LABOUR ASSESSMENT TEAM
Municipal Disabled People Institute
LABOUR ASSESSMENT TEAM

- This team forms part of the MDI and specialises in labour insertion in the regular labour market for disabled people from the city of Barcelona.
- It was opened in 1985, and was a pioneer department – the first of its kind in Spain.
- It is designed for people with any kind of disability.
- In 1988 the position of work educator was created.
- In 1990 it was used as a model to regulate the external labour integration social services (SSIL) by the Regional Government Welfare Department.
- It has taken part in various different EU projects: Horizon, Equal and TIDE.
- It is a member of ACTAS and AESE.
00. SCOPE OF ACTION

Labour insertion department

Labour Assessment Team (EAL)

- Evaluation and guidance
- Training
- Support
- Legal advice
- Employment

City Council work assessment department group

Projects and Laboratory to boost opportunities

- Placing agency
- Parks and Gardens
- Barcelona Municipal Transport (TMB)
- Kiosks
- Auxiliary Department Assistants
- ACTION PLAN BASA
- Labour Insertion Network (XIB)
GOALS:

• To provide tools and resources to define each person’s capacities and limitations with a view to finding a possible job.

• Support in the job search process to find a position suitable for the capacities of each person.

• To provide support once insertion has been achieved, in order to keep the job.
EVALUATION AND GUIDANCE

RECEPTION
Evaluate requirements
Gather information
Involve users

INSERTION ROAD MAP IN ACCORDANCE WITH THE DISABLED PERSON
Individual analysis
Goals and activities
Flexible timing

THE INTERVIEW: Analysis of the different variables
CV
Personal
Social
Interaction
Production
Personal regarding activities

Assignment of referent educator
Educators

**COMPANY**
- Adaptation to needs
- Efficiency and commitment
- Build up a relationship
- Analysis of workplace
- Presentation and classification of candidates
- Support and follow-up at the workplace
- Internship agreements
- Marketing social responsibility

**FIND OUT NEEDS**
- Expectations
- Motivation
- Fears
- Stereotypes
- Awareness
- Trust/Bond

**PEOPLE**
- Promote and encourage equal opportunities when looking for a job
- Group image for loyalty and to open up opportunities for future candidates
- Security for candidates
- On-site support before, during and after finding a job

**EMPLOYMENT**
TRAINING

GUIDANCE

• Training assessment
• Detect training needs
• Promote training
• Provide answers to requests for training

EDUCATORS

THE TEAM’S OWN TRAINING

EXTERNAL TRAINING

Ordinary/Specific

OPEN CLASS: New Technologies, Computers and Catalan, level tests
TAILOR-MADE COURSES
CRAO
GUIDANCE, ACCOMPANIMENT AND SUPPORT (SIOAS), SUPPORT WORKING (TAS)

ADULT SCHOOLS LANGUAGES TRAINING COURSES
BACCALAUREATE UNIVERSITY ACCESS EXAMS

ACCREDITED

UNACCREDITED

BUSINESS ONGOING
SUPPORT WORKING

INTERVENTION WITH PEOPLE

Support in the workplace

Follow-up from the Team

Promote learning

Emotional support

Facilitate relationship with workmates and superiors

Facilitate learning in the workplace

Tutorials to:
- Identify difficulties
- Transmit security
- Reinforce positive aspects
- Coordination with other departments
- Coordination with the family, if required

INTERVENTION WITH COMPANIES

Mediate between work environment and employees

Guidance for workmates

Make the work environment aware
# RESULTS 2022

## Employment

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persons informed of job offers</td>
<td>336</td>
</tr>
<tr>
<td>Persons hired</td>
<td>173</td>
</tr>
<tr>
<td>Work contracts</td>
<td>239</td>
</tr>
<tr>
<td>(72 indefinite/167 temporary)</td>
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</tbody>
</table>

