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Help with Heart

Increasing employability of people with disabilities

Career guidance shaping communities and societies,
Euroguidance 25. 05. 2022

Miloš Šiska
Barbora Tomšíková

Vision

We provide the best possible answer to every question about work.

CSR as a natural part of business

1997

Slovak company founded by Dalibor Jakuš and his friends

1997

Job portal profesia.sk

25 years later

IT Company

Products and Services for the Labour Market

profesia

EDUJOBS práca v školstve

chránené dielne

profesiadays

platy.sk

paylab

mark

tulu

výpomocsosrdcom powered by Profesia

najzamestnávateľ

KATALÓG pracovných pozícií

roster

CSR
as a natural part of our business

We pay attention to problems on the labour market.

1.

Employability of people with disabilities

2.

Education

3.

Transparent environment

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Where the story of our CSR began...

...or why we pay attention to people with disabilities.

1997	**Dalibor / Founder and CEO**
2011	**Edujobs (free job advertising for schools)**
2011	**Dielne.sk (sheltered workshops)**
2018/19	**Academy for elementary and high school principals**
...till now	**Program Help with Hearth (job seekers, companies, NGOs)**

Program Help with Heart

We help people with disabilities to find a job.

www.sosrdcom.sk

chránené dielne

výpomocsosrdcom
powered by Profesia

výpomocsosrdcom
powered by Profesia

2 approaches in helping people with disabilities

Medical model („traditional“ approach)

- Individual differences should be fixed or changed

Social model

- Talent management: adjust conditions of work so that the strengths of the individual stand out

Program Help with Heart

What does the program cover

- Excursions to the workplace
- Support for companies in starting the employment of people with disabilities, consultations
- Support for individuals
- Education of NGOs
- Connecting candidates and companies
- Data and statistics (a real picture of our labour market)
- Support for legislative changes (§ 66, work-integration assistant)
- Supporting materials for people with disabilities (sosrdcom.sk)

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Statistics and data

Work with real needs

Surveys

- **Different types of surveys**
- **Diversity abroad vs in Slovakia**
- **Labor market trends**
- **Different groups of people with barriers to entering the labor market**

Surveys

What type of support would you appreciate to have when looking for a job?

OCT 2019 | OCT/NOV 2021

Concerns and obstacles of companies when employing people with disabilities

AUGUST 2020

Attitudes and opinions of employees towards diversity in the workplace

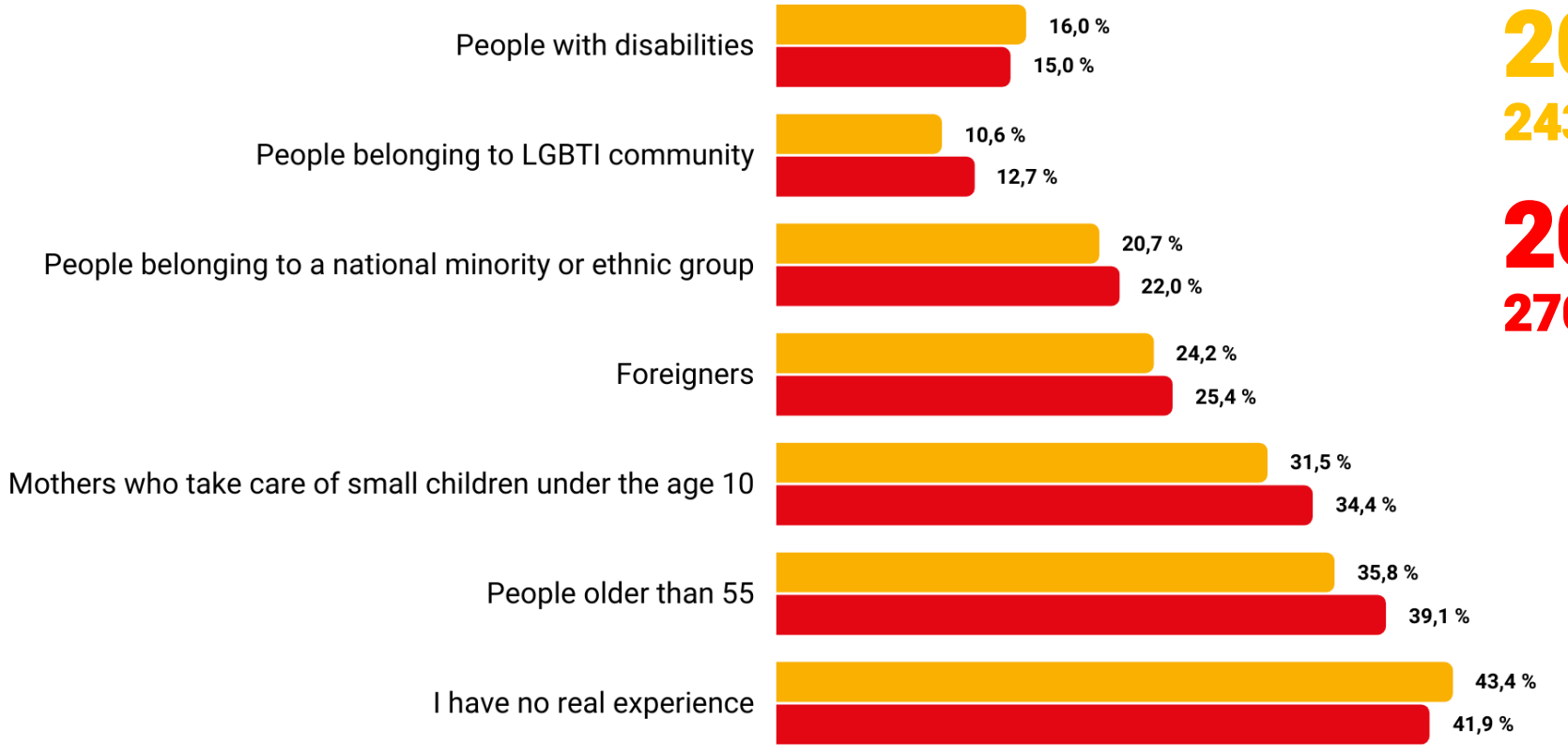
JUNE 2018 | AUGUST 2020

Surveys

Survey about attitudes and opinions of employees towards diversity in the workplace

- visibility and acceptance of people with other people
- perception of diversity
- comparison of trends between countries
- attitudes and experiences towards 6 groups

Do you have personally a real experience with working directly in your current workplace with a person who can be included in one of the following groups?



