



Employment of people with intellectual disabilities in Finland





Inclusion Finland KVTL

- A non-governmental, human rights organization (NGO)
- Mission is to provide support, promote equality and quality of life of persons with intellectual disabilities and their families
- Established 1961
- Members:
 - 180 local support associations
 - 18 000 members, both persons with intellectual disabilities and their families



Work and Employment statistics

- 25 000 person with IDD (between 17-65 years old)
- Daytime activities: about 5000 - 6000
- Sheltered workshops: about 9000
- Community employment: more than 2000
- **Working with work contract and salary: less than 500**
- **Estimation is that more than 3000 person have work ability.**

(Hannu Vesala, Kehitysvammaliitto 2013)



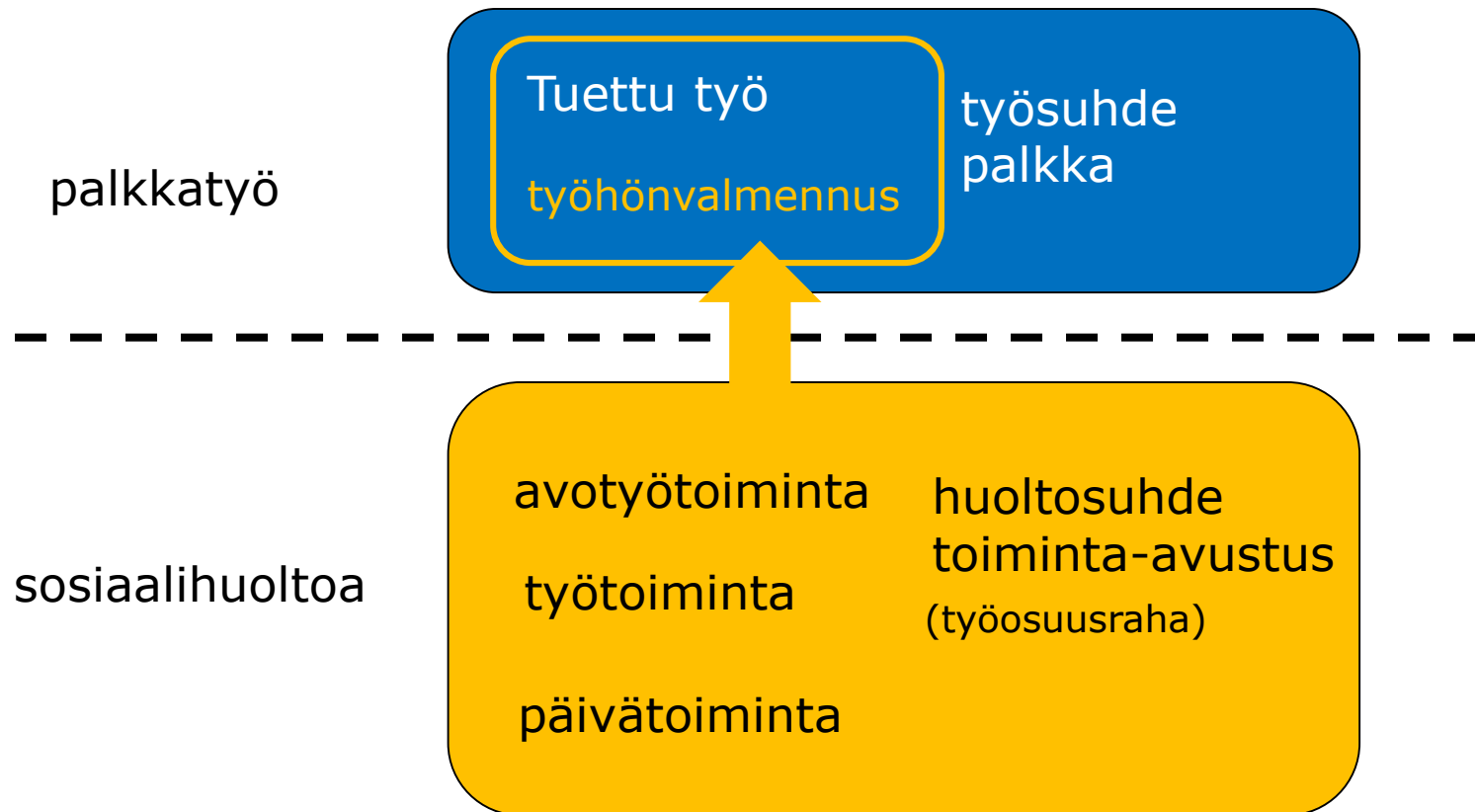
Kehitysvammaiset ihmiset ja työ

- Työikäisiä kehitysvammaisia suomalaisia on noin 25 000 henkilöä.
- Päivätoimintaan osallistuu noin 5000 - 6000 henkilöä.
- Työtoimintaan ja työllisyyttä tukevaan toimintaan osallistuu noin 9000 henkilöä
- Avotyötoimintaan osallistuu yli 2 000 henkilöä.
- Työsuhteista palkkatyötä tekee noin 500 kehitysvammaista henkilöä.
- ***Palkkatyöhön kykeneviä on noin 3000 henkilöä***

(Hannu Vesala Kehitysvammaaliitto 2013)



Työelämän käsitteitä





Supported Employment

- Supported Employment has been used in Finland since 1995
- The right of employee is to receive payment for employment
 - is valued as a fundamental principle within the European model of Supported Employment.
- UN Convention on the Rights of Persons with Disabilities
 - article 27: right of persons with disabilities to work, on an equal basis with others

