



Workshop 11:

How to best support people with autism and intellectual disabilities?

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#Employment4All



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Labour enclaves, integration into mainstream work environments

Inclusive employment through labour enclaves and the integration of individuals with intellectual disabilities into mainstream work environments

Fundació Espurna de la Comunitat Valenciana



- **Location:** Valencian Community, Spain
- **Founded:** 1996
- **Purpose:** To support and integrate people with disabilities, mainly intellectual, into the labor market and improve their quality of life through occupational centers, supervised housing, and the promotion of leisure and sports.

We generate employment through labor enclaves, as well as through our own restaurant and eco-friendly vehicle cleaning services.

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What we want to highlight

- **Model:** Contract with regular companies to promote employment for people with special difficulties in accessing jobs.
- **Inclusion in general work environments:** Groups of people with disabilities work alongside employees without disabilities, in the same environment, performing the same tasks, accompanied by a facilitator.
- **Challenges:** Generate employment for people with intellectual disabilities, inclusion in the collaborating company, and promote the transition from protected employment to regular employment.

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Objectives and Approach

- **Avoid fears:** From both sides, the worker and the employer.
- **Showcase abilities:** Eliminate prejudices through day-to-day interactions with the people who will be integrated.
- **Create personal relationships:** Between the workers of the enclave and their colleagues in the collaborating company. Direct knowledge of the person facilitates their transition.
- **Adapt the environment:** Adjustments are made before and during the time the enclave is in place.
- **Increase communication:** Having a facilitator ensures continuous communication.

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Results and Achievements

- **Positive impact:** Inclusion of people with severe disabilities in regular companies.
- **Sectors of collaborating companies:** In the automotive, food, wood industry, cardboard handling, and textile industries. Performing quality control and handling on production lines.
- **Growth:** From 5 employees in 1997 to 100 today in 2023. Transition to regular employment at a rate of 2% annually.
- **Recognition:** Companies value the professionalism and the positive cultural impact on their teams. It fosters personal relationships.

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Challenges and Lessons Learned

- **Operational challenges:** Managing teams with different abilities, adapting workstations, and maintaining transitions.
- **Workplace stigma:** Whenever something goes wrong, it's blamed on the person with intellectual disabilities or their group. There is a need to overcome this stereotype.
- **Competition among Special Employment Centers :** Difficulty competing with non real labour enclaves and SECs that employ people with physical or sensory disability and are for-profit.
- **Lessons:** Establish continuous communication. There's a need for regulatory changes and operational planning tools to sustain the model. We need to be held to high standards; if we are treated with "charity," we lose the job.



Thank you!

Now let's move to the Interactive part of the session - **Fostering Inclusion: practical solutions.**

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