



UDVIKLING FOR UDVIKLINGSHÆMMEDE

# KLAPjob - Establishing supported employment to include people with intellectual disability in the ordinary labour market

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## LEV - a national association - an NGO

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LEV's mission is to advocate and lobby for the rights and improvement of life of approximately 50.000 people with intellectual disabilities and their relatives in Denmark through:

- Political protection of interests
  - Information
  - Activities to improve life in general
  - Insurance for people with intellectual disabilities
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- Running projects such as KLAPjob



## Klapjob offers

- Inclusion and improved quality of life through employment, primarily in retail

KLAPjob engages people with intellectual disabilities in supported jobs in the labour market instead of segregated work environments

- Established in 2009
- Created 2,500 supported jobs/skånejob (in total approx. 4,300 supported jobs/skånejob in DK)
- High level of cooperation between national businesses and NGOs as well as local municipalities



## Klapjob - concept

- KLAPjob and the involved companies identify in cooperation tasks that otherwise wouldn't be solved.
- A general job description is formulated and distributed in the company's organization. This description frames new jobs. This results in the establishment of approx. 100-200 jobs
- The job seeker contacts Klapjob, he is often assisted by a support person or the local municipality
- The KLAPjob consultant sets up a meeting between the candidate and the local branch
- 85 % of the candidates are permanently employed after a short work placement
- KLAPjob is cost efficient - approx. 15.000 d.kr. per job



## Benefits - the job seeker / citizen

- Increasing quality of live
- Increasing income
- Improving health and reducing need for support from professionals

And least but not less:

- Inclusion - a chance of becoming part of a work community with colleagues
- Work identity - becoming employee



## Benefits - LEV

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- KLAPjob assists the local municipalities in job making and job matching for people with intellectual disabilities
- In general LEV works with indirect approaches such as lobbying. KLAPjob constitutes a direct solution to specific challenges of/for people with learning disabilities
- KLAPjob provides LEV with short access to national and local politicians, as LEV/Klapjob is perceived a partner
- Strengthening the organization of LEV - KLAPjob recruits employees with different perspectives supplementing the elements of a traditional NGO
- Provides hands-on experience and information on local practice and the specific challenges of our members / target group

## Benefits - the Municipality

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- Easy and smooth access to companies that normally only work on national level
- Public saving on social efforts, aid and support in the range of 65.000-130.000 d. kr. per citizen.
- NGO assistance in a field which may represent challenges of inclusion for the Municipality
- Inclusion



## Benefits - the companies

- The companies gain access to a motivated workforce
- The work environment benefits: Coworkers experience increased work satisfaction and pride of their work place, as their company exhibits social responsibility
- Managers state that working with people with intellectual disabilities improve their leader skills and make them better leaders for the employees.





## Challenges

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- Certain segregated environments / sheltered shops want “their” citizens to stay - and have economical self-interest in maintaining them in the protected environment
- Anxieties among citizens, relatives and professionals to remove the citizens from protected environments
- Certain local authorities are reluctant to co-operate work with a NGO - and prefer their own “solutions”
- Finances - KLAPjob is financed by the state and future financing depends on MPs. Klapjob assistance is free for the municipalities.
- Due to change in legislation in 2013 lead to a massive decline in the number of disability pensions which is a pre-requisite to supported employment

## Key learning points from KLAPjob

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A) The companies are willing to include people with intellectual disabilities, but there has to be a reasonable business case

B) The inclusion must take place while allowing the companies to focus on their business - not the legal framework or public administrative procedures

C) We need to focus on the value of a people with intellectual disability labor - as well as the capacity/ability

D) Flexible legal framework and special paths to jobs

E) People with intellectual disability need a special support - As a national NGO LEV is able to provide this support





Thank you

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Further information

LEV: <https://www.lev.dk/>

KLAPjob: <https://klapjob.dk/>

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Thank you for your attention 😊

