



BEO Project Needs Analysis National Report – Slovenia (October 2024)

**BEO Project (Business Engagement Odyssey) -
Employer Engagement Training and Good Practice Guide
(Ref: 2023-1 – BEO2-KA220-VET-000164060)**



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BEO Project Activity 2.4 – Slovenia National Report

No of responses - 32 completed Supported Employment Professional Questionnaire
14 Completed Employer Questionnaire

SECTION A – RESULTS OF THE SE PROFESSIONAL SURVEYS

1. The **METHOD** of survey participation (identify how the participants answered the questionnaires:

Face to face **Online (Google Forms)** Other

2. **DEMOGRAPHIC DATA** (identify the participants in the table below)

Gender*		Age Group					Working experience in the SE field:				
F	M	<25	26-35	36-45	46-55	>55	0-1 yrs	2-5 yrs	6-10 yrs	11-15 yrs	more than 15 yrs
27	4	0	7	8	10	7	5	2	5	2	18
84,38	12,50	0%	21,88	25,00	31,25	21,88	15,63	6,25%	15,63	6,25%	56,25%

* Gender: 1 participant didn't want to answer, all together 32 participants answered the questionnaire.

3. **COMPETENCES OF SE PROFESSIONALS** (indicate how many participants answered to the following items)

1. In your opinion: is there a need of a specialized training course in employer engagement area?						
Strongly agree	Agree	Neither agree nor disagree		Disagree	strongly disagree	Don't know
14	13	3		1	0	1
43,75%	40,63%	9,38%		3,13%	0%	3,13%

2. How assured do you feel in contact with employers?			
Highly assured	Partly assured	Partly unsure	Unsure
13	19	0	0
40,63%	59,38%	0%	0%

3. How often do you use the following competencies in the employer engagement process?				
a. Activate and search with the client for suitable job opportunities				
Always	Very Often	Sometimes	Rarely	Never
22	10	0	0	0
68,75%	31,25%	0%	0%	0%
b. Contact employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)				
Always	Very Often	Sometimes	Rarely	Never
12	16	4	0	0
37,50%	50,00%	12,50%	0%	0%
c. Identify the needs of the employer				
Always	Very Often	Sometimes	Rarely	Never
13	14	5	0	0
40,63%	43,75%	15,63%	0%	0%

d. Carry out job analyses to understand prospective employment opportunities				
Always	Very Often	Sometimes	Rarely	Never
11	15	5	1	0
34,38%	46,88%	15,63%	3,13%	0%
e. Mediate between employer and client/ Negotiate the hiring				
Always	Very Often	Sometimes	Rarely	Never
12	16	3	1	0
37,50%	50,00%	9,38%	3,13%	0%
f. Use methods to match individual job seekers to paid employment opportunities				
Always	Very Often	Sometimes	Rarely	Never
11	18	3	0	0
34,38%	56,25%	9,38%	0%	0%
g. Analyse and create instruments to support the insertion of employee (job seeker)				
Always	Very Often	Sometimes	Rarely	Never
5	20	3	3	1
15,63%	62,50%	9,38%	9,38%	3,13%
h. Monitor the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise				
Always	Very Often	Sometimes	Rarely	Never
6	16	6	4	0
18,75%	50,00%	18,75%	12,50%	0%

4. In your opinion, what competencies are necessary to be improved at SE practitioners through a training course in employer engagement? Rate each competence on a scale from 5 (very necessary) to 1 (not necessary)				
a. Activates and searches with the client for suitable job opportunities				
5	4	3	2	1
14	9	5	3	1
43,75%	28,13%	15,63%	9,38%	3,13%
b. Contacts employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)				
5	4	3	2	1
16	9	5	1	1
50,00%	28,13%	15,63%	3,13%	3,13%
c. Identifies the needs of the employer				
5	4	3	2	1
14	11	5	2	0
43,75%	34,38%	15,63%	6,25%	0%
d. Carries out job analyses to understand prospective employment opportunities				
5	4	3	2	1
16	10	5	1	0
50,00%	31,25%	15,63%	3,13%	0%
e. Mediates between employer and client/ Negotiate the hiring				
5	4	3	2	1
9	14	7	2	0
32,40%	52,90%	8,80%	5,90%	0%
f. Uses methods to match individual job seekers to paid employment opportunities				
5	4	3	2	1
12	14	4	2	0
37,50%	43,75%	12,50%	6,25%	0%

