

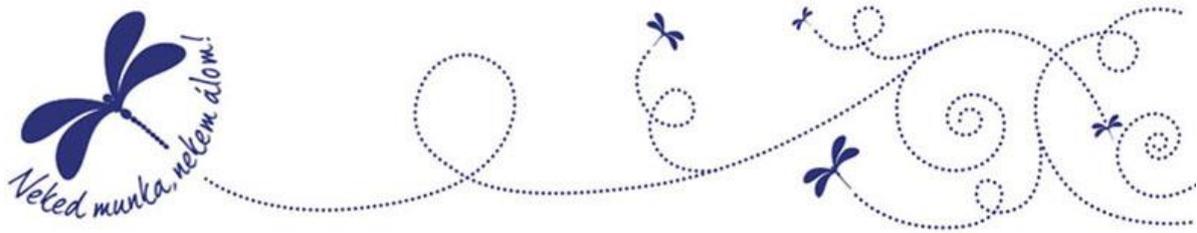
JOB FOR YOU, DREAM FOR ME! PROGRAM HUNGARY

2017.



Veronika Biro, Project Manager
Written on behalf of the Ministry of Human Capacities and the Equal Opportunities of
Persons with Disabilities Non-profit Ltd.

In 2017, JOB for you, DREAM for me! program was financed by the Ministry of Human Capacities and
the Equal Opportunities of Persons with Disabilities Non-profit Ltd.



Background, history and goals of the program



In Hungary only 1 in 3 people with disabilities has a job. Many of them would be able to work, but they don't have a chance because of the prejudices and fear. Another reason for this issue is the uncertainty of employers face.

They are unsure how a disabled person could effectively work in a certain place at all, what kind of accessibility requirements, pre-investment or preparations are needed in order to make disabled people able to work there. Without employment, many disabled people struggle with serious social problems, and are forced to live on the edge of society.

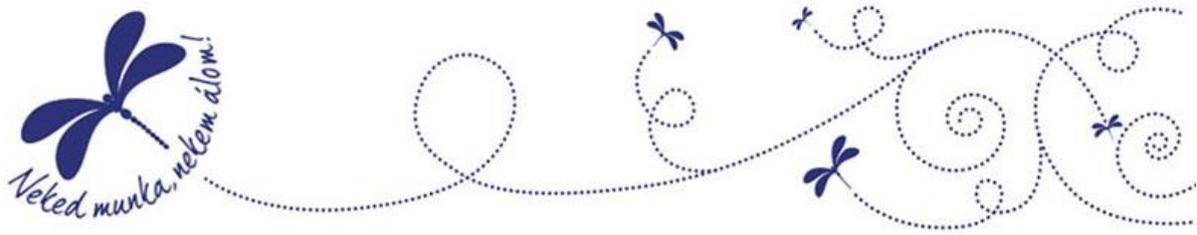
In summery, the main cause of this problem is a lack of information. Employers lack knowledge and experience regarding disabled people; in addition, many disabled people are unaware of their options or their own capabilities. There are few opportunities for a disabled person and a non-disabled person to meet in the working world, and in their everyday life as well, even though the only way to break down the prejudices efficiently is through personal interactions. These interactions open the door to tolerance, which is even more important than the work issue.

To answer this problem, Salva Vita Foundation introduced **JOB for you, DREAM for me!** program in 2015. The program was an adaptation of the Irish Job Shadow Day organized by IASE (Irish Association of Supported Employment) for years.

The aim of the program was bringing people with disabilities and employers together for one day to:

- promote equal employment opportunities and acceptance of disabled people in the everyday life,
- reduce fears, prejudices and false information regarding disabilities by organizing personal meetings between them,
- highlight the positive contribution people with disabilities can make at work,
- increase the chances of disabled people for work.

In 2017, JOB for you, DREAM for me! program was financed by the Ministry of Human Capacities and the Equal Opportunities of Persons with Disabilities Non-profit Ltd.



In the course of the first *JOB for you, DREAM for me! Day* in 2015, 15 disabled people and 15 employers met in person in Budapest. It was the first pilot program, but nationwide dissemination was a strategic goal.

In 2016, Salva Vita cooperated with five partner organizations in the country, and as a result, *JOB for you, DREAM for me! Day* was organized not only in Budapest but also in five additional countryside cities the next year: Pécs, Szekszárd, Miskolc, Szeged and Debrecen with the participation of more than 40 disabled people.

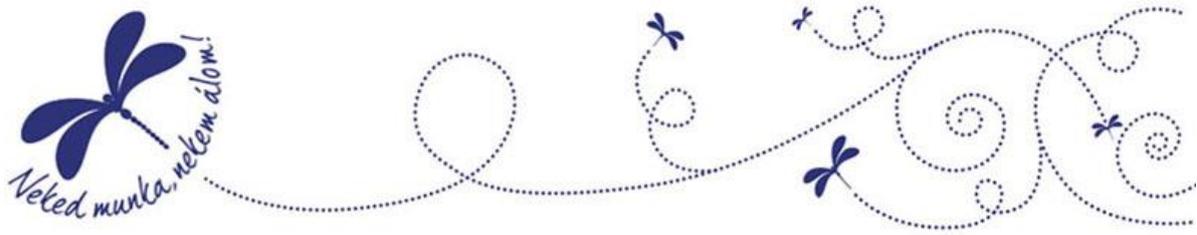
In 2017, the program was financed by the Ministry of Human Capacities and the Equal Opportunities of Persons with Disabilities Non-profit Ltd. With the new financial support, Salva Vita Foundation and 13 civil partners worked together to organize a national event between 30th May and 2nd June. This year, more than 260 disabled people joined the program and *JOB for you, DREAM for me! Day* was organized in every Hungarian county (19 counties) and in the capital. Salva Vita and its civil partners made 260 dreams come true. After the successful campaign, more than 40 disabled participants were able to find employment in the open labor market.

