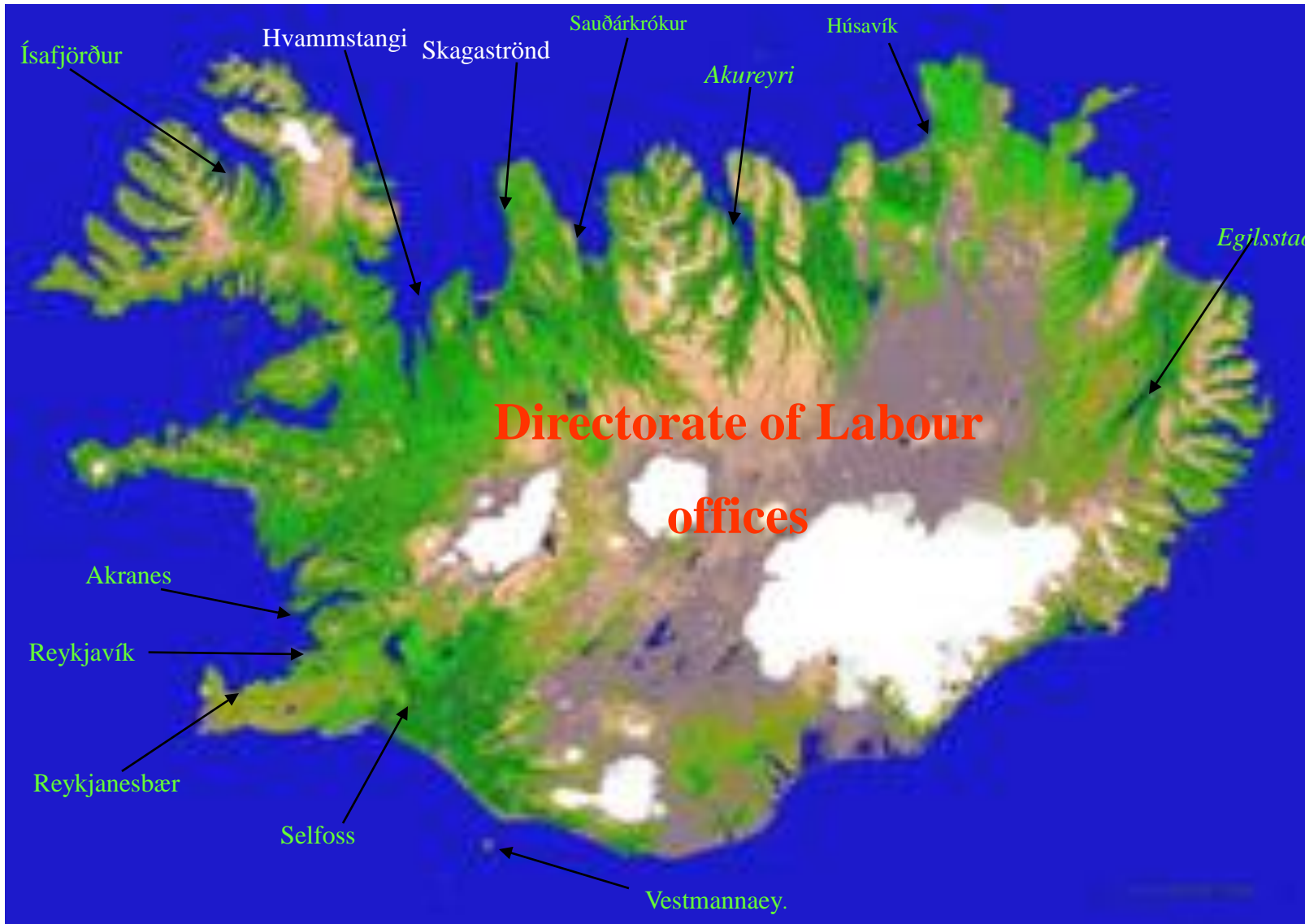




Directorate of Labour

Integration of disabled people into the labour market





Directorate of Labour : Main tasks

Employment services

job-seekers
recruitment service
labour market statistics

Labour market measures

Unemployment registration

Payment of unemployment benefits

Wage Guarantee Fund

Vocational Education Fund

Issuing of work permits

International co-operation

**Responsibility and supervision on disability
work opportunity**

Disability – state of affairs

14.000 disability pensioners.

