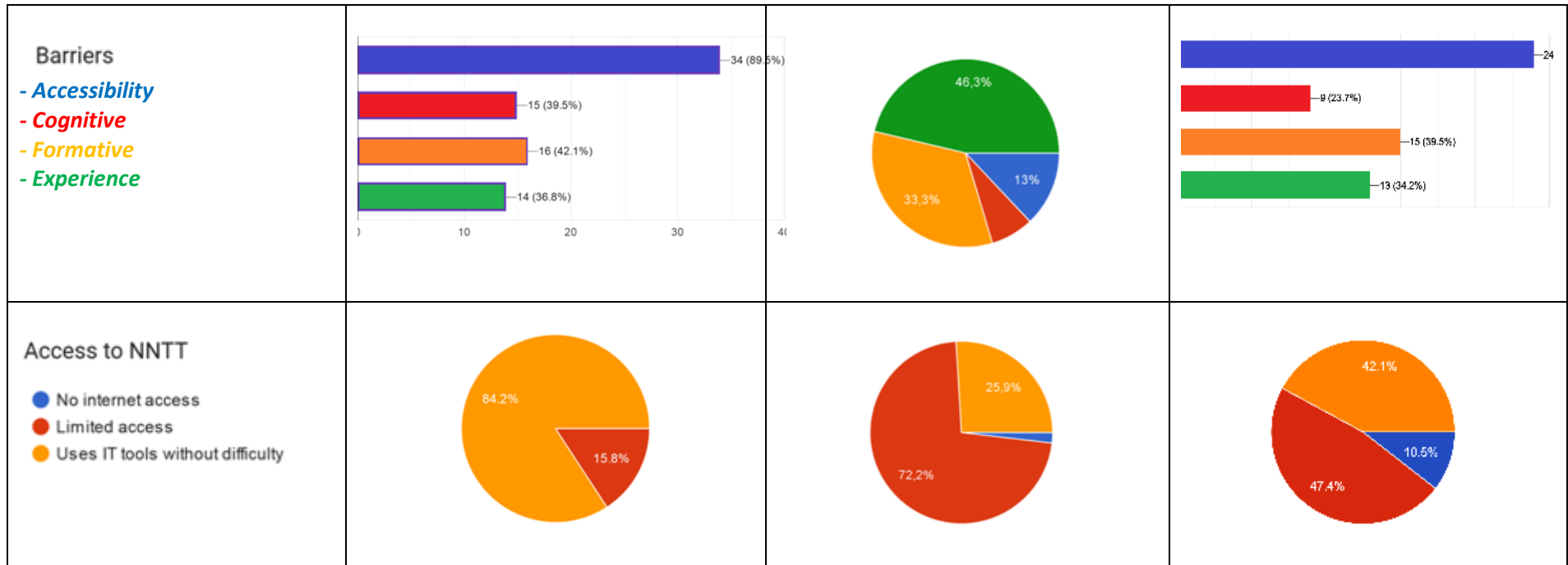


Analysis Survey on Employment Guidance for People with Disabilities																																	
	AGENTIA JUDETEANA PENTRU OCUPAREA FORTEI DE MUNCA VASLUI. ROMANIA (38)	FORMACIÓN INCLUSIVA S. L SPAIN (54)	EVROPAIKO KENTRO KOINONIKON EPISTIMON POLITISMOU KAI ATHLITISMOU. GRECE (38)																														
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<p>What % of the people you serve have disability?</p> <ul style="list-style-type: none"> <li>● 100%</li> <li>● 75%</li> <li>● 50%</li> <li>● 25% or less</li> </ul>	<table border="1"> <tr><th>Disability Level</th><th>Percentage</th></tr> <tr><td>25% or less</td><td>97.4%</td></tr> <tr><td>50%</td><td>~2.6%</td></tr> <tr><td>75%</td><td>~0%</td></tr> <tr><td>100%</td><td>~0%</td></tr> </table>	Disability Level	Percentage	25% or less	97.4%	50%	~2.6%	75%	~0%	100%	~0%	<table border="1"> <tr><th>Disability Level</th><th>Percentage</th></tr> <tr><td>25% or less</td><td>63%</td></tr> <tr><td>100%</td><td>25.9%</td></tr> <tr><td>50%</td><td>9.3%</td></tr> <tr><td>75%</td><td>1.8%</td></tr> </table>	Disability Level	Percentage	25% or less	63%	100%	25.9%	50%	9.3%	75%	1.8%	<table border="1"> <tr><th>Disability Level</th><th>Count</th><th>Percentage</th></tr> <tr><td>25% or less</td><td>18</td><td>47.4%</td></tr> <tr><td>50%</td><td>14</td><td>36.8%</td></tr> <tr><td>75%</td><td>8</td><td>21.1%</td></tr> <tr><td>100%</td><td>4</td><td>10.5%</td></tr> </table>	Disability Level	Count	Percentage	25% or less	18	47.4%	50%	14	36.8%	75%	8	21.1%	100%	4	10.5%					
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<p>What type of disability do you most commonly deal with?</p> <ul style="list-style-type: none"> <li>- Physical /Organic</li> <li>- Sensory</li> <li>-Intellectual</li> <li>-Mental</li> </ul>	<table border="1"> <tr><th>Disability Type</th><th>Count</th><th>Percentage</th></tr> <tr><td>Physical /Organic</td><td>38</td><td>100%</td></tr> <tr><td>Sensory</td><td>16</td><td>42.1%</td></tr> <tr><td>Intellectual</td><td>7</td><td>18.4%</td></tr> <tr><td>Mental</td><td>0</td><td>0%</td></tr> </table>	Disability Type	Count	Percentage	Physical /Organic	38	100%	Sensory	16	42.1%	Intellectual	7	18.4%	Mental	0	0%	<table border="1"> <tr><th>Disability Type</th><th>Percentage</th></tr> <tr><td>Physical /Organic</td><td>51.9%</td></tr> <tr><td>Sensory</td><td>24.1%</td></tr> <tr><td>Intellectual</td><td>16.7%</td></tr> <tr><td>Mental</td><td>7.3%</td></tr> </table>	Disability Type	Percentage	Physical /Organic	51.9%	Sensory	24.1%	Intellectual	16.7%	