

# SWOT analysis of the present and what can be developed. DMC, Disabled Making Career, Leonardo partnerskap 2013-2015

Konstruktiva konsult & Associates, Sweden

Sofia, Bulgaria project meeting 1, 2013-12-05

## Strengths

### Facts that we can effect /what strength priorities? And why?

- \* When a person has learnt to accept their disability it is an experience that they can take with them into their working life. Can inform their surroundings that we are all different and that it does not work to just mix in people who have disabilities. (AF Örebro)
- \* Present yourself from your strengths. When you talk about your weaknesses and disability should you even say what methods you have to overcome them? (Misa AB)
- \* Identify the facts that are necessary so at the job can work well help the client to search for a job that really works for them and is suitable instead of just searching for any job. (Misa AB)

## Opportunities

### Outside the organization/ who has the highest priority? How we can use these possibilities?

- \* According to sol. Social service law, they are supposed to work so that people with diminished abilities have the possibility to take part in society and live like others
- \* For example flexible working hours can make it easier for people with mental health problems to obtain and hold down a job.
- \* When an employer shall employ they are looking for competes, someone that can manage the job. When a person has SIUS support (an employment officer that works with supported employment methods) the employment officer shall be present when contacting the employer. they decide between them what is necessary to inform the employer about . If the handicap is going to affect the working life , it is better to inform the employer.. (AF Örebro)
- \* more knowledge – and that the government and organizations around the person, example municipality, Labor Market Office,, associations cooperate and do more together (AF Örebro)
- \* But wage support, compensates diminished abilities - it's there to enable people with disabilities to work under the same conditions as others. At the same place of work and for the same wage even if they cannot work as fast or as long. . (Funkaportalen)
- \* Lack of workers in the future can means that everybody is needed in the working life.

## Weaknesses

### Facts that we cannot change with our own sessions. Which difficulties need to be resolved short term? And long term.

- \* Difficulties in planning their time.
- \* Could be a problem coping with stress.
- \* Difficulties in handling social relations.
- \* If there is too much mess or aid to the individual and this takes too much time and resources there is a chance that the employer will tire. Or if the worker is absent a lot so the job does not get done. Or if the worker creates worry within the working group. The employer may say that there is to be no continuation in the probationary or practice job. (AF Örebro)

## Threats

### Which have the highest priority? In the short run? In the long run? How do we prepare and deal with threats?

- \* There are many myths about mental illnesses that contribute to making them a stigma
- \* Which in there turn stops the people who live with these problems from seeking help.
- \* Tasks are many times to specialized; an employee should have full capacity...If the support to the employer and the employed is withdrawn. (AF Örebro)
- \* See the person's whole life situation support in both working and private life. Today employment services focus on the working life and it's not sure that the person can handle working life when there are hassles in the private life.. (AF Örebro)

---

What needs developing, short term? *More knowledge and higher cooperation between authorities and organizations, better dissemination, distribution of good examples.* Long term? *Changing attitudes in working life and in the society to differences*