



FUNDACIÓN ADECCO

#EmpleoParaTodos



*Juntos
Somos Más*

**Inclusion and Diversity
in the labor market
Intellectual Disability**



THE ADECCO GROUP

Who are we



Background

Created in 1999, in Spain, by The Adecco Group. This foundation provides a response to those people with high difficulties when it comes to the job search.

Corporate responsibility and HR management

Adecco Foundation was created based on the basic principles of corporate responsibility and based on the Group's national and international experience in selection and Human Resources management.

Who are we

CORPORATE CULTURE

- 1 Organizational study
- 2 Creation of the Operative Committee of disability
- 3 Design of the strategic plan of diversity
- 4 Presentation to the Management Committee
- 5 Design of corporate policies: Diversity and integration
- 6 Communication structure, and channels development and adaptation.
- 7 Project leaders and representatives training

8 CORPORATE COMMITMENT

NORMALIZATION

- 9 Information/ communication
 - positioning campaigns: managers and employees
 - Communication of actions
 - Campaigns and awareness events
 - Dialogue with stakeholders
- 10 Training
- 11 Awareness raising
 - Awareness raising training
 - Corporate volunteering
- 12 Normalization
 - Programmes and disability benefits
 - Plan Familia
 - Plan Aflora
 - Infrastructure adaptation and accessibility

SELECTION AND INTEGRATION

- 13 HR audit
- 14 Creation of the HR department
- 15 Recruitment objectives definition
- 16 Analysis and adaptation of processes
- 17 Position analysis and identification
- 18 Recruitment of people with disabilities
- 19 Attraction and recruitment of professionals with disabilities
 - Fellowship programme
 - Vocational training plan
 - Unidos (University and company)
- 20 Incorporation
 - Training for departments
 - Incorporation plan
 - Monitoring and assessment



Main numbers on disability

3,85M

People suffer from a disability in Spain. Which represents 8.1% of the population.

1,840M

People with a disability are of working age.

188k

People with an intellectual disability are of working age (representing 4.7% of the workforce)