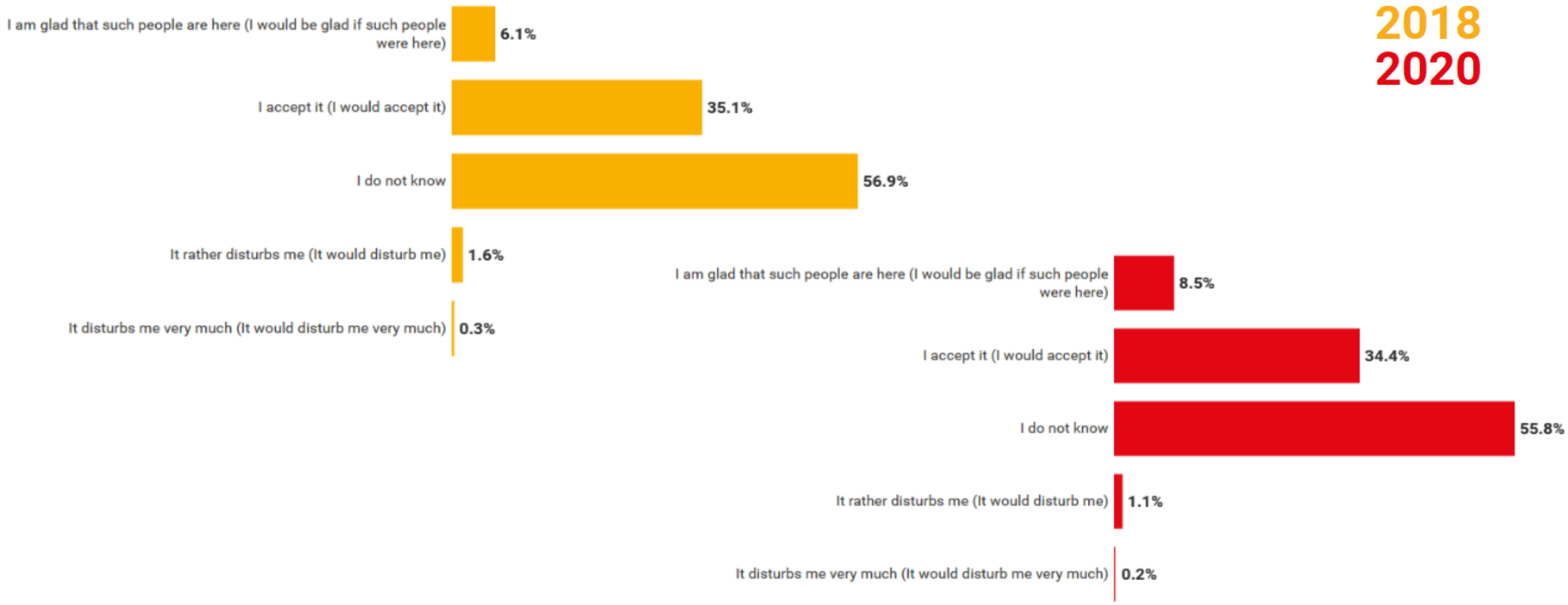
2018
2434 respondents

2020
2704 respondents

Source: platy.sk, Country: Slovakia

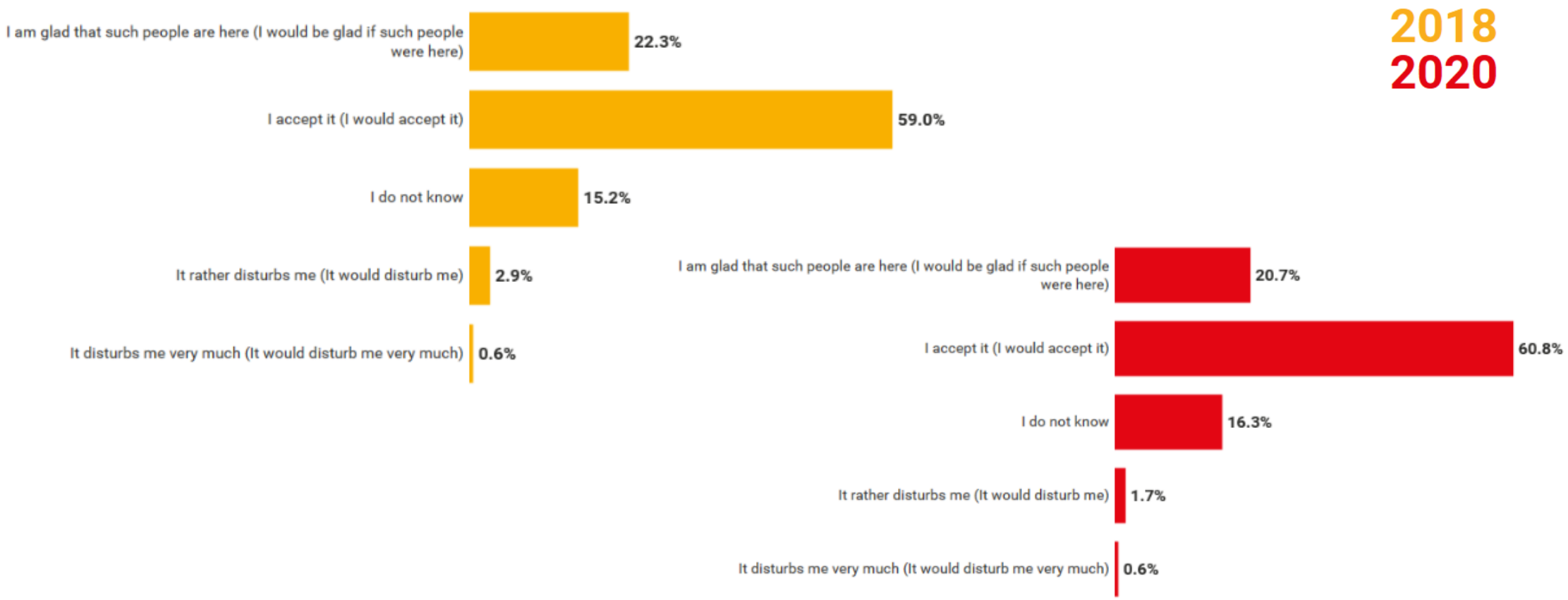
How would you perceive the presence of (male/female) colleagues with visible disability?

