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ABOVE" ABilities On the moVE"

La rete e il funzionamento dei servizi per l'inclusione socio lavorativa dei disabili in Veneto

The Network and the services for the social work inclusion of disabled people in Veneto Region
Venice, Veneto Region, Palazzo Balbi, 18 April 2018





The social and working inclusion of people with disabilities in Veneto Region

- ▶ Premise
- ▶ Legislation overview- framework



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Person with disabilities

- attitudes and abilities
- personal and social resources
- motivations and expectations

DISTANCE



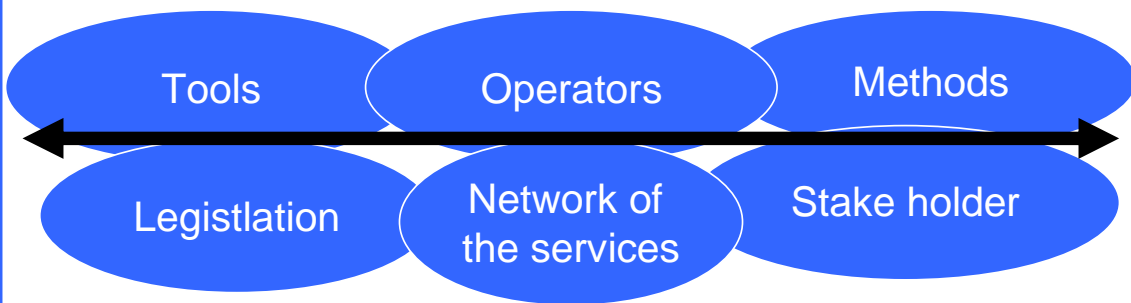
COMPANY CONTEXT

- structure and organization
- climate and culture
- requests and expectations

Work in a specific company context is always a **compromise** between the specific needs of people and the demands for adaptation of the organization



**Person
with disabilities**



**Company/Work
Context**

**Mediation area
"PUBLIC SPACE"**



LAW NO. 68/99 "Rules for the right to work for the disable people"

Art. 1 c. 1 Purpose of the law

- ▶ "Promoting the placement and integration of people with disabilities in the labour market through targeted support and specific placement services- **targeted placement**".



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LAW NO. 68/99 "Rules for the right to work for the disable people"

Entitled subjects

- ▶ a) people "working age" affected by physical, mental or sensory disability and those with intellectual disabilities, which result in a reduction in working capacity of more than 45%
- ▶ b) disabled persons with a degree of disability of more than 33%
- ▶ c) blind people (absolute blindness, or partial visual blindness not exceeding 1/10 in both eyes with possible correction)
- ▶ d) deaf-mute people (Deafness from birth or before learning the spoken language)
- ▶ e) disabled persons of war, invalids of civil war and disabled for service





LAW NO. 68/99 "Rules for the right to work for the disable people"

Art. 2 Targeted placement (employment quota system for disabled)

- ▶ For targeted placement of disabled people, we mean a **series of technical and support tools** that make an assessment and evaluate people with disabilities in their work abilities and to place them in the right place, through job analysis, forms of support, positive actions and solutions; action to solve problems related to environments, tools and interpersonal relationships on daily work and relationships.





LAW NO. 68/99 "Rules for the right to work for the disable people"

Art. 3 Mandatory recruitment. Reserve quota

Public and private employers are required to employ workers belonging to the protected categories in the following measure:

- a) seven per cent of employed workers, if they employ more than 50 employees;
- b) two workers, if they employ between 36 and 50 employees,
- c) a worker, if they employ 15 to 35 employees



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LAW NO. 68/99 "Rules for the right to work for the disable people"

Art. 6 (Services for the job placement of disabled people)

The different public bodies identified by the Regions called "competent offices", working in collaboration with the social, health, educational and training services of the territory, according to the specific skills assigned to them.

They planning, implementing and verifying the interventions aimed at the working inclusion of the disable people.