647k

People with a disability form the working population

462k

People with a disability have a job

28,5%
unemployment

58,9k

People with a intellectual disability form part of the working population

36,8k

People with a intellectual disability have a job

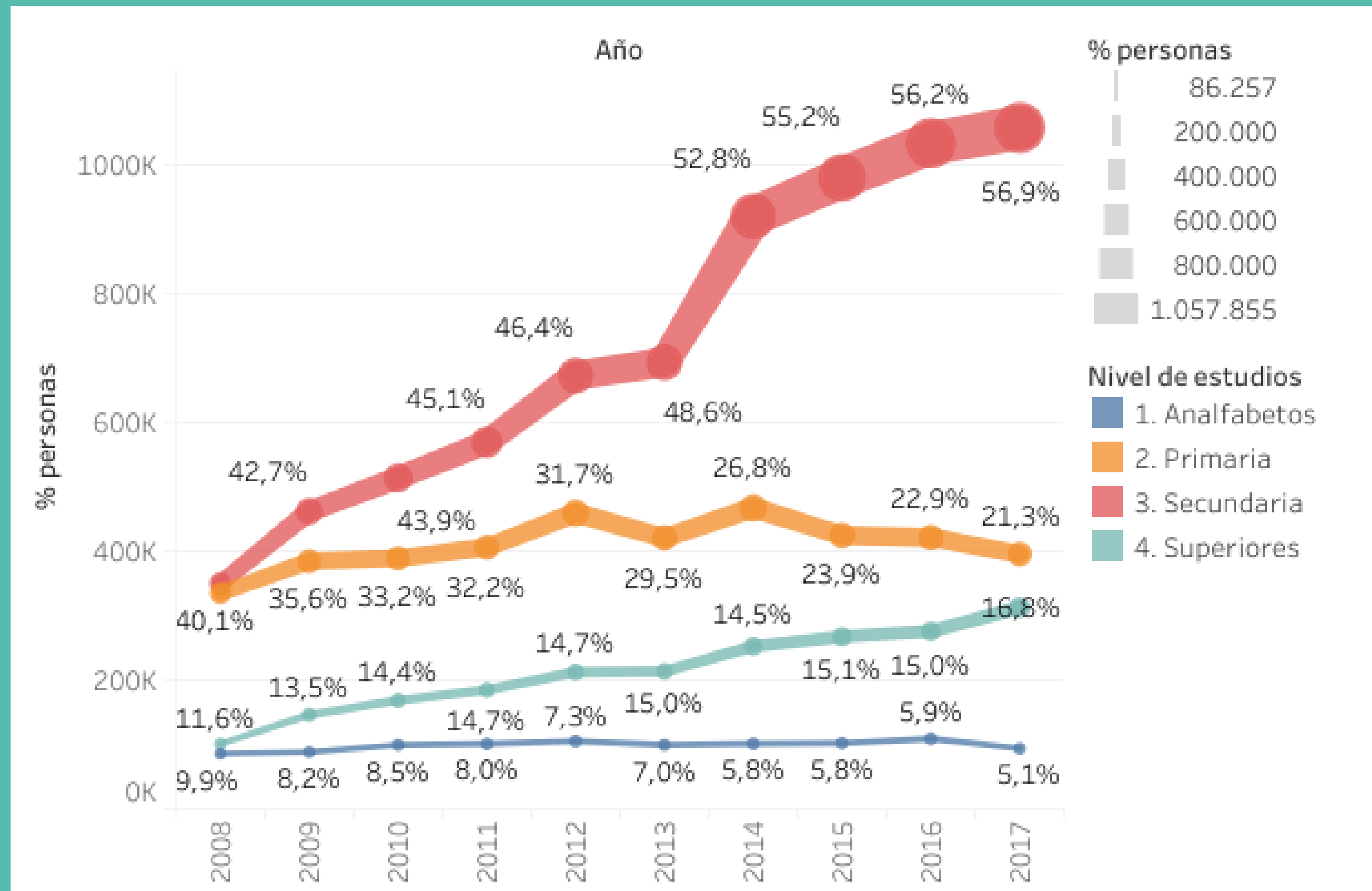
38,5%
unemployment



Main numbers on disability

Population with disability from ages 16 to 64 by level of education. 2017		No education	Primary	Secondary	Superior
Age	45 a 64	12,9%	25,9%	56,4%	4,8%
	25 a 44	7,6%	13,6%	60,2%	18,6%
	16 a 24	3,6%	23,6%	55,7%	20,2%
Type of disability	Psycological and other	2,8%	17,9%	59,0%	20,3%
	Intelectual	29,4%	33,3%	37,3%	0,0%
	Mental	2,4%	19,0%	60,0%	18,6%
	Visual	2,0%	20,2%	54,4%	23,4%
	Hearing	3,2%	17,4%	57,9%	21,4%
	NA	1,1%	25,8%	59,8%	13,2%

Main numbers on disability



Fuente: Odismet



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Intellectual Disability

The most common profiles are the following:

- Office assistant.
- Ordinance, Maintenance.
- Line operator.
- Facilities staff.
- Laundry worker.



Intellectual Disability

The different types of companies where they find employment:

- Ordinary company.
- Special employment centers
- Occupational Workshops
- Access to employment thanks to oppositions in the areas of public administration.



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Intellectual Disability

The competences which are the same in these positions can be divided into the following:

- Functional
- Cognitive
- Social and behavioral



Intellectual Disability

Functional Competencies

Autonomy

Motor skills

Rhythm

Endurance when confronted with repetitive tasks

Quality and order/structure |

Individual work

Group work

Training sessions

Confidence

Intellectual Disability

Cognitive Competencies

Selective attention

Concentration level

Resistance to fatigue

Use of simple and direct language

Avoidance of technical terms, abbreviations, initials

Content should be in a coherent and clear order (Lectura fácil)

If necessary the use symbols, pictograms or graphs in a text which serve as a further support of the text



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Intellectual Disability

Cognitive Competencies

Detection of faults/flaws

Understanding of verbal instructions

Numerical and special aptitude

Do not use metaphors or comparisons which could lead to further confusion

Avoidance of using a high amount of numbers or mathematical. More appropriate are numbers as written phrases.

