

SIRIUS

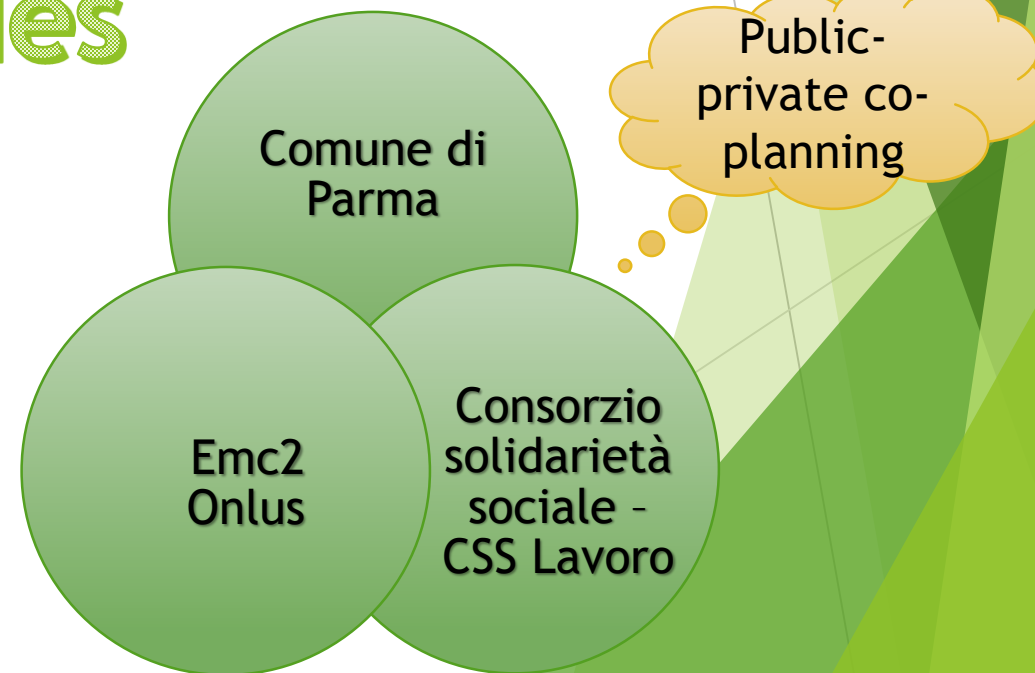
Skills for inclusion in society



Comune di Parma

JOB COACHING:

Experimental projects
aimed at work inclusion
of people with disabilities
to support their life
projects



NEED

INTEGRATED APPROACH!

- Dynamic and adaptable intervention tools
- Maximum flexibility (orientation - selection - coaching)
 - Context-dependent outcome

- Agreement between person, company and family
- Adapting work process to the person's skills and aptitudes



- Flexibility
- Sharing
- Feedback
- Congruity

(expectations/requests/
context)

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- Project's sharing
- Increasing adaptability
- Promoting new skills
- Enhancing worker expectations and preferences
- Promoting stable work
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- Direct intervention in the company
- Promotion of inclusive processes in the community
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GOALS

BENEFICIARIES

- ❑ 8 people with relational / cognitive disabilities
 - ❑ 17-21 years
 - ❑ in charge of social services

REQUIREMENTS :

- Outgoing from school
- Previous experience in internship or training in which characteristics of fragility emerged

**Functional
profile**

ASSESSMENT:

- Professional skills
- Interpersonal skills
 - Motivation



Significant increase in disability certifications



Significant increase in potential users/beneficiaries



Unsustainable budget and resources



Risk of failure of job policy and welfare state???



PREVENTION!!

HIGHLIGHT!

People with disabilities 4-18 years (Parma)	2013	2023
	300	600

What is the situation like in Sweden?

