

*Employment of people with disabilities
– for the benefit of Europe*

Laura Jones, Secretary General
European Platform for Rehabilitation

Rights and inclusion

- 14% of working age population have disability
- 78% most disabled excluded from labour market
- Prejudices and misconceptions
- Waste of individual's potential
- Social exclusion and its costs

Four reasons to employ people with disabilities

- Human resources
- Customers/products
- Reputation

and

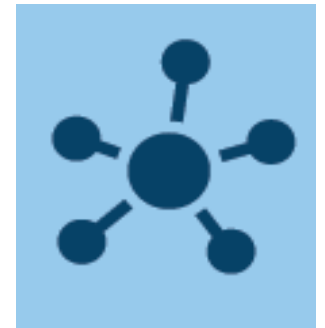
- It's not as hard as some think...

3 approaches to facilitate

- Work process redesign
- Supported employment
- Recovery for psycho-social disabilities; mental health

Ability not disability and cost

- “Social model” of disability
- All have abilities...all have disabilities!
- All could benefit from tailor-made support...
- an inclusive workplace; morale
- or acquire a disability
 - Efficient human resources €
 - Retention not recruitment



Customers/products

- Diverse workforce for diverse customer base
 - Disabilities, their families
 - Anyone may acquire; ageing
- Thought diversity = innovation
- Accessible product development
 - Used by many



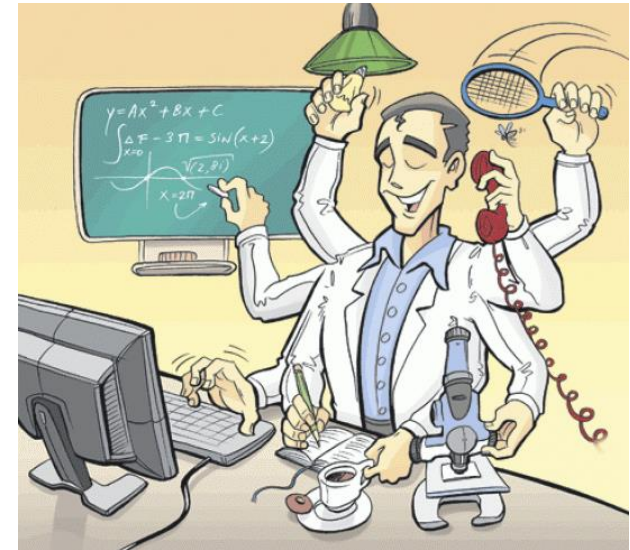
Reputation

- Customer/funder expectations
- Differentiator
 - Corporate Social Responsibility
- Build loyalty
- Social media/transparency
- Staff
- Social enterprise



Work process redesign

- Typical complex situation
- Market-society mismatch
- Job carving
 - Analysis
 - Redistribution
- Agile working
- Technology



Supported Employment

- People with significant disabilities (physical, intellectual, psychiatric, sensory and hidden)
- real employment opportunities
- of their own choice
- in an integrated setting
- with appropriate ongoing support
- to become economically and socially active in their own communities

European Union of Supported Employment

SE – 5 step process

Place and train = relevant knowledge/skills

Find →get →keep →change

- Client engagement
- Vocational profiling
- Job finding
- Employer engagement
- Job support

<http://www.euse.org/content/supported-employment-toolkit/EUSE-Toolkit-2010.pdf>

http://ec.europa.eu/justice/discrimination/files/supported_employment_study.compendium_good_practice_en.pdf

Mental Health Recovery

EPR Event in Ireland 2015

- Journey to independence
- Hope and meaning
- Symptoms → outcomes
- Resilience & control
- Co-production, experts by experience
- Citizenship, stories, service commitment



Mental health

Wellness Recovery Action Plan®



User involvement in policy making
Strengthen anti-stigma campaigns

EPR E-learning video & resources

- “Minding our mental health”
 - Definition, impacts, factors, attitudes



<http://www.epr.eu/index.php/thematic-expertise/specific-client-groups/419>

Thank you for your interest

laura.jones@epr.eu

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