

LABOUR ASSESSMENT TEAM

Municipal Disabled People Institute



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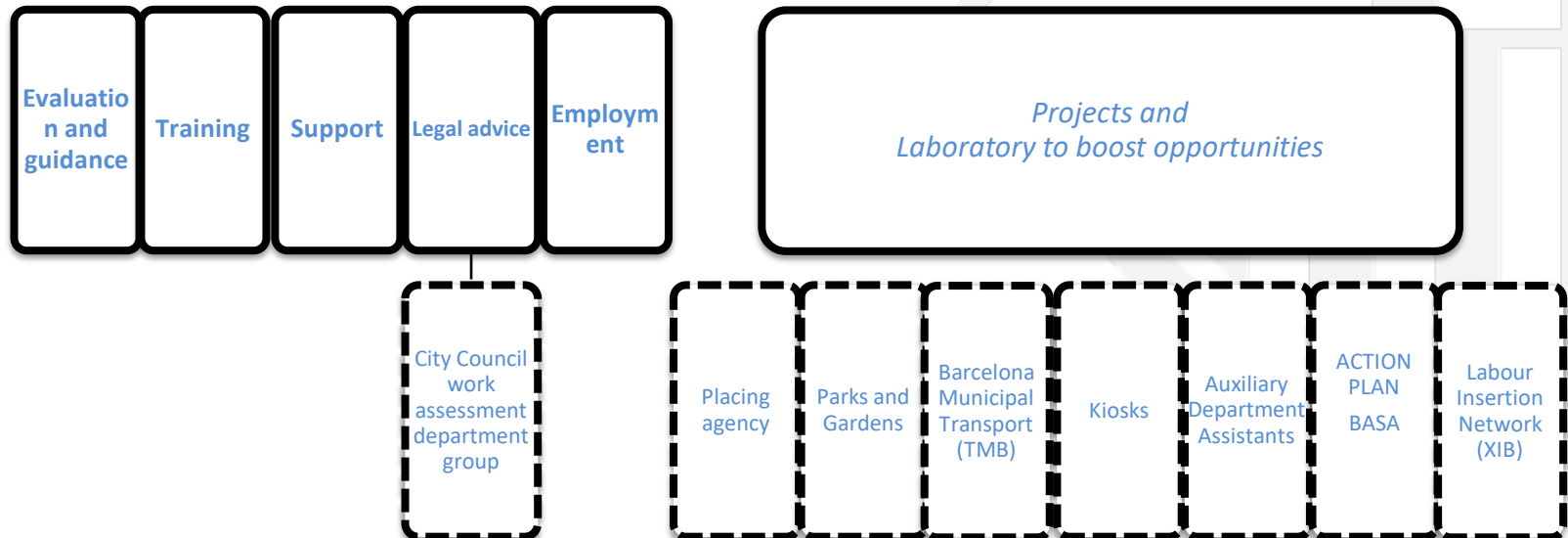
- This team forms part of the MDI and specialises in labour insertion in the regular labour market for disabled people from the city of Barcelona.
- It was opened in 1985, and was a pioneer department – the first of its kind in Spain.
- It is designed for people with any kind of disability.
- In 1988 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)





GOALS:

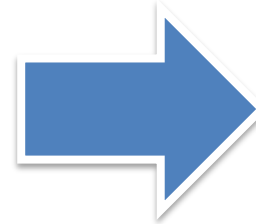
- To provide tools and resources to define each person's capacities and limitations with a view to finding a possible job.
- Support in the job search process to find a position suitable for the capacities of each person.
- To provide support once insertion has been achieved, in order to keep the job.



EVALUATION AND GUIDANCE

RECEPTION

- Evaluate requirements
- Gather information
- Involve users



THE INTERVIEW:
Analysis of the different
variables

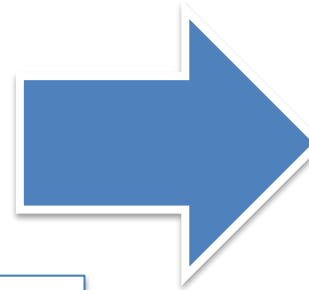
- CV
- Personal
- Social
- Interaction
- Production
- Personal regarding activities