Schedule of the program



In the course of *JOB for you, DREAM for me! Day*, disabled participants explore the world of work by 'shadowing' someone (the workplace mentor) in the workplace as they go about their normal working routine. In this way, the program affords disabled people the opportunity to gain an insight into the world of work. They get a chance during this day to look at an environment or a position that was a dream for them, furthermore, they can learn more about job requirements and employers' expectations.

In 2017, *JOB for you, DREAM for me!* program was financed by the Ministry of Human Capacities and the Equal Opportunities of Persons with Disabilities Non-profit Ltd.



This visit also gives a chance for the disabled individual to introduce himself/herself, so the staff of the workplace has a chance to get to know the disabled person's personal characteristics, abilities, interests and his/her special circumstances. So colleagues at work get to know a person, who they had previously had no or barely any personal experience with.

Meanwhile employers can promote and encourage an inclusive workplace, and are able to demonstrate their commitment to equal employment opportunities.

The disabled participants arrive at the workplace with prepared mentors who help build the relationship between the two parties. Mentors get acquainted with the participants and the workplaces in advance, they help if needed for a successful day or might just observe from the background how the "dream day" is going.

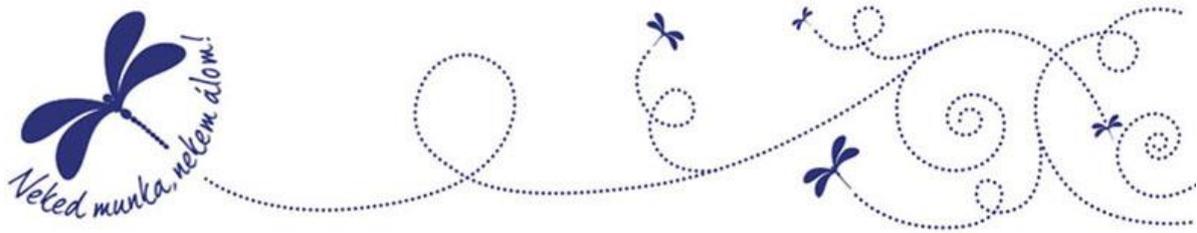
To increase social awareness and to make the project well known in Hungary, national media campaign is organized around the event every year. The intense media campaign helps the civil organizers and the investors get the message out to the Hungarian society and the disabled people:

- Make relationships with disabled people and give these people a chance to introduce themselves.
- We encourage all disabled people to believe in their dreams.

The JOB for you, DREAM for me! Day starts with a press conference in Budapest (and local press conferences in the countryside), where organizers invite participants, employers, investors and media representatives, journalists and TV channels. After the conference, the JOB for you, DREAM for me! Day starts. The media representatives have a chance to follow one of the disabled participants to the workplaces so the "dream day" can be presented as it actually happens.

It is not a specific aim of the JOB for you, DREAM for me! Day to find a job at the given workplace for the participants. However, in the long term, it is expected that in some cases, real employment may be offered. It is possible that the employee will not be a disabled participant of the program, but the experiences will open the employer's eyes to hiring disabled people in the future.

In 2017, JOB for you, DREAM for me! program was financed by the Ministry of Human Capacities and the Equal Opportunities of Persons with Disabilities Non-profit Ltd.



The main strengths of the JOB for you, DREAM for me! program:

- Over the past three years, 320 disabled people and more than 300 employers have joined the program.
- The program effects the local environment and the whole society at the same time: thanks to the personal meetings, the acceptance of disabled people will increase locally, and with the help of the media attention focusing on the event, society's approach towards disabled people can change.
- The program creates real cooperation, a civil network between the civil organizations organizing the JOB for you, DREAM for me! program in Hungary. The option of joining the event is open to every ngo-s that would like to work on the social acceptance of disabled people, to help them have equal rights and to create an inclusive society.
- The program develops year on year, while still keeping its fundamental principles.
- New relations can form between the non-profit and the for-profit area, dialogues and experience sharing can start between these two parties, which can result in common programs.
- Organizations keep in touch with the participant employers, disabled people and supporters, so the program creates long-lasting cooperation regarding even other services.
- The civil organizations (their work, activities and clients) are seen more clearly through the JOB for you, DREAM for me! program introduced by the media, their local support can grow.
- NGO-s working for disabled persons' interests and their social integration get a new tool to achieve their own goals.
- The program effects the local environment and the whole society at the same time:

More information:

- <http://nekedmunka.hu/>
- veg.katalin@salvavita.hu; Managing Director
- biro.veronika@salvavita.hu; Program manager

In 2017, JOB for you, DREAM for me! program was financed by the Ministry of Human Capacities and the Equal Opportunities of Persons with Disabilities Non-profit Ltd.