g. Analyses and creates instruments to support the insertion of employee (job seeker)				
5	4	3	2	1
12	14	4	2	0
37,50%	43,75%	12,50%	6,25%	0%
h. Monitors the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise				
5	4	3	2	1
12	10	9	1	0
37,50%	31,25%	28,13%	3,13%	0%

4. KNOWLEDGE (indicate how many participants answered to the following items)

1. Please, rate your need of knowledge in your current field of work related with employers engagement on the scale from 5 (very needed) to 1 (not needed)				
a. Knowledge about local, regional and national labour market (current job market and trends, sources, how to access them, knowledge of each of the employer's doing business in the locality)				
5	4	3	2	1
20	7	3	2	0
62,50%	21,88%	9,38%	6,25%	0%
b. Business systems / Knowledge of economic process and theories				
5	4	3	2	1
8	11	9	4	0
25,00%	34,38%	28,13%	12,50%	0%
c. Current national and international employment and equality legislation requirements for the workforce				
5	4	3	2	1
12	13	6	1	0
37,50%	40,63%	18,75%	3,13%	0%
d. Knowledge of corporate culture and various policies (e.g. Diversity, Equity and Inclusion - DEI strategy)				
5	4	3	2	1
9	13	8	1	1
28,13%	40,63%	25,00%	3,13%	3,13%
e. How to make initial contact with employers across different sectors in a way that engages and interests them				
5	4	3	2	1
20	9	1	2	0
62,50%	28,13%	3,13%	6,25%	0%
f. Knowledge about working in partnership with entrepreneurs and building networks				
5	4	3	2	1
9	18	4	1	0
28,13%	56,25%	12,50%	3,13%	0%
g. Knowledge of recruitment methods				
5	4	3	2	1
14	13	4	1	0
43,75%	40,63%	12,50%	3,13%	0%

h. Why and how reasonable adjustments may need to be made to secure equal access to paid employment as well as the safety and welfare of those in paid employment				
5	4	3	2	1
16	9	6	1	0
50,00%	28,13%	18,75%	3,13%	0%
i. Knowledge of workplace teaching methods and their applications				
5	4	3	2	1
17	10	2	3	0
53,13%	31,25%	6,25%	9,38%	0%
j. How to conduct task and job analyses to understand all aspects of employment opportunities				
5	4	3	2	1
19	6	3	4	0
59,38%	18,75%	9,38%	12,50%	0%
k. Knowledge and methods to match individual job seekers to paid employment opportunities				
5	4	3	2	1
15	12	3	2	0
46,88%	37,50%	9,38%	6,25%	0%
l. Techniques used to advocate for support to achieve positive outcomes				
5	4	3	2	1
18	9	5	0	0
56,25%	28,13%	15,63%	0%	0%
m. Knowledge about lifting and mobilising natural supports for individual support				
5	4	3	2	1
16	12	4	0	0
50,00%	37,50%	12,50%	0%	0%
n. Techniques for coaching and supporting learning in and outside the workplace				
5	4	3	2	1
13	16	3	0	0
40,63%	50,00%	9,38%	0%	0%

5. The most needed SKILLS of SE Professionals in respect of employers in an ever-changing labour market, with challenges from globalization, digitization, robotization and aging made by the participants

