



Labour inclusion of people with disability in the Veneto Region: relevant data and policy measures implemented by regional Public Employment Services

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People with disabilities within the regional labour market - An overview



PEOPLE WITH DISABILITIES, REGISTERED WITH REGIONAL PES, WHO ARE LOOKING FOR A JOB

In-flows into unemployment status in 2024

5.804 people entered into unemployment status last year

- 2% than in 2023
- → 1.702 entered into unemployment for the first time
- > 70% have a phisical disability
- 39% with a low level of education (primary and middle school degree)



Unemployed on 31.12.2024

24.179 people with disabilities in unemployment condition on 31.12.2024

→ 7.818 people considered «active»

- > 61% aged 30-54
- ➤ 51% with a low level of education (primary and middle school degree)
- > 53% with a phisical disabilty; 35% mental disabilty
- ► 66% "autonomous" in their working capacity



Employment outcomes of targeted employment of PES in the Veneto Region

4.746 people with disabilities entered into unemployment status in 2020

Career pathways in 4 years

2021

2022

2023

2024

- □ 2.371 people (50%) employed by theend of 2024
 - 985 with a single employment contract
 - 1.386 with more than one contract during the period
- → 1.845 people (78%) employed with a permanent contract

- □ 1.028 people (22%) had working experiences during the 4-year period, but they are unemployed by the end of 2024.
- ☐ 1.347 people (28%) have never had a work experience in the period

(higher rate of those with a higher "level" of disability and with a mental or intellectual disability)





The system of services for people at risk of exclusion in Veneto region

The employment services system of the Veneto Region, as designed in Regional Law No. 3/2009, is a **mixed public-private system**.

It is characterized by a strong relationship between all subjects involved, to promote **bottom-up processes** taking into account the needs of the territory and to foster **synergic coordination** between subjects that takes into consideration the role of each.





Targeted placement services and the stakeholders

Private Operators accredited for **Employment Agencies** the provision of employment **Technical Committee** and training services **TARGETED** Social Cooperatives Type B **EMPLOYMENT Municipalities and Social SERVICES Services VL** Trade unions and Employers' association **INAIL - National Institute for** Disabled people's association **SIL - Work Integration Services** Insurance against Accidents at Work





Job Centers' organization

In Veneto we have 40 job centers organized in this way:

Job Center Manager

Coordination of the Job Center and relations with the territory

Case Manager

Point of reference for users

Account Manager

Point of reference for companies

Targeted employment service specialist Coordination of projects related to the placement of people with disabilities





Case management process for people with disabilities











REGISTRATION

- ADMISSION AND INFORMATION
- HEALTH DOCUMENTATION CHECK
 - REGISTRATION

INTERVIEW

INTERVIEW AND PROFILING

CAREER SERVICE

 INDIVIDUAL OR GROUP INTERVIEWS, WITH THE AIM OF SUPPORTING THE USER IN DEFINING A WORK AND/OR TRAINING PROJECT

PLACEMENT SERVICE

 APPLICATION AND VACANCY REPORTING





Actions of Veneto Lavoro in the area of disability

Implementation of Active Labor
Market Policies for People with
Disabilities

Anticipation of first contact with targeted employment: assistance for school-to-work transition (DGR 1100/2021)

Extension of job coaching after onboarding: disability job coaching interventions (DGR 1103/2021)

Voucher Rafforzato (DGR 1101/2021)

Internships (ex art. 11 c. 4 L.68/99)

Art.14 conventions Dgs 276/2003 - Dgr 1560/2023





School-to-work transition - DGR 1100/2021

Promoting services that facilitate the entrance of students with disabilities into the labor market







Career/placement service











Training courses

Voucher di sostegno





Placement services







Internships



Voucher "JOB Coaching" (Dgr. 1103/2021)



It is a supportive measure aimed at maintaining the employment in the open labour market through a full assessment workplace analysis and providing support in developing reasonable accommodations.

Disability coach available for 6 months extendable to 9!





Art.14 Convention - D.LGS. 276/03



B-type Social Cooperative

This is an agreement signed with the targeted employment office, the social cooperative and the company.

Through this agreement, the employer turn to a social cooperative a work contract, which hires a person with relevant disabilities to do it.

- worker identified by employment services.
- personalized job placement project.
- Employment contract with a minimum duration of 9 months

Goal Transition from cooperative to company

REGIONE DELVENETO







Thank you for your attention!

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