

# 7 TIPS TO CONDUCT SUCCESSFUL INCLUSIVE EMPLOYMENT



## 1. Find an answer to the question: “Why do we want to hire people with intellectual disabilities?”

Make this a discussion at all levels of staff and employees  
Make sure you can offer a real job



## 2. Build a strategy for inclusive employment

Use the outcome of the ideas and response in point 1.

## 3. Identify an external partner, expert in inclusion, to help you

The partner can help you in:

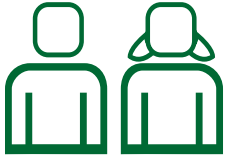
- determining the job need you have and/or which tasks can be grouped to create a real, interesting job for a worker with intellectual disability.
- finding the right candidates.
- recruiting the best person for the company and the job
- prepare staff, direct colleagues for the arrival of the workers with intellectual disability.
- get financial support
- give formal support to the worker.



## 4. Organise peer support

Let colleagues volunteer to become a person of contact/buddy to continue the support of the employee with ID after the end of the formal support.

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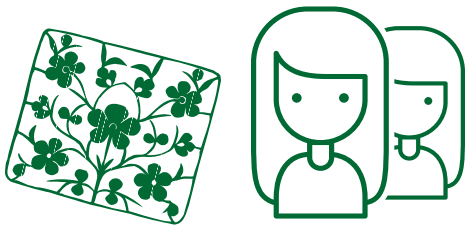
## 5. Systematise open communication

Frequent communication and feedback are indispensable for both the worker with ID and direct colleagues/peer supporters to avoid the instalment of bad habits, misunderstanding, frustration.



## 6. Empower the employee with intellectual disability

- Give the worker with ID the space and opportunity to contribute to the changing of procedures, simplification of systems and documents or shed another light on operations. The breath of fresh air can be beneficial for the whole company and staff.
- Think of a career plan for your employee with ID. How can she/he grow?



## 7. Strengthen the image of the company

Give the employee the opportunity to become ambassador for your company. They are proud, loyal and stable workers who love to promote their employer. Well prepared and coached, they will become the best advocate for your diversity management.



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<https://www.linkedin.com/groups/13831892/> (Spanish)

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