## Support

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persons with individual road maps</td>
<td>439</td>
</tr>
<tr>
<td>Research actions</td>
<td>259</td>
</tr>
<tr>
<td>Training courses</td>
<td>60</td>
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<tr>
<td>Insertions</td>
<td>120</td>
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## Legal advice

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>People served</td>
<td>379</td>
</tr>
<tr>
<td>Men</td>
<td>192</td>
</tr>
<tr>
<td>Women</td>
<td>187</td>
</tr>
<tr>
<td>Disability</td>
<td>379</td>
</tr>
<tr>
<td>Physical (D121/H84)</td>
<td>205</td>
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<tr>
<td>Mental (D23/h38)</td>
<td>61</td>
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<tr>
<td>TSM (18D/29H)</td>
<td>47</td>
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<tr>
<td>Auditive (D4/H9)</td>
<td>13</td>
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<tr>
<td>Visual (4D/4H)</td>
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## Legal advice

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal advice</td>
<td>189</td>
</tr>
<tr>
<td>(persons or families 163 / employees or entities 26)</td>
<td></td>
</tr>
</tbody>
</table>
Projects
To improve labour insertion for disabled people who are in the Green Space brigades.

The educator’s tasks:
- Diagnosis of the degree of work insertion
- Individual road maps for follow-up and support, according to needs
- Training on disability and relationship management for managers
- Specific reception protocol for new people or changes in position
- Assessment and guidance for managers and workmates
- Collaboration in solving conflicts and/or difficulties that may arise in the workplace
- Information, guidance and/or accompaniment for disabled employees about external resources to obtain improvements in the workplace
- Coordination and joint work with different hierarchical levels in the company
## Results 2022

<table>
<thead>
<tr>
<th>Service</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Number of employees</td>
<td>75 (62h and 13d)</td>
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<tr>
<td>Follow-up interventions</td>
<td>455</td>
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<tr>
<td>Support interventions</td>
<td>181</td>
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<tr>
<td>Reception protocol</td>
<td>25</td>
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<tr>
<td>Coordination with health care department</td>
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<tr>
<td>Group intervention sessions</td>
<td>25</td>
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<tr>
<td>Assessment of the collective collaboration agreement with Human Resources, training and risk prevention</td>
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TMB- BARCELONA METROPOLITAN TRANSPORT

Results 2022

- Learning disability call
- Assessment, hiring and support for 8 students on internships
- Awareness for internship tutors and the work environment
- Support and follow-up in the workplace

Collaborating since 2020
CALL FOR 58 PEOPLE WITH LEARNING DISABILITY –
CITY COUNCIL OF BARCELONA

Results 2022

27 people hired under the first call for the new category of auxiliary services

- 131 Support actions
- 108 Follow-up actions
  - 31 Team follow-up commissions
  - 23 External service coordinations
  - 4 Project follow-up commissions
- 2 Group work actions:
  - (referents and assistants)

Started in 2019
• Collective entrepreneurship project

• Cooperative creation of DIVERSCOOP 2019 (12 people: 8h/4d – Different disabilities).

• 5 kiosks opened 2020/2022.

• Selling newspapers and social products.

• Collaborating in caring for people from the neighbourhood (Bonds project).
Labour Insertion Network (XIB) – Started in 2014

GOAL

Collaboration between the local government and the tertiary sector specialising in work inclusion to promote the hiring of disabled people.

Made up of 11 entities for different disabilities
• Design joint work strategies
• Set up alliances with the agents involved in labour inclusion (groups, companies, public authorities and the social sector) and access to quality hiring
• Increased knowledge of technical teams
• Make hiring disabled people more visible
• Improve inclusion methodologies and processes
WHAT WE ACTUALLY COME ACROSS

- Current group typology (inherent social problems, age)
- Difficulties in compatibility of jobs and services
- New assessments of disability
- Increased hiring by companies with special policies for disabled people as opposed to regular companies
- Precarious contracts
- Poor offer in free occupational training
- Shared users, in both guidance and job offers
- Low-quality private offer
Thank you for your collaboration!

barcelona.cat/accessible