



## Project FIA – Disabled persons in employment

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The main aim for this project was to map the ways five large Swedish companies successfully works with the challenges related to recruiting and retaining disabled youths up to 25 years of age in employment. A feasibility study was performed with funding from The European Social Fund.

The secondary aim for the project, based on the results from the mapping process, was to initiate the development of a distinct and practical method on how to succeed with the aforementioned challenges. The resulting model is based on an interweaving of the experiences from the participating companies ways of working with the target group. We are currently looking for further funding opportunities to continue the development of the generalizable method that can be used by other companies to implement the successful ways of working with the target group that we have identified. For further information regarding the generalizable method, please see the attached power point presentation.

The main findings in the project can be summarized as follow:

- Existing methods for supporting disabled youths are solely individual focused rather than system-changing (regarding attitude, values and ethics at the workplace for instance) **as well as** individual focused
- A profitability focus is a cornerstone for creating sustainable employments
- It's important to realise that there are big differences between different sizes and types of companies regarding the type of actions that can and should be taken
- An active core value work in the companies is an important part of succeeding with these types of matters
- Management training is a key action for increasing the possibilities for a successful employment and retainment process for the target group
- It's important for the success of projects and initiatives aiming to get people with disabilities into employment that the private sector gets involved and that the projects are not only launched by the public sector or the social economy. The corporate involvement is generally weak in most current cases
- It's clear that it exist a big demand for generalizable methods from the private sector regarding how to attract and successfully employ and integrate people with disabilities into their organization

This feasibility study has been executed by Social Venture network, an international NGO that promotes increased corporate social responsibility awareness and actions, and BirCon AB, a private enterprise specialised in the fields of public grants and organizational development. Participating companies has been MAX Burger, a fast food chain with 100 restaurants in total; ICA AB, Sweden's largest chain of grocery stores with 55,000 employees; Telenor, one of the largest telecommunications companies in Scandinavia and Swedavia, operator of Sweden's largest airports.