1. Knowledge, understanding, and trying
2. CHARACTERISTICS OF THE PROFESSIONAL: adaptability, responsiveness, cooperation and networking skills, resourcefulness/inventiveness, empathy, flexibility, insight, social skills, professionalism/ professional underpinning, acceptance of vulnerable groups, and less prejudice from society as a whole
3. DISABILITY: knowledge of different types of disability and their impact on behaviour, functioning of PwD regarding his/her disability, needs and limitations that lead to reduced employability; also regarding age or other, needs assessment, identification of competencies and learning abilities of service users, career guidance for the older population
4. COMMUNICATION and PROBLEM-SOLVING: communication skills, rhetorical skills, reasoning/argumentation based on legislation, listening skills, active listening,

negotiation skills, mediation skills, problem-solving skills, conflict resolution, motivational interviewing, presentation skills, promotion skills
5. LEGISLATION: good knowledge of disability and social protection legislation and employment legislation in general, employment of PwD in general and incentive system (financial incentives and others: wage subvention, workplace adaptation ...), expertise in vocational rehabilitation and supported employment
6. FINANCIAL INCENTIVES: financial support to employers for the inclusion/employment of PwD
7. LABOUR MARKET: knowledge of the labour market, current needs within the labour market, development trends, understanding the functioning on the local, regional, national, European, and broader levels; how to conduct market research, knowledge of newly developed professions and future professions, ability to identify needs on the labour market or with employers
8. PSYCHOSOCIAL SUPPORT for employer and user
9. JOB / WORKPLACE: knowledge of the job and its requirements and needs, good identification of obstacles and problems, needs assessment, job analysis, knowledge of the professional and specific competencies required for a specific job with an employer, workplace adaptations, workplace co-designing, job analysis and adaptation, job adjustments possibilities, ergonomics skills (organisational, cognitive, physical)
10. MARKETING SKILLS: sales and marketing, knowledge of inclusion, skills needed to deliver training, identification of employer needs,
11. NETWORKING SKILLS: networking of relevant stakeholders, developing employers' network
12. WORKING WITH EMPLOYERS: how to approach employers, raising awareness and education of employers, coaching, identification of employers' needs, counselling, guidance, social dialogue, very good knowledge of the HRM (which is the basis for planning cooperation with employers), counselling, information, planning, being able to explain advantages and benefits of employing PwD, taking into account social, business, and economic aspects of employers when employing PwD

Receiving training on these skills within the occupation

2. Did you receive any training on these skills within the occupation you are currently working in?				
Yes, a formal one, as a prerequisite before starting	Yes, extra-occupational training	Yes, within my enrolment from colleagues	No, but an informal training	No, but it was "learning by doing"
4	9	8	3	8
12,50%	28,13%	25,00%	9,38%	25,00%

Skills needed in employer engagement process in order of relevance

3. Rate the listed skills needed in the employer engagement process in order of relevance (from 1= lower relevance to 10= high relevance); give each skill its ranking from 1 to 10:									
a. Sales and marketing skills									
1	2	3	4	5	6	7	8	9	10
0	1	2	2	4	1	7	6	4	5
0%	3,13%	6,25%	6,25%	12,50%	3,13%	21,88%	18,75%	12,50%	15,63%
b. Networking and relationship skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	1	0	0	1	3	6	21
0%	0%	0%	3,13%	0%	0%	3,13%	9,38%	18,75%	65,63%
c. Advising employers about recruitment and selection processes to ensure that best methods are used to assess the suitability of the job seeker for the specific job role									
1	2	3	4	5	6	7	8	9	10
0	0	1	1	0	0	0	4	8	18
0%	0%	3,13%	3,13%	0%	0%	0%	12,50%	25,00%	56,25%
d. Supporting employers to formulate tasks and required competences of the missing profiles									
1	2	3	4	5	6	7	8	9	10
1	0	0	0	1	1	2	9	8	10
3,13%	0%	0%	0%	3,13%	3,13%	6,25%	28,13%	25,00%	31,25%
e. Problem solving skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	0	1	4	3	24
0%	0%	0%	0%	0%	0%	3,13%	12,50%	9,38%	75,00%
f. Social and relational skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	0	2	2	4	24
0%	0%	0%	0%	0%	0%	6,25%	6,25%	12,50%	75,00%
g. Negotiation and mediation skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	1	0	1	1	5	12	12
0%	0%	0%	3,13%	0%	3,13%	3,13%	15,63%	37,50%	37,50%
h. Information, advice and guidance skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	0	2	3	5	22
0%	0%	0%	0%	0%	0%	6,25%	9,38%	15,63%	68,75%
i. Data collection skills									
1	2	3	4	5	6	7	8	9	10
0	0	1	2	0	5	7	8	6	3
0%	0%	3,13%	6,25%	0%	15,63%	21,88%	25,00%	18,75%	9,38%
j. Assessment and planning skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	2	0	3	5	12	10
0%	0%	0%	0%	6,25%	0%	9,38%	15,63%	37,50%	31,25%

