

## UEmploy: Consultancy for Employment Inclusion

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Despite progress made by the EU over the past decade towards inclusive employment, employment rates for disabled citizens in most European countries remain very low. People with disabilities frequently still find themselves excluded from work - and therefore unable to support their independent living or meaningful contribution to the community.

Many companies realize that inclusive employment is an effective strategy. It enhances productivity and also meets corporate social responsibility targets. But most employers still have no real experience of employing a disabled person. Proactive cooperation with employers is needed. This counteracts stereotypes prevents discrimination and demonstrates the real advantages that stem from using the skills and capacities of employees with disabilities.

The UEmploy project addresses this need. It brings together the expertise of 7 organizations from Romania, Hungary, Bulgaria, Finland and Ireland to create a dynamic model of consultancy services that promote inclusive employment. A critical aspect of this consultancy innovation is the strong emphasis on support provided both to employers and people with disabilities.

Inclusive employment means

- Added value from different perspectives and interests of employers and employees
- Locating new job opportunities for people with disabilities, focused on abilities and capacities rather than disabilities and difficulties
- Matching individual skills and preferences to job requirements
- Consultancy services for employers: practical guidance on improved working environments, universal design and creative innovation

To achieve UEmploy objectives the partners will

- Carry out state-of-the-art research to identify advantages, legal provisions, services offered, experiences and best inclusive practices with regard to employment of people with disabilities
- Develop consultancy instruments (checklists and tools to describe job-specific competencies, support for job matching processes, potential problem identification, analysis of environmental obstacles, provision of employer recommendations)
- Train consultants
- Pilot consultancy processes
- Develop consultancy networks and arrange continuous training of consultants
- Launch awareness campaigns to promote the importance of inclusive employment and the valuable contribution people with disabilities can make
- Forge dynamic links with business and public agencies to ensure sustainability of the consultancy services.

[www.uemploy.eu](http://www.uemploy.eu)

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EN

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RO

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