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Legislative Decree n. 151, 14 September 2015

"Provisions for the rationalization and simplification of procedures and requirements for citizens and companies and other provisions concerning the employability and equal opportunities", in implementation of Law 10 December 2014, n. 183. "

Art. Art. 1 c. 1 lett. to)

Promotion of an **Integrated Network** with the social, health, educational and training services of the territory, as well as with the INAIL "National institute for insurance against industrial injuries"

Aiming at the reintegration and work inclusion of people with disabilities, accompaniment and support of the person with disability in order to favor their work placement;



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Regional law n. 16 of 3 August 2001

"Rules for the right to work of disabled people as foreseen by Law 68/99 and Establishment of SIL "Employment Integration Service" at ULSS Local health Unit "

Art. 11 -Establishment of SIL "Employment Integration Service" at ULSS - Local health Unit "

In order to ensure efficient connections between the Employment Services and local social and health services, the SIL has following tasks:

- a) assessment of the potential and individual needs of disabled people and companies;
- b) planning and management of individualized work integration paths for a positive match between job demand and supply;
- c) monitoring;
- d) promotion of collaboration between institutional bodies, VET vocational training , social cooperation, voluntary service that operates specifically in this field, and of the associations of the disabled and family members.



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SIL “Employment Integration Service” at ULSS- Local health Unit

DGR 1138/2008

SIL activities and support are addressed to:

- ▶ people with physical, mental, intellectual, sensory disabilities (Article 1 of Law 68/99) who need social and health from the different services;
- ▶ people with social disadvantage as by Law 381/91 in charge of social health services (mental health area, addictions area, ect.);
- ▶ people with social disadvantages for which the competent bodies have been delegated to the ULSS- Local health Unit ;
- ▶ recipients of social integration interventions in the workplace.



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SIL “Employment Integration Service” at ULSS- Local health Unit

DGR 1138/2008

SIL working in deep connection with :

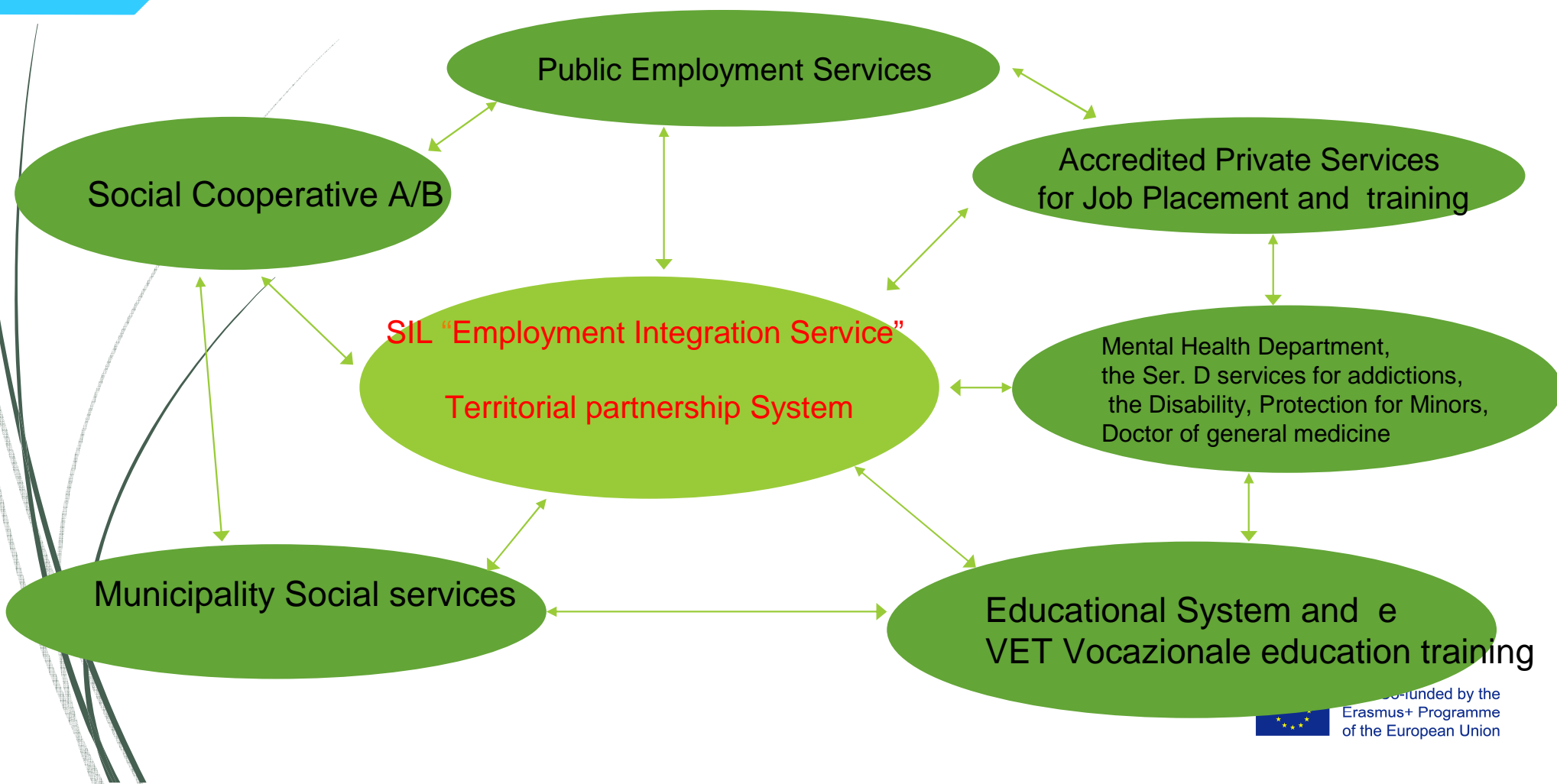
- ▶ Employment Services for the effective application of Law 68/99
- ▶ Type B Social Cooperatives
- ▶ The Health Services, such as the Mental Health Department, the Ser. D services for addictions, the Disability
- ▶ The school and Vocational Educational Training system