k. Training skills (ex: know how to plan, develop, monitor and evaluate professional training in a work context)									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	0	3	4	11	14
0%	0%	0%	0%	0%	0%	9,38%	12,50%	34,38%	43,75%
l. Supporting development skills									
1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	2	1	6	10	13
0%	0%	0%	0%	0%	6,25%	3,13%	18,75%	31,25%	40,63%

SECTION B – RESULTS OF THE EMPLOYERS SURVEYS

PROFILE OF COMPANY (EMPLOYER)

1. The **METHOD of survey participation** (identify how the participants answered the questionnaires:

Face to face **Online (Google Forms)** Other

2. **DEMOGRAPHIC DATA** (identify the participants in the table below)

No.	Company size						
	0–14 employees	15–25 employees	26–50 employees	51–250 employees	251–499 employees	500–1.499 employees	1.500+ employees
1	5	0	4	4	1	0	0
2	35,71%	0%	28,57%	28,57%	7,14%	0%	0%

3. **Types of industries the participants belong to**

Type of industry	Number	Share
Agriculture / Forestry / Fishing	0	0%
Mining and quarrying	0	0%
Manufacturing	2	14,29%
Electricity, gas, steam and air conditioning supply	0	0%
Water supply; sewerage, waste management and remediation activities	0	0%
Construction	0	0%
Wholesale and retail trade; repair of motor vehicles and motorcycles	0	0%
Transportation and storage	0	0%
Accommodation and food service activities	0	0%
Information and communication	1	7,14%
Financial and insurance activities	1	7,14%
Real estate activities	0	0%
Professional, scientific and technical activities	0	0%
Administrative and support service activities	0	0%
Public administration and defense; compulsory social security	0	0%
Education	2	14,29%
Human health and social work activities	6	42,86%
Arts, entertainment and recreation	1	7,14%
Other service activities	1	7,14%

4. **The title of the participants:**

	President/ CEO	Senior management	Junior management	HR-staff	Others
1	6	2	1	3	2
2	42,86%	14,29%	7,14%	21,43%	14,29%

5. The functions of the participants:

Function	Number	Share
Administrative	7	50,00%
Benefits / Compensation	1	7,14%
Disability	2	14,29%
Diversity	3	21,43%
Employee Relations	3	21,43%
Employment / Recruitment	3	21,43%
Health / Safety / Security	2	14,29%
Human Resources (HR)	4	28,57%
Legal	0	0%
Organisational Development	2	14,29%
Training & Development	2	14,29%
Other (office manager)	1	7,14%

6. The number of years of participants with their organisation

0-1 years	2-5 years	6-10 years	11-15 years	More than 15 years
0	4	3	1	6
0%	28,57%	21,43%	7,14%	42,86%

7. BENEFITS/ SERVICES/ RESOURCES (indicate how many participants answered to the following topics)

Topic	Used	Not used	Very helpful	Some what	Minimally	Not helpful at all	I don't know
Wage subsidies (financial assistance to employers who employ PwD)	10	4	7	2	1	0	0
SE services, tax exemptions and other financial incentives	9	5	7	1	1	0	0
Information and advice services (about recruiting, adjusting a workplace, benefits of employing PwD, online application for the employment assistance fund and supported wage system)	9	5	6	2	0	0	1
Employment incentives for workplace adaptations	7	7	5	2	0	0	0
Staff disability awareness training	7	7	6	1	0	0	0
Counselling services on how to deal with a disability in the workplace (types of disabilities and their characteristics, limitations and advantages, etc.)	5	9	5	0	0	0	0
Opportunities to network, share resources and learn from other employers' efforts to offer more opportunities to PwD.	5	9	4	0	1	0	0