Source: platy.sk, country: Slovensko, majority respondents without any experience



How do you percieve the presence of (male/female) colleagues with visible disability?

Source: platy.sk, country: Slovensko, respondents from diverse work environment



Personal experience matters

Acceptance of respondents without any experience

2018: 41,2 %

2020: 42,9 %

Acceptance of respondents with an experience

2018: 81,3 %

2020: 81,5 %

Excursions to the workplace

Concerns and obstacles of companies

100 companies through profesia.sk from Slovakia

What are your concerns about employing people with disabilities?

Sample: 75 companies that currently employ people with disabilities

Days off due to health problems	**45,30%**
Work Performance	**40%**
§66 Labor Code	**37%**
Work Safety	**32%**
Workplace barriers	**16%**
Communication skills (ability to understand instructions, feedback, etc.)	**12%**
Motivation to work	**9,30%**
Qualification	**4%**
Conflicts in team	**4%**
Foreign language skills	**1,30%**
Other	**12%**

What do you consider to be the biggest obstacles to employing people with disabilities?

Sample: 25 companies that currently do not employ people with disabilities

Workplace barriers	40%
Work Safety	36%
§66 Labor Code	28%
Lack of time to supervise a person with disability	16%
Low Performance	16%
Days off due to health problems	16%
Flexibility of work hours	12%
Lack of motivation	8%
Ability to understand instructions	4%
Low qualification	4%
Foreign language skills	4%
Conflicts in team	4%
Other	20%

Solutions based on data

1

Establishment of the service work-integration assistant

2

§ 66 Labour Code (consider cancellation)

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Information from our database

People with disabilities

- Cca 2 % of all CVs belong to people with disabilities
- Balanced group of men and women
- Most often looking for a job in Bratislava, followed by Trnava region (the other regions are more or less balanced)
- Mainly looking for a full-time job
  (however, a relatively large group is also open to part-time)
- Only a minimum of people are interested in graduate internship
- They most often look for the positions of administrative worker, salesman, porter and assistant

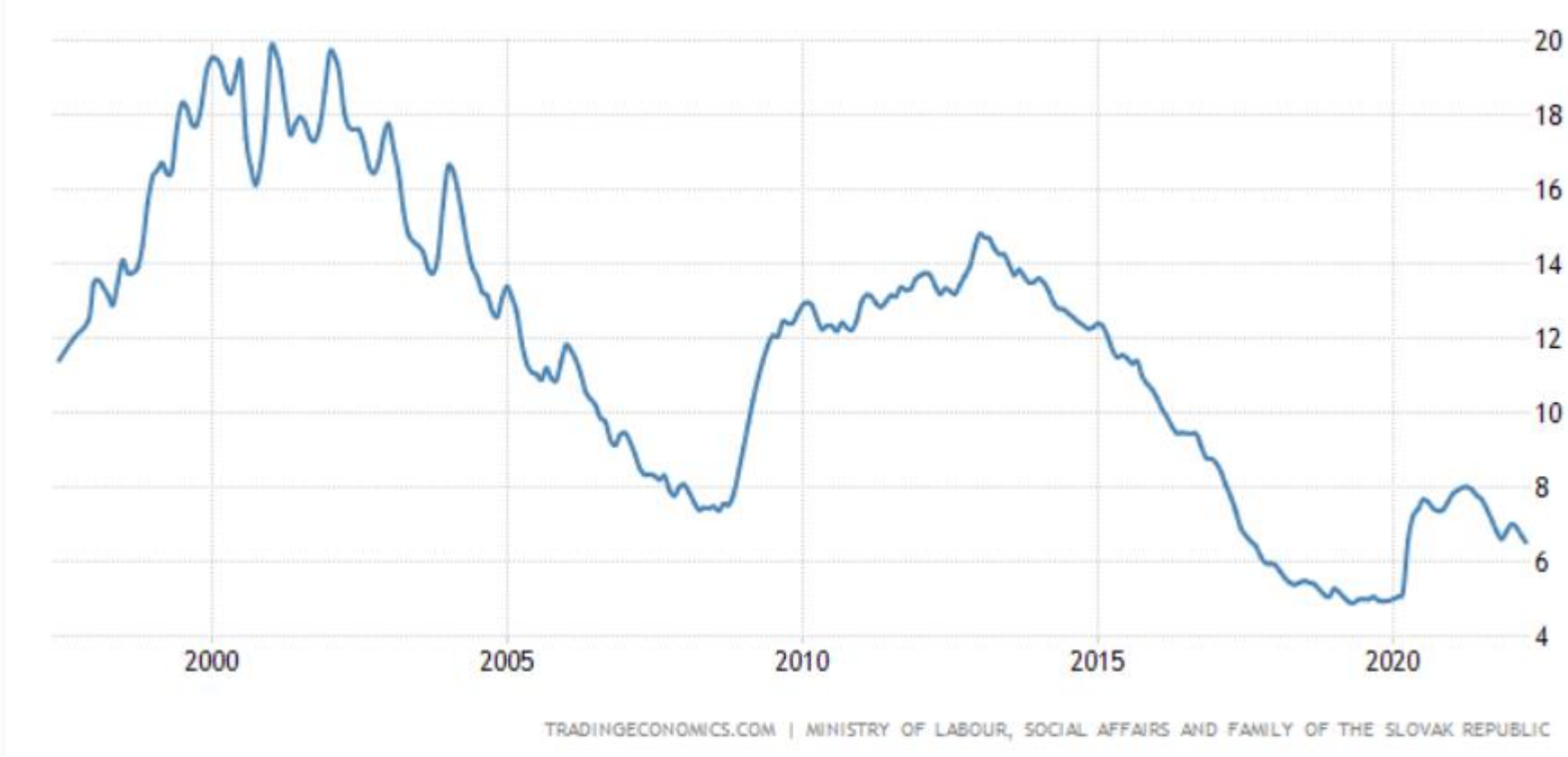
Labor market

Trend(s)

- The number of job offers is increasing (the amount of advertising is also increasing on profesia.sk)
- At the same time the availability of people responding to these jobs is decreasing (retirement, reluctance to change jobs in the current situation, the number of Slovaks working abroad or people with disabilities who are economically inactive = not employed)
- According to the Employment Institute, this gap between the high number of job offers and the low availability of candidates can be reduced / bridged if employers open up to an inclusive labor market, ie if they open up to other target groups, within which we can mention people with disabilities.