Mental	7.3%	<table border="1"> <tr><th>Disability Type</th><th>Count</th><th>Percentage</th></tr> <tr><td>Physical /Organic</td><td>19</td><td>50%</td></tr> <tr><td>Sensory</td><td>12</td><td>31.6%</td></tr> <tr><td>Intellectual</td><td>18</td><td>47.4%</td></tr> <tr><td>Mental</td><td>17</td><td>44.7%</td></tr> </table>	Disability Type	Count	Percentage	Physical /Organic	19	50%	Sensory	12	31.6%	Intellectual	18	47.4%	Mental	17	44.7%
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<p>What is the degree of autonomy in the active search for employment of the people with disabilities you care for?</p> <ul style="list-style-type: none"> <li>● They need support for everything</li> <li>● They have limitations in some aspects (document management, access to NNTT)</li> <li>● They are fully autonomous and have BAE competences.</li> </ul>	<table border="1"> <tr><th>Autonomy Level</th><th>Percentage</th></tr> <tr><td>Need support for everything</td><td>13.2%</td></tr> <tr><td>Limitations in some aspects</td><td>34.2%</td></tr> <tr><td>Fully autonomous</td><td>52.6%</td></tr> </table>	Autonomy Level	Percentage	Need support for everything	13.2%	Limitations in some aspects	34.2%	Fully autonomous	52.6%	<table border="1"> <tr><th>Autonomy Level</th><th>Percentage</th></tr> <tr><td>Need support for everything</td><td>9.3%</td></tr> <tr><td>Limitations in some aspects</td><td>18.5%</td></tr> <tr><td>Fully autonomous</td><td>72.2%</td></tr> </table>	Autonomy Level	Percentage	Need support for everything	9.3%	Limitations in some aspects	18.5%	Fully autonomous	72.2%	<table border="1"> <tr><th>Autonomy Level</th><th>Percentage</th></tr> <tr><td>Need support for everything</td><td>23.7%</td></tr> <tr><td>Limitations in some aspects</td><td>26.3%</td></tr> <tr><td>Fully autonomous</td><td>50%</td></tr> </table>	Autonomy Level	Percentage	Need support for everything	23.7%	Limitations in some aspects	26.3%	Fully autonomous	50%																
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<p>The average length of time unemployed</p> <ul style="list-style-type: none"> <li>● They have never worked</li> <li>● More than 5 years out of work</li> <li>● More than 1 year out of work</li> <li>● Less than 1 year</li> </ul>			
<p>Level of education</p> <ul style="list-style-type: none"> <li>- No Education</li> <li>- Primary Education</li> <li>- Secondary School Studies</li> <li>- University studies</li> </ul>			
<p>Collection of pension, benefits and allowances</p> <ul style="list-style-type: none"> <li>● with benefit</li> <li>● without benefit</li> </ul>			



