



INCLUSION -THE EMPLOYER'S POINT OF VIEW

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- We promote:
 - Accessible services and right for participation
 - Education and paid work for all
 - 'The way I want' living and assistance
- We provide:
 - Expert services, training and research and development projects
 - Inclusive housing services for students in Helsinki, Lauttasaari (Hoas)
 - Staff total of 30 people



What do employers need to know

- Why inclusion?
- Recruitment in a new way
- Best practices
- Benefits

Labour market challenges in EU

- EU member states struggling with
 - Youth unemployment
 - Aging societys
 - Immigration
 - Early retirement due mental health problems and other disabilities
 - Covid19: Loss of work, long-term health problems, also new ways of working (telework)
- We need strategies to help people (back) to work and to keep their work

Inclusion in the labour market

- Legislation

- UN Convention on the rights of people with disabilities
- EU Disability Strategy 2021 - 2030
- National labour market legislation
 - Non-discrimination, positive discrimination
 - Well-being in the work place
 - Accessibility

- Policies aim to

- Increase labour market participation
- Decrease poverty and segregation
- Increase resilience in the society

RATKO

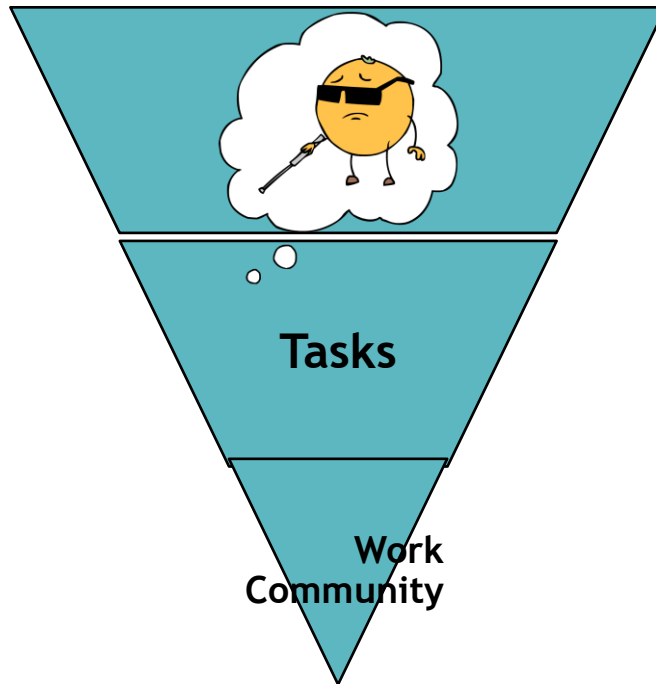


MODEL

RATKO suits for many purposes:

- Recruiting
- Helping people with lowered working capacity to stay in the job
- Helping people return to work after a sick leave
- Job tailoring and redesign
- Diversity practises at the work place
- Making corporate social responsibility visible in practise

Individual vs. workplace-oriented approach



Traditional: Individual approach



Ratko: Workplace approach

Ratko process in a nutshell

1. Contacting the employer

- Mapping needs of the employer and work community

2. Workshops for work community

- Mapping work tasks and design new jobs/redesign

3. Assessment of job requirements

- Using Melba assessment tool

4. Finding suitable job seekers

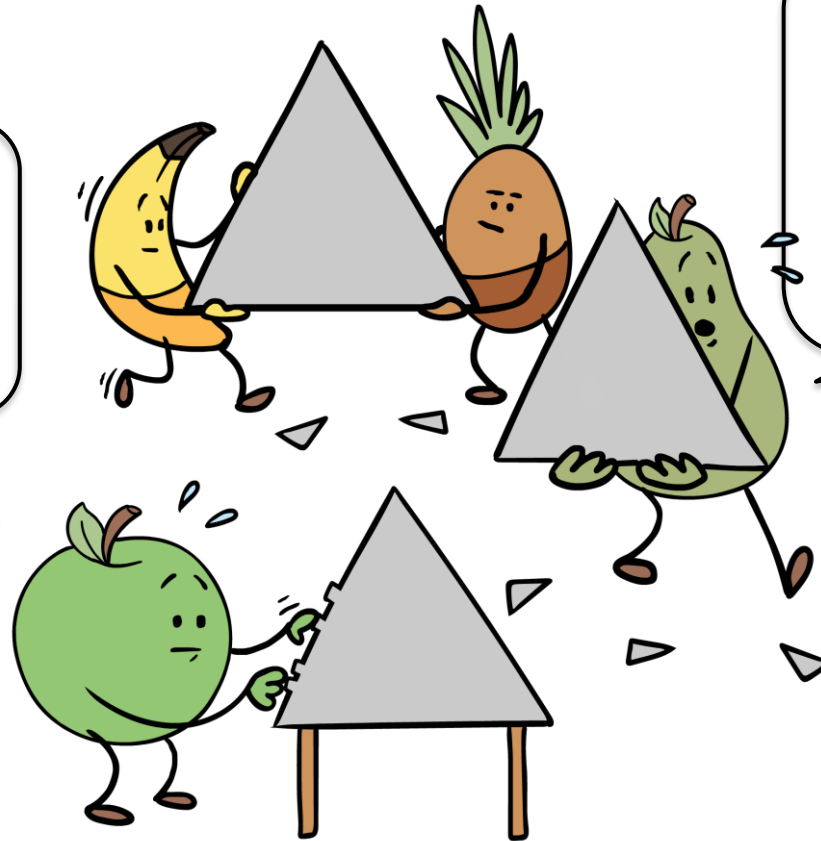
- Assessing the candidates work skills and capacities (Imba and Melba)