Employment of the disabled is under the Ministry of Social Affairs, divided into six Regional offices for handicapped around Iceland.

However, in some areas, disability services are under local authorities by special agreements with the state.

District bureaus and local authorities run various sheltered resources.

Some disability organisations run sheltered workplaces, usually having service agreements with the state.

Disability – state of affairs

About 600 people work in sheltered resources, mostly in halftime placements.

About 4-500 at the open labour market through SE and special division at the employment service at the Directorate of labour in Reykjavik

In recent years there has been an increasing understanding and awareness of the importance of everybody taking part in the labour market and thus contributing to the society.

Greater emphasis on assisting disabled people to work in the open labour market.

Improvements in accessibility, but “too” slow process

The role of the Directorate of Labour

The disability sector is now under reform

Directorate of Labour will take over responsibility and supervision on all disability employment and work opportunity. Preparation in process.

Organises a special division at the Employment Service in Reykjavik for the disabled.

Has contributed financially to the SE (supported employment) in Reykjavík.

Has through the Vocational Education Fund supported various education and training courses.

What is ahead

Better co-operation among the organisations working at employment of the disabled.

Sheltered workshops need to be reorganised – work closer together.

Important to be able to meet the increasing competition from businesses in recent years. More variety of tasks and more emphasis on training.

Supported employment (SE) has proved to be an efficient and cheap way to help the disabled into the labour market. SE need to be strengthened in order to meet new visions and the increasing demand for service.

What is ahead

Better contact and co-operation with businesses. The special agreement between The Social Insurance Institute and businesses about temporary support (75% of wages up to 24 months, then declining) to firms employing a disabled person has been a success. However, emphasis on output and flexibility of work often hinder the possibility of many disabled.

Businesses should on a larger scale re-organise jobs and start-up new jobs to suit people with disability. Lack of halftime jobs. Maybe the State could offer firms some financial assistance in order to speed this process up.

Increase the offer and availability of education, which is the key for many people with disability to have a chance on the labour market.

Work opportunity for people with Autism

Situation to day

Same opportunity as for other people with disability

Special sheltered workshop.

Increasing number people with Autism in SE and other resources.

What needs to be done

Employ more specialists.

Reorganise application.

Adjust us to the situation we are facing to day.

Directorate of Labour : Vision and targets

Our aim is to service people with disability better, no landmarks, “one shop stop”.

Increase opportunity for disabled at work by finding new openings and build up resources already in progress.

Increase partnership at ongoing resource

Apply appropriate support after individuals interest and strength.

Focus specially on work at the open labour market and.

Increasing opportunity

Job club

To enable clients to be competitive in the open labour market and to compete with able bodied people in their search for employment.

Individual support.

Prepare C.V. and how to complete application forms, how to write speculative letters and improving and developing interview techniques.

Increasing opportunity

Supported Employment

SE offers a range of support to employers and employees. It also offers other practical help including, job training or job coaching, mentoring from colleagues or advice and awareness support for the employer and employees.

Same salary as others at open labor market.

People with and without disabilities work together in an integrated setting.

Support is ongoing and provided as needed

Place, train, maintain.

SE service are in 5 different places in Iceland.

Increasing opportunity

Work Experience Placement

Program to assist individuals to identify their own strengths and weaknesses and employment preferences.

- Determine their own abilities.

- Identify their strengths and weaknesses.

- Develop new skills.

- Improve existing skills.

- Identify employment/job preferences.

- Improve confidence.

Increasing opportunity

Support group for Employers

Focus on employers.

Marketing.

Young people

Transition from high school.

Prevent from graduating from collage without any opportunity for job.



Thank you

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