Labor market

Unemployment Rate - Slovakia



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67 000 people retired.
33 000 people entered the market.

2020

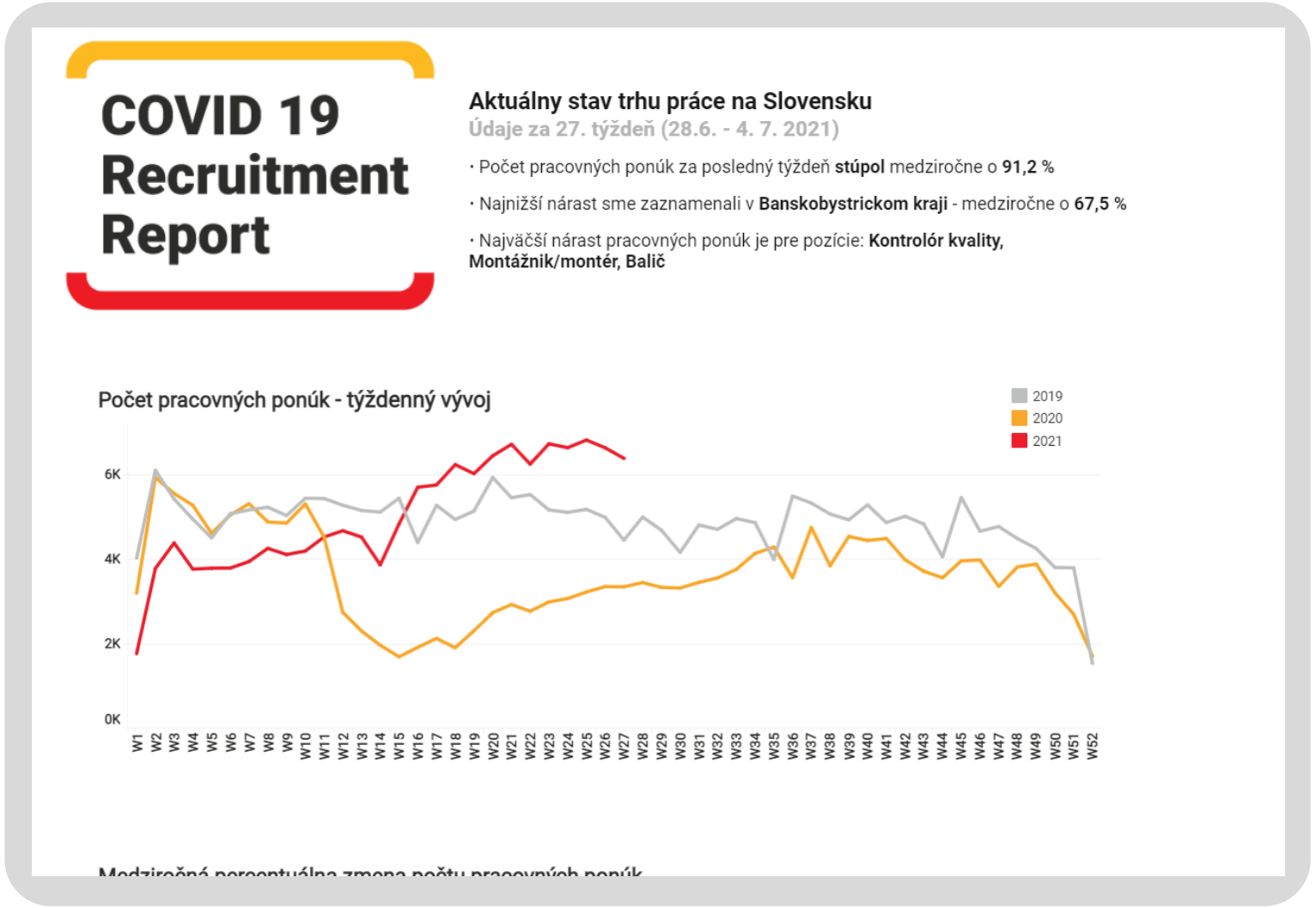
Labor market

Benefits of employing people with disabilities

- This target group can compensate employers for the lack of employees
- They have lower costs (lower fees)
- Chance to reduce employee turnover (especially with good employee adaptation)
- Strengthening belonging among employees or increasing their level of empathy for vulnerable groups

