

WORK PLACEMENT, JOB SEARCHES AND LABOUR-MARKET INTEGRATION

INTRODUCTION

Work has become so central that not having a job is one of the main factors in social exclusion. If we add the fact that there are not enough jobs for all those who want one, this has become a complicated area in our society, which shows us the relationships between employment and social intervention.

All these general aspects have increased importance for disadvantaged groups such as unemployed persons over the age of 45, minors, youths, women, persons with disability, persons in situations of social risk, homeless persons and immigrants.

As a consequence, labour-market integration has in recent years developed a wide range of provisions, programmes and measures including labour-market information and guidance, training for employment, work placement, and creation of companies in the social economy.

New professional figures and profiles have appeared within this framework for the management and carrying out of activities wherein social workers have high opportunities for employment.

COMPETENCIES

- Know, analyse, critically evaluate, plan and implement the socio-labour dimension as a key component in the itineraries of social incorporation.
- Know the characteristics of the third sector and the new areas of employment to encourage processes of socio-labour integration for persons in situations of social exclusion.
- Identify the socio-labour context as a space for professional intervention by social workers.
- Analyse and critically evaluate the role of employment in social incorporation itineraries.
- Know and use the different sources of labour-market information in order to use data in the design of labour-market integration programmes.
- Know employment policies and the commonest labour-market integration agents, resources and programmes in our context.
- Design and implement a personal employment itinerary on the basis of an evaluation of employability, work placement programmes and job searches.
- Distinguish the forms of contract and apply integration procedures to the labour-market reality, on one's own behalf or on the behalf of others.
- Interpret the legal framework of employment and distinguish the rights and duties that arise out of employment relationships.
- Be able to operate in the labour market, identifying one's own abilities and interests and the most appropriate professional path.
- Analyse the organization and financial situation of a third sector company, interpreting the financial parameters that determine it.

CONTENT

1. Labour-market integration: concept. Legal framework. Responses from the employment and training world. Particularly difficult sectors: minors, marginalization, women and disabled persons. Values and attitudes in the employment world. Current initiatives, programmes and projects.
2. Development of labour-market integration projects. Identification of determinant variables of job skills and their integration in the appropriate job. Labour-market integration resources. Stimulation for one's own training and job searches.
3. Labour market. Structure. Employment prospects. The job-search process. Sources of information: supply-demand mechanism and recruitment.

4. Labour-market integration intervention groups: unemployed persons over 45 years old and long-term unemployed, minors and youth, women, persons with disability, immigrant persons and persons in situations of social risk: drug dependency, prison and homelessness.
5. Labour-market integration intervention: intervention models; processes of intermediation between supply and demand in interventions. Intervention in the context of labour demand: personal itineraries.