8. COMPANY VISION AND STRATEGY FOR THE INCLUSION OF PEOPLE WITH DISABILITIES AND RESPECT FOR FUNDAMENTAL RIGHTS (indicate how many participants answered to the following topics)

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. The company has internal regulations or a Code of Conduct where the commitment to non-discrimination and the inclusion of people with a disability is specifically stated.	6	8	3	0	3
2. The company has implemented a DEI (Diversity, Equity, and Inclusion) strategy that is regularly reviewed.	4	10	4	0	0
3. The company has a partnership (formal or informal) with a social organisation, through which the company integrates PwD professionally.	9	5	8	1	0
4. Company site, recruitment boards and online tools are fully accessible to persons with different types of disabilities.	8	6	4	2	2
5. Has the company appointed a person responsible for ensuring the implementation of inclusion actions for the person with disability (who may be an employee with a disability who already works in the company).	5	9	4	0	1
6. The company has a policy for job change and job coaching (reintegration after sickness), if needed.	8	6	5	2	1

9. RECRUITMENT AND OPPORTUNITIES FOR PROMOTION/TRAINING (indicate how many participants answered to the following topics)

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. Changing wording of job adverts by making them accessible and non-discriminatory	12	2	5	4	3
2. Changing interview questions by making them inclusive and understandable for the candidate	13	1	12	1	0
3. Modifying pre-employment testing (e.g., time flexibility)	11	3	9	1	1
4. Create inclusive job design, use job carving	5	9	4	0	1
5. Offer and/or expand mentorship, job shadowing and placements, internships and other training opportunities to people with	10	4	8	1	1

disabilities, pre-employment training					
6. Vocational training and apprenticeship	6	8	6	0	0
7. Job circuit (<i>Job Circuit methodology supports people with disabilities who need relevant work experience through short periods of different job activities</i>)	2	12	2	0	0

10. REASONABLE ACCOMMODATION (indicate how many participants answered to the following topics)

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. Made existing facilities accessible to employees with disabilities	12	2	9	3	0
2. Restructured or modified jobs (<i>changing tasks, time etc.</i>)	10	4	9	1	0
3. Flexible working (<i>having flexible start/finish times, working from home, etc.</i>)	13	1	12	1	0
4. Purchased / Acquired or modified / adapted equipment or assistive devices	9	5	9	0	0
5. Purchased / Acquired or modified / adapted examination or training materials	6	8	6	0	0
6. Modified work environment (ex: work access, lighting, temperature, noise, break areas etc.)	13	1	11	1	1
7. Consulted the worker with a disability about special equipment or assistive technology needed	13	1	11	2	0
8. Other (Please specify)	0	14	0	0	0

SECTION C – CONCLUSIONS AND RECOMMENDATIONS

1. Conclusions and recommendations regarding analysing data from SE PROFESSIONAL SURVEYS

32 professionals participated in the study (online/Google forms). The vast majority were female (27; male = 4). The majority (18) were aged between 36 and 55. The vast majority have more than 15 years of experience (18).

THE COMPETENCES OF PROFESSIONALS

Need for training

The majority agree (84 % – strongly agree + agree) that there is a need for specialised training on employer involvement in on-the-job training and recruitment. 3 professionals neither agree nor disagree, and only one professional does not think there is a need.

Confidence (being assured) in dealing with employers

Most (59.4 %) feel partially confident in their contacts with employers, while 40.6 % are highly confident. No one expresses a lack of self-confidence.

Receiving training on skills within the occupation/ current work

The already acquired skills reported by professionals were mostly acquired through further, extra-occupational training, informal training (37 %), the enrolment from colleagues and on-the-job – learning by doing (50 %). Only 12,5 % of professionals acquired skills through formal education, as a prerequisite before starting a job.