Covid Report

covid.profesia.sk



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How do we help

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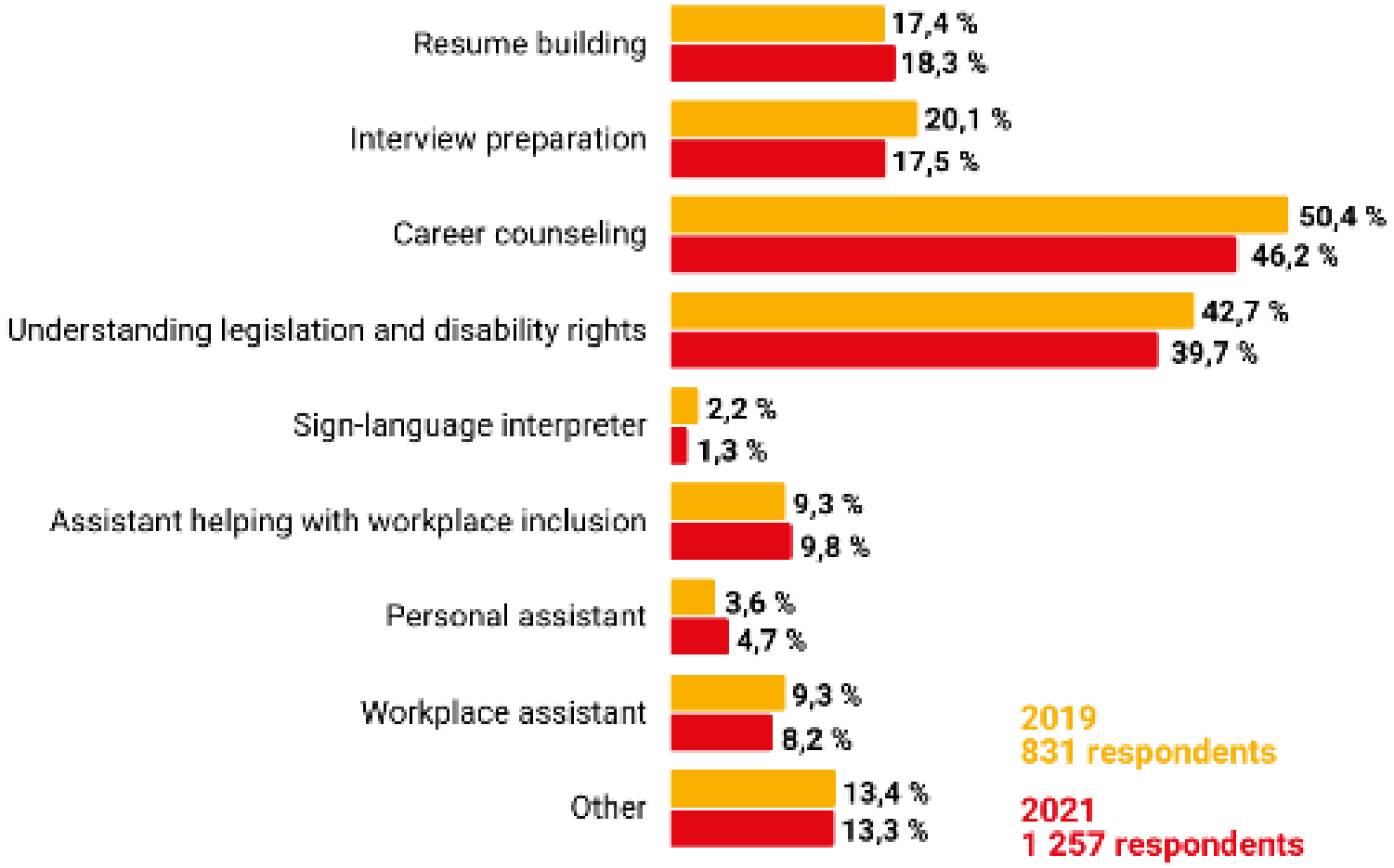
What type of support would you appreciate to have when looking for a job?



Profesia Days

Zone Help with Heart („island of social responsibility“)

Manuals

& COVID 19

Manual for job applicants

https://www.sosrdcom.sk/

Content

An overview of 5 job search steps

Resume creation

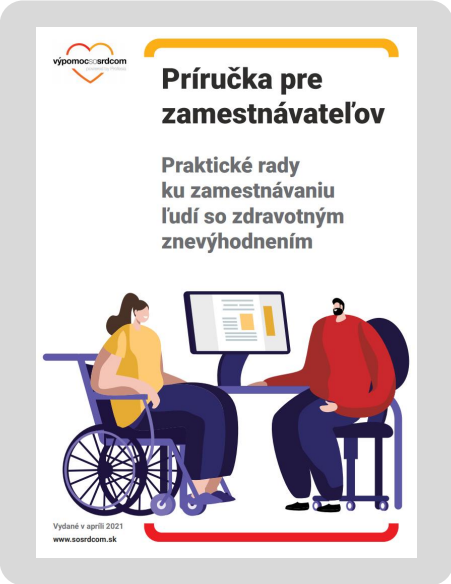
Tips

- **how to state education**
- **how to report work experience**
- **how to summarize short - term experience**
- **how to report a disability**

Manual for companies

https://www.sosrdcom.sk/

Content



Legislative framework

Surveys

The view of an HR expert

Barrier-free workplace

Experiences of companies

Manuals

Frequently asked questions

- Should I or should I not state in my CV that I have a disability?
- Nobody will invite me for an interview. What about that?
- How do I indicate periods when I was unable to work?

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Support for people with disability

Support for people

Career Videos: How to....

1. video: Ako si hľadať prácu

Hľadanie práce si vyžaduje prípravu. V tomto videu nájdete odporúčanie, ako začať s hľadaním práce.

Pozriem si video o hľadaní práce na Youtube

2. video: Ako si urobiť životopis

Životopis je dôležitý dokument. V tomto videu nájdete odporúčanie, ako napísať tak, aby získal pozornosť personalistu.

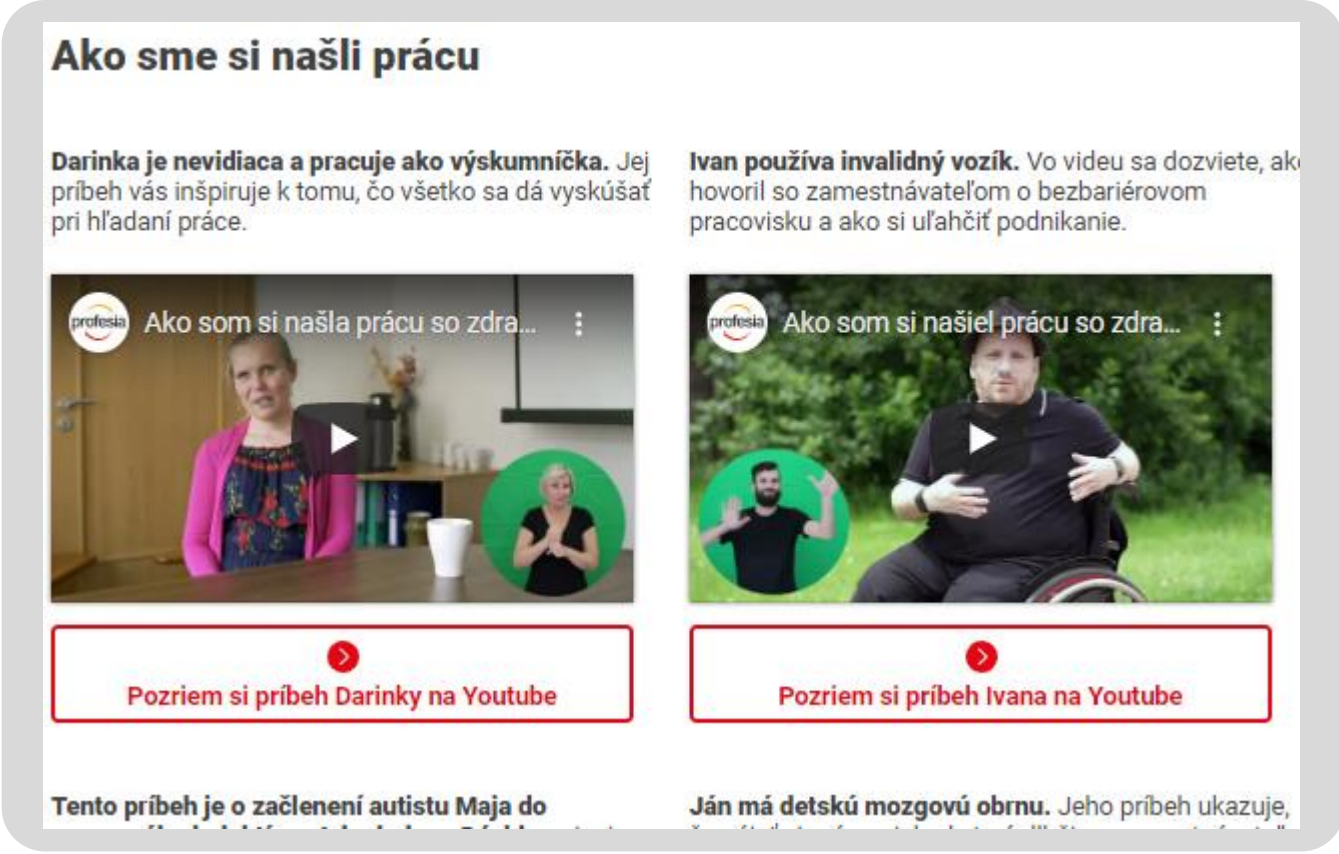
Pozriem si video o životopise na Youtube

