

*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

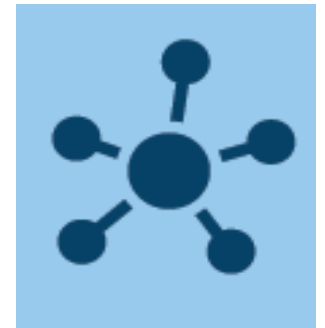
- It's not as hard as some think...

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



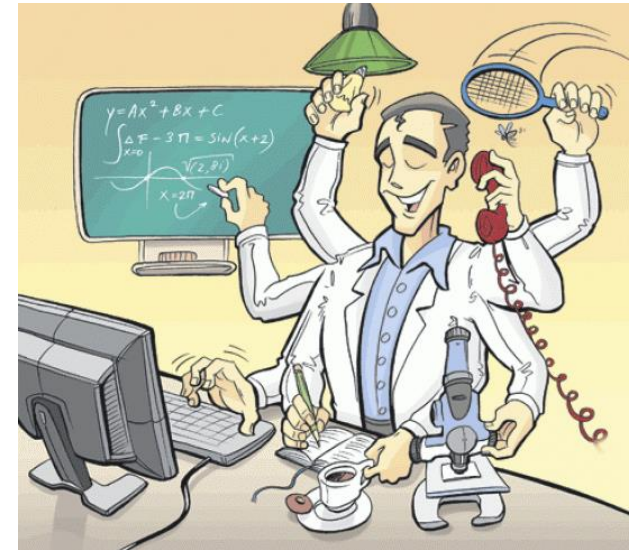
# Reputation

- 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](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**

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