



# Employability

*DH&A's program for fighting  
unemployment, poverty and  
poverty related violence*



**From unemployment to  
Employment with honor**





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## *DH&A's program for fighting unemployment, poverty and poverty related violence*

### **General:**

The DH&A employability program aims to assist governments, local authorities and social agencies in providing models for reducing unemployment within special populations utilizing DH&A's successful experience.

### **DH&A program motto:**

People strive for a meaningful role within society and they are willing to utilize their skills, capabilities and qualities to realize their potential and be a productive member of society.

### **Program values:**

1. Anyone can do something.
2. Most people truly want to work.
3. Participants must take personal responsibility for themselves and for their family's wellbeing.
4. Welfare payments (in places where this method is used) are temporary. In order to get it the participants have to “work” to find a job for themselves.

### **Program basic assumptions:**

1. Unemployment is an epidemic that contaminates its surrounding and pervades for generations.
2. As an epidemic it is the local authority's duty to immunize and rehabilitate the affected population.
3. Research shows that the annual welfare payments given to 200 families might be enough to deal with 850 families within the program.



**Benefits of the program:**

1. Visibility – The centers are seen. Work is done.
2. Credibility - Keeping campaign promises to voters.
3. Transparency – Program designed to enable monitoring.
4. Employability – Results are seen immediately.
5. National climate – A working nation is a happier one.
6. Identification - Identification with the national values.
7. Tension reduction - Integration, solidarity, one people.

**Programs Principles:**

1. For those who can work, working should lead to self-sufficiency. Those who are not working in a full-time job should invest time and effort in activities that prepare for and result in job placement.
2. All individuals, of every capacity, should work to the best of their abilities in order to support themselves and their families. Everybody can do some constructive work, even if constrained by physical or other limitations.
3. Unemployed people should accept any available employment, suitable to the individual's health and physical condition. Individuals should accept responsibility for seeking employment opportunities.
4. The program should take into consideration that some participants will attempt to avoid the responsibilities of participation in work or other activities. Therefore, the program must incorporate effective attendance-tracking and monitoring mechanisms.

**The process:**

**The concept of employment centers**

1. Employment Centers play a critical role in coordinating the service delivery of the program. The principle of the Employment Centers is based on a "Work First" concept. Participants are required to take personal responsibility for participating fully, on an immediate and ongoing basis, in work-focused activities intended to accelerate movement toward unsubsidized employment at the earliest possible opportunity.



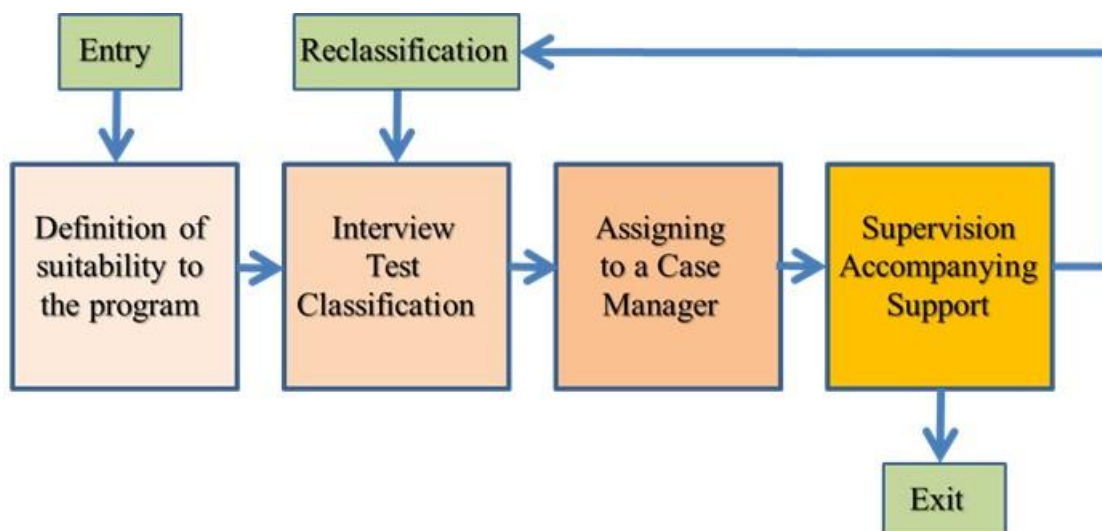
2. Employment Centers are ‘one-stop agencies’, where the Case Manager assigned to each case has responsibility for helping the participants find, accept and retain employment, or alternatively, participate in full-time employment related activities.
3. Each Employment Center serves a specific defined area. The center takes responsibility for all potential households and participants within the given area.

**Case manager:**

A social worker in-charge of supporting participants classified as good candidates for the Employment Program. As a case manager he supervises, accompanies and supports the participants and their families until they successfully leave the program. Every case manager is usually responsible for 80-100 cases.

**Stages for the participant:**

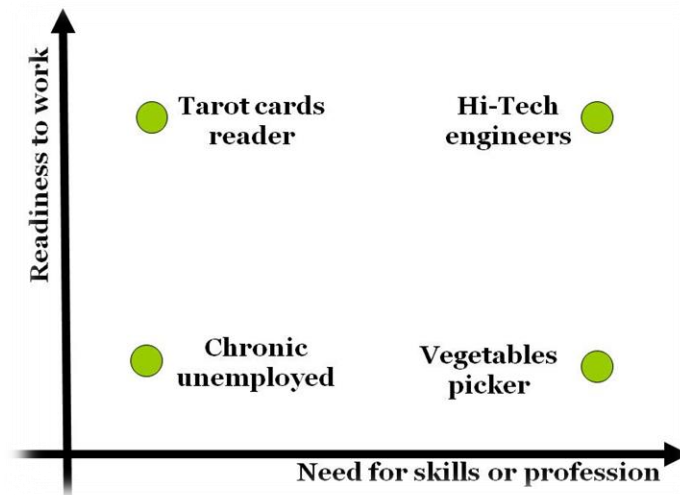
1. Defined as suitable to enter program.
2. Being interviewed, tested and classified.
3. After classification, assigned to a proper case manager.
4. Supervised, accompanied and supported by the case manager.
5. Leaving program / re-classified.





### Classifying participant by 2 vectors

1. The participant's readiness to work.
2. The need for the participant's skills or profession in the market.



### The program offers:

1. Learning professions.
2. Guided adjustment to work life.
3. Connecting employers with participants.
4. Personal and family consulting.

### The program demands:

1. Full participation.
2. Full commitment.
3. Working to find work.



**DH&A's role in the program:**

1. Initiating the process, laying the foundations, establishing the infrastructure, norms and standards.
2. Selecting, assessing and training the operative staff.
3. Consulting, accompanying and monitoring the staff and their progress.
4. Evaluating progress and reporting.

