



SERVIZIO
INTEGRAZIONE
LAVORATIVA

THE ITALIAN MODEL AND THE EXPERIENCE OF VENETO REGION

Paris, 15 novembre 2018

DISABILITY

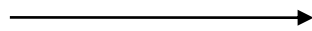
**Medical
Committee**



% impairment

**Medical
Committee**

Integrated with



- Expert

(psychol. or neuropsych.)

- Social worker or Educator

- condition of severe disability
- evaluation of ability to work

DISABILITY

Illness or impairment which causes:

↳ CHILDREN:

- persistent difficulty to carry out one's age tasks and functions
* *pension*
- need to receive continuous assistance * *benefit*

↳ ADULTS:

- reduction in work ability
- > 46% * *work integration* >75% * *pension*
- need to receive continuous assistance * *benefit*

OTHER FACILITIES

Depending on the severity:

- * Care and rehabilitation

- * Prosthesis

- * Leave with pay (for parents or disabled worker in case of severe disability)

- * Tax relief

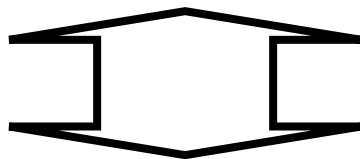
THE FORMER LAW (L. 482/68 Mandatory placement)

- OBLIGATION TO ENGAGE PEOPLE WITH DISABILITY
- LACK OF CONSIDERATION OF THE PERSON'S CAPACITIES – FIRM'S REQUIREMENTS
- LACK OF SUPPORT
- EXCLUSION OF PEOPLE WITH PSYCHIATRIC OR INTELLECTUAL DISABILITY

S.I.L.:

MEDIATION BETWEEN:

PERSON'S NEEDS AND RESOURCES



REQUIREMENTS AND CHARACTERISTICS OF THE JOB
CONTEXT

“ON THE JOB” TRAINING

PERSON



attitudes and abilities

personal needs and resources

motivations and expectation

JOB CONTEXT



structure and organization

culture and climate

requirements and expectations

“ON THE JOB” TRAINING

“tailored-made” project:

- guidance
- training
- mediation to job placement

❖ Individualization

❖ Experimentation in a context easing the failures and intensifying the successes

❖ Cultural change, dissemination of the positive experiences

DEVELOPMENT OF “MEDIATION SERVICES”

- Public services (municipality or health organizations)

➔ In the Veneto Region:

Servizi di Integrazione Lavorativa (SIL) which experiment “training on the job ” and other tools

- Social Cooperatives

Type A: educational, health and social services

Type B: job integration for disabled or disadvantaged* people, in different business activities

* DISADVANTAGE: DISABILITY, PSYCHIATRIC DISEASE, DRUG OR ALCOHOL DEPENDENCE, ON PROBATION, MINOR AT RISK

L.68/99 RIGHT TO WORK FOR PEOPLE WITH DISABILITY

COMPANIES OBLIGED TO HIRE WORKERS WITH DISABILITY:

- 15-35 EMPLOYEES → 1 W. WITH DIS.
- 36-50 EMPLOYEES → 2 W. WITH DIS.
- + 50 → 7% W. WITH DIS.

.....L.68/99

- **POSSIBILITY OF AGREEMENTS, TO PLAN RECRUITMENTS OVER TIME**
- **POSSIBILITY TO CUSTOMIZE THE PATH IN THE CASE OF DIFFICULT INCLUSION IN THE PRODUCTION PROCESS**
- **PENALTY FOR NON COMPLIANCE**

DIFFERENT PATHS FOR JOB PLACEMENT

- ❑ targeted placement, without support
- ❑ mediation and support → SIL
- ❑ can not be placed at work: protected context

STEPS



**EVALUATION OF CAPACITIES AND POTENTIALITIES (ICF)–
ANALYSIS OF THE COMPETENCES REQUIRED BY THE FIRM**



TRAINING PROJECT



INCLUSION, SUPPORT ET MONITORING

POST-ENGAGEMENT SUPPORT

“just and favourable conditions of work “ in an “open,
inclusive and accessible environment”

United Nations Convention on the Rights of Persons with
Disabilities art. 27



DIFFERENT INTERVENTIONS

SCHOOL

- ORIENTATION CENTER

- AUTONOMY PROGRAMS

- GUIDED WORK: FROM PROTECTED CONTEXT TO REAL WORK

SERVICES

STAGE

- SUPPORT FOR ACTIVE JOB SEARCH

- SOCIAL INCLUSION PROJECTS

- POST-ENGAGEMENT SUPPORT

COMPANIES

SOCIAL COOPERATIVES

SOCIAL INCLUSION PROJECTS

ADDRESSED TO:

PEOPLE WITH STRONG REDUCTION OF
CAPACITY (LOW PRODUCTIVITY AND
SUPPORTING NEED), BUT SUFFICIENT
AUTONOMY AND INTERPERSONAL
SKILLS