3. video: Ako sa pripraviť na pohovor

Inšpiratívne video príbehy

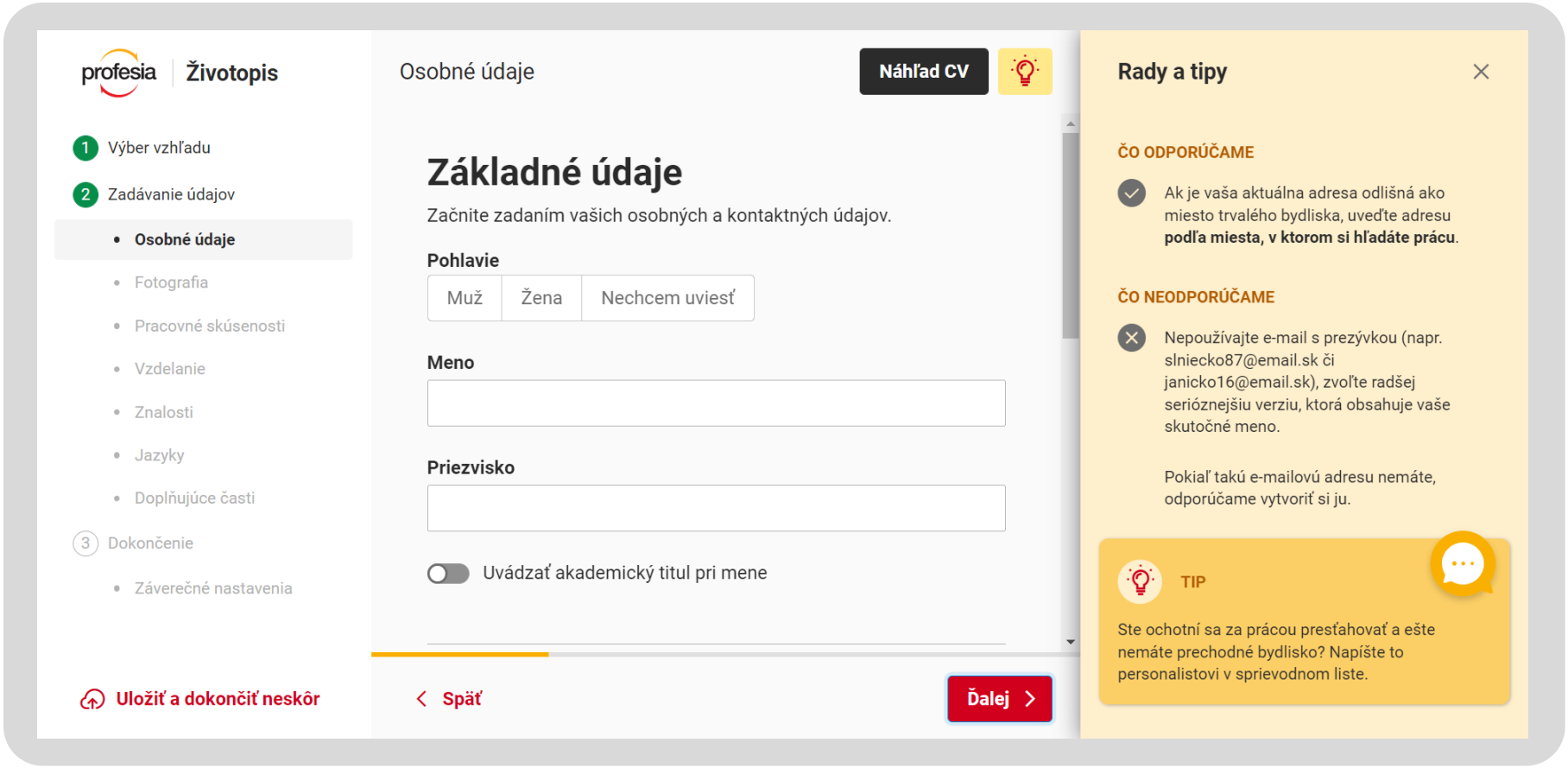
Support for people

Career Videos: Inspiring video stories....



