



- a. Good Work Programme (GWP)
- b. Oral and poster presentation
- c. Mari Mononen, MSc, Rinnekoti Foundation, mari.mononen@rinnekoti.fi and Ville Villberg, MA Psych, Rinnekoti Foundation, ville.villberg@rinnekoti.fi

Abstract: Good Work Programme (GWP)

The Rinnekoti Foundation produces a wide range of expert healthcare and social inclusion services for persons with intellectual/ developmental disorders. To improve our performance as a social enterprise we have developed a set of principles that aim to advance employment for people with disabilities.

- 1) Rinnekoti Foundation strives to be a good learning environment for everyone. For example, we offer students, rehabilitees etc. opportunities to gain work experience and provide training for workplace mentors to support their skills in work guidance.
- 2) We hold a positive approach to employing people with disabilities and apply positive discrimination in order to give everyone the opportunity to work. In some roles, first-hand experience of disability may be an asset.
- 3) In purchasing, we aim to select suppliers and service providers who train and employ people with disabilities.
- 4) Our principles of rehabilitative work and job coaching state that:
 - We actively build progressive career paths whenever a person has the motivation and skills to further his or her career.
 - We organize work trials for the labor administration, but also internally for our service users.
 - We provide even more fixed-term trainee positions than before.
 - In our rehabilitative work and job coaching the goal is always gainful employment either directly or through our social enterprise -Lakisto Services Limited.

This presentation will describe the implementation of the above-mentioned principles - that we call "the Good Work Programme" (GWP).

In order for this kind of program to be effective and lively, its principles should be approved and shared in every level of the organization. Our strategy has been not to dictate, but instead to include the personnel throughout the whole implementation-process.

Our aim is to create a model that encourages other organizations to adopt similar principles in their HR strategies.