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The Integrated Network for a successful experiences

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Methodology and tools

Personalized projects

Sistema produttivo

IMPLEMENTATION OF THE LAW
68/'99

Guidance
Interview, profilings

Training in working place
Internships DGR 1816/2017

Placement mediation Internships
art. 11 c. 4 Law. 68/99

Maintenance of the workplace (post-employment monitoring)

Social integration in working place
Internships DGR 1406/2016

Inspiration to the principles of
the law 104 / '92

Rotation Community Center – Work
Place



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Tools: personalized projects

- the matching between person and company;
- the preparation of the company's social system;
- analysis and choice of tasks;
- the possible adaptation of the workplace;
- the identification of the ways how disable workers can start the to work in a company;
- support for the worker, for the family and for the company.

- duration of each project proportional to the needs of the disable people
- financial contribution to the person as a motivational incentive or as reimbursement of expenses (Municipalities, A.ULSS, Regional Fund L.68 / 99, ESF, Employers, Private Foundations)
- economic contributions to companies (Regional Fund Law 68/99 - Veneto Region)



Methodology

Knowledge of the needs of disabled people and knowledge of their life context

Knowledge of the companies and their organization

Give the disabled person a clear and recognized job role

**SOCIAL
INCLUSION
WELL-BEING**

Taking charge of the person
Within he/his context of life

Activate the person and the network of services and resources

Place the person in a situation



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The professional area of reference for the expert in mediation- job placement
The SIL operator combines knowledge and skills of several areas and professional areas

**Professional Area
Labour market**

- matching demand and supply
- Career guidance
- Tutoring
- Design of training paths
- Labor Market knowledge
- «Job creation»
- Occupational safety