## ● Methodology used in the orientation process of persons with disabilities

	AGENTIA JUDETEANA PENTRU OCUPAREA FORTEI DE MUNCA VASLUI. ROMANIA	FORMACIÓN INCLUSIVA S. L SPAIN	EVROPAIKO KENTRO KOINONIKON EPISTIMON POLITISMOU KAI ATHLITISMOU. GRECE																														
<p>Methodology used in the orientation process of the person with disabilities:</p> <ul style="list-style-type: none"> <li>-Language adaptation</li> <li>-Reinforce the work with a written document summarizing the most important aspect of the session.</li> <li>- Same as all other users</li> <li>- Use of sign language or the other alternative system of communication</li> </ul>	<p><b>Methodology used in the orientation</b></p> <table border="1"> <caption>Methodology used in the orientation (Romania)</caption> <thead> <tr> <th>Methodology</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Language adaptation</td> <td>18%</td> </tr> <tr> <td>Written document summarizing</td> <td>2%</td> </tr> <tr> <td>Same as all other users</td> <td>70%</td> </tr> <tr> <td>Sign language/alternative communication</td> <td>10%</td> </tr> </tbody> </table>	Methodology	Percentage	Language adaptation	18%	Written document summarizing	2%	Same as all other users	70%	Sign language/alternative communication	10%	<p><b>Methodology used in the orientation</b></p> <table border="1"> <caption>Methodology used in the orientation (Spain)</caption> <thead> <tr> <th>Methodology</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Language adaptation</td> <td>30%</td> </tr> <tr> <td>Written document summarizing</td> <td>33%</td> </tr> <tr> <td>Same as all other users</td> <td>35%</td> </tr> <tr> <td>Sign language/alternative communication</td> <td>2%</td> </tr> </tbody> </table>	Methodology	Percentage	Language adaptation	30%	Written document summarizing	33%	Same as all other users	35%	Sign language/alternative communication	2%	<p><b>Methodology used in the orientation</b></p> <table border="1"> <caption>Methodology used in the orientation (Greece)</caption> <thead> <tr> <th>Methodology</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Language adaptation</td> <td>35%</td> </tr> <tr> <td>Written document summarizing</td> <td>35%</td> </tr> <tr> <td>Same as all other users</td> <td>10%</td> </tr> <tr> <td>Sign language/alternative communication</td> <td>20%</td> </tr> </tbody> </table>	Methodology	Percentage	Language adaptation	35%	Written document summarizing	35%	Same as all other users	10%	Sign language/alternative communication	20%
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<p><b>Brokerage</b></p> <ul style="list-style-type: none"> <li>● We are looking for specific offers for people with disabilities</li> <li>● you send job offers to people with and without disabilities.</li> <li>● Businesses demand disabled people's profiles</li> <li>● Businesses do not want to hire people with disabilities</li> </ul>	<table border="1"> <tr><td>Blue</td><td>97.4%</td></tr> <tr><td>Green</td><td>2.6%</td></tr> </table>	Blue	97.4%	Green	2.6%	<table border="1"> <tr><td>Blue</td><td>35.2%</td></tr> <tr><td>Orange</td><td>29.6%</td></tr> <tr><td>Red</td><td>33.3%</td></tr> <tr><td>Green</td><td>1.9%</td></tr> </table>	Blue	35.2%	Orange	29.6%	Red	33.3%	Green	1.9%	<table border="1"> <tr><td>Blue</td><td>9</td><td>(23.7%)</td></tr> <tr><td>Red</td><td>18</td><td>(47.4%)</td></tr> <tr><td>Orange</td><td>15</td><td>(39.5%)</td></tr> <tr><td>Green</td><td>9</td><td>(23.7%)</td></tr> </table>	Blue	9	(23.7%)	Red	18	(47.4%)	Orange	15	(39.5%)	Green	9	(23.7%)
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<p>Do you consider that the people with disabilities you care for have a high degree of dependence of the Counselor?</p> <ul style="list-style-type: none"> <li>● Yes</li> <li>● No</li> <li>● Like any other collective</li> </ul>	<table border="1"> <tr><td>Red</td><td>76.3%</td></tr> <tr><td>Orange</td><td>18.4%</td></tr> <tr><td>Blue</td><td>5.3%</td></tr> </table>	Red	76.3%	Orange	18.4%	Blue	5.3%	<table border="1"> <tr><td>Orange</td><td>57.4%</td></tr> <tr><td>Blue</td><td>29.6%</td></tr> <tr><td>Red</td><td>13%</td></tr> </table>	Orange	57.4%	Blue	29.6%	Red	13%	<table border="1"> <tr><td>Orange</td><td>52.6%</td></tr> <tr><td>Blue</td><td>21.1%</td></tr> <tr><td>Red</td><td>26.3%</td></tr> </table>	Orange	52.6%	Blue	21.1%	Red	26.3%						
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## ● Counsellor competencies