Intellectual Disability

Social and behavioral competencies

Positive attitude

Openness to answer to criticism

Apprehension when an error was made

Recognition respective figures of authority

Being able to deal with one's frustration

Acceptance of errors made

Being able to identify figures of authority



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Radio Workshop – “Gigantes”



Radio

Fundación Adecco

Radio Workshop – “Gigantes”

Who forms part of “Gigantes”

- Currently 12 beneficiaries form part of the workshop all of whom have a intellectual, physical or psychological disability.
- Their level of education is basic with exception of three participants who have obtained ESO/EGB.
- With exception of 2 participants the rest have been unemployed long term.
- Who are not able to enter the labor market just yet, in need of more training.

Radio Workshop – “Gigantes”

The objective of “Gigantes”

- With a non educational approach of this workshop the goal is to train on the one had lacking social skills.
- On the other hand the goal is to achieve a communicational skill set by improving reading and writing abilities.

How is a program of “Gigantes” produced?

- Monthly program with weekly meetings to prepare the outline.
- The choice of current topics is made by the participants.
- Parts are distributed and research done at home.
- Two members of the groups then elaborate the script.
- With a rehearsal of the program in advance of recording program.
- Guidance and advice is given by monitors when needed.

Radio Workshop – “Gigantes”

The beginnings of “Gigantes”

Weekly meetings to develop the program

Content is chosen by participants for each section

Choosing people to interview

Elaboration of script by participants

Giving them a structure and routine

Obligations to fulfill

Working with others in a team

Coordination between themselves

The first program of “Gigantes”

Establishing a well written script

Practicing the script as to avoid problems while reading

Choosing the music from program

Anticipating interview scenarios

Endurance to finish what was started

Democratic process of choice whether music or content

Being able to handle situation that weren't anticipated

The first program of “Gigantes”

Getting to the radio station

Recording in the radio studio

Hearing the final product

Dealing with anxiety

Having a feeling of importance

Motivation

The second program of “Gigantes”

Recorded second program at radio station

Then unforeseen closure of radio station

Positive attitude and keep on working towards next program

Compassion with employees of radio station

Dedication towards program

Being able to see the big picture

Empathy with others

Pushing through hard times

World Radio Day

Celebration of the day with other radio programs

Elaboration with 50 people

Attendance of Los40 as special guest

Having to improvise during interviews

Dealing with new situation and many people

Communication skills – improvisation

Self-esteem boost

Future of “Gigantes”

New radio station “Radio Vallekas”

Special editions when occasion

Working together with companies

Collaboration with other radio programs

Positive outlook on future

Working together with companies and new locations

Flexibility when situations change

Result – progress

- Ability to work in a group positively
- To push each other to think critically
- Independence – Autonomy regarding one’s interests
- Recognition and respect towards authority figures
- Respect towards others and themselves
- Patience
- Self confidence
- Reading and writing skills

Outcome and Why

The workshop is an excuse to hone skills that are essential. Easy way to learn in an environment that is of interest by working towards a goal that is visible and obtainable. By producing a radio program the participants can enjoy the fruit their labor and efforts. Furthermore the continuous progress can be observed and serves as another motivation in the workshop to strive for more.

Discapacidad intelectual

To normalize the situation in companies.

What not do no;

- Avoid feeling sorry for people with disabilities
- Avoid overprotection
- Don't be afraid to interact with people with disabilities
- To not reject them for having a disability
- Don't be impatient



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Intellectual Disability

The main reasons why companies do not hire people with disabilities:

- Lack of knowledge
- Absence of support resources (in the initial stages and ongoing)
- Difficulty to adapt the position to the person
- Awareness that employment helps further one's autonomy, social skills..., however they need to start with a solid base to build upon



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Intellectual Disability

Basic rules in a company.

- 1- I am an additional worker.
- 2- Even if I have a tutor, you should address me when talking to me and not my tutor.
- 3- Talk to me like an adult I am not a child.
- 4- Giving me information it should be as clear as possible.
- 5- Talk to me as clearly as possible and slowly.



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Intellectual Disability

Basic rules in a company.

6- My phase is not the same as yours.

