

# Program

## A sustainable inclusive cycle

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## Who is Descubreme foundation?

- A private **NGO**, which mission aims to help promoting the social, educational and labor inclusion of people with cognitive disabilities.
- Owned by a business Chilean group, which headquarter is located in **Santiago of Chile**, however, we have been working in expanding our frontiers in Latin America as well in the USA.
- **Born in 2010** and **22 employees** are currently working with a high variety of expertise along 13 of 15 regions in Chile.

## Figures in Chile:

In Chile, the population with any kind of disabilities reaches **16,7%**.

**20%** of the adult population, have any kind of disability.

**69,6%** of the total disability population come from the lowest social economic levels.

**5,4%** of the adult population with disabilities, have intellectual disability.

**57,2%** of the adult population with disabilities, does not participate within the labor market.

# Program objectives:

- ✓ **Develop an inclusive program** able to combined efforts from the **private, public and social society**.
- ✓ Prove that people with cognitive disability can be certified in specific technics through “ChileValora certification” a governmental program.
- ✓ Find a tool which could help to **improve skills** within the educational system, for people with cognitive disabilities.
- ✓ Run a pilot as a **best practice**.
- ✓ **Train 10 people with cognitive disability** in a period of 6 months and to certify 4 students of the IO.

## Program Requirements

- ✓ **Participants:** students with low level of cognitive disability. No age limit.
- ✓ **Courses provided:** excellency in execution with standards previously defined by Descubreme foundation.
- ✓ **Job as a trainee:** a period of 12 months, supervised by Descubreme foundation for prompt adaptations, equal labor opportunities and salaries.

# Program background

- ✓ People with cognitive disabilities lack of a degree or certification, poor job preparation, as well as unequal labor opportunities, among others.
- ✓ Partners committed and open to learn from the experience.

**The challenge...** was to develop a program that will help people with cognitive disabilities in achieving a certification to support their future labor inclusion. It was required to combined efforts between private, public and social society organizations.

18 months

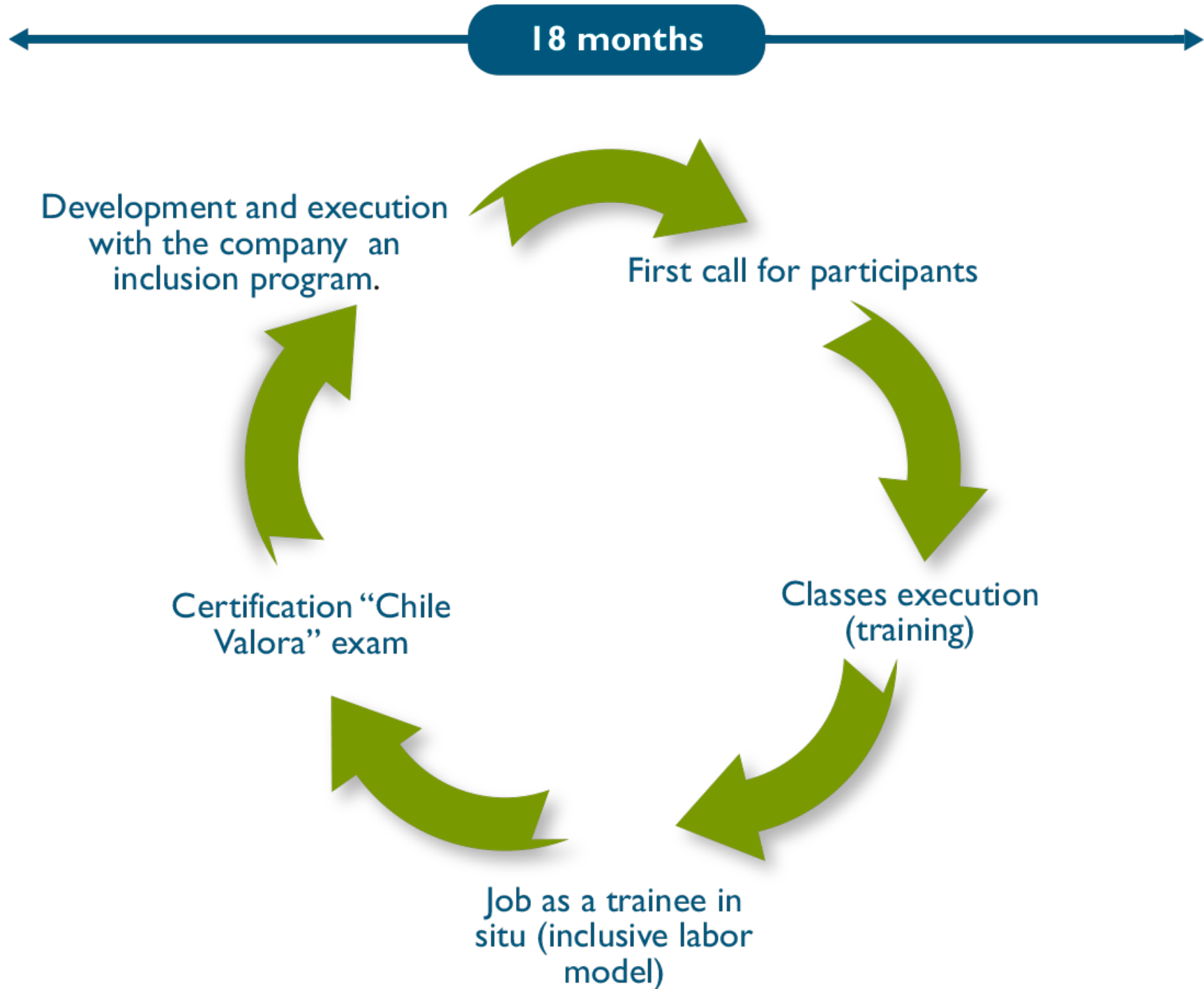
Development and execution  
with the company an  
inclusion program.

First call for participants

Certification "Chile  
Valora" exam

Classes execution  
(training)

Job as a trainee in  
situ (inclusive labor  
model)



# Three sectors, one objective

## Ong: Descubreme Foundation

- Identify and define profile of candidates.
- Define and develop training program.
- Execute inclusive labor model and its follow up while the 18 months

## Private sector: SKBergé and OTIC CchC

- Provide financial resources
- Commitment and open for new best practises

## Public sector: Sence (National Bureau for training and employment y ChileValora (cetification program)

- Provide rules, requirement and follow up, for the program execution.
- Provide the certification to those who has success at the exam.



## Learnings

- Identify the right participants and its committed families.
- Choose the key business partners.
- **Kpi's** definition are crucial for the post analysis.

## Results

- **Rotation for the position warehouse assistant:** it has decreased from **56%** to **27%**.
- **Labor attributive:** the loyalty **kpi** increased from **4,84** to **5,82**
- **Productivity:** no difference were found. After a year, total control of the position. **(6/8)**.



# Next steps

- ✓ **SKBergé, ChileValora, OTIC CchC, and Sence** already thinking in the next programs.
- ✓ **Documenting the model as well its processes.**
- ✓ The best practice has reached **20 people** with cognitive disabilities
- ✓ Currently, the **best practice** is part of our business portfolio and we have been explaining to other NGOs along the country.