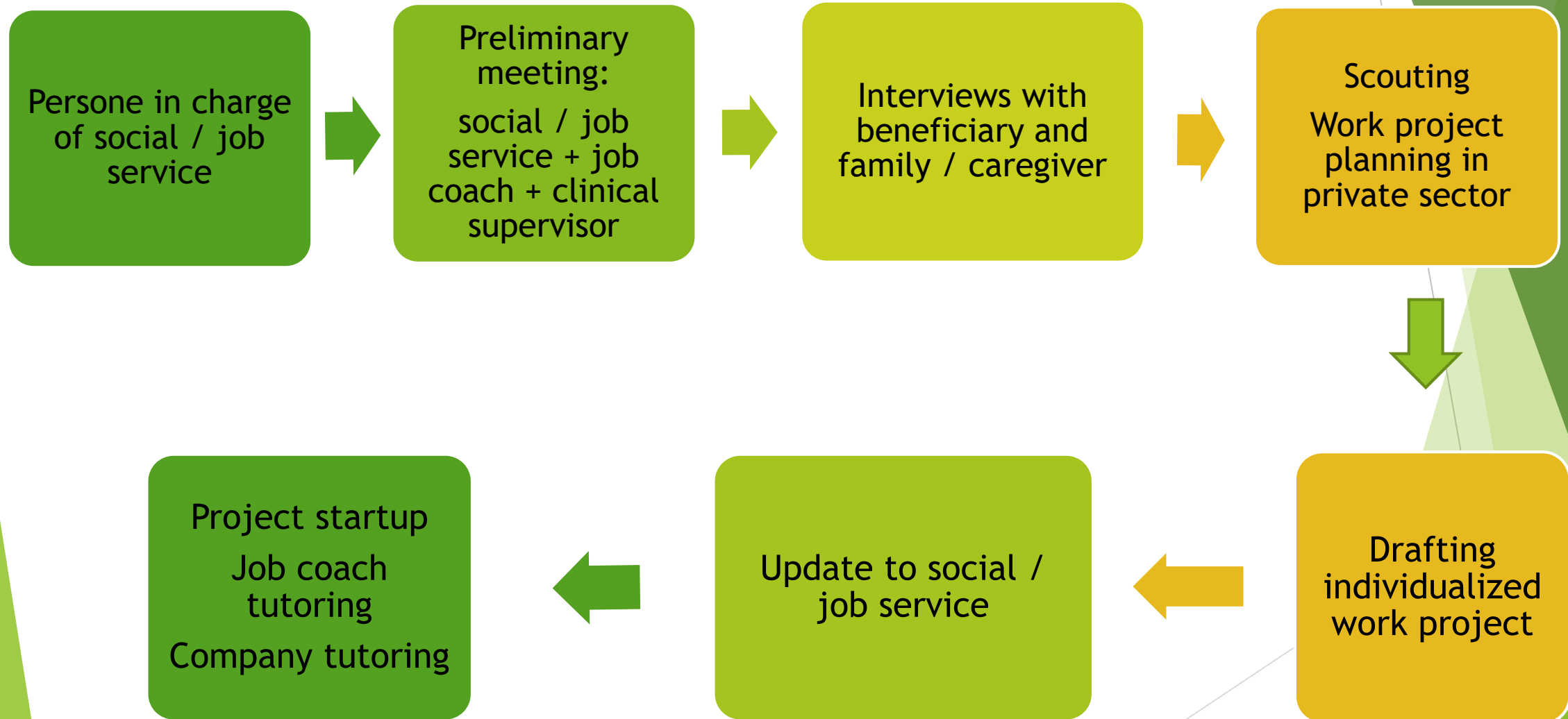
ADDITIONAL EXPERTS INVOLVED IN THE PROJECT

(social cooperative)

- Project coordinator
 - Job Coach
- Clinical supervisor (psychoterapist)



TAKING CHARGE



Scouting

- Context analysis
- Job mapping and expansion of job opportunities

Coaching

- Assessment
- Job orientation
- Coaching
- Collaboration job /social services and companies

Working

- Collaboration job coach and company tutor
- Individualized workplan
- Traineeship project



BENEFITS FOR COMPANIES

SHARED AGREEMENT WITH THE WORKER



- ▶ Training course for company tutor
- ▶ Ongoing supervision
- ▶ Social Budget
- ▶ Visibility and promotional campaigns

DRIVING CHANGE BY CHANGING MENTALITY



Every job is an opportunity regardless of industry sector and company size



Increasing the number of the companies involved in the project allows it to get closer to beneficiaries expectations



Breaking down family resistance to low-skilled jobs



Involving the school in the project allows to start earlier the job assessment reducing structural unemployment for people with disabilities

PROJECT'S ASSESSMENT



Level of effectiveness and efficiency

Study of an evaluation system with objectives, indicators, output and outcome

Level of satisfaction:
A)Beneficiaries;
B)Companies;
C)Experts

Survey
Questionnaire

Level of Quality of Live
Job inclusion & personal
well being; level of self-
determination of PwD

