

OPEN DOOR DAYS ARE USED AS A TEMPORARY JOB PLACEMENT MEASURE TO ALLOW A JOBSEEKER WITH DISABILITIES TO SPEND A DAY IN A REAL COMPANY TO GET ACQUAINTED WITH THE WORKING ENVIRONMENT AND FOR AN EMPLOYER TO UNDERSTAND HOW A JOB SHOULD BE ADAPTED TO THE SPECIAL NEEDS OF A NEW EMPLOYEE.

PROMISING PES PRACTICE¹ “Open Door Days”

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The challenges have been to activate people with disability; draw employer attention and lessen the stereotypes regarding people with disabilities and employment.

The lessons learned include that it is a necessary activity that will be continued in 2018; follow up with NGOs representing people with disabilities is necessary; follow-up on those clients who became employed after this activity in order to gain the trust from jobseekers and employers and have greater involvement this year.

Name of the PES	State Employment Agency of the Republic of Latvia – SEA (Latvian PES)
Scope of measure	Pilot project
When was the practice implemented?	Starting from 5 October to 25 October 2017 active work and information provision to employers, interested unemployed persons or jobseekers. Open Door Days event took place from 30 October to 10 November 2017.
What was the driver for introducing the practice? Was it internal or external?	Internal
Which organisation was involved in its implementation?	Latvian PES and non-governmental organisations (NGOs) supporting people with disabilities
Which groups were targeted by the practice?	Employees at all levels of the organisation
What were the practice's main objectives?	Jobseekers, unemployed persons with disabilities and employers
What were the practice's main objectives?	<p>Open Door Days are arranged to allow:</p> <ul style="list-style-type: none"> ▶ A jobseeker with disabilities to get acquainted with a real job he/she would be expected to do, their duties, time schedule, equipment; ▶ An employer to consider the necessary adjustments needed for the job placement in order to accommodate the special needs of the employee with certain disability(-ies); and ▶ To have a dialogue for involved parties on employment issues in order to foster employment possibilities. Representatives of the NGOs act as facilitators providing an overall support to a jobseeker with disabilities to make his/her work trial smooth, and assisting an employer to consider in a positive way, employing someone with health issues.

¹ Practices referring to promising changes/reforms/approaches.

What activities were carried out?	<ul style="list-style-type: none"> ▶ Information sessions ▶ Transportation to the workplace ▶ Facilitation ▶ Follow-up afterwards
What resources and other relevant organisational aspects were involved?	Internal resources of the Latvian PES and NGOs
What were the source(s) of funding?	European Social Fund (ESF) and state budget
What were the outputs of the practice: people reached and products?	<p>In 2017, 196 registered jobseekers with disabilities were involved, and 11 non-registered jobseekers with disabilities. Support was provided by all 28 local offices. NGO support was provided but the number of persons involved is not available as it was not counted.</p> <p>Open Door Days were organised in 62 companies. The most responsive sector was social care (9 employers).</p>
What outcomes have been identified?	<ul style="list-style-type: none"> ▶ Jobseekers feel more confident after Open Door Days and better prepared for integration into the labour market. ▶ Latvian PES services for integration of unemployed people with disabilities became more efficient. ▶ Companies solve their labour shortage problems. ▶ 10 persons within a month got job contracts, several persons are undergoing health check-ups prior to the foreseen employment. ▶ Very good media coverage that promoted the employment of people with disabilities.
What are the lessons learnt and success factors?	<p>Involvement of the experienced staff from the NGOs dealing with people with disabilities helps to establish a contact between a jobseeker and a company.</p> <p>Fostering communication between the employer and potential employer at the real work environment.</p>



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