



WP3- T3.4 Development of a *Vademecum* and a checklist to make youth organizations able to provide inclusive services and accessible material to boost youth employability for all.

Social inclusion is the condition in which all individuals live in a state of fairness and equal opportunity.

Social inclusion pushes for change in the cultural and social system in order to favour the active and full participation of all individuals.

The concept of social inclusion is based on the recognition of a person's right. This right is the main means to enable the person to counteract social and labour exclusion which, by definition, is the opposite perspective to the inclusive perspective itself. The inclusive perspective determines that the strategies and actions to be implemented towards the person with disabilities must be aimed at removing all forms of social exclusion that the person with disabilities may encounter in his/her life.

According to the figures shown in the Youth Employment Support, <https://ec.europa.eu/social/main.jsp?catId=1036>, during the aftermath of the global 2008 financial crisis, youth unemployment went up from 16.0% in 2008 to a peak of 24.4% in 2013. The figures went down dramatically since, with record lows of 14.9%, just before the COVID-19 pandemic hit. However:

- youth unemployment always remained more than twice as high as general unemployment
- a stable labour market integration started to take longer, with many job-to-job transitions and means of precarious work
- vulnerable groups, such as youth of racial and ethnic minorities or young people with disabilities, continued to be disadvantaged throughout this period
- youth inactivity did not decrease nearly as much as youth unemployment.

All of the issues that affect young people, such as access to education, employment, health care and social services, also affect youth with disabilities, but in a far more complex way. In many communities, both rural and urban, the environment is immensely challenging for people with physical and intellectual barriers that make it hard for them to participate in social life.

Effective job placement can be very important for youth and youth with disabilities to increase their sense of self-efficacy, self-esteem and self-realisation, to direct their activities towards something "useful" and "productive", to enhance their skills, autonomy and sense of adulthood, to promote personal and relational enrichment, and at the same time it represents one of the fundamental and central steps in the process of social inclusion.

Through youth work and in youth organizations, young people and young people with disabilities gain valuable non-formal education and become active citizens. This integrates them into society and helps them perform better in everyday life.

The following points ensure that a youth organization that wants to develop support services for youth employability is inclusive.

In general *youth organizations should have into consideration:*

1. Talk to the young people not their assistant, guide or interpreter.
2. Before you provide any help, try to find out if he/she need it and how to do it in a better way
3. Be aware of the degree of accessibility of the centre in order to be able to inform the young people correctly.



4. Make sure he understands you and give him/her time to express himself/herself and communicate his/her doubts.

Related to the inclusive support services for youth employability:

1. The youth organisation has a well-structured job orientation course.
2. The youth organisation owns a team trained in job placement for people with intellectual; physical; deaf and blind disabilities.
3. The youth organisation provides a training module focused on the "words of the working world", e.g.: shifts, colleagues' tasks, full-time and part-time contracts, recruitment, etc.
4. The youth organisation creates situations that can occur at work, through sketches or video projections, in which one identifies what is right and what is not right to do to be a good worker.
5. The youth organisation is responsible for the compilation of the curriculum vitae.
6. The youth organisation rehearses number of job interviews.
7. The youth organisation has direct contacts with employment office operating on a territorial basis to search for applications in its territory.
8. The youth organisation provides tutoring in the selection process and initiation of job placement.
9. The youth organisation provides tutoring and monitoring of people in the employment context.

For the people with intellectual / disabilities youth organizations should have into consideration:

1. The youth organisation uses simple but not childish language during training.
2. The youth organisation uses slides and texts in a simplified language, rich in images that act as an anchor for even the most abstract speeches.
3. The youth organisation avoids metaphors and paraphrasing and use clear and concise sentences.
4. The youth organisation uses examples, if the person with a disability does not understand what you want to say, use examples.
5. The youth organisation doesn't underestimate young people, consider his/her comments and proposals without diminishing them.
6. The youth organisation has patience in a stressful situation and he/she is stressed you wait he/she calm down
7. The youth organisation lets him/her speak and they don't finish the words he/she is trying to utter.
8. The youth organisation respects his/her decisions and if he/she makes a decision, they don't try to convince him.
9. The youth organisation takes into account that he/she may have problems understanding time, schedules, calendars...

For the people with physical disabilities youth organizations should have into consideration:

1. If he/she does not ask for help, the youth organisation just pay attention to the journey and any barriers or obstacles that may be present.
2. If you do not know how the chair works, the youth organisation asks the person how you can help and follow their instructions.
3. To talk to the young people, the youth organisation position itself in front of them so that they do not have to lift or turn their head.
4. The youth organisation put everything they may need within easy access.
5. The youth organisation doesn't rush him, respect his time to carry out the actions.
6. The youth organisation doesn't not remove or separate their technical support

For the deaf people youth organizations should have into consideration:



1. The youth organisation gets their attention, before talking to them, make sure they are paying attention with a signal or touch them on the shoulder
2. The youth organisation uses your body language to complete the communication, but don't overdo it.
3. The youth organisation speaks clearly, without overreacting, and avoid having objects in your mouth or covering it. There is no need to raise your voice.
4. The youth organisation speaks to him/her, if accompanied by a sign language interpreter (ILSE), speak directly to the deaf person.
5. The youth organisation holds your position, don't turn around or change position, he won't be able to read your lips.
6. The youth organisation doesn't talk while you walk, it is better not to talk while you walk next to them.
7. The youth organisation doesn't speak at the same time, in a group conversation it is important to speak one at a time.

For the blind people youth organizations should have into consideration:

1. The youth organisation starts the conversation by referring to the young people by name, if you know him or her.
2. The youth organisation speaks clearly and slowly, without shouting or replacing words with gestures.
3. The youth organisation in case of risk, use concrete commands such as "Stop!" or "Stop!" and offer an explanation immediately.
4. The youth organisation doesn't use indeterminate expressions ("This", "There"...) but those that indicate a concrete position ("In front of you").
5. The youth organisation explains the space to the young people and accompany him/her on a walk-through if requested and remember not to move things around.
6. The youth organisation indicates obstacles, stairs, changes of direction, doors...