Future of the Social Care Workforce

Helsinki, 4 October 2019
People with Disabilities. The Spanish context

- **9% of the Spanish population**
  - 3.85 million persons
  - 1 in 5 Spanish homes
  - 59.8 % women

- **Organized Disability Movement: CERMI** (Spanish Disability Umbrella Organization) and umbrella organizations by disability type (physical, intellectual, hearing, visual, learning, etc.)
ONCE Foundation at a glance

Mission: To contribute to the full social inclusion of people with disabilities, mainly through employment and universal accessibility.

Board of Trustees: ONCE, Public Administration and Disability Movement (National Umbrella Organizations)

Annual Budget - € 100 million:

- ONCE (Lottery sales) - 72%
- European Social Fund (Intermediate Body since 2000) - 20%
- Other sources - 8%

Priorities:

- Training and Employment (70%)
- Universal Accessibility, Design for All and Independent Living (30%)

Grantmaking (around 1,900 projects supported last year)
Employment Creation – 3 main lines:

1. **Grant Program (Third entities)**
   - Main figures 2018:
     - 71.7M € awarded
     - 1,957 projects

2. **Entrepreneurship Program**
   - Comprehensive support to entrepreneurs with disabilities.
   - 5,000 served last 10 years
   - 1,735 entrepreneurs (15 million €) since 1988.
   - Main figures 2018:
     - 420,000 € awarded
     - 64 entrepreneurs

3. **Inserta**
   - 9,632 jobs in 2018
   - 4,067 for ONCE Social Group
Inserta

ONCE Foundation’s human resources consultancy, expert on disability.

Market leaders in matching professionals with disabilities and job offers.

Over 300 professionals and 33 regional offices in Spain.

Over 25 years of experience

Over 9,000 job placements in 2018. Tailored assistance to global companies & SMEs.

Over 230,000 jobseekers with all types of disabilities and professional profiles in our database.
Inserta – Main figures

By 31 August:
- **Database**: 276,504
- **PwD Trained**: 10,955
- **Jobs**: 6,474

2018:
- **PwD trained**: 16,077
- **Jobs**: 9,160

2019:
- **PwD trained**: 10,955
- **Jobs**: 6,474
The Future of Work – Trends

- **World of work in constant change**: technological developments, SDGs (environmental sustainability, urbanization, inequalities…), political instability, globalization, demographic changes…

- **More flexibility** (temporary contracts, frequent job changes…)

- **New ways of working** (online, tele-working, work by projects, agile methodologies)

- **Automation** (less routine jobs, displaced jobs, new jobs)

- **Changes in preferences and perceptions** of employment, work ethics, work/life balance.

- Quick **ageing of knowledge** and skills – constant training essential

- **New economic models**: Collaborative Economy.
Sustainability of Employment Services

In a fast changing world, the sustainability of our employment services highly depends on our capacity to understand and adapting to the employers’ and labour market’s requirements.

MAIN CHALLENGES

TRAINING:
- Skills

EMPLOYMENT:
- Jobs
- Recruiting processes
Digital Transformation and the Future of Jobs


- **By 2025** machines will perform more current work tasks than humans, compared to 71% being performed by humans today.

- The rapid evolution of machines and algorithms in the workplace could create **133 million new roles** in place of **75 million that will be displaced** between now and 2022.

- Roles set to experience **increasing demand** across all industries (all of them significantly based on technology):
  
  - Data Analysts and Scientists
  - Software and Applications Developers
  - Ecommerce and Social Media Specialists

The job offer in the technology sector is not covered due to the lack of qualified professionals.

This is especially true among **people with disabilities**, who, additionally, usually develop many of the jobs expected to be displaced with digital transformation.
Digital Recruiting - Risks

- **Al-assisted recruitment:**
  - Risk for algorithms not being neutral, and reproducing human *biases*. 
  - People with disabilities might do things in a different way, or look or act differently, therefore *not fitting the patterns* learned by machine learning.

  ![Image of AI and person]

- **Accessibility:** Non-accessible online job advertisements, applications, screening tools and digital processes can *prevent applicants with a disability from even applying for jobs*, avoiding talented individuals from being considered for a position.

  ![Image of computer screen with accessibility icons]
Our approach

- **Digitalizing** processes
- **Training** our staff – A30 Program
- Assigning **transformation responsibility** to leadership positions
- Internal and external **data analysis**: employers, job seekers, labour market.
- Developing **specific programs** – *Por Talento Digital*
Companies can upload job offers and review the professional profile of those candidates who apply for an offer.

Jobseekers can upload their CV or video CV and find all the training and job offers available.

Fully accessible online platform aimed at providing a faster and more effective service both to jobseekers and employers.

And shortly on Portalento ...

New app!

www.portalento.es
What’s the A30 Program?

It’s a Training Program aimed at developing a Digital Transformation, based on the singularity of each individual in the organization.

Through trending Digital Technologies and 30 Digital Tools, training sessions are conducted with experts who are using them on a daily basis.

It has a threefold Goal:
- Increasing the automation level.
- Keeping the knowledge within the Organization.
- Identifying projects that favour new Business/Service Models.
Digital Evaluation of professional skills
Microcomputer systems, web surfing, Cobol Java, Visual basic, Cisco Networks, Data processing, Administration apps

2016
Individual Grants for Digital Training
Big Data

2017
Digital skills
Mainframe Programming, Data analysis, App development in Java, Web development

2018
Professional Certifications
Data processing & Software testing (Asperger)

2019
E-Commerce & Digital Communication
Java Programming
Digital Academy

Specific programs
¿Sabías que las competencias digitales aumentan las posibilidades de encontrar empleo?

Training Program focused on digital skills and technological jobs

¿Qué es el Programa Por Talento Digital?

Por Talento Digital es un programa de formación permanente en competencias digitales y profesiones tecnológicas de la Fundación ONCE orientado a la adquisición de conocimientos y cualificación tecnológica y digital de las personas con discapacidad para favorecer así su inclusión laboral en profesiones con alta demanda en el mercado de trabajo, multiplicando de esta forma sus perspectivas profesionales.

Próxima convocatoria de becas

Próximamente se abrirá la convocatoria de becas de formación individual.

¡No pierdas la oportunidad!

Información
Data analysis

- **External:** ODISMET (Observatory on Disability and Labour Market)
  Online Observatory that gathers, analyses and shows all public existing statistical data at international, national and regional levels, as well as information from administrative records and private sources ([www.odismet.es](http://www.odismet.es)).

- **Internal:** Dashboard
  analysing information from Inserta’s database
Thanks!

Sabina Lobato
slobato@fundaciononce.es