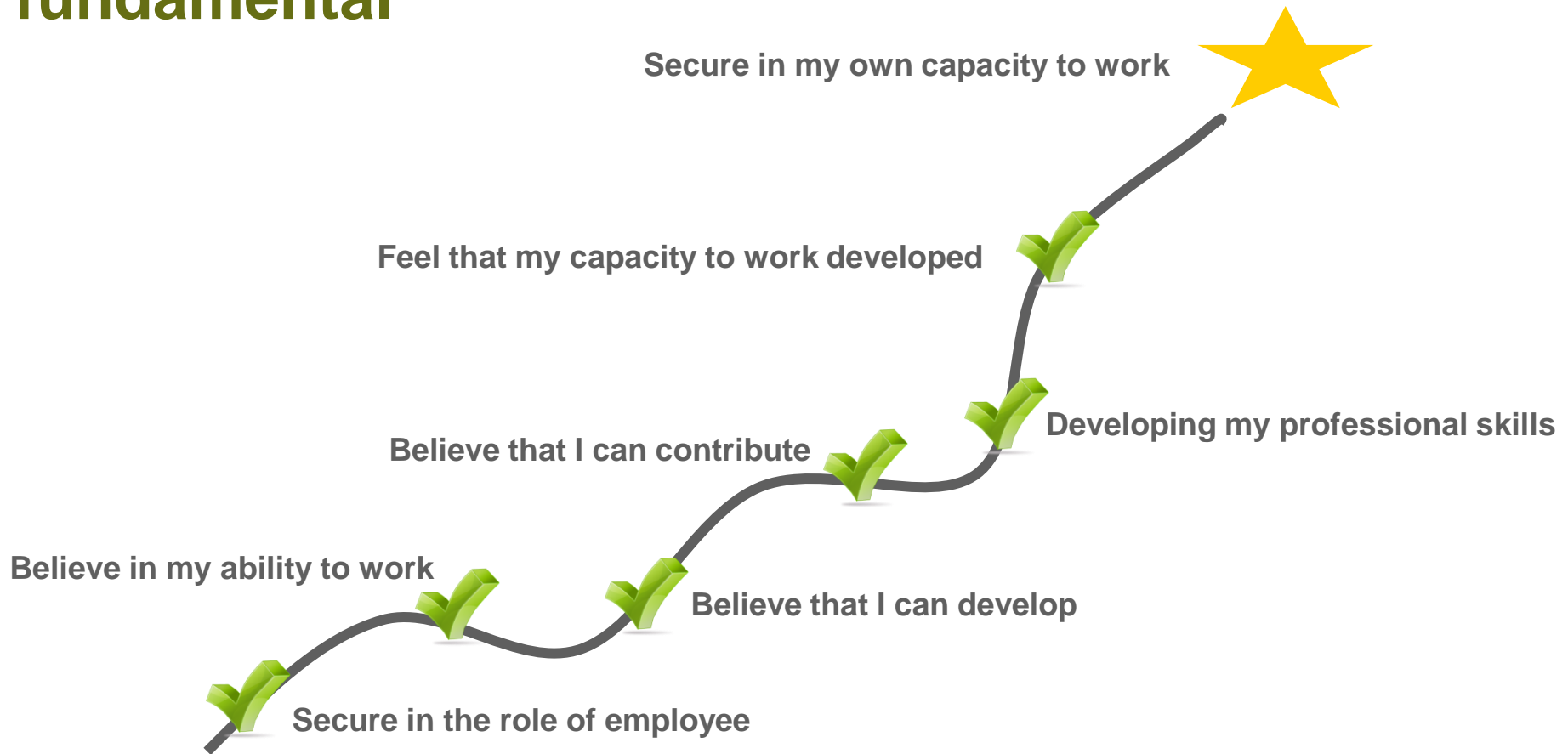
Number of people in different programmes



Working capacity – How to define it?

