Agenda:
• KLAPjob definition
• Results & Learning

Inclusion International at #ZeroCon21: How to ensure CRPD-compliance in employment programming

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KLAPjob

- Established in 2009 by Lev
- Mission: Creating Inclusion and improved life quality through employment in supported jobs in the open labour market instead of segregated work environments
- Creates jobs for PWIDs, Autisme, Attention deficit hyperactivity disorder (ADHD) cerebral palsy etc.
KLAPjob - concept

**Job design**

- A KLAPjob is a job on the open labour market that are customized for PWIDs.
- In cooperation with companies we identify tasks or parts of a function, that could be solved by PWIDs.
KLAPjob - concept

Large-scale operation

• In cooperation with nationwide companies a *general* job description is formulated and distributed in the company's organization.
• This description frames new jobs and results in the establishment of approx. 100-200 jobs in local branches across the nation.
• Our work is based on a jobfirst strategy – we always have minimum 200 openings in difference businesses to chose from.
KLAPjob – results and learnings

In Denmark the population of full time supported jobs are roughly 3500 people.
KLAPjob – results and learnings

- The companies are willing to include PWIDs, but there has to be an equilibrium between cost and value of labour for the employer
- The inclusion must take place while allowing the companies to focus on their business - not the legal framework or public administrative procedures
- Certain segregated environments / sheltered shops want “their” citizens to stay - and have economical self-interest in maintaining them in the protected environment
- Success requires cooperation: Company - KLAPjob - Authorities
Self-advocates / Ambassadors

Asbjørn
Lea
John Allan
Mick
Bjørn

Tasks
- PR & Media
- Representation – meetings with politicians
- Guidance & Counseling