SOCIAL INCLUSION PROJECTS

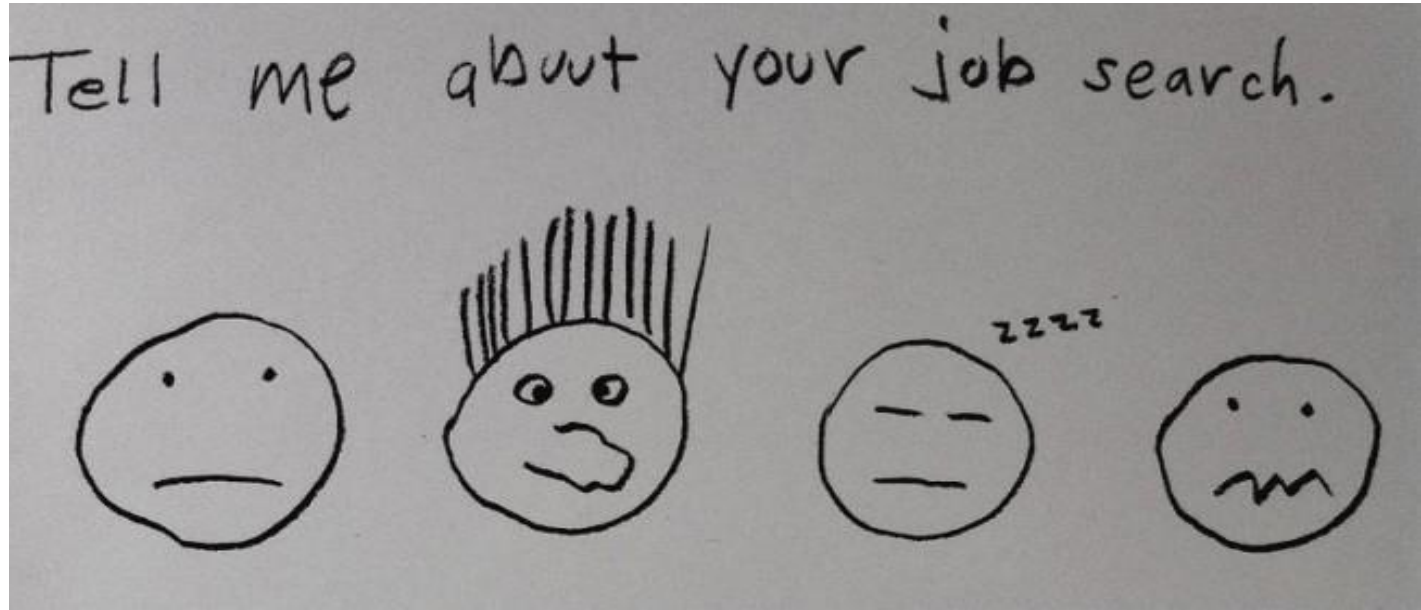
CUSTOMIZED ACTIVITY PROGRAM
(TIMES AND COMPLEXITY LEVEL), IN
A PLACE OF NORMAL WORK

- AUTONOMY DEVELOPMENT, SELF-ESTEEM AND EMPOWERMENT
- RELATIONSHIP IN A NORMAL CONTEXT
- Insurance coverage and economic contribution