5. Working with job coaches and other service providers

- if the employee needs on-the-job support

Workshop for job design

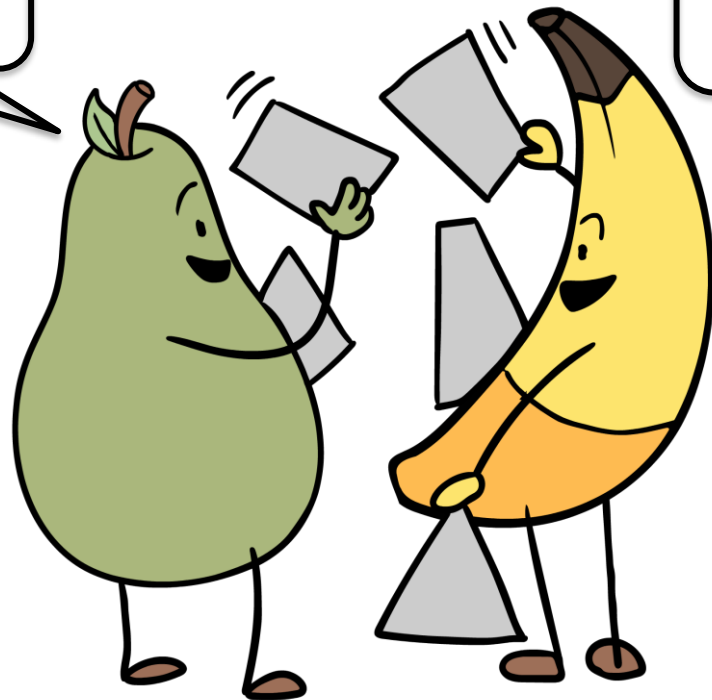
Everyone's on social media, but no one has time for a chat.



I have to go get coffee again? It's not even my job!

