

## TITLE

Building bridges to multinationals and Russian companies

Russia: Perspektiva

## PROJECT SUMMARY

Perspektiva is a Russian organization of persons with disabilities (DPO) that since 2004 has worked to provide pre-employment training, job coaching, follow-up support, and internships to people with disabilities. In its close cooperation with the Business Advisory Board on Disability (a public institution), the project supports approximately 500 young persons with disabilities per year.

## FACTS & FIGURES

From 2004 to 2016, Perspektiva has supported more than 2,500 young persons with disabilities in finding employment.

- Jobs created in 2014: 175
- Jobs created in 2015: 190
- Jobs created in 2016: 200

## PROBLEMS TARGETED

Russian legislation requires companies with over 35 employees to have between 2 and 4 per cent employees with disabilities, but the reality shows that this legislation is not effective. Many persons with disabilities remain in sheltered workshops, work from home, or have no job at all.

## SOLUTION & METHODOLOGY

Perspektiva has developed a two-phase model for seeking employment. The first phase, pre-employment support, includes consultation on career options, assistance in creating a job-search action plan, and training on CV-writing skills. Students receive support in finding and applying for vacancies, and they are helped in identifying and discussing specific barriers that could be faced. The second phase is on-the-job support. Activities in this phase include professional and psychological support for individuals to secure and maintain a job; monitoring their integration into the workforce as well as their progress and workplace accommodation; and providing support in overcoming individual barriers.

Perspektiva offers a variety of positions, including manufacturing, service, and home jobs. Most, however, are administrative positions in multinational and Russian companies.

## OUTLOOK & TRANSFERABILITY

The annual cost for this project is US\$250,000, with 40 per cent coming from government agencies such as the Ministry of Labour and Social Development, Ministry for Economic Development, and the Moscow Public Relations Committee. Perspektiva has expanded its project from Moscow to six other cities in Russia, and DPOs in four other cities have started to replicate the project. Additionally, Perspektiva has launched employment programmes in three other cities, creating a Business Advisory Board on Disability in each of them. Perspektiva holds regular webinars on disability employment, and disseminates its guides on this topic to other DPOs.

## QUOTE

“I am grateful to Perspektiva’s employment team, who have helped me several times with my job search. Special thanks go to the organization’s ‘Path to a Career’ competition, in which I participated and gained new knowledge and job search experience.”

— Tatiana Karbovskaya, hearing impaired

## CONTACT

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## REFERENCES

[http://hrbrand.ru/2015/ravnye\\_vozmozhnosti](http://hrbrand.ru/2015/ravnye_vozmozhnosti)

<https://perspektiva-inva.ru/jobs>