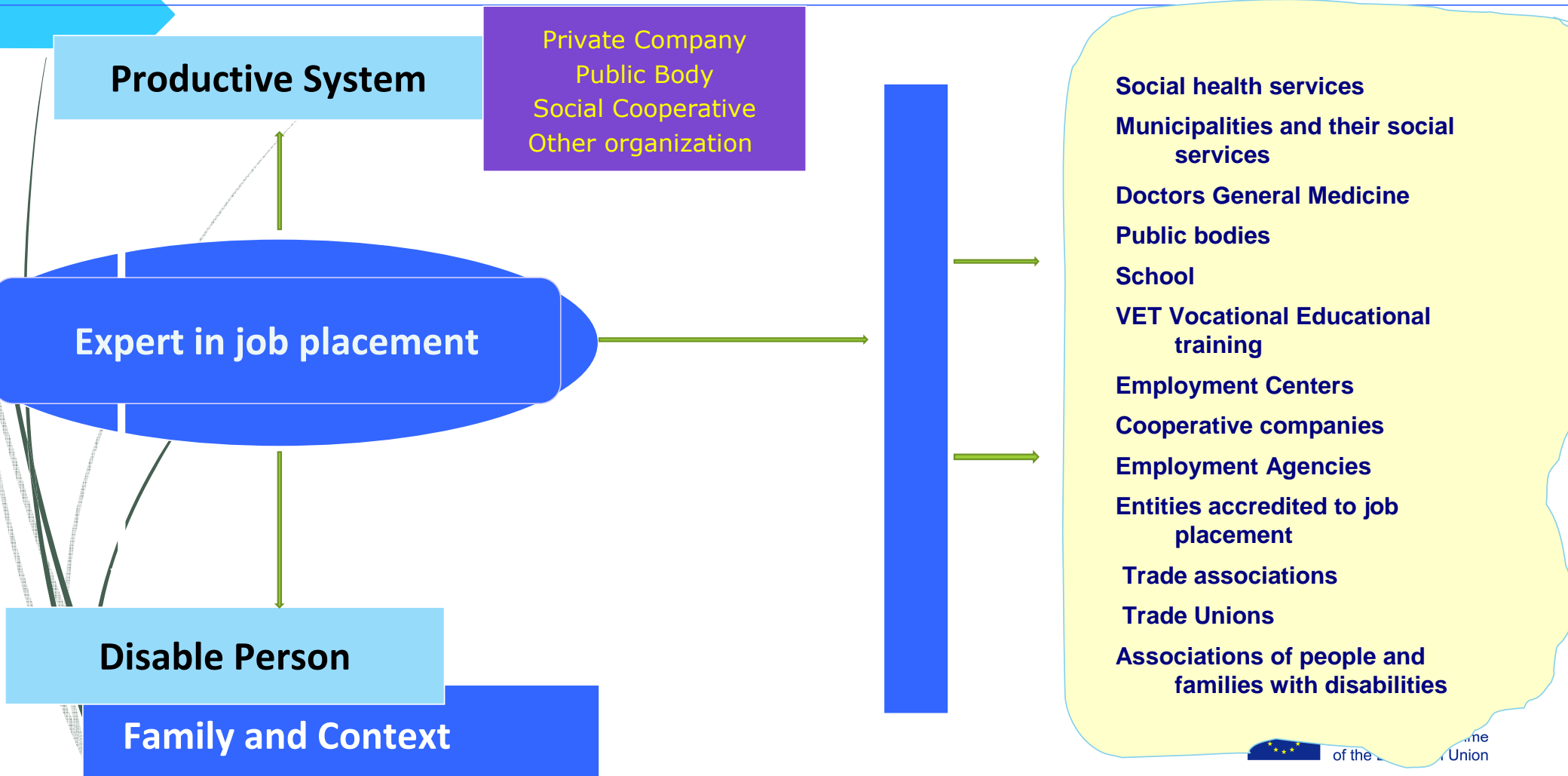
**Operator expert in mediation
job placement of
Disable people**

Social Area

- Educative
- social assistance
- psychological
- sociological
- social community animation
- Active Listening
- Counseling



Expert in mediation-job placement: a professional who facilitates the meeting between the disabled person and the productive system ". The areas of intervention



SIL “Employment Integration Service” at ULSS- Local health Unit

SIL GOALS:

- ▶ Promotion of a culture of social inclusion
- ▶ Allow disadvantaged people to obtain, through a job , that social identity which constitutes authentic rehabilitation;
- ▶ To improve the quality of life of weakest people by encouraging their ability to become their own protagonists of their project;
- ▶ Maintain subjects in the social environment as long as possible, avoiding or delaying integration into socio-social occupational structures;
- ▶ Promote synergies for an active work and social integration of disadvantaged people in their life context.



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Social health services ULSS of Veneto Region

	Projects							
	Training internship	Social inclusion projects	school and work-based learning	Job retention	Support to the active job placement	internships aimed at recruitment	Employed	Persons followed by the service
Persons with disabilities	1078	1976	219	623	479	325	373	4679
Persons with psychiatric diagnosis	671	886	22	448	184	146	190	2565
Persons with addiction	163	110	0	68	23	15	38	426
Minors in disadvantage situation	22	4	30	0	1	0	1	65
Other type of disadvantage	67	16	0	11	5	4	15	97
Total	2001	2992	271	1150	692	490	617	7832

Thank you for your attention!

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