7- If you see that I am struggling, offer to be of help.

8- If you do not understand me, be patient.

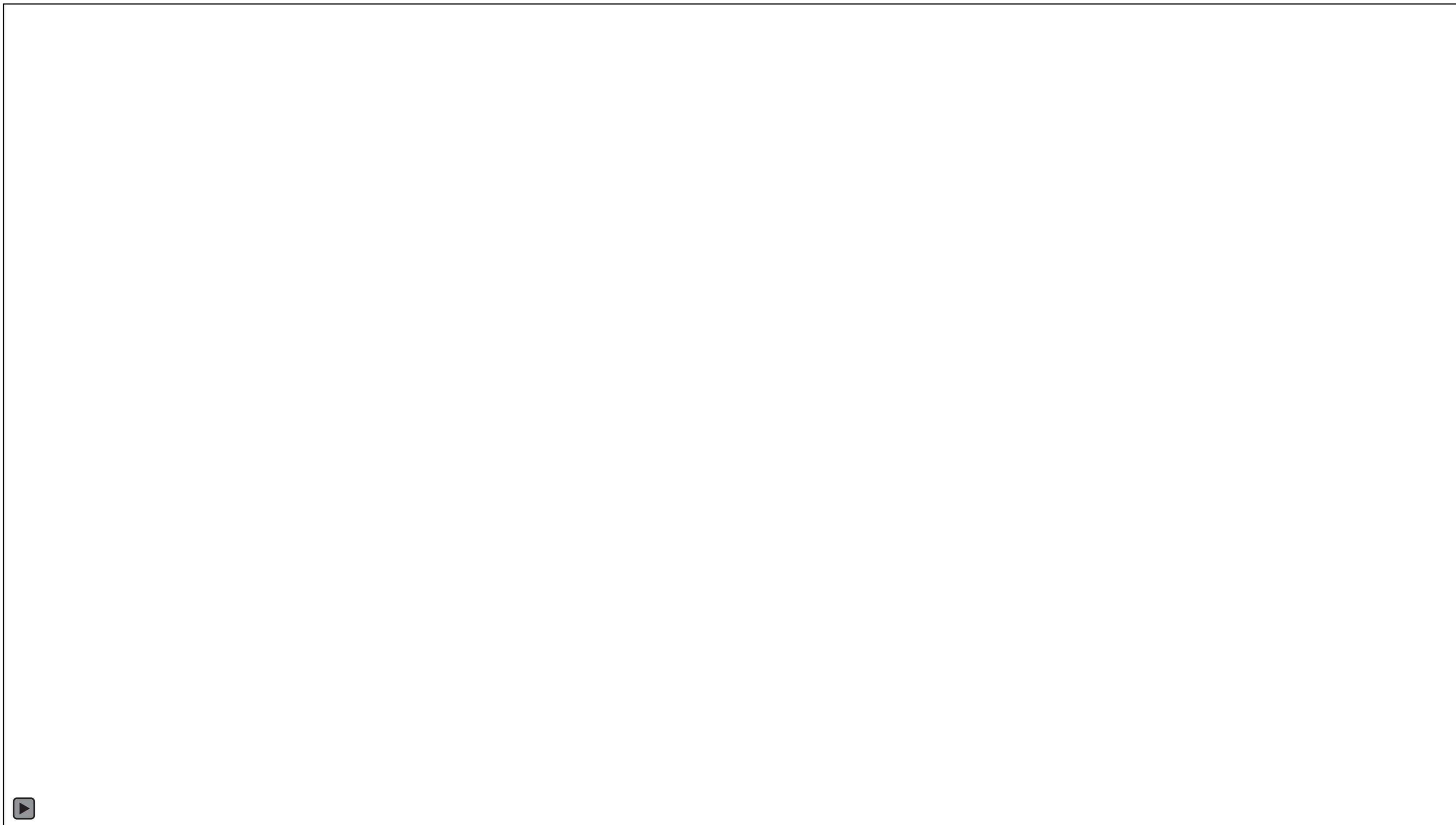
9- Respect me.

10- Demand work from me because I have wrights, but I also have obligations.



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Radio Workshop – “Gigantes”





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