Frequency of already acquired and needed competences of professionals in the process of employer engagement

According to the data obtained, for the analysis, we have combined the answers always and often and rarely and never. And answers very necessary/ necessary and less necessary / not necessary as well.

Professionals consider that they already possess all of the competences listed and also consider them necessary. More than 68% of professionals feel this way for both items (competences acquired and competences needed).

The same applies to the skills listed, with between 60% and 91% of respondents considering them necessary for employer engagement.

Table 1: Frequency of use already acquired competences in the employer involvement process

Use of already acquired competencies	always/ often	sometimes	rarely/ never
Activate and search with the client for suitable job opportunities	100,0 %	0%	0 %
Use methods to match individual job seekers to paid employment opportunities	90,6 %	9,4 %	0 %
Contact employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)	87,5 %	12,5 %	0 %
Mediate between employer and client/ Negotiate the hiring	87,5 %	9,4 %	3 %
Identify the needs of the employer	84,4 %	15,6 %	0 %
Carry out job analyses to understand prospective employment opportunities	81,3 %	15,6 %	3 %
Analyse and create instruments to support the insertion of employee (job seeker)	78,1 %	9,4 %	13 %
Monitor the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise	68,8 %	18,8 %	13 %

Table 2: Needed competences in the process of employer engagement according to professionals

Needed competences	Very necessary/ necessary	Partially necessary	Less necessary / not necessary
Mediate between employer and client / Negotiate the hiring	85,3 %	8,8 %	5,9 %
Carry out job analyses to understand prospective employment opportunities	81,3 %	15,6 %	3,1 %
Use methods to match individual job seekers to paid employment opportunities	81,3 %	12,5 %	6,3 %
Carry out job analyses to understand prospective employment opportunities	81,3 %	12,5 %	6,3 %
Contact employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)	78,1 %	15,6 %	6,2 %
Identify the needs of the employer	78,2 %	15,6 %	6,3 %
Activate and search with the client for suitable job opportunities	71,7 %	15,6 %	12,5 %
Monitor the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise	68,8 %	28,1 %	3,1 %

Professionals consider that successful employer engagement additionally requires also certain personality traits, knowledge and skills (see above).

All of the skills listed in the questionnaire as necessary for employer engagement are considered by practitioners to be important for employer engagement. Only „Sales and marketing skills” and „Data collection skills” are scored slightly lower, while all others were rated from 7 upwards.

2. Conclusions and recommendations regarding analysing data OF THE EMPLOYERS' SURVEYS

14 employers took part in the study (online/Google forms). 9 are from small or micro enterprises (5 from enterprises with less than 14 employees and 4 from enterprises with 26–50 employees). 4 are from medium-sized enterprises (51–250 employees) and one is from large enterprise (251–499). The size of enterprises (SMEs) is defined in the [EU Recommendation 2003/361](#).

Based on the International Standard Industrial Classification of All Economic Activities (ISIC), the majority of employers come from human health and social work activities (6/14).

Table 3: Activity of the enterprises (ISIC)

Activity	Number	Share
Human health and social work activities	6	42,86%
Education	2	14,29%
Manufacturing	2	14,29%
Arts, entertainment and recreation	1	7,14%
Other service activities	1	7,14%
Information and communication	1	7,14%
Financial and insurance activities	1	7,14%

6 of the participants were President/CEO, 3 were HR staff, 2 were senior managers and one was a junior manager. Two employers did not define their role.

As can be seen from the table below, they are quite diverse in terms of function and many of them perform more than one function. The most common function is related to employees (HR, diversity, including disability, employee relations, recruitment, employment, health, safety, security, training,

development) compared to administrative tasks.