Standard test EuroQL

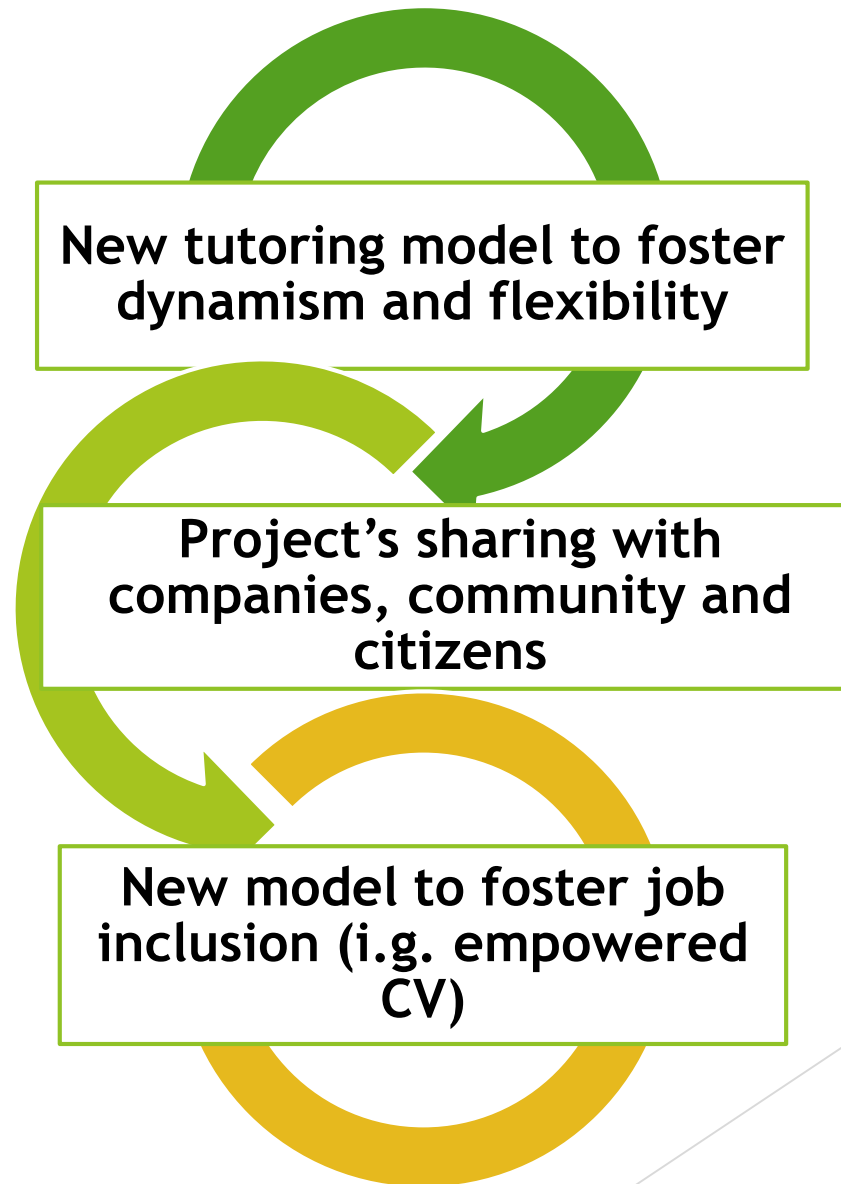
Level of learning
process

Qualitative and quantitative
statistics on personal skills

Level of social and
community impact

Statistics on how many companies
involved and how many interested
on future ingagement

FUTURE DEVELOPMENT



STRENGTHS	WEAKNESSES
Low budget (50.000 €)	Job and social service have difficulties identifying beneficiaries because their focus is on the most serious cases
Flexibility: few rules or restrictions	Project for few beneficiaries
Replicability in other districts	Low hiring rates after the trainsheep
Public - private integration	Difficulties in engaging families
Opportunity for young people	Difficulties in involving companies

**THANK
YOU!**

The image features the words "THANK YOU!" in a bold, comic book style. The text is yellow with a thick black outline. The word "THANK" is on the top line, and "YOU!" is on the bottom line. The exclamation mark is red with a black outline. The text is surrounded by numerous short, black, radiating lines of varying lengths, creating a starburst or explosion effect. The entire graphic is centered on a plain white background.