Support for people

CV tool: Supporting notes



Support for people

Project: Profesia without boundaries

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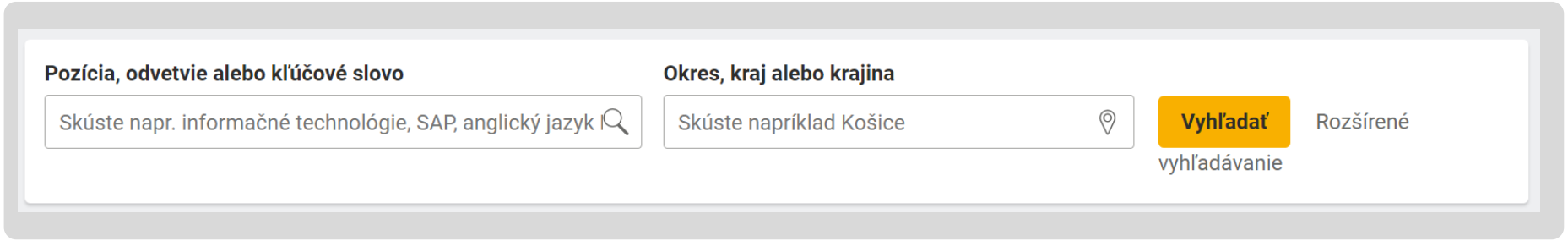
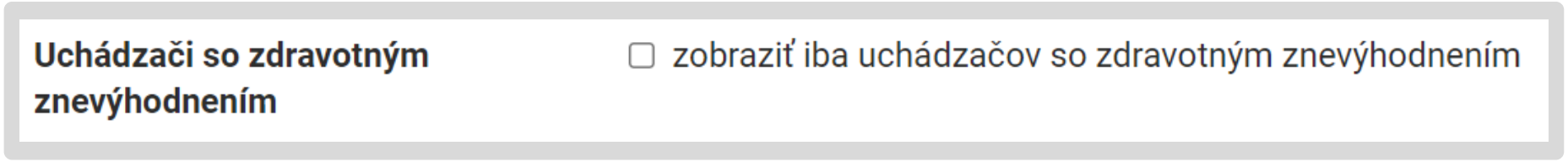
Support for companies

Support for companies

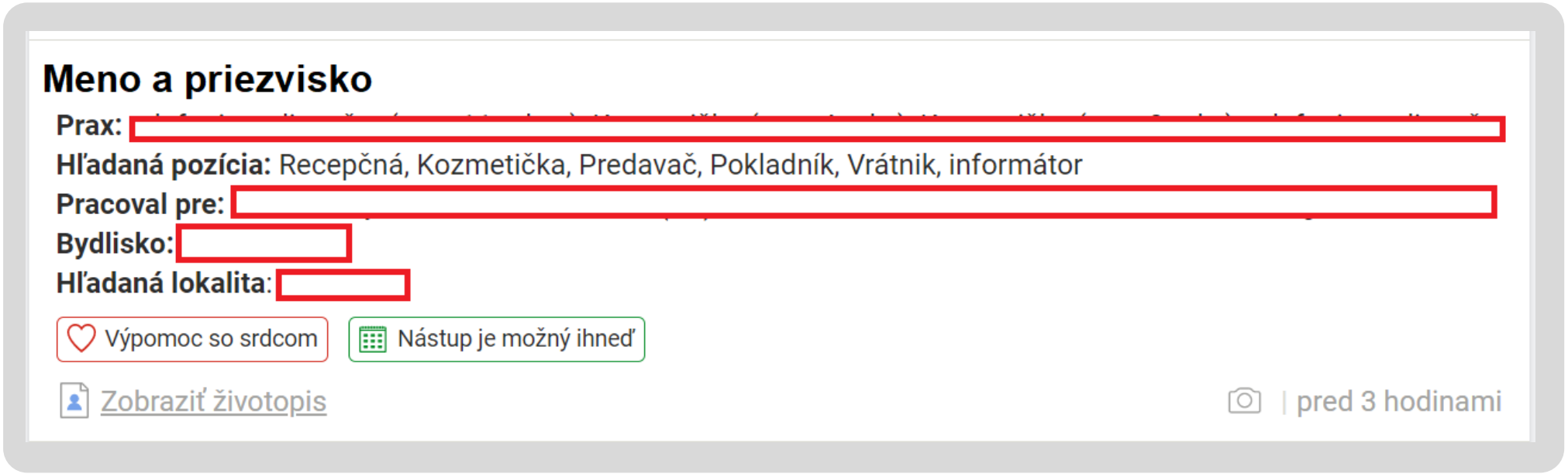
CV database – free visibility of people with disabilities





