



STATE EMPLOYMENT AGENCY OF LATVIA

Integrative Strategies for People with Disabilities in Latvia

Eva Lapsiņa

Director of the Development and Analytics Department

04.09.2024.



State
Employment Agency
Republic of Latvia

STATE EMPLOYMENT AGENCY OF LATVIA

The State Employment Agency is a direct administration institution under the supervision of the Minister for Welfare.

PURPOSE OF ACTION:

implement the state policy in the field of unemployment reduction and support of the unemployed, job seekers and persons at risk of unemployment

MISSION:

We work to promote sustainable employment

VISION:

The Agency is the leading institution for job search support and recruitment

OUR VALUES:

- Professionalism
- Cooperation
- Responsibility
- Innovations

SERVICES:

- For the unemployed and persons at risk of unemployment
- employers



FOUNDED
APRIL 17,
1991



CENTRAL
OFFICE
1



LOCAL OFFICES
20



EMPLOYEES
542

6 months
of
2024

45 329
granted status of
unemployed

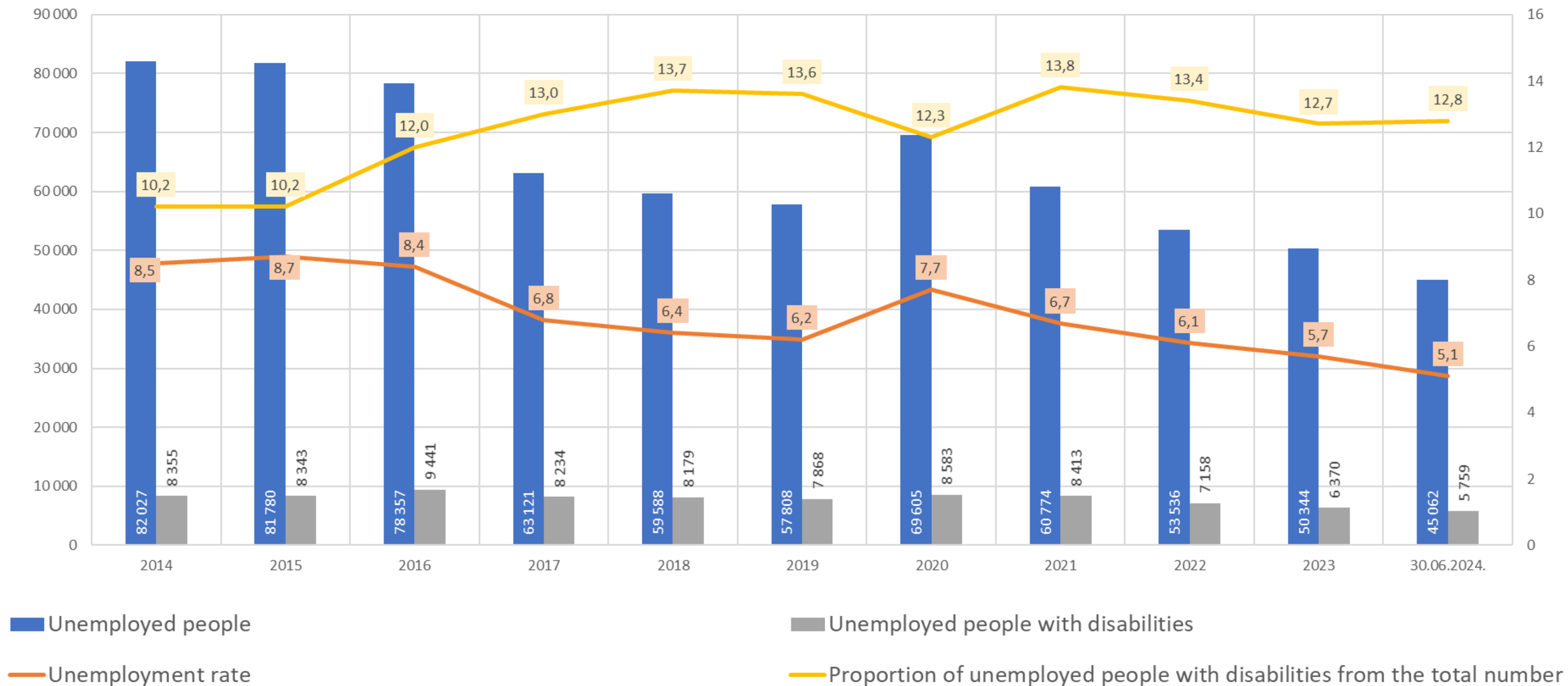
47 317
registered
vacancies

45 062
unemployed
(30.06.2024.)

