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# ***Employment Models for PwD***

## ***Job Search Plan***

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School-to-Work Transition for Higher education students with  
disabilities in Serbia, Bosnia & Herzegovina and Montenegro

[www.trans2work.eu](http://www.trans2work.eu)

disabilities in Serbia, Bosnia & Herzegovina and Montenegro

 of the European Union

# Presentation structure

## I. Employment models for PwD

- Sheltered,
- Supported,
- Customized Employment
- Social Economy, Social Cooperatives

## II. Job search

- Job seeking Process
- Job search techniques

## *II. Employment Models for PwD*



School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

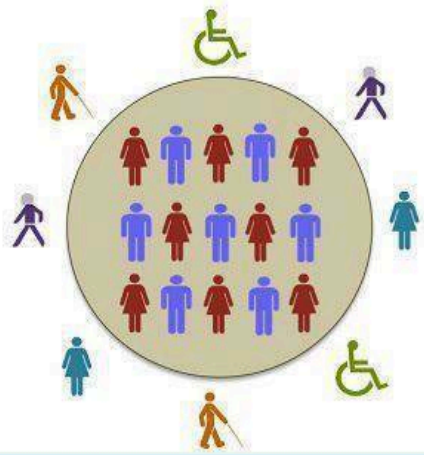


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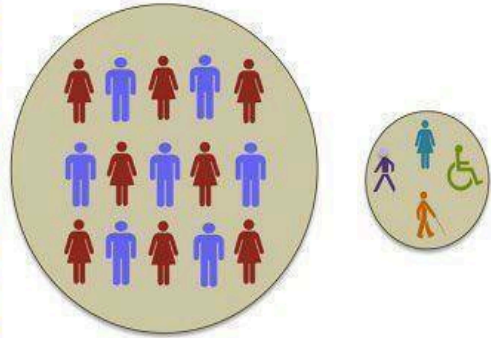
# PwD & Employment

PwD have “the right to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.” (UN, 2006 art. 27, 1)

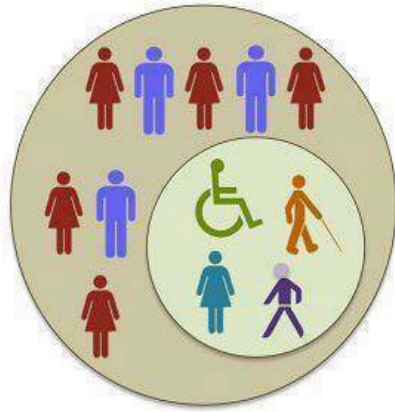
EXCLUSIÓN



SEGREGACIÓN



INTEGRACIÓN



INCLUSIÓN



# Distinction between employment models for PwD

1. PwD work in a segregated work environment **or** in an integrated/inclusive w.e.
2. PwD are **or** aren't paid with competitive wages

# *Sheltered Employment*

- In S.E. PwD work together in a segregated setting, being trained & supervised by people without disabilities
- It is assumed that PwD are less productive thus are often payed with a 'subminimum wage'
- In S.E. PwD are supposed to advance their productivity in order to move to the open labor market
- Some benefits many challenges

# *Supported Employment*

- An integrated employment model
- Based on the philosophy of self-determination
- PwD are assisted throughout the employment process (finding a job, trained for the job, maintaining a job)
- Aim of S.E.: PwD to be payed with competitive wages
- Many benefits some challenges



# *Customized Employment*

- Person-centered employment approach
- Person's needs, talents, skills being considered
- Emphasis on person's choice, strengths, abilities
- Jobs in CE have to fit the individual
- Competitive work setting
- Provision of individual supports
- Aims at long term employment outcomes
- Few research yet

# Employment within social Economy

- Video: *A-way Express*

*<https://www.youtube.com/watch?v=P8Z30zCl0Qw>*

# *I. Job Search*


# Job seeking process



# WHERE TO START?

## *Knowing YOURSELF!*

- What kind of work are you interested in?
- What kind of work experience do you have?
- What are you good at?
- What are you interested in?
- What skills have you got?
- What are your career goals?
- What skills and experience do you need to achieve your goals?



*All this information  
will be needed in  
the job application!*

# *Be careful! there are...*



*about 80% of  
jobs aren't  
advertised!*

# HOW TO FIND THE HIDDEN JOBS?

- Personal networking
- Family, friends, previous employers, teachers, professors, study pals, acquaintances from hobbies, voluntary activities etc.
- Active monitoring of working life
- Keep your eyes open!
- Application and personal contact

*Sell your competence!  
Prepare your "lift talk"!*

# *Resume / CV -Tips*

## Your resume should

- be tuned for each job
- have good overall appearance (format, spelling, space, contact information)
- be no longer than 3 pages
- include all qualifications & accomplishments
- have clarity
- be complete



# *The Cover Letter - Tips!*

- Important marketing tool
- If CV is the movie, C.L. is the trailer
- Give the employer 1-2 good reasons to read your cv
- Keep it short & specific (2-3 § §)
- Send it to a targeted person
- Write in a simple way
- Be original, show enthusiasm
- Be careful: no spelling or grammar mistakes!

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