	AGENTIA JUDETEANA PENTRU OCUPAREA FORTEI DE MUNCA VASLUI. ROMANIA	FORMACIÓN INCLUSIVA S. L SPAIN	EVROPAIKO KENTRO KOINONIKON EPISTIMON POLITISMOU KAI ATHLITISMOU. GRECE																								
<p>Have you received specific training on how to care for people with disabilities?</p> <p> <span style="color: blue;">●</span> Yes  <span style="color: red;">●</span> No  <span style="color: orange;">●</span> Only for some types of disability but not all         </p>	<table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Yes</td><td>76.3%</td></tr> <tr><td>No</td><td>10.5%</td></tr> <tr><td>Only for some types of disability but not all</td><td>13.2%</td></tr> </table>	Response	Percentage	Yes	76.3%	No	10.5%	Only for some types of disability but not all	13.2%	<table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Yes</td><td>40.7%</td></tr> <tr><td>No</td><td>33.3%</td></tr> <tr><td>Only for some types of disability but not all</td><td>25.9%</td></tr> </table>	Response	Percentage	Yes	40.7%	No	33.3%	Only for some types of disability but not all	25.9%	<table border="1"> <tr><th>Response</th><th>Percentage</th></tr> <tr><td>Yes</td><td>26.3%</td></tr> <tr><td>No</td><td>39.5%</td></tr> <tr><td>Only for some types of disability but not all</td><td>34.2%</td></tr> </table>	Response	Percentage	Yes	26.3%	No	39.5%	Only for some types of disability but not all	34.2%
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<p>What is your level of education?</p> <p> <span style="color: blue;">●</span> Secondary  <span style="color: red;">●</span> University degree  <span style="color: orange;">●</span> Other         </p>	<table border="1"> <tr><th>Education Level</th><th>Percentage</th></tr> <tr><td>Secondary</td><td>0%</td></tr> <tr><td>University degree</td><td>68.4%</td></tr> <tr><td>Other</td><td>31.6%</td></tr> </table>	Education Level	Percentage	Secondary	0%	University degree	68.4%	Other	31.6%	<table border="1"> <tr><th>Education Level</th><th>Percentage</th></tr> <tr><td>Secondary</td><td>0%</td></tr> <tr><td>University degree</td><td>96.3%</td></tr> <tr><td>Other</td><td>3.7%</td></tr> </table>	Education Level	Percentage	Secondary	0%	University degree	96.3%	Other	3.7%	<table border="1"> <tr><th>Education Level</th><th>Percentage</th></tr> <tr><td>Secondary</td><td>13.2%</td></tr> <tr><td>University degree</td><td>68.4%</td></tr> <tr><td>Other</td><td>18.4%</td></tr> </table>	Education Level	Percentage	Secondary	13.2%	University degree	68.4%	Other	18.4%
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<p>Before working as a guidance have you had any involvement with the people with disabilities ?</p> <ul style="list-style-type: none"> <li>● No</li> <li>● Yes, at family level</li> <li>● Yes, at the professional level</li> </ul>	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>23.7%</td> </tr> <tr> <td>Yes, at family level</td> <td>2.6%</td> </tr> <tr> <td>Yes, at the professional level</td> <td>73.7%</td> </tr> </tbody> </table>	Response	Percentage	No	23.7%	Yes, at family level	2.6%	Yes, at the professional level	73.7%	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>44.4%</td> </tr> <tr> <td>Yes, at family level</td> <td>27.8%</td> </tr> <tr> <td>Yes, at the professional level</td> <td>27.8%</td> </tr> </tbody> </table>	Response	Percentage	No	44.4%	Yes, at family level	27.8%	Yes, at the professional level	27.8%	<table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>28.9%</td> </tr> <tr> <td>Yes, at family level</td> <td>42.1%</td> </tr> <tr> <td>Yes, at the professional level</td> <td>26.9%</td> </tr> </tbody> </table>	Response	Percentage	No	28.9%	Yes, at family level	42.1%	Yes, at the professional level	26.9%
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# Job4dis project

Erasmus+ Programme – Strategic Partnership

Project Nr:

2022-I-ES01-KA210-ADU-000082063

Activity n° I.