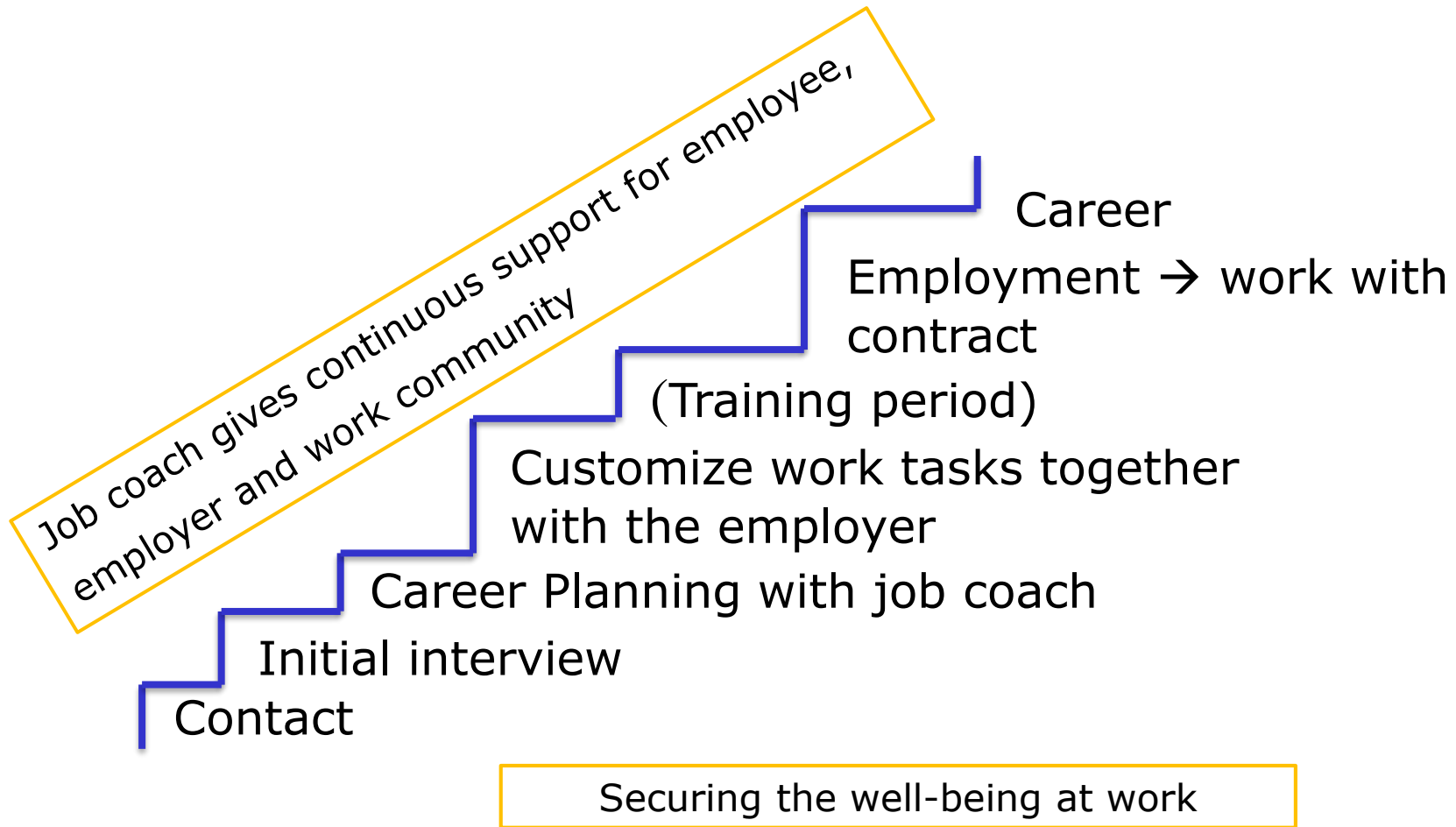


Supported Employment

- Employee works in real work place with work contract
 - Terms and conditions of employment are same as any other employee has
- Support is provided by a job coach, who
 - helps to find a job from open market,
 - trains the person before for job-hunting,
 - provides support for employee and employer throughout the employment relationship
- Job coach's support is free for employee and employer
 - social service of municipality
- ***Challenge is that only few municipalities offer job coaching***



Model of Supported Employment in Helsinki





Työkyvyttömyyseläke ja palkka

- Työkyvyttömyyseläkkeellä oleva henkilö voi tehdä työsopimussuhteista palkkatyötä:
 - eläkkeen lisäksi - tulot < 743,84 €/ kk
 - eläke lepäämässä - tulot > 743,84 €/ kk
- Most people with IDD have disability pension; it is possible to work and get salary
 - Pension and salary, if salary is less than 743,84 € / month
 - If salary is more, pension can be put aside



Thank You!

More information:

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Why work is important?

■ People's with different opinions about work

- My Dream Occupation -questionnaire (2007)

■ Why salary is important?

- That you can maintain yourself. Buy food, clothes and pay rent 176 answers
- For hobbies, travelling and shopping 55 answers
- It is important to get money 44 answers
- That you can have your own apartment, and move out of your parents 6 answers
- It motivates for working 5 answers

