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 societies
  – 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

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Workshop for job design

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

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!
’Extra’ tasks are mapped and discussed together

This could easily fit here.

I think these make up a completely new assignment.
And finally reorganized into a new job with tasks that are important and useful for the organisation.

I guess we’ll need a new employee to do all this.
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 rekrytointi - Esteetön rekrytointi (esteetonrekrytointi.fi)](esteetonrekrytointi.fi)

- Why would the job seeker choose us?
  - Job seekers look for a good place to work (values, flexibility, participation, equal treatment)
THANK YOU FOR SHARING YOUR PRECIOUS TIME!

Please feel free to contact:

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