Transnational Career Guidance  
Comparative Analysis



Co-funded by the  
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# Areas where career guidance takes place...

According to the results obtained in the surveys carried out, guidance processes are carried out in:

- Romania: Career guidance in Public Employment Service **87%**
- Spain: Career guidance services are mainly carried out in Associations/ organisations for people with disabilities **45%**, but also in Public Employment Services **23%** and private companies **26%**.
- Greece: Career guidance actions are mainly carried out in private companies **92%**.

# Which group is the most attended to by the guidance services?

- In the three partner countries of this project, the guidance services serve unemployed people in general, but in addition to being unemployed they may belong to other groups, such as disabled people, people at risk of social exclusion or young people. According to the data obtained in these services **25% or less of people with disabilities** are served.
- **Reason:** low labour market participation of people with disabilities

# Types of disability



- **Physical/Organic**

People with physical/organic disabilities are the most active in seeking employment and accessing the labour market.

- **Sensory**

Communication barriers are the main obstacle for people with sensory disabilities in accessing a job.

- **Intellectual**

Employment for people with intellectual disabilities is closely linked to sheltered employment outside the mainstream labour market. Provided by entities and associations working specifically with this group.

- **Mental**

This group has the most difficulties in accessing employment, mainly due to social stigma and lack of knowledge about this type of illness.

## Time unemployment

- The results of the surveys describe how around **70 %** of the people with disabilities served have been **out of work** for **1 to 5 years**. Therefore, they are long-term unemployed and it is more difficult for them to enter the labour market.

## Benefits, pensions or allowances

- In **80%** of the cases they receive some kind of financial assistance.

# Economic situation of people with disabilities

# Level of education, autonomy in the search for employment and access to new technologies

- **Level of education:**

The educational level of people with disabilities is **between primary and secondary education**. The rate of people with disabilities with university education is still low.

- **Autonomy in the search for employment:**

**60%** of the people surveyed consider that people with disabilities **have limitations** in some processes of the job search.

- **Access to new technologies:**

Most users of guidance services nowadays have access to the internet, but this does not mean that they know how to use it properly to look for a job.



# ***Methodology used in the orientation process of people with disabilities***

- In this section we try to find out if the methodology used in the career guidance process is the same and whether the person has a disability or not.



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# Romania



- The results obtained from the surveys carried out with the employment service technicians show that the methodology, the definition of objectives, the resources and the support provided by the counsellor **are the same as for the rest of the unemployed**. The only difference is in the search for job offers, which in this case do look for **specific offers** for people with disabilities.

# Spain



- The results obtained in Spain show that career counsellors use a **specific methodology**, where they adapt the language and reinforce the aspects worked on. They divide the general objectives into **small objectives**, they have a **more continuous follow-up** of the users and the **resources** to look for employment are **specific** for people with disabilities. They search for job offers both for disabled and non-disabled people, and they consider that disabled people, like other groups, **have a high degree of dependence on the counsellor**

# Greece



- In Greece, employment counsellors **adapt the methodology used to minority groups**, adapting the language and reinforcing the aspects worked on, they make a more specific **definition of the objective**, a **follow-up in short periods of time**, and both the **resources** they use and the search for **job offers** are made for people **with and without disabilities**. The degree of **dependence** on the guidance counsellor in the search for employment **is similar to that of other groups**.

# ***Counsellor competencies***

- In order to elaborate the Job4dis manual, to help job counsellors who advise people with disabilities in their job search, we need to know which competences we consider appropriate to be a good professional.



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# Aspects to take into account

- Have specific training to understand disability and its types
- Have a personal or professional involvement with people with disabilities.
- Social commitment
- In most of the cases surveyed, career counsellors have university degrees.



## Romania

- Legal adviser
- Economics
- Master
- Legal Studies
- Psychology

## Spain

- Psychology
- Pedagogy
- Social Work
- Labour relations
- Law

## Greece

- Politics
- Economics
- Medicine
- Education
- Psychology



**The qualifications of career guidance counsellors differ from country to country:**

# Basic Professional competences

- Active listening
- Empathy
- Assertiveness
- Sensitivity
- Patience
- Respect
- Vocation
- Communication skills
- Flexibility
- Avoid paternalism
- Decisive
- Effective
- Resourceful





**Thank you for your  
attention!!**