



ENABLING INCLUSION  
THROUGH EMPLOYMENT  
The Lino Spiteri Foundation

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LINO SPITERI  
FOUNDATION

ANNUAL  
REPORT

2021

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## Overview

After 2 years of Covid 19, LSF has become proficient at adopting different methods of work. Throughout 2021, LSF continued to offer its support to persons with disability, both in employment and on the journey towards employment. LSF assisted a number of companies to be in alignment with the 2% quota by supporting their recruitment needs. Furthermore, private and public entities employing persons with disabilities were provided with Job coaching services when the need arose. Our services are delivered through varied media including virtual and telecoms options where necessary in order to increase the scope and reach of clients. A total of 190 RDPs were employed through LSF's support in 2021.

By end 2021 the Lino Spiteri Foundation employed 49 members of staff. The job coaching unit continues to be the largest in numbers as forecasted.

## Staff Training and Development Opportunities

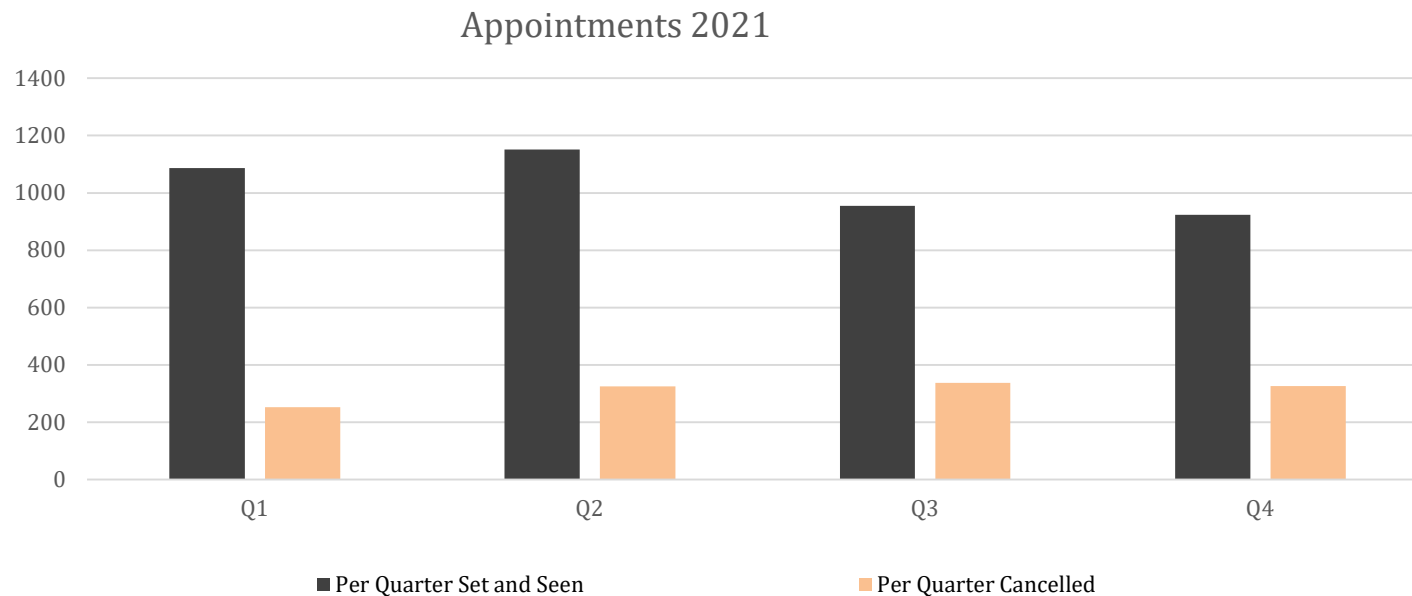
LSF regularly provides training, or works with other entities to coordinate training for staff. The training sought out for is both practical and theoretical to support the ongoing development of staff and better the levels of engagement and motivation.

2021 Staff Training Opportunities	
Path4Career Workshop	First Aid
Parenting with Disability	Managing Employees Wellbeing (Including Problem Gambling)
Servizzi Dwar Disturbi fl-Ikel	Intelligent Careers in a Changing World
The ADHD Adult Coaching Approach Level 1	Don't Dis-my-ability
The ADHD Adult Coaching Approach Level 2	Fire Warden Training
ERASMUS + Inspiring Change, Development and Growth	

## PG Unit

The **Profiling and Guidance Unit** scheduled 5359 appointments with RDP clients in 2021. 77% were concluded, 23% resulted in cancellations or no-shows. Appointments continue to be conducted according to client needs and requirement through a variety of mediums. The flexibility of service delivery brought about by Covid has enabled us to reach better client satisfaction; consistent client attendance especially among clients with complex difficulties; and continued service in the case of quarantine or remote work.

497 clients have been referred for pre-employment opportunities and courses; tailored to PwDs and also additional/ specific training. 80 of these referrals were destined to SET and Headstart.  
286 people have registered to become RDPs throughout 2021



