

## (D) FOR EFFICIENCY

- **Type of project** : 5 Events
- **Duration** : five days
- **Beneficiaries** : All



### DESCRIPTION



(D) for Efficiency project was created from the fundamental belief that companies ought to see beyond the “(D)” and consider the Efficiency that people with disabilities are, in fact, capable of applying in their everyday tasks.

- D for DIVERSITY
- D for DIFFERENCE
- D for DYNAMISM
- D for RIGHTS (= “Direitos”, in Portuguese language)
- D for DUTYS

(D) for EFFICIENCY Project was designed to ensure an adequate response, acknowledging skills and capabilities of to promote inclusion of people with disabilities in the Labor Market, specifically in the City of Porto, by acknowledging their skills and capabilities.

In a combined effort, several organizations shared the same vision in order to promote social inclusion by deconstructing prejudice, and by informing and sensitizing companies for the integration of these professionals in the Labor Market.

### KEY FIGURES



- 17 beneficiaries
- 9 companies
- 7 partners
- 8 trainers

### GOVERNANCE



It was established a joint task force based on all of the involved organizations (CdM Porto, AEP, APPC, Associação Salvador, IEFPP, IPP, UPORTO, Aliados Consulting and SAOM)

All partners were involved and contributed throughout the project within a series of meetings. The project was elaborated step-by-step according to two lines of intervention:

- Sensitizing companies to the benefits/supports of recruiting professionals with disabilities;
- Capacitation program in order to enhance professional and employability competencies from participants

### CONTACT

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## MULTIPARTNERSHIP ORGANIZATION



First approach with partners, through a relaxed and informal moment in order to raise awareness for the inclusion theme

Shared experience by professionals with disabilities - Presenting Success stories (by professionals, colleagues, bosses)

Training for HR teams, and formal presentation of the final initiative, in order to attract companies for the final activity.

Public benefits for inclusive companies

Shared views over recruitment by national experts in different kinds of recruitment

Debate about Human Resources, including companies that employed successful measures in integrating people with disabilities and managing their careers, as well as organizations that work this thematic of integration

Training program for the final activity. It's mission: self-awareness and development of candidates skills, identifying their value proposition (what the candidates have to offer to a potential employer), define a strategic plan and the best approach to the labor market.

Preparation for the D Day (3rd of December - International Day of Persons with Disabilities (IDPD)).

This final event intended to be the final realization of a meeting between job profiles of people with disabilities and job opportunities through short-term job interviews and subsequent individual feedback

## COMMUNICATION



The communication along the project was directed for partners/potential stakeholders and for users :

Partners | Social media; national and local news publications in internet portals; posters; partners database

Users | Each organization shared with their users information of the project in group sessions (direct contact), posters and their own webpages



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## IMPACTS



The IMPACTS\* were inferred from a group reflection with the participants that took place in the 12th of December 2019 and a set of surveys applied to partners involved.

DATE	EVENT	RESULTS*
17/09/2019	D for DYNAMISM   Sunset Networking	Average - 4,62 (1-5)
16/10/2019	D for DIVERSITY   Diversity in Recruitment	Average - 4,4 (1-5)
06/11/2019	D for DIFFERENCE   RH Talks	Average - 4,27 (1-5)
18/11/2019 - 29/11/2019	D for RIGHTS & DUTIES   Empowerment Program	Qualitative Assessment
03/12/2019	D for EFFICIENCY   Networking Event	Qualitative Assessment



## FUNDING



As for FUNDING, mainly as for the several initiatives that took place along the stages of the project, each organization that held the initiative was responsible for funding it



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## QUALITY



All the initiatives from this project were subjected to assessment (questionnaires filled by our mutual partners). The last event (Speed Recruitment) – directed to users – was also subject to evaluation, but, in this case, in a follow up presential meeting. In sum, users indicated that this project contributed to boost their self confidence, enhanced their interpersonal skills, emotional management, and the capacitation sessions contributed to their employability skills.