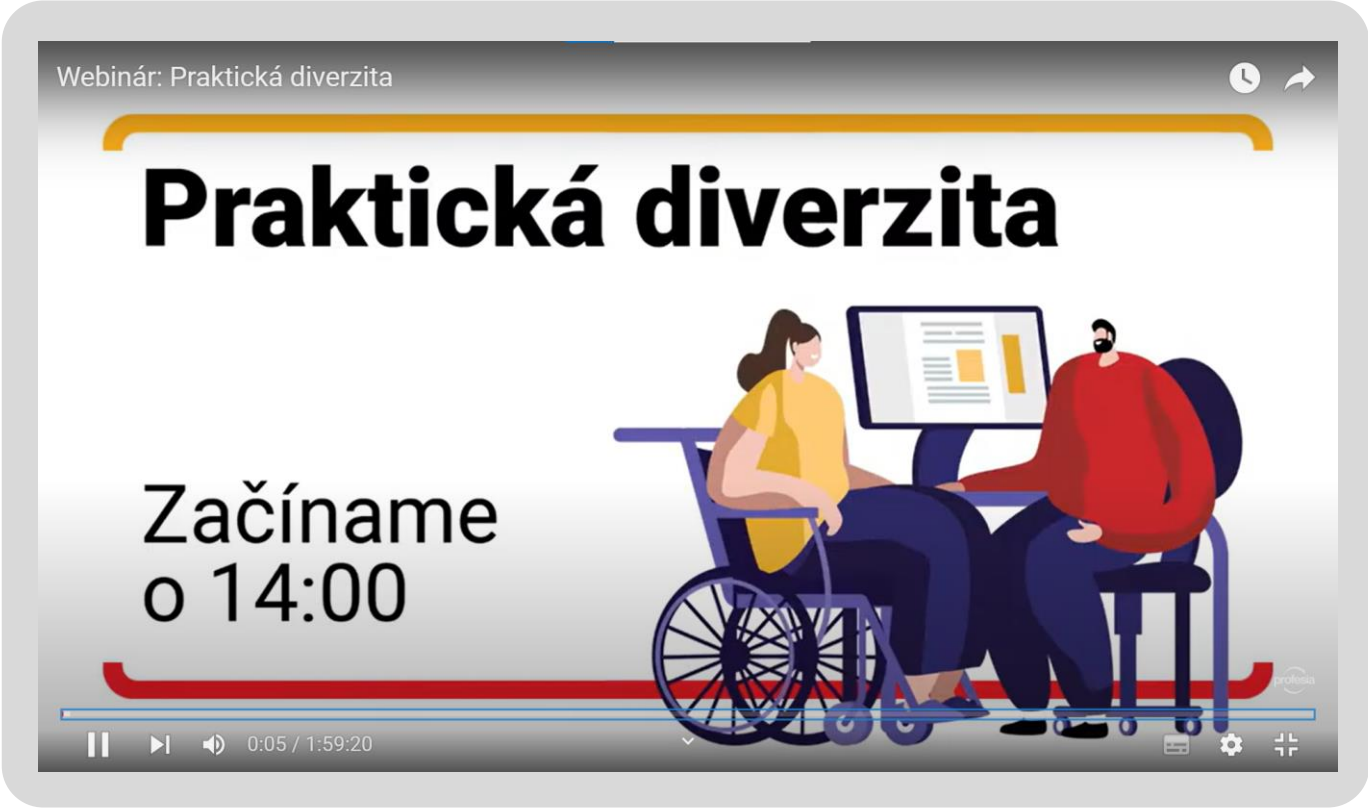
Support for companies

CV database – free visibility of people with disabilities



Support for companies

Webinar: Practical Diversity



Support for companies

Excursions to the workplaces

TVOJ ÚSMEV
MI CHUTÍ
Pomáham
srdcom

Companies in the pilot projects

September 2018 – September 2019

profesia

accenture

Johnson Controls

CURAPROX

Experts in the pilot projects

September 2018 – September 2019

IPR

L&P
LAW AND POLITICAL SCIENCE AGENCY s. r. o.

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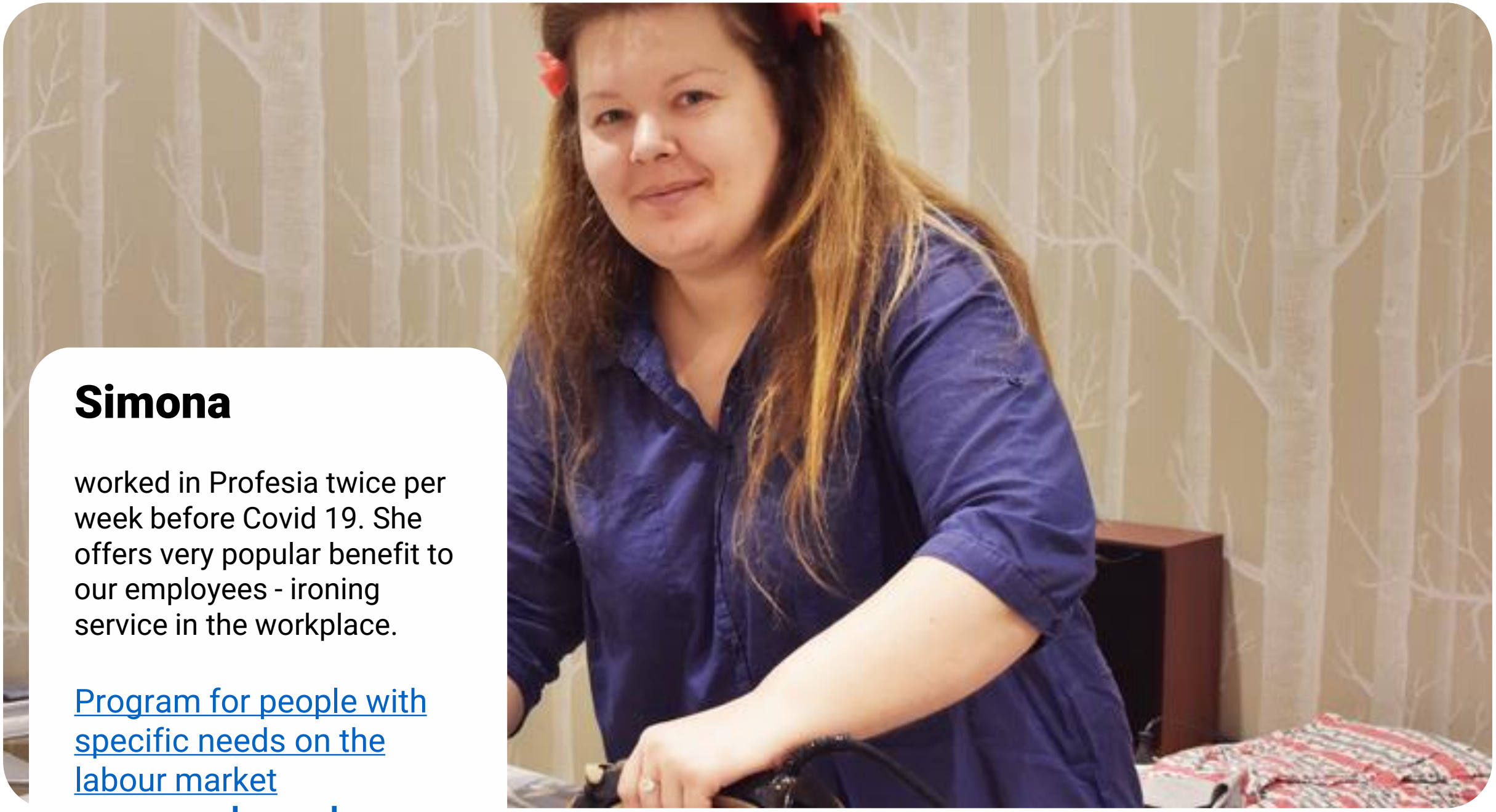
ODBORNÉ UČILIŠTE
Bratislava

NOWHERE

Other forms of support



Simona

worked in Profesia twice per week before Covid 19. She offers very popular benefit to our employees - ironing service in the workplace.

Program for people with specific needs on the labour market
www.sosrdcom.sk

HR tool MARK

City of Bratislava – selection of volunteers for the quarantine center for homeless people

for NGO Equita – selection of volunteers – medical staff

Workshops for NGOs

Individual consultations

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Who is behind our CSR

Officially

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profesia

Where we want to go

...or how the story continues.

What we are aiming for...

ASSET program

Ongoing – helping people with particular difficulty to enter the labor market

Bringing up new solutions

Národná cena kariérového poradenstva 2021

charta diverzity SLOVENSKO

slovensko.digital

ZODPOVEDNÁ FIRMA
člen Business Leaders Forum

Business Leaders Forum

„I enjoy my work. I am more confident in myself. I am independent.“

Majo Bednár, young man with autism

Kontakt

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Thank you

Miloš Šiska
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