

SHAW TRUST, UK

Web Accessibility Services go for GOLD! Web Acc continues to go from strength to strength and our profile in the accessibility arena is currently at an all time high. Just when we thought this month couldn't get much better we were proved wrong (it doesn't happen often!) as we have just received official notification we have been successful in our tender to

provide accessibility services to Channel 4 who has won the rights to broadcast the London 2012 Paralympics!

This is a major coup for Shaw Trust and particularly for our Web Acc team, all of whom are looking forward to working closely with the Channel 4 Media Team on www.channel4.com/programmes and

www.e4.com. The competition was good, but we were able to demonstrate that we are better, and long may that remain.



INTEGRACJA, Poland

Over 30 people have benefited from the program of professional internships run by Integracja Centres. Although not every internship leads to employment with that employer, this route has offered many people real job opportunities, and has demonstrated a commitment from employers to employ people with disabilities.

To want means to be able

Agnieszka Gryczka has been in a wheelchair for the last 2 ½ years, previously working as a lawyer at the regional court. She has just completed her 3rd month of internship at a Publishing House. After a couple of months of staying at home she missed professional activity and human interaction and contacted the Centre of Integracja in Warsaw. She felt motivated by curiosity more than hope, but a week after registering she was of-

fered an internship. "We have an excellent partnership" said Beata Chanowska-Dymlang, from the Publishing House who are really excited about the internship. "We will definitely want Agnieszka to stay with us". The Board of the Publishing House did not think about employing a person with a disability, mainly due to the fact that the building was inaccessible. But reviewing the job role, along with possible adaptations, it was agreed that the work Agnieszka does may be done at home. Responsible for the wording on legal texts, Agnieszka communicates with her employer using mail or telephone.

Professionals wanted

Employers look first for internships for office work, although there have been some demands for lawyers or IT specialists. "It is easier to find a job if someone has

particular competences" explains Igor Lutomirski, Adviser on Job Placement, from Warsaw Integracja Center "but it is more difficult to find those candidates."

An employer with imagination

Beata Chanowska-Dymlang says that many people have worked before in the position presently occupied by Agnieszka Gryczka. "Very often they failed, they were not precise enough and they did not keep to deadlines. I was fed up with their irresponsibility".

The 3-months internships were financed by ESF Project. The employers had to cover training on security and hygiene at work (obligatory for employment in Poland). Each person with disability had a guardian at the company and could be supported by an assistant (if needed).

INTERWORK, Australia

Talisa Wilson is a young woman who comes to appointments

with a bright, bubbly & warm personality, but underneath this

exterior her true self has been a vast contrast from this.

Talisa has been a client of Interwork Morphett Vale since November 2008 and has in that time had many ups and downs. In 2009 she managed to finish a Certificate II in retail, but it was identified that she would need support to complete the course as Talisa's anxiety issues were becoming a problem.

Through Interworks efforts a Work Experience placement was set up for Talisa at the local K-Mart. However due to incompatibility Talisa left the work trial after a ½ day. Further situations made it more difficult for Talisa but she was full of hope and very deter-

mined and in March 2010 our new Business Development Officer, Sonica Mann, sourced a vacancy with a clothing alterations business in Southern Adelaide. Instantly, we thought Talisa would be great in this environment and would contribute to the success of the business as well as her own personal growth.

Understandably, Talisa was nervous and apprehensive about her new job. With the support of the store owner, staff and the team at Interwork, Talisa saw hope and we knew that the owner, the staff, the role, and the situation were

perfect for Talisa and that for the first time she felt positive.

Talisa has found independence through employment and she continues to develop her own personal and professional success.



Talisa

MOTIVATION, Romania

Last month Motivation organised a Jobsfair, specifically aimed at encouraging employers to recruit disabled people.

The day became somewhat overwhelming with over 25 employers attending what was initially expected to be a 10 company event! Attendees included large recruitment firms like Luger, Adecco, GI Group and HR-Specialist, along with representatives from retail, bakeries and construction. In all some 40 jobs were offered. This was a fantastic result considering only 3% of disabled people

in Romania have a job leaving some 404,000 disabled people out of work; with many employers still reluctant to hire disabled staff.

Particular successes included job outcomes for two men with Downs Syndrome (Ionut is pictured). Auchen were really impressed with their skills and invited colleagues from different departments to come and meet them.

Emotional impact is a major factor in relationship building and trust for people with this condi-

tion. Following a second interview, they were both told they had been successful and are now employed in the local bakery. The employer is pleased and their parents are very impressed with their children's abilities as they had previously been very sceptical, and did not think they could work.

This awareness raising event is being replicated in other counties in Romania over the next year and we are sure they will be just as successful, as the move to promote employing people with disabilities in Romania gathers momentum.



Ionut at the jobs fair

Don't forget to send your good news story through every month for the next edition of the Shaw Trust group update.