Total: 286 answers



Why work is important?

- People's with idd opinions about work
 - My Dream Occupation -questionnaire (2007)

- Why work is important?

- | | |
|--------------------------------|------------------------|
| - You get salary | 169 answers /total 286 |
| - Something to do | 38 answers |
| - You learn new things | 28 answers |
| - There is colleagues | 25 answers |
| - It is nice to work | 20 answers |
| - You can feel yourself needed | 6 answers |



Daytime activities

- To learn daily life skills
- Groups for sport, music, art, cooking, reading newspapers etc.
- Should improve the inclusion and participation in society



Sheltered workshops

- Sheltered workshops provide vocational training and meaningful daytime activity
- Woodworks, handicrafts, kitchen work, cleaning, sub-contract work (packaging, assembly,...)
- Basic job skills are taught through activities such as packaging and assembly through sub-contract work.
- Ideal is that workshops are places to learn job skills and thus improve opportunities for future employment
- an allowance 0 - 12 € / day



Community Employment

- Was developed in the 90s
 - more challenge / diversity in tasks than workshops were able to provide
 - idea was to increase integration
- Work in real work places, but as a part of municipality's social service
 - means you do real work, but don't get real works benefits as salary, paid annual leave, sick leave, insurances etc...
- Should be short-term training period, passage to work with contract
- An allowance 0-12€ / day