

# Path to Employment

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# Introduction

- Topic: Employing people with disabilities
- Goal: Practical guidance for employers
- Duration: 20 minutes

# Agenda

1. Three stages of employment
2. Diversity and challenges
3. Adaptation
4. Development
5. Examples of solutions

# Three stages

1. Recruitment
2. Adaptation
3. Development

# Recruitment

- Openness to diversity
- Readiness to employ people with disabilities
- Inclusive job advertisements
- Recruitment process

# Diversity

Benefits for the organisation:

- Creativity and innovation
- Better problem solving
- Broader customer perspective
- Enhanced image/reputation

# But...

- Adjustments for people with disabilities
- Employer openness and flexibility
- Team members need to adapt

# Disability has many faces

## Accessibility requirements:

- Digital: blind or low vision individuals
- Information and communication: deaf people, people with intellectual disabilities
- Architectural: people with mobility disabilities
- Social: ADHD, autism, mental health conditions

# Adaptation

- Checking accessibility of workplace and workstation
- Reviewing policies and procedures
- Introductory training

# Possible challenges

- Lack of acceptance
- Difficulties with integration
- Technical issues
- Communication barriers

# Development

- Access to training and courses
- Mentoring and coaching
- Opportunities for advancement
- Culture supporting growth

# It gets easier

- Remember individual needs in the work environment
- Equal access to training and promotion
- Respect employee rights

# A few ideas

1. KoREktor and HR Assistant
2. Accessibility Leader Library

## **KoREKtor**

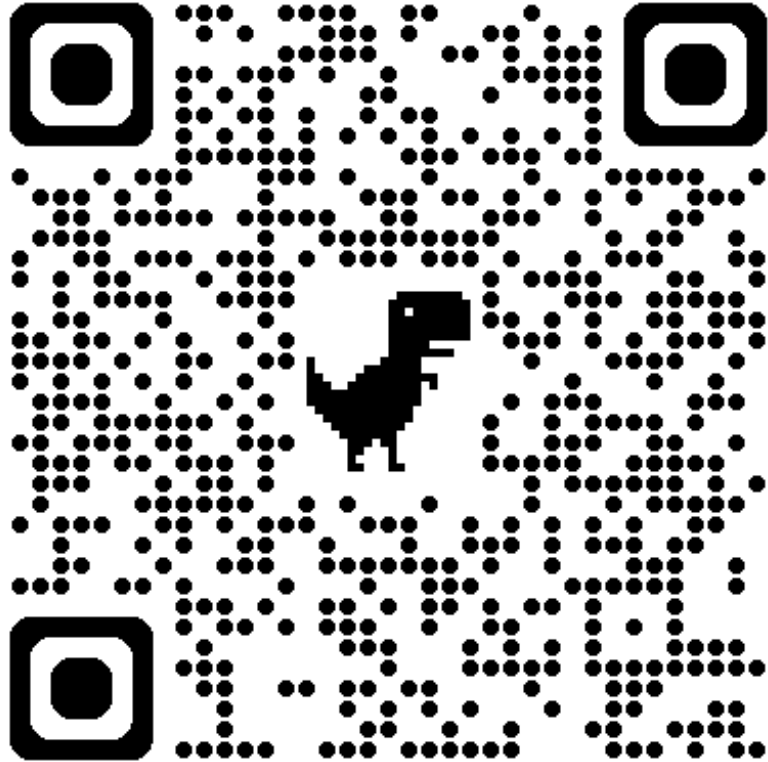
Application for checking job  
advertisements

Comprehensive analysis of information

Assistant for inclusive recruitment

Powered by artificial intelligence

Open source



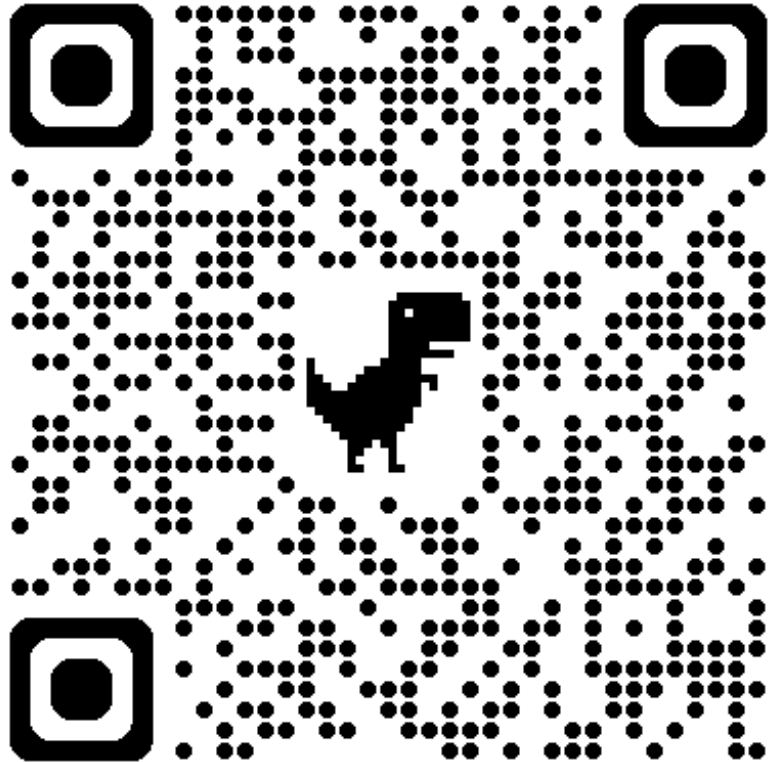
## **Accessibility Leader Library**

Community-driven collection of  
accessibility publications

Cataloguing and sharing resources

Over 250 materials

Knowledge source on almost any topic



# Summary

- Employing people with disabilities = benefits for the organisation
- Accessibility and development matter
- Simple tools can help
- Relying only on public funding limits growth

# Thank You

If you have any questions, feel free to ask.

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