INSERTION ROAD MAP IN ACCORDANCE WITH THE DISABLED PERSON

Individual analysis

Goals and activities

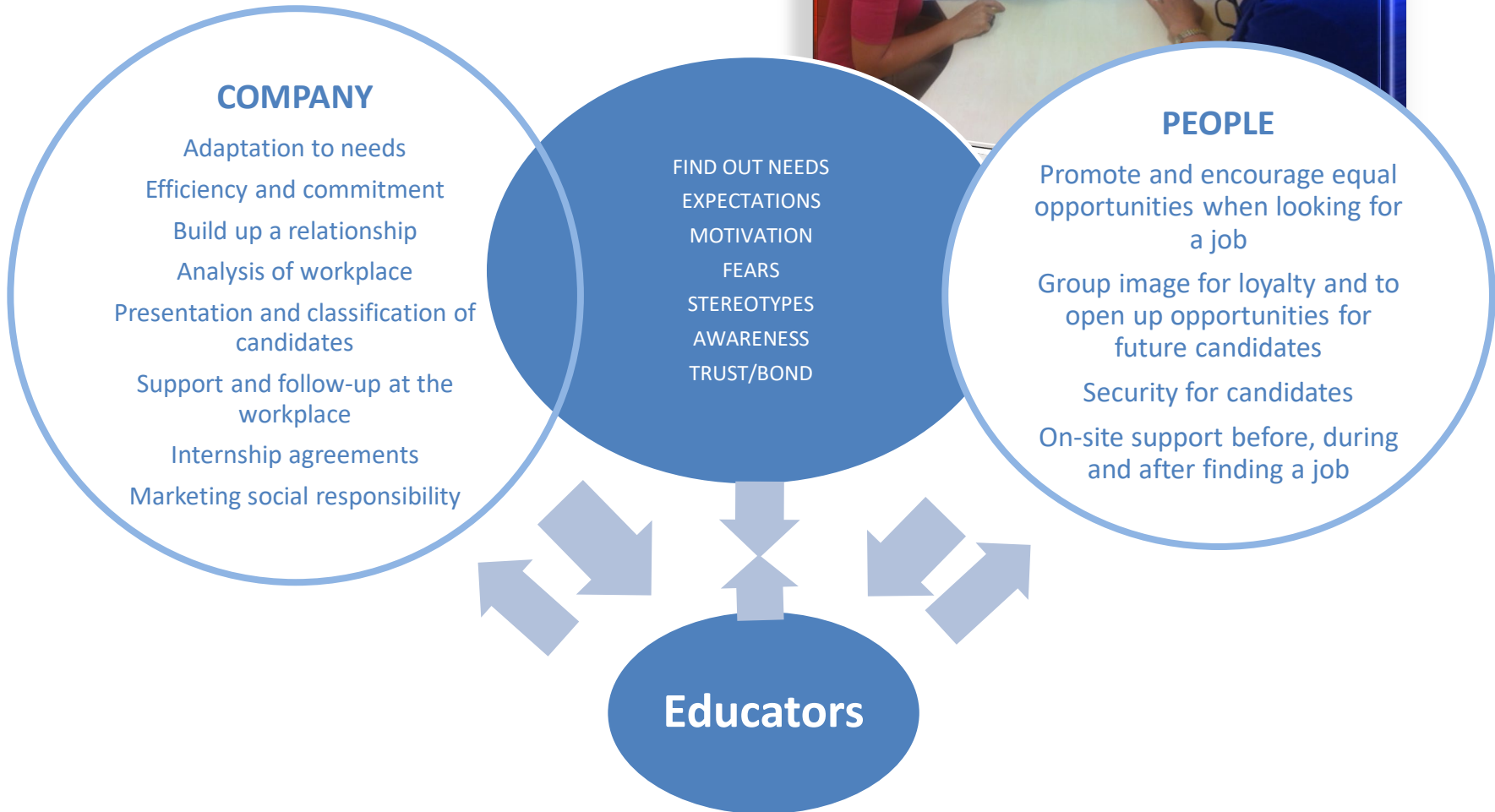
Flexible timing



Assignment of
referent educator



EMPLOYMENT





LEGAL ADVICE

CONSULTING

TEAM USER

GUIDANCE

EDUCATORS

DIRECT USERS

EXTERNAL USER

DIRECT USERS

ENTITIES

FOLLOW-UP
ACCOMPANIMENT
RESOLUTION

REFERRAL TO OTHER RESOURCES



TRAINING



THE TEAM'S OWN TRAINING

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

EXTERNAL TRAINING
 Ordinary/
 Specific

ACCREDITED

ADULT SCHOOLS
 LANGUAGES
 TRAINING
 COURSES
 BACCALAUREATE
 UNIVERSITY
 ACCESS EXAMS

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

Reception

People served	379
-Men 192	
-Women 187	
Disability	379
-Physical	205
(D121/H84)	
-Mental (D23/h38)	61
-TSM (18D/29H)	47
-Auditive(D4/H9)	13
-Visual (4D/4H)	8

Employment

Persons informed of job offers	336
Persons hired	173
Work contracts (72 indefinite/167 temporary)	239

Support

Persons with individual road maps	439
Research actions	259
Training courses	60
Insertions	120

Legal advice

189 (persons or families 163 / employees or entities 26)



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Projects

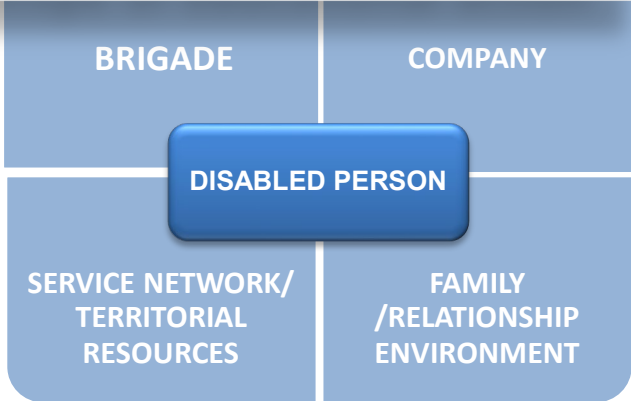


COMMISSION - PARKS AND GARDENS

What was the commission?

To improve labour insertion for disabled people who are in the Green Space brigades

Scope of educational action



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



COMMISSION - PARKS AND GARDENS



Results 2022

Number of employees	75 (62h and 13d)
Follow-up interventions	455
Support interventions	181
Reception protocol	25
Coordination with health care department	14
Group intervention sessions	25
Assessment of the collective collaboration agreement with Human Resources, training and risk prevention	2



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



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)



KIOSKS



- 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



LABOUR INSERTION NETWORK (XIB)

- 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



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Thank you for your collaboration!

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