

Supporting people with reduced work capacity finding a job and keeping it

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Directorate of Labour

- The Icelandic Public Employment Service
- Headquarters in Reykjavík. Eight regional offices around the country
- Provide individuals with relevant assistance to become active participants in the labour market
- Including special service for jobseekers with reduced work capacity and jobseekers with disability

Service for people with reduced work capacity or disabilities

- People with invalidity pension or rehabilitation pension
- People with disabilities
- People that can not participate in general labour market measures because of some kind of obstacles
- With or without the right to unemployment benefit

Focus in our service

- Service in accordance to individual needs and preferences
- Holistic approach, profiling and planning
- Empowerment
- Collaboration with other service providers and supporters
- Developing best practices

Tools - Methods

- Assistance and counselling
- Courses and / or vocational rehabilitation to prepare jobseekers for employment
- Assessment for working capacity
- Regular support to employer and employee (requested)
- Subsidies contracts
- Supported Employment

Supported Employment

- Three key word in Supported employment services.
Place - Train - Maintain
- Place: Find the right job in the open labour market. *Job match*
- Train: The training is provided at the workplace. *Job coach work on-site*
- Maintain: Job coach support to the employer and employee and is ongoing and provided as needed. *Longterm goal for employment*

“Recruitment with support” Pilot Project

- Increase opportunities and variety in job offers in the labour market for graduated young people with disabilities
- Prevent social isolation and exclusion
- Encouraging and supporting employers to hire people with reduced work capacity or disability
- Develop effective **method of support** with focus on:
 - Profiling and planning based on needs and interests of the jobseeker
 - Counselling and support for the jobseeker
 - Education for employers
 - Educating and training mentors in the workplace
 - Empowering both employees and employers
- October 2016- September 2017

Wage subsidies contracts

- To enable individuals with invalidity pension to get work in the open labour market
- Employers get subsidies from the Directorate of Labour. Tripartite contracts
- Employee gets his wages at least in accordance to collected wage agreements
- Effective way – creates opportunities for jobseekers, motivation for employers
- Appr. 860 employees in 350 companies

Activate the Skills

- Project set up in 2014-2015
- Focus set on public institutions and local municipalities
- Encouraging and informing employers
- Finding jobs for people with impaired capabilities
- Subsidies to employers
- Increased opportunities for the group

Thank you and have a nice day !