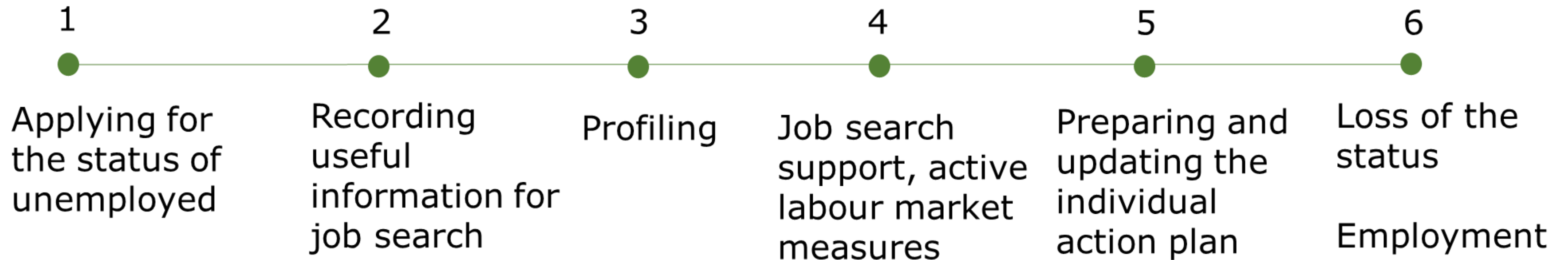
19 548
available vacancies
(30.06.2024.)

the average length
of unemployment
111 days

DYNAMICS OF THE NUMBER OF UNEMPLOYED



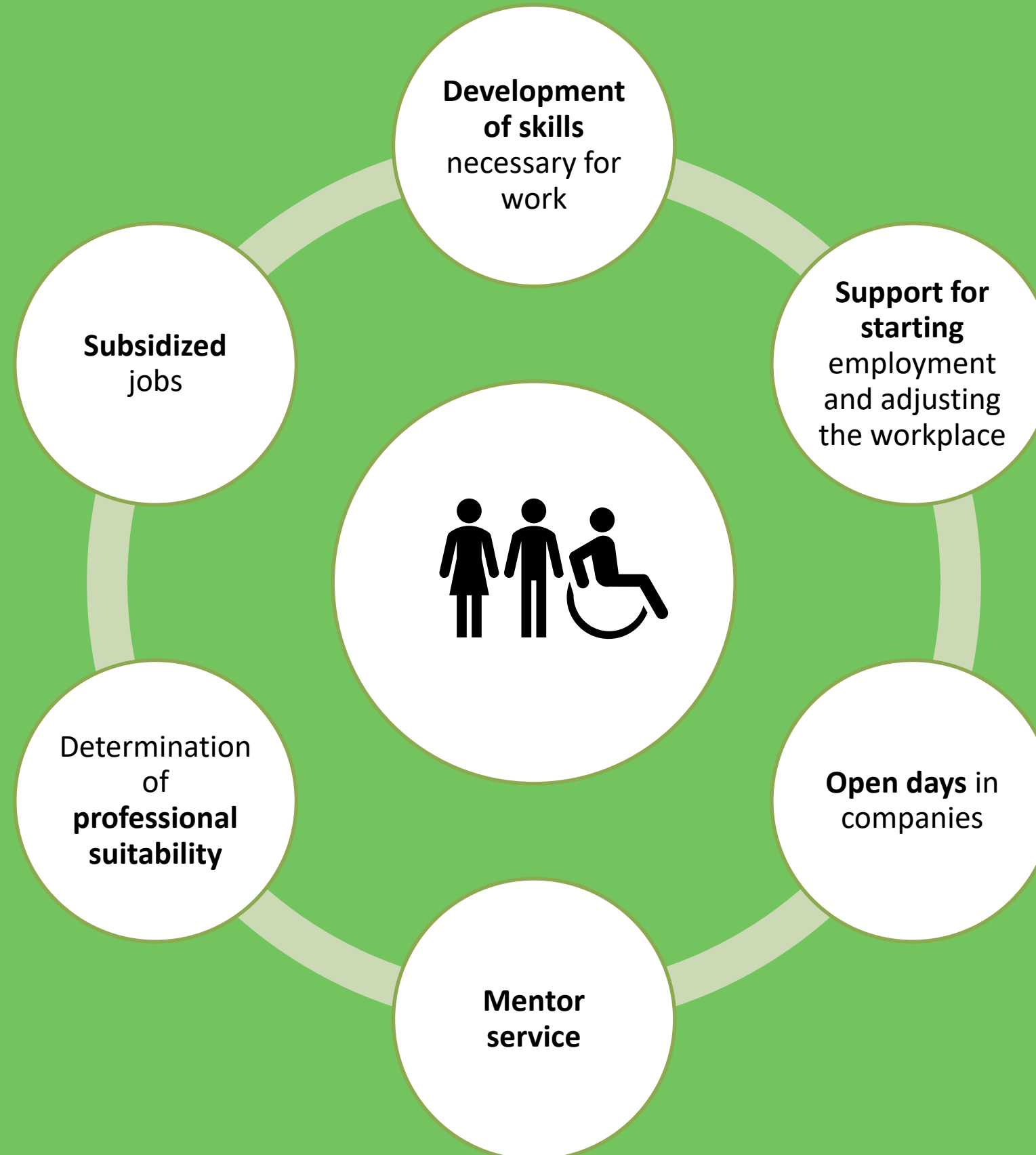
The client's path in the Agency





SERVICES FOR INTEGRATING PERSONS WITH DISABILITIES

Employment **support center** for persons with disabilities



SUBSIDIZED JOBS

The aim of the active employment measure is to employ persons with disabilities in state co-financed workplaces to help them understand the requirements of the labour market, promote integration into society and settling into a permanent job.

