Disability and Flexibility
Objective

Highlight the target group and their specific needs

Look into which methods are most sufficiently tailored to the individual needs of the target group.

Highlight preconditions and possibilities for the target group to approach the labor market

Start a dialog
To see the whole picture

Employment Services

Job training

Health centers

Psychiatric care

Habilitation services

Social services

the Social insurance agency

The individual

Adult education

Day centers

Special school

Secondary school

Vårgårda kommun
The Borderland
THE TARGET GROUP
"If you feel there is too much pressure, everything can fall apart"
Preconditions of the target group

- Fit in
  - Understanding
- Structure
- Social skill
- Change
- Self-esteem
Methods

Internship

Involve the business sector

Take consideration to preconditions…

…but focus on strengths

Uniform and evaluated
"To meet a person where he or she is"

"To see, respect and confirm the persons."

"It is important to be curious and interested and not be afraid to try new things."

"We support them in seeing their own abilities."

"Everything depends on close relations."

"Great pride in getting your own salary."

"Stabil relationship with demands and praise."
Sunshine in a jar
Keys to succes

Relationship
Motivation
Independence
Collaboration

Structure
Individual customization
Long term perspective
Acknowledgment
Collaboration

Sustainable  Efficient  Distinct

Make the structural barriers visible

Create consensus
Competence

The target group

The employers and tutors

Managers and staff
The limits have been created by us and can be moved by us.
Many people have a long uphill...
The need for a new approach

- To give a person the support she or he needs to assimilate the workfocused activities.

- To ensure that activities are monitored in a qualitative way.
Win-Win Situations

- Participants
- Employers
- Society at large
- Authorities
  - Employment services
- Social services

Vårgårda kommun

EUROPEISKA UNIONEN
Europæiska socialfonden
Goal

- The worksituation is a learning area
- Tailored support in the worksituation
- Time is an important issue
- Opportunity to work on your own terms
Win-win-situations

- Opportunity for the individual to grow
- Social interaction
- New skill
- Perceived activity level
- Confirmation
Win-win-situations

- Extra hands to carry out their daily work
- Possibilities to train a person without any costs
- Contribute to integration
- New knowledge about people’s differing
- Broadened perspectives on disability
Winning methods on work placements
A supervisor`s many roles

• Create safety and trust
• Create structure
• Constructive criticism
• Adapting tasks
• Confirmation
Vet  Kan  Vill  Är
THANK YOU ALL!

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