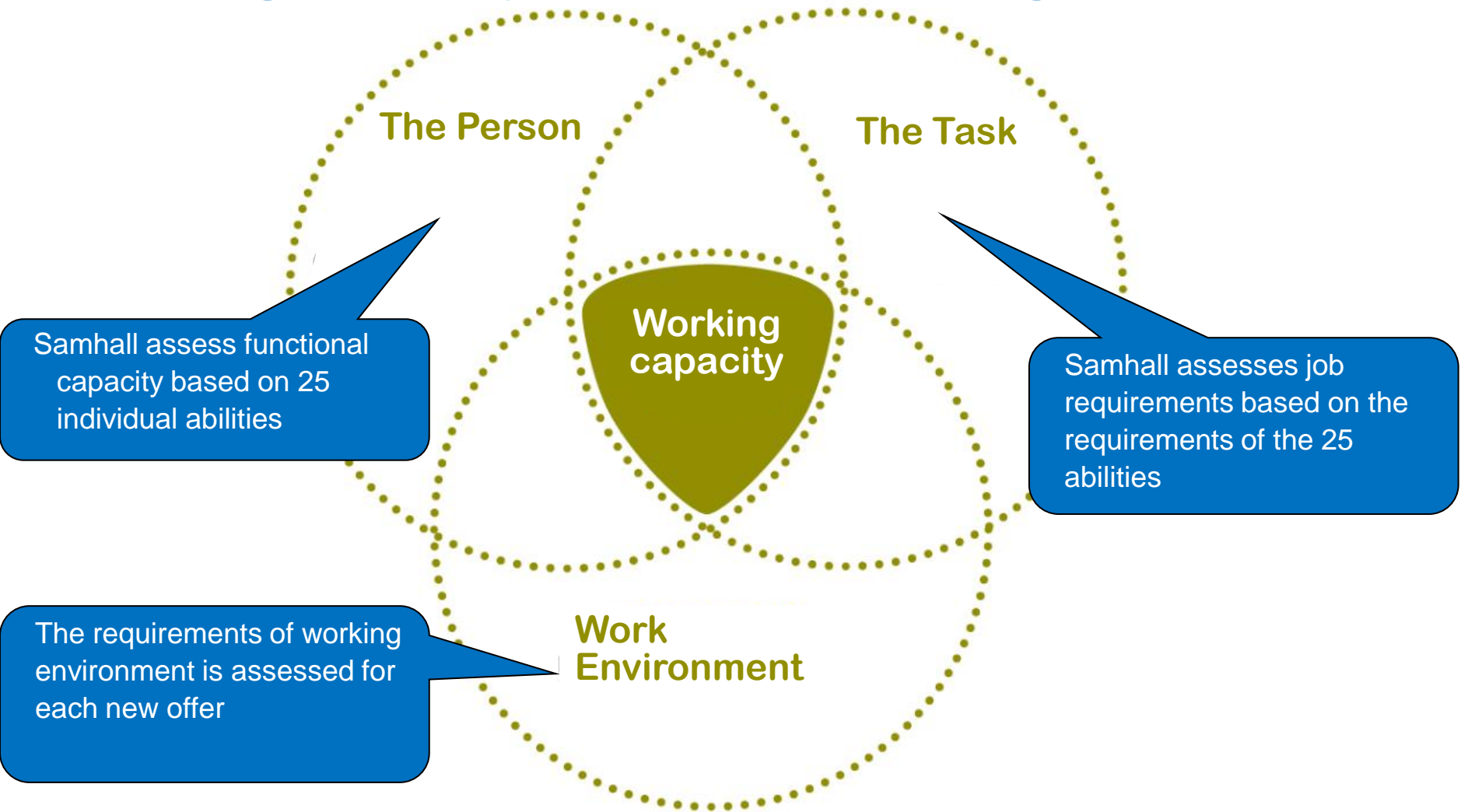
- Working capacity occurs when a person can perform an assignment in such a way that someone is prepared to pay for the time it takes the person to carry out the assignment
(Samhall definition 2010)
 - In order to evaluate working capacity we need to know
 - What the task or work is
 - The job requirements
 - A given period of time
 - A determined working environment
 - Does that give us a definitive evaluation of a person's capacity to work?
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Working capacity - self-concept is fundamental



