

# Ripples in the Water - a new way to open the labour market to people with disabilities

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# Plan

1. Some facts about Norway
2. What is the Confederation of Norwegian Enterprises (NHO)?
3. Ripples in the Water (RIW)
  - Structure
  - Method
  - Results

## Facts about Norway

- Population of approx. 5 million
- Unemployment rate of about 3 % (76 500 people)
- Only 45 % of people with disabilities are employed
- 85 000 people with a disability want a job
- No quota system for persons with a disability

# What is NHO ?

The Confederation of Norwegian Enterprise is Norway's major organization for employers and the leading business lobby.

- 25 000 member companies
- The leading voice of business and industry in Norway. Having expert knowledge and an extensive business network, NHO plays an important and constructive role in Norwegian society
- NHO is the main financial contributor of RiW (a five year period until 31-12-18), from 2019 financed mainly by...

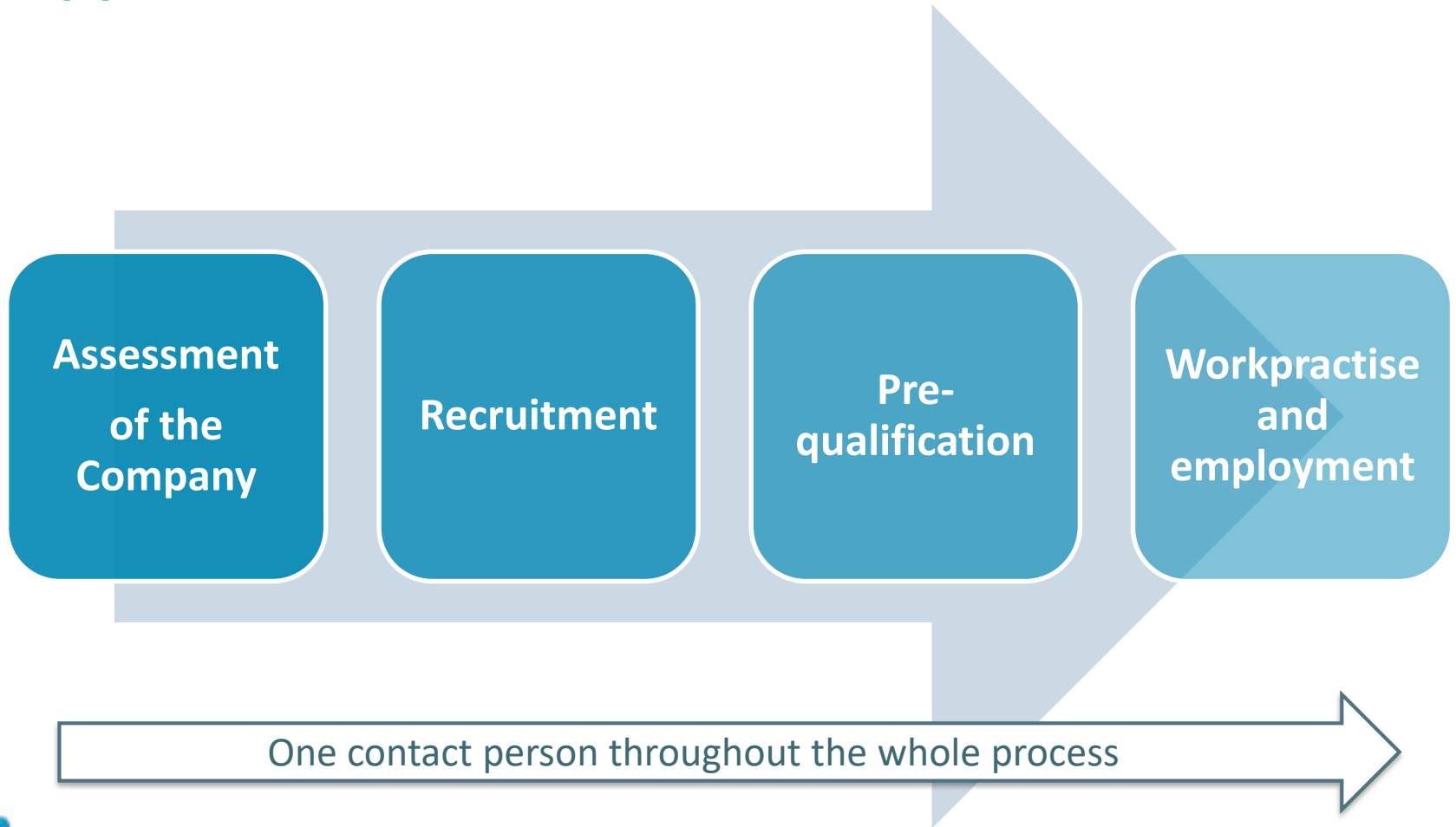


## Work and Inclusion (WI) at NHO created RiW.

- WI has approx. 100 member companies all over Norway
- They are Not-for-Profit
- They are owned mostly by municipalities
- They are delivering vocational rehabilitation services to more than 40 000 people a year
- They run different programmes like:
  - Supported Employment
  - Assessment
  - Work training/preparation
  - "Sheltered" work



# Ripples in the water - methodological approach



## Place-and-Train or Train-and-Place ?

- The employer decides because: Without an employer, no employees!



- Results:
- - 54 agreements with cooperations

## Konsern/ kjedeavtaler Ringer i Vannet



Scandic



NORD-NORGE

GUMPENGRUPPEN





## ● Results

- About 1700 disabled people find work each year
- About 2060 companies have now signed recruitment agreements
- The companies express satisfaction with this way of employing people with disabilities



The Ministry of  
Labour and Social  
Affairs commissioned  
an evaluation report  
in 2017: Results:

Increased recruitment in the  
companies by a factor of 3,3



## RIW according to employers:

- 84%: «We trust the assessment made by the service provider of the job-seekers»
- 79%: «We received sufficient information about the job-seekers»
- 77%: «the job-seekers match the needs of the company»
- 74%: «The job-seekers met with our expectations»

# Benefits with RIW

- Lojal employees
- Low risk
- Close monitoring
- Corporate social responsibility

Thank you for your attention

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