



JOBSEEKERS AND EMPLOYERS RECEIVE COACHING OR MENTORING SERVICES WHEN VACANCIES ARE FILLED WITH PERSONS WITH DISABILITIES AND/OR PERSONS FROM OTHER VULNERABLE GROUPS IN ORDER TO RETAIN THESE WORKERS IN THEIR JOBS.

PROMISING PES PRACTICE¹

Job coaching for persons with disabilities and mentoring for vulnerable groups

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In order to increase the employment opportunities which can be availed of by jobseekers with disabilities and by other vulnerable groups, job coaching and mentoring services were created in addition to work exposure placements and financial incentives. The objective of the job coaching or mentoring service is to ensure that jobseekers with disabilities and from other vulnerable groups not only manage to obtain a job but also manage to retain it.

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?	The initial external driver was the enforcement of the 2 % employment quota for persons with disabilities in Maltese enterprises. This led to an increased number of job offers for jobseekers with disabilities in 2018. In order to avoid a high turnover, Jobsplus internally recognised the need for offering individualised coaching services to jobseekers and employers in order to keep persons with disabilities in those jobs that had been created by the enterprises. For the same reason, mentoring services are provided for other vulnerable individuals and employers.
Which organisation was involved in its implementation?	Especially qualified and trained employment advisors from the Jobsplus Inclusive Employment Services Division and its partners - the Lino Spiteri Foundation and NGOs working with jobseekers with disabilities and/or from vulnerable groups.
What is the practice / change / reform trying to achieve?	Most important objective of the job coaching/mentoring service is to keep jobseekers with disabilities and from other vulnerable groups in jobs. Derived from this overall objective, the job coaching aims at an early identification of existing and/or potential risks for the stability of the created work place. On the basis of identified problems it seeks to support jobseekers and employers in order to stabilise the work contract.
What activities are planned to deliver this?	Once a placement for persons with disabilities and/or from other vulnerable groups has been achieved, the job coaching/mentoring service seeks to identify potential and existing problems which may be a threat for the stability of the work place and offers targeted support to address such problems.
What resources and other relevant organisational aspects were involved?	No additional resources necessary.
What are the early observations and achievements?	The job coaching and/or mentoring service is a service requested and appreciated by enterprises and by jobseekers with disabilities and from other vulnerable groups who have been placed in jobs.

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



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