



DMC - Disabled Making Careers
“Job hunting and job coaching”
Plymouth, February 2015
Veronica, Konstruktiva konsult; Sweden



How ”Konstruktiva Konsult” works towards supporting people with disabilities to get a job

Veronica, project employed

In the DMC project in Sweden, the company ”Konstruktiva Konsult” has one employee named Veronica who is employed as an assistant in the project. Veronica has several Neurodevelopmental disorders such as Autism Spectrum Conditions, ADHD, DCD and dyslexia. Her disabilities comes with both disabilities and strengths. How it is to live with disabilities is individual differs from person to person.

Strengths and limitations

It is important for Veronica to have a well-structured living in order to have a good life, which is important for most people with autism. Advantages is that many people are very meticulous and has interests that they focus on a lot and become very good at. Having ADHD can result in difficulties in focusing and one might need to work in a calm environment in order to concentrate. Many people with ADHD are creative and inventive. When you have DCD you have motorized difficulties and practical matters take a lot of energy, one could say that DCD is a minor form of mobility handicap. Having dyslexia involves complications in reading and writing. The positive aspects are that if you practice a lot many people can improve and develop their skills. Veronica has a higher writing and reading capacity in Swedish than most other people who are not diagnosed with dyslexia. On the other hand, she struggles with English and has difficulties with reading, writing and pronunciation. Veronica would be an example to others, showing how one can work within the company even though she is having disabilities.

Significant interests that are met

Ulla, which is the owner of the company”Konstruktiva Konsult”, got to know Veronica while she was informing about self-employment at Arbetsförmedlingen. Veronica was in the audience and they got in touch afterwards. Being self-employed is a good alternative for someone who is afraid of starting a company all by themselves. To be self-employed implies that the self-employment enterprise sends out an invoice to the company who hired the employee and then takes care of the administrative part and pays the salary to the self-employed. The company only take a small fee for the service.

Ulla got interested when she heard about Veronica’s lectures about living with Neurodevelopmental disorders and Veronica’s own experiences from living with disabilities. She also knows how it is to work with disabilities since she works with the project ”DMC” Veronica got more involved and interested in the project and wanted to know more. This is why we started working together.



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SIUS-consultant, trainee

They also spoke to Veronica’s SIUS-consultant about the prospect of her doing job training and work with the project DMC. Veronica was a trainee for about 3, 5 months. Meanwhile the SIUS-consultant did follow ups and consulted Veronica through mail contact and visited the work place several times. Veronica has worked independently at several other work trials and did not need much assistance from the SIUS-consultant this time either. She did not feel like the consultant needed to assist her during her work days but instead deemed it better to have mail contact with her consultant and visits at her work place.

Possibilities to employment, Arbetsförmedlingen/ Labor Market Office instigates

Since Veronica enjoyed working at the work place she was thrilled when she got to know that there was possibilities for her to get employed. When Arbetsförmedlingen SIUS-consultant heard that the employer was interested in employing she contacted a particular administrator at Arbetsförmedlingen. This administrator decides which form of subsidized employment that is suitable and also a relevant level of wage subsidies. Documentation at Arbetsförmedlingen are used as backing for obtaining valid information about the job-seeker, such as medical information and such. A survey is being made in order to determine which level of economical compensation and also which form of subsidized employment that is specific for each individual. Today Veronica has a security employment six hours a week as project assistant at DMC. Furthermore Veronica continues to have lectures, for instance through being self-employed when she works up to ten hours a week and she has sickness compensation at 75 %.

Has been registered at the Arbetsförmedlingen/Labor Market Office for eight years

Veronica has been enrolled at the Labor Market Office for eight years. Firstly full-time until she was granted 75% sickness compensation after the Labor Market Office repeatedly had seen that her working capacity is reduced together with a large-scale investigation made by the medical care and they concluded the same thing. Veronica has had a SIUS-consultant who has helped her to search for trial work places for the past five years. Veronica has also made three work trials, at a bookshop, a library and an archive. Unfortunately none of them has led to any further employment even though it has been discussed at two of the companies. The reason for this is that oftentimes the employer cannot afford employing although there is a possibility to have the salary partly subsidized through allowances.

Knowledge and Experience

Veronica feels at ease and prosper at her present work and feels as though her competence and strengths are appreciated in the project. She has a university degree in Rehabilitation Science and she has also taken many courses about disabilities. In addition she is able to share her own story and experiences from living with disabilities. From the very beginning she has been able to come to different training days, which she really enjoys. At her earlier



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workplaces she did not get a chance to be involved in any training days or similar and she felt even more excluded from the group.

Limitations

Veronica has liked her earlier workplaces as well but she felt singled out from the rest of her co-workers due to the limitations that her disabilities comes with. Practical work, for example, is not optimal. When she worked at the library and the bookshop she got tired and had to take pauses in the lunch room in order to be able to finish the practical tasks, such as lining up books and similar. There are few tasks at the workplace that she has been able to do compared to the rest of her co-workers.

Level playing field

Even though many of her tasks within the DMC project are adjusted to her, Veronica does not feel as though she is distinguished from the others in the same way as she did before. She feels as though she can participate on equal terms. The adaptations that have been made help Veronica to have a well-defined structure in her work which ensures a good environment for her in which she feels secure. When this basic structure is available and she is given clear assignments where she can easily see what she should do she is often able to perform the work without further assistance. Possible assignments could be to read a book and write a summary or to post on the project's Facebook site. Some tasks can be made from home and then at a time chosen by Veronica herself. This is also good since she is able to perform the work when it suits her the best. There is a room at the workplace that you can schedule beforehand if you want to work in private, which Veronica needs in order to concentrate on her work. Some of the literature that is used in the project is in English and then one needs to find an alternative copy in Swedish. Veronica has difficulties understanding English due to her dyslexia. As an example, when literature was read in a group and then discussed together in MI, Motivating dialogues at a Skype meeting, Veronica read a Swedish book while the others read a book in English.

Being Self-employed

Within the company “Konstruktiva consult” there are possibilities to work as self-employed. Self-employment is an excellent way for a person with disabilities to be able to work. This gives the employees options to work to an extent that is suitable for them whether it is one or several hours, or in some cases at 50 percent. It is possible to be employed by different workplaces at once without working full-time. For example having, lectures, where self-employment is a good work form. Other examples are leader of a study circle, hostess, dance and music performer, homework help, service work and consultant work.

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