ORIENTATION: BETWEEN DREAMS AND REALITY



ACTIVE JOB SEARCH AND ORIENTATION GROUPS



SELF-DETERMINATION AND INDEPENDENT LIFE



foto di Matteo Notti

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

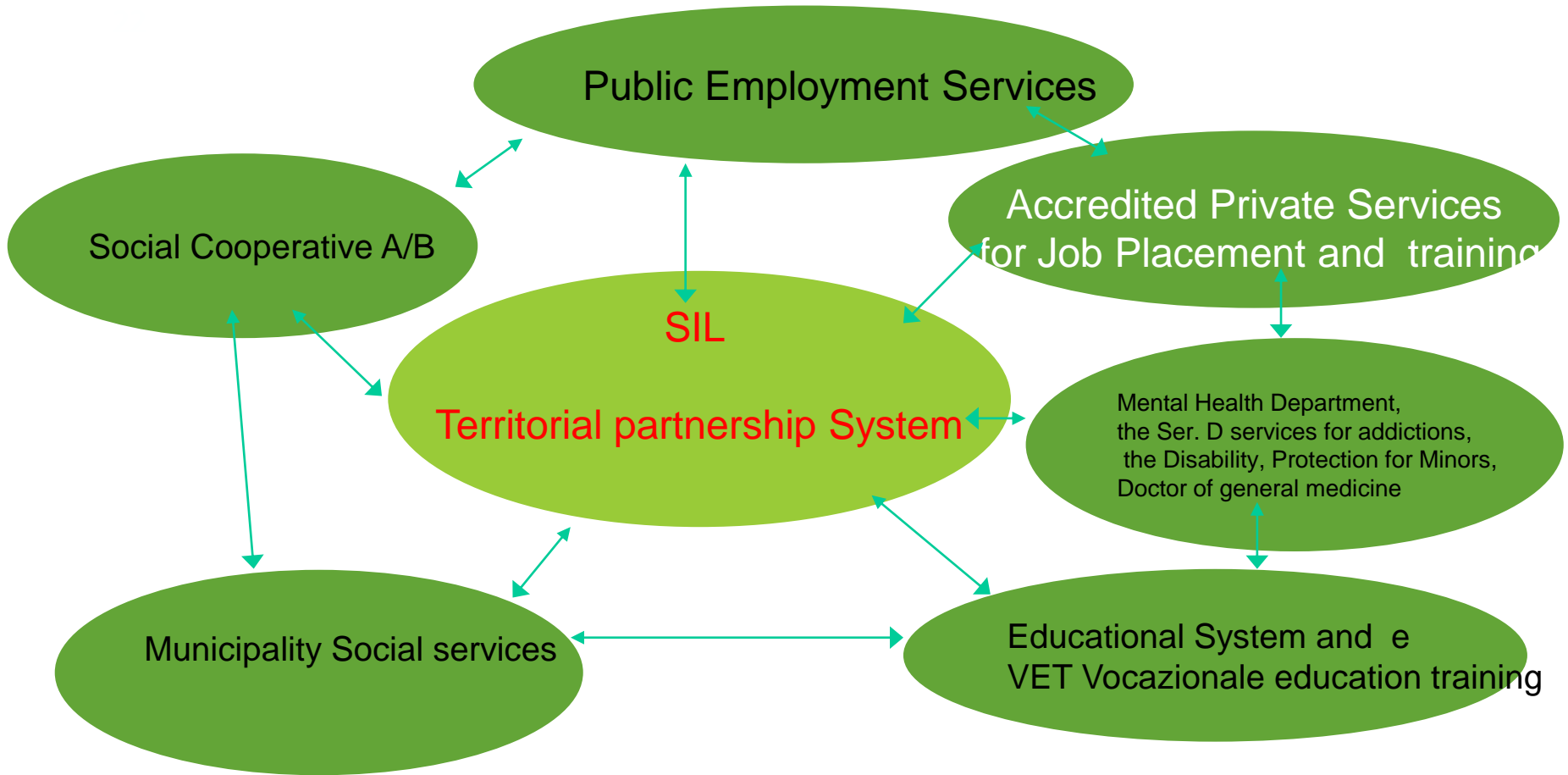
- matching demand and supply
- Career guidance
- Tutoring
- Design of training paths
- Labor Market knowledge
- «Job creation»
- Occupational safety

**“Operator expert in mediation
job placement of
People with disability**

Social Area

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

The Integrated Network for a successful experiences



Social health services ULSS of Veneto Region	Projects							Persons followed by the service
	Training internship	Social inclusion projects	school and work-based learning	Job retention	Support to the active job placement	internships aimed at recruitment	Employed	
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

STRONG ELEMENTS

- **CUSTOMIZATION**
- **EMPOWERMENT AS CITIZENS**
- **INCLUSION IN NORMAL CONTEXTS**
- **DIFFERENTIATION AND EXPERIMENTATION**
- **NETWORK FOR PROJECTS (LOCAL, NATIONAL, ESF)**
- **CULTURAL CHANGE, DIFFUSION OF SUCCESSFUL EXPERIENCES**

CRITICITIES

- **DIFFERENT MISSIONS AND METHODS BETWEEN THE INSTITUTIONS (SCHOOL, EMPLOYMENT SERVICE, HEALTH AND SOCIAL SERVICES, COMPANIES...)**
- **CRISIS: LESS JOBS BUT ALSO LESS TRAINING OPPORTUNITIES**
- **NEED FOR A CULTURAL CHANGE**
- **BETTER CONNECTION BETWEEN SOCIAL AND EMPLOYMENT POLICIES AND INTERVENTION**

PROJECT FOR ACQUIRED BRAIN DAMAGE

ANALYSIS shared with services and
associations: NEEDS AND RESOURCES

1. HELP TO FAMILIES AFTER THE
EVENT: INFORMATION AND SUPPORT
2. WHAT HAPPENS AFTER
REHABILITATION?
3. LINK BETWEEN HOSPITAL, GP,
HEALTH AND SOCIAL SERVICES

NEED TO

EVALUATE SKILLS: IN NORMAL
CONTEXT!

PROMOTE THE MAXIMUM LEVEL OF
INCLUSION, BASED ON RESOURCES
AND CAPABILITIES:

➤ **PERSON**

➤ **ENVIRONMENT**

WORK INCLUSION

- USE OF DIFFERENT TOOLS (INAIL RETURN-TO-WORK PROJECTS, ORIENTATION, TRAINING ON THE JOB, GUIDED WORK EXPERIENCE)
- COLLABORATION WITH OCCUPATIONAL THERAPIST (design of environmental adaptations, organizational and relational strategies)
- SUPPORT TO WORK CONTEXT AND FAMILY

MAIN OBJECTIVE

QUALITY OF LIFE

SELF-DETERMINATION

MAXIMUM LEVEL OF AUTONOMY AND
INCLUSION, BASED ON RESOURCES
AND ABILITIES

Thank you for your
attention!

email: patrizia.sartori@aulss6.veneto.it