- The duration of the event is from **6 to 12 months**;
- The employer provides a **qualified supervisor who helps the client** learn the basic skills and abilities necessary for the job;
- Clients whose functional type of disability is a mental disorder have the opportunity to receive the **help of a support person**;
- The Agency reimburses clients for the costs of conducting **health examinations**;
- For employers, depending on the degree of a person's disability, the Agency provides a **subsidy for the client's salary**, which is **not more than one and a half of the minimum monthly salary** set in the country and **remuneration for the supervisor**.

DEVELOPMENT OF SKILLS NECESSARY FOR WORK

The aim of the active employment measure is to provide an opportunity to develop work skills in Non-Governmental Organizations, promoting the activities of the unemployed for the benefit of society without the intention of making a profit.

- The duration of the event is from **6 to 12 months**;
- A non-profit organization employs a person for the benefit of society without the intention of making a profit, ensuring that the event is aimed at **promoting the activity of the unemployed for the benefit of society**;
- Participants work for five days a week from 20 to 40 hours;
- The Agency **pays a stipend to a person** for participating in the event.

SUPPORT FOR STARTING EMPLOYMENT AND ADJUSTING THE WORKPLACE

The aim of the measure is to promote employment by preventively eliminating the risks of the working environment and to promote the sustainability of employment.

- The service is available **to the employer and the employee at the start of the employment relationship;**
- The measure includes:
 - **Occupational therapist consultation** - the occupational therapist examines the workplace and evaluates its suitability for the work to be performed, giving recommendations for adapting the workplace;
 - **Adaptation of the workplace** - financial support to the employer for the purchase of equipment and technical aids to adapt the workplace for persons with disabilities;
 - **Sign language interpreter service** - for persons with hearing impairments to ensure communication with the employer;
 - **Support person** - for persons with mental disorders.

DETERMINATION OF PROFESSIONAL SUITABILITY

The aim of the measure is to determine a vocational rehabilitation program for the client and evaluate the client's ability of professional activity and specific professions and the necessary active employment and support measures.

Within the framework of the event, the following is evaluated:

- Unemployed person's interest in areas of professional activity, specific professions;
- Professional education programs;
- Motivation to engage in the labour market and learn;
- Compliance of the health condition with the learned or chosen profession;
- The level of intellectual abilities, which allows predicting the ability to engage in the labour market and learn the subject matter;
- Psychophysiological characteristics, their relevance to the chosen profession;
- Evaluates the previous knowledge and experience of the unemployed person ability to learn, understand, perceive and memorize new things.

As a result of the evaluation, **necessary active employment and support measures are determined for the client.**

MENTOR SERVICE

The aim of the measure is to promote the motivation of the unemployed with disabilities to integrate into the labour market, integrate into society and find a permanent job.

The **mentor will help:**

- Develop skills to use personal resources and build self-confidence;
- Develop social skills (communication, conflict resolution, learning skills, adapting to new conditions, etc.) and their use in life;
- Develop a critical attitude towards one's unemployment situation and develop an understanding of the impact of unemployment on family relationships;
- Acquire knowledge and skills in organizing household issues, time planning, budget planning - skills in planning and accounting for family expenses and income;
- Motivate to learn the skills and abilities necessary for job search;
- Promote independence in decision-making and employment-related issues and motivate to apply learned skills in practice;
- In finding a job: Improve CV, prepare applications for vacancies, prepare for a job interview.

MENTOR SERVICE

Mentors at the Agency

For persons with visual impairments, hearing and speech impairments, movement functional impairments and general illness

Outsourced mentors

For persons with mental disorders

On-site and remote
service

Support during the job
search phase
up to 3 months

Support
at the start-up stage
3 months
6 months (persons
with mental disorders)

Intensity
Min 1 times a week

OPEN DAYS IN COMPANIES FOR PERSONS WITH DISABILITIES

The aim of the measure is to promote the integration of jobseekers with disabilities into the labour market and reduce stereotypes about the employment opportunities of persons with disabilities.

- Every year Agency in cooperation with employers, organizes **the event for employers and job seekers with disabilities to get to know each other**;
- During the event, job seekers go to employers who are open to employing persons with disabilities. **Employers present their company, work environment and job duties**;
- It is a **great opportunity for employers to attract the necessary employees** to their companies and to fill current vacancies;
- And **for job seekers** with disabilities it is an opportunity to see what the work environment and job duties are like, **realize their suitability for the particular employer and to find a suitable job**.

Thank you!



State
Employment Agency
Republic of Latvia

WEBSITE

www.nva.gov.lv

EMAIL ADDRESS

eva.lapsina@nva.gov.lv