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JOBSPPLUS ENTERED INTO A PARTNERSHIP WITH THE LINO SPITERI FOUNDATION (LSF), WHICH IS AN ENTITY SPECIALISING IN THE LABOUR MARKET INTEGRATION OF JOBSEEKERS WITH DISABILITIES. LSF SET UP A CORPORATE RELATIONS (CR) UNIT TO SUPPORT ENTERPRISES IN THE RECRUITMENT OF PERSONS WITH DISABILITIES. THE CORPORATE RELATIONS EXECUTIVES IDENTIFIES EXISTING OCCUPATIONS WITHIN THE ENTERPRISE WHICH ARE POTENTIALLY SUITABLE FOR JOBSEEKERS WITH DISABILITIES. TASKS AND JOB DESCRIPTIONS ARE THEN "CARVED" TO SUIT THE JOBSEEKERS WITH DISABILITIES. THIS ENABLES THE CREATION OF VALID AND PERSON-CENTRED VACANCIES WITHIN A GIVEN ORGANISATION WHILST PROMOTING INCLUSION.

PROMISING PES PRACTICE¹

Job-carving for jobseekers with disabilities

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MALTA

Corporate Relations Executives (CRs) encountered difficulties in finding suitable jobs for jobseekers with disabilities given that enterprises willing to integrate persons with disabilities often offer jobs requesting complex qualifications, competences and/or tasks that overall cannot be met by disabled jobseekers. By carefully analysing the enterprise requirements and operation/workflow, the CRs identify elements, tasks and outcomes from existing jobs in the enterprise to design a new job or a workflow that can integrate a person with disability or a mixed-ability group of persons with disabilities.

Scope of measure (a pilot project or a national reform)	National
Name of the PES	Jobsplus
When was the practice implemented?	2017
What was the driver for introducing the practice? Was it internal or external?	As consequence of the enforcement of the 2 % employment quota for persons with disabilities in Maltese enterprises, a substantial number of enterprises wanted to integrate persons with disabilities. Due to the gap between the "requirements" of existing vacancies and the "preparedness" of the disabled jobseeker, job-carving was adopted. In essence this consists of creating a new job out of the existing portfolio of vacancies/jobs within an enterprise. The "carving" exercise is driven by the enterprise requirements and the existing competencies and skills of the registered jobseekers with disabilities. This is coupled with pre-employment efforts such as training and work exposure schemes offered by Jobsplus to improve the employability and preparedness of the registered disabled jobseeker.
Which organisation was involved in its implementation?	LSF- the Lino Spiteri Foundation with support from the Inclusive Employment Services Division at Jobsplus and the Enterprises.
What is the practice / change / reform trying to achieve?	Job-carving aims at increasing the labour market integration of jobseekers with disabilities.
What activities are planned to deliver this?	Job-carving consists of carefully examining occupations and work-flows of a given enterprise, the development of a new job profile, which may constitute elements/tasks from other jobs/workplaces and the placement of candidates (singular or groups) with disabilities that possess the relevant competences.
What resources and other relevant organisational aspects were involved?	The Lino Spiteri Foundation works closely with the enterprises involved, together with Jobsplus support.
What are the early observations and achievements?	So far, it was possible to create 278 jobs suitable to the jobseekers with disabilities by making use of the job-carving approach.

1. Practices referring to promising changes/reforms/approaches.



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