

„Development of sustainable networks” Job Alliance Styria

Partner/ stake holder

Network Size:

NGOs and projects, related with the professional integration of persons with a handicap.

Relevant Labour Market offices and the Chamber of Commerce, social help department (regional office), EU - Management region offices.

Background:

In any way related with the professional integration of persons with handicap and institutions with labour market political duties.

Organizations Representative:

Human resource Managers and those who are responsible for the personnel, persons with a management function and also persons that work with persons with a handicap.

Duties and place of employment

Personality:

No special criteria are needed, but persons with social skills will have an advantage. (Particularly companies)

Differences and similarities

Business Management versus social thinking/

Employment related with the labour market and the labour integration.

Reason and intention

The company management wishes, regarding the employment of persons with handicap clear responsibility; a coordinated proceeding with the company contacts (supporters of integration projects)

For the exclusion of double track and the use of synergy effects different participants will coordinate the activities.

The JobAllianz is the region the inter face machine to all the questions regarding the labour integration for people with disabilities.

Advantages are brought by systematic job exchange information and coordinated procedures

Added value

Projection of information during improvements, motivation in the development of new services, common platform to identify deficits (For example in the area of regulations and laws)

Setting of objectives and objectives

See intention - define selected objectives, when the network partner wishes an exchange and discussion of special subjects

Development of a concept and an approach

There are no prevails of heterogeneity in the group – in first place a JobAlliance coordinator will define the network.

Identification degree

The network is seen as a service of JobAlliance and as an exchange platform, therefore the identification degree is minimized.

Criteria

Formal/informal

There are no formal structures, the meetings have no obligation.

Engagement

Negotiated results are included in to the norm; any how there are no controls regarding responsibilities.

Regulation and control

The controls are made by the Joballianz coordinator.

Dates, topics, participants

There is any formal steering group.

Duration and intensity

Every year 2 till 3 small networks meetings and 1 symposium take place.

Character and relations in the Network

Kind and composition of the relations

Job relations, initiated by personal contacts of JobAllianz (basis: concept of the JobAlliance in the valid frame)

Relation quality

Good personal contacts have been developed, over the past 5 years.

Involvement and responsibility

The small network meetings are attended by 80% of the invited persons, the big ones for the 30% (expanded group of invited persons).

Rules over the contacts approach

Contacts approaches (invitations) are made by JobAllianz

In case network participants are interested in special subjects, they direct themselves to JobAllianz.

Flow of communication and information

Written invitation and protocol needed.

Terms

Intern/extern

Presentation made by JobAllianz. (Usual rules conversation).

No external terms.

Financial and personal resources

Personal: In JobAllianz frame, the 1 person with 39 weekly hours has a budget of €500,00 per year.

Output and special activities

2005 Symposium over "Prevention", Symposium 2006 over the subject "New persons with a handicap employment law"

Positive experiences/ positive factors for success

Sufficient time resources for the essential organization, subjects and advisors according the networking partners needs, good preparation of the presentation, enough time for discussions.

Date

Early afternoon, open end.

Negative experiences/ obstacles

There is an excessive supply of network, therefore the subject is already inflationary; the participants expectations are often not accomplishable, because there is no decision making power.

Sustainability

The network partners and the public sensitization regarding handicaps (media articles about the meetings)

Improvement of engagement based in the labour standards of persons with a handicap.

Institutions overall knowledge management through experience exchanges