Samhall Employment

Working capacity – three interacting factors



Functional capacity (and requirements of work)

– determined by 25 different capacities in three levels. High, Good and Limited

- **Sensory Functions**

Color vision

Visual acuity

Hearing

- **Cognitive functions**

Memory

Reading

Writing

Calculating

Swedish, speak and understand

Do assessments

- **Psychic functions**

Independent work

Flexibility

Handle stress

Concentration

- **Social functions**

Hygiene

Work in team

Service performance

- **Physical functions**

Sitting

Standing

Walking

Gross motor function

Fine motor ability

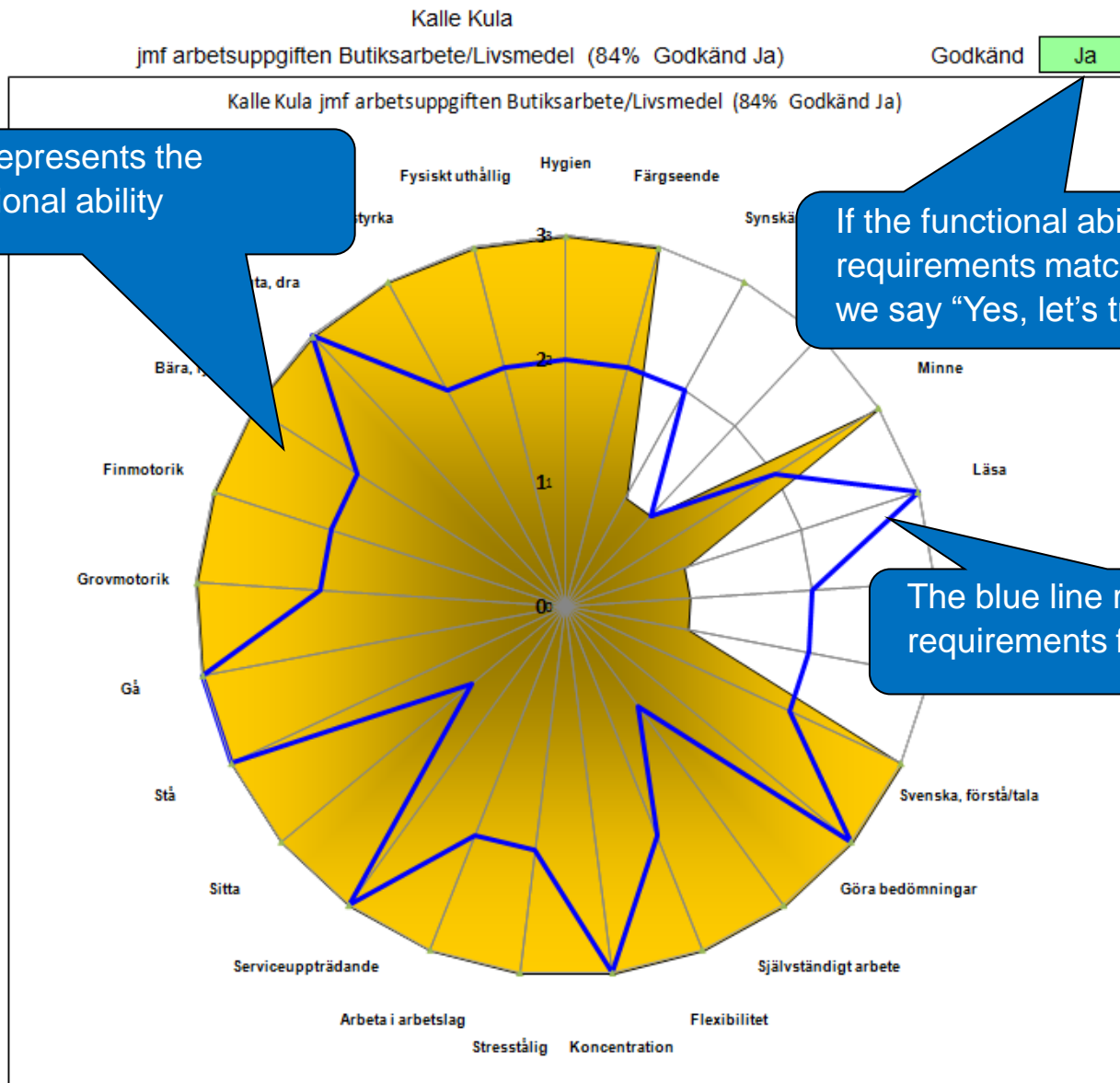
Carry / lifting

Push / pulling

Hand strength

Physical endurance

Comparison of functional capacity and work requirements



The yellow field represents the employee's functional ability

If the functional ability and work requirements match min. 80 percent, we say "Yes, let's try".

The blue line represents work requirements for the current job

Matching rapport

1 Matchningsrapport 10 arb.uppgifter												
2												
Arbetsuppgift matris												
Förmåga att klara olika arbetsuppgifter												
3 Namn	Verksamhetsområde (avtal)	Närmaste chef	Butikss	Butiks	Byggn	Handl	Önsterp	Golvvärd	Kontorsstäd	Lagerstäd	Restaurangstäd	