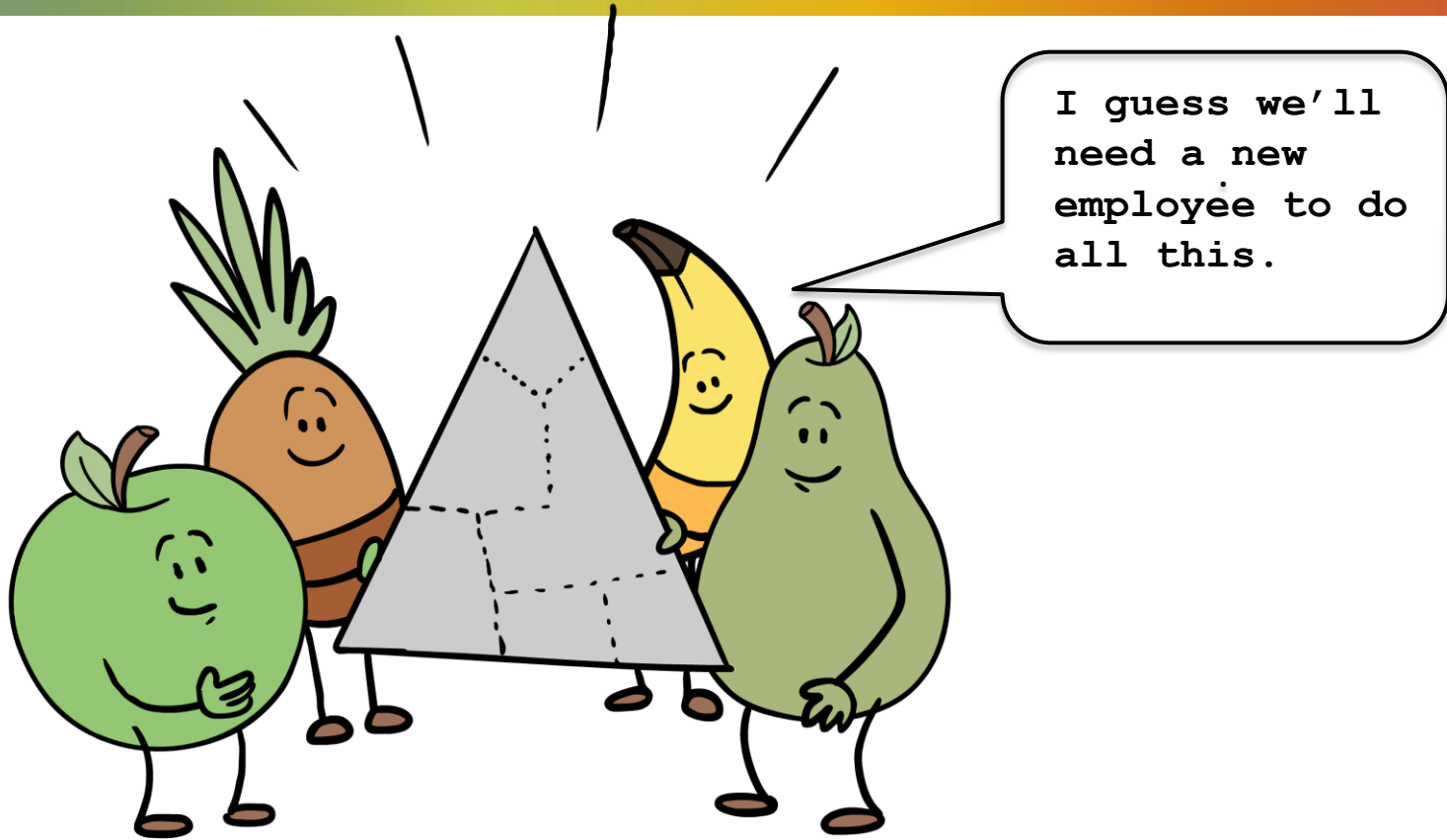
Teams work out their tasks and find out if they have extra baggage on their jobs.

This could easily fit here.



I think these make up a completely new assignment.

'Extra' tasks are mapped and discussed together

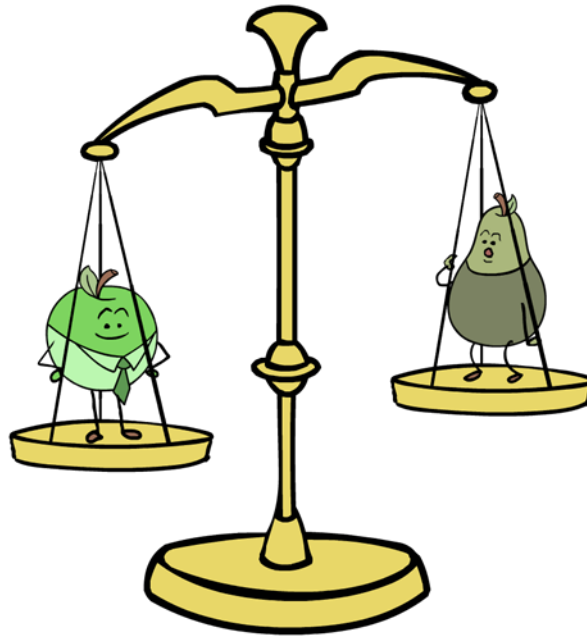


And finally reorganized into a new job with tasks that are important and useful for the organisation.

Matching the new job and the new employee

Workplace has a new job

- Assessed with Imba and Melba for the requirements
- Employer starts looking for new people with skills and capacities the job requires



Job seeker has a new job

- Has been assessed with Imba and Melba
- Knows he/she can manage the job and has the required skills
- Receives help from a service provider, if needed

Experiences with RATKO

- Employers find it useful
 - Team design helps to organise work and makes tasks visible
 - Recruitment process is 'safer'
 - Return to work is cheaper than early retirement (Finland)
 - Focus on abilities not incapacities
 - Finding adjustment solutions
- Job seekers find it useful
 - They have a job they know is needed
 - They have been assessed and know they have the capacity to perform the job

How to find skilled, motivated workers

- Expand your search area
 - Pay attention to what you really need, don't look for your 'favorite type'
 - Accessibility and new forums
 - [Esteetön rekryointi - Esteetön rekryointi \(esteetonrekryointi.fi\)](http://esteetonrekryointi.fi)
- Why would the job seeker choose us?
 - Job seekers look for a good place to work (values, flexibility, participation, equal treatment)
 - Diversity strategy? Family friendly? Accessibility strategy? Etc.

VAMLAS

**THANK YOU FOR SHARING YOUR
PRECIOUS TIME!**

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