Table 4: Function of the participating employers

Function	Number	Share
Administrative	7	50,00%
Human Resources (HR)	4	28,57%
Diversity	3	21,43%
Employee Relations	3	21,43%
Employment / Recruitment	3	21,43%
Disability	2	14,29%
Health / Safety / Security	2	14,29%
Organisational Development	2	14,29%
Training & Development	2	14,29%
Benefits / Compensation	1	7,14%
Other (office manager)	1	7,14%
Legal	0	0%

They also differ in terms of length of service, with the majority (6) having been employed for more than 15 years, followed by those who have been employed for 2–5 years (4), 6–10 years (3) and one between 11 and 15 years.

BENEFITS/ SERVICES/RESOURCES

Employers use/combine different **benefits, services or resources**. The most commonly used are wage subsidies (10 employers), followed by SE services and financial incentives (9) and various information and advice on employing PwD (9). Incentives for adapting the workplace (7) and disability awareness training (7) are also frequently used. The least used are advice on managing disability in the workplace (5) and networking, sharing resources and learning from other employers (5).

Employers find all the benefits listed helpful – the most helpful being wage subsidies, SE services and financial incentives, followed by information and advice and disability awareness training. Incentives for workplace adaptations and advice on disability management are also helpful. The fewest employers consider networking, sharing resources and learning from others to be useful.

VISION and STRATEGY FOR THE INCLUSION OF PwD and RESPECT FOR FUNDAMENTAL RIGHTS

The field of **vision and strategy for the inclusion of PwD and the respect for fundamental rights** is less “covered”. The majority of the employers (9) have partnership with a social organisation, through which the company integrates PwD professionally. Many of them have an accessible website, recruitment board and online tools (8) and a policy for job change and job coaching in the case of reintegration after illness (8).

Employers mainly perceive that all listed strategies are positive, but the strategy that has brought positive aspect is the partnership with a social organisation (8).

On the other hand, the majority of employers have not implemented a regularly reviewed DEI strategy (10), have not appointed a person responsible for ensuring the implementation of inclusion measures (9) or don’t have internal regulations or a code of conduct with a commitment to non-discrimination and the inclusion PwD (8). Other strategies: online accessibility (6), post-illness (re)integration policy (6), partnership with social organisations (5), are also used moderately or less frequently.

RECRUITMENT and OPPORTUNITIES FOR PROMOTION/TRAINING

The most commonly used strategy is creating inclusive and understandable interview questions (13), followed by creating accessible and non-discriminatory job advertisements (12), modifying pre-employment tests (11), and providing mentoring, job shadowing, work experience, internship and other training opportunities (10).

Less used are vocational training and apprenticeships (6), creating inclusive job design, using job carving (5) and job circuits (2).

Employers see inclusive and understandable interview questions as the strategy that has brought the most positive aspects (12). Similarly, modifying pre-employment tests (9), mentoring, job shadowing, work experience, internship and other training opportunities (8). Less than half of the participating employers consider that other strategies (vocational training and apprenticeships, accessible and non-discriminatory job advertisements, inclusive job design and job carving, and job circuit) have brought positive aspects.

REASONABLE ACCOMMODATION

Of the reasonable accommodations listed, most are widely used, especially flexible working conditions, adapting the workplace/environment, consulting the employee with a disability about special equipment or assistive technology needed, accessible organisation facilities, and restructured/adapted job tasks. Adapted equipment or assistive technology is also commonly used, and adapted examination or training materials are less commonly used.

Employers consider that all of the listed reasonable accommodation have brought positive aspects, especially flexible working conditions, workplace adaptation and advice on special equipment or assistive technology needed. Adapted examinations/training material is seen as the least beneficial.

BEO Project Needs Analysis, National Report, Slovenia is available in accessible formats by contacting Communication and Dissemination lead partner, the Association of Supported Employment Europe E | edythdunlop@niuse.org.uk

For further information on the BEO Project in Slovenia, contact Valentina Breclj, University Rehabilitation Institute E | valentina.brecelj@ir-rs.si

Or

BEO Project Lead Partner GTB, Stefany Tan, E | stefany.tan@gtb.be or Daan Henkens E | daan.henckens@gtb.be

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