26												
27 Kula Kalle	719 Göteborg	Künzel Ingrid	Steg 1	-	Steg 2	-	-		Steg 5	Steg 1	-	
28 Anka Kajsa	719 Göteborg	Bergman Ing	Steg 2	-	Ja	Ja	Har pr	Ja	Steg 2	Steg 2	-	
29 Lukas Alexander	719 Göteborg	Claesson Ma	Ja	Ja	Ja	-	Ja	Ja	Ja	Ja	Ja	
30 Maradona Diego	719 Göteborg	Claesson Ma	Ja	Ja	Ja	Ja	Ja	Ja	-	-	Ja	
31 Mus Mimmi	719 Göteborg	Bergman Ing	-	-	Ja	-	-	-	-	-	-	
32 Guldfot	719 Göteborg	Bergman Ing	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	
33 Kula Kalle	719 Göteborg	Bergman Ing	-	Ja	-	Ja	Ja	Ja	-	-	-	
34 Anka Kajsa	719 Göteborg	Bergman Ing	Ja	Steg 4	-	Steg 4	Ja	Steg 4	Steg 4	Steg 4	Ja	
35 Lukas Alexander	719 Göteborg	Claesson Ma	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	
36 Maradona Diego	719 Göteborg	Künzel Ingrid	Steg 4	-	Steg 3	Steg 3	Steg 2	Steg 1	Steg 3	Steg 3	-	
37 Mus Mimmi	719 Göteborg	Bergman Ing	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	
38 Guldfot	719 Göteborg	Bergman Ing	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	Ja	

The Green color means that the person's functional capabilities matches the job requirements.

Is the person's competence evaluated for the task, the level of skills is showed with a numerical value.

A dash or "Have tried" means that the employee is not possible to match against this task.

Leaving sheltered employment

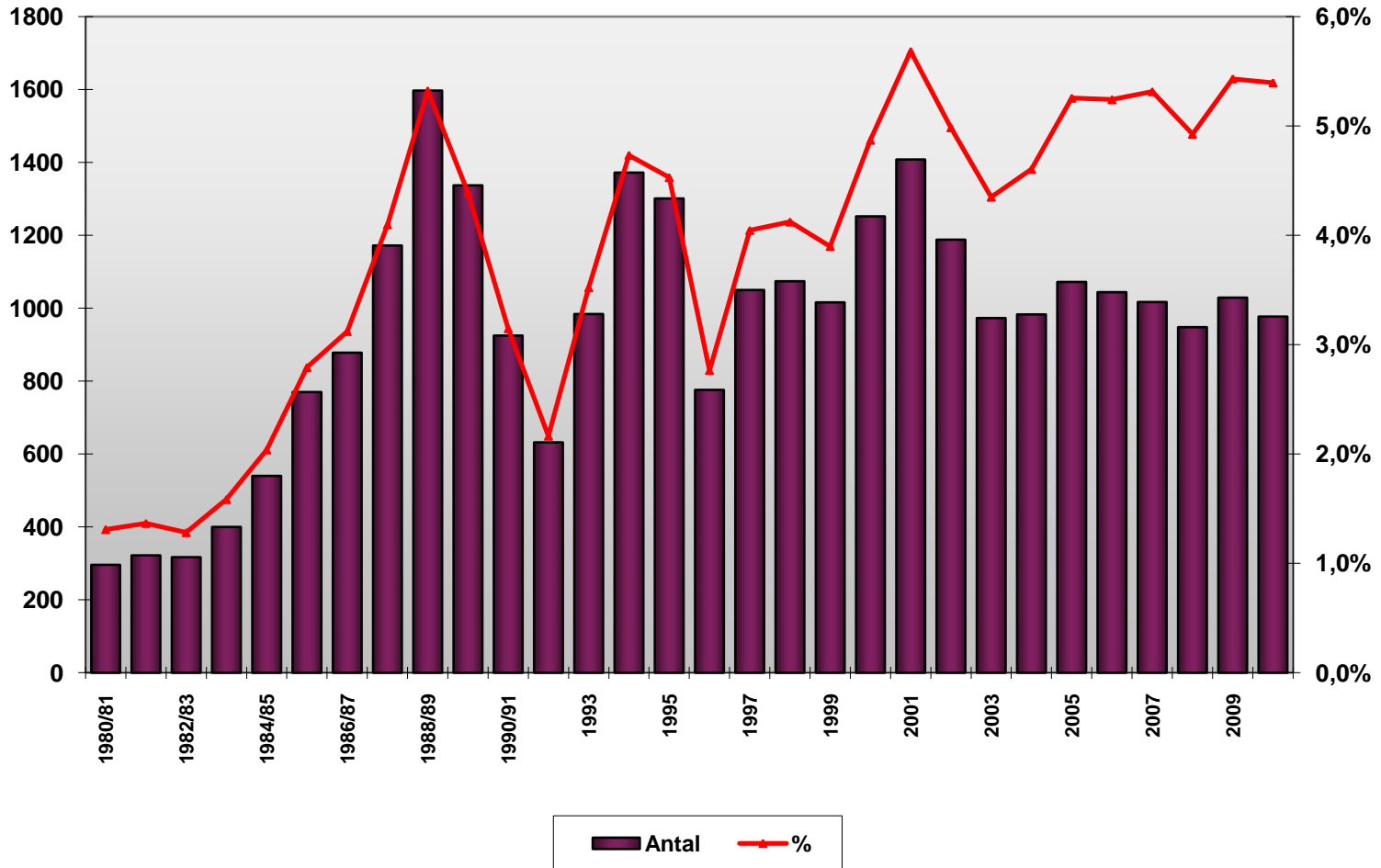
What is important?

- Prepared and motivated employees
- Good local network with employers
- Good cooperation with major employers with workplaces across the country
- Good cooperation with the Public Employment Service

Working methods within Samhall

- Employee development - coaching and the development through work
 - Outreach activities to find new potential employers/companies
 - Collaboration with the Public Employment Service
 - Samhall offer to both the companies and the employees
 - Support to hiring skilled personnel
 - The possibility to regain employment in Samhall within 1 year after transition
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Transitions 1980-2010



Statistics

Where do our transitions go?

- About 80 percent goes to companies with fewer than 20 employees
- Approximately 70-80 percent of the transitions are preceded of a training period
- About 70 percent of the transitions have some kind of employment support, such as wage subsidies
- The transitions are approximately 65 percent male and 35 percent female
- We see no difference in the transitions regarding to our employees' nationality

The Samhall offer/metod

1st We meet and discuss your company needs.

2nd We match the right employee for your company needs and arrange a meeting between you and our employee.

3rd Our cooperation could start with a training period for 2 to 4 weeks in which Samhall pay for salary and insurance. We keep regular contact with both you and your new employee during the entire training period.

4th Do you like each other, we participate in discussions on the arrangements of an employment. If necessary we contact the Swedish Public Employment Service if extra measures are needed.

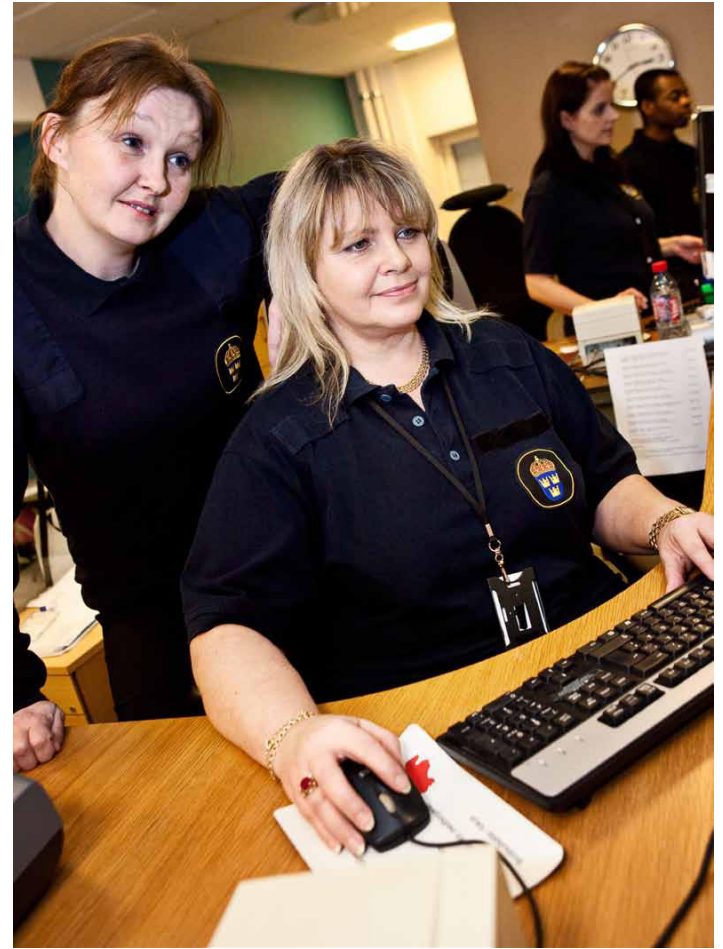
5th During the first year of employment, you have a contact person in Samhall that know your employee.

6th We could also assist with additional training and counseling.

7th The employee have the entire first year the opportunity to return to Samhall if, for some reason, things would not be become liked we had hoped

Company networking – The Swedish Police in Stockholm county

- A project to provide the police in Stockholm with employees, started 2009
- In 2010, they hired 15 individuals for one year in various jobs, for example:
 - The passport Police
 - Car Services
 - Reception desks
 - Archives / Office Administration
- All participants have after one year in the project has received a permanent employment
- The project has transferred into a cooperation



MAX hamburger restaurants

Social | 
SUSTAINABILITY

Diversity

Responsibility for the
society

Voluntary responsibility

Leadership



Max – a good example

- Have hired about 100 employees from Samhall since 2006, for example:
 - Restaurant hosts
 - kitchen staff
 - cashiers
 - Aims that every fifth employee should have a disability
 - Hire Samhalls cleaning services for all restaurants in Sweden
 - Has received much international attention through the collaboration with Samhall
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Challengers for the future

Challenges!

- Employees willingness to leave Samhall
- Structural support through policy initiatives and a clear employment policy for persons with disabilities
- Changing corporate prejudice
- *Within Samhall:* Increase the willingness to let their best employees go on a transition

Solutions?

- Endurance, structured processes and focus
 - Lobbying, influence work and community information
 - Even more enhanced cooperation with large and small companies – Use CSR (Social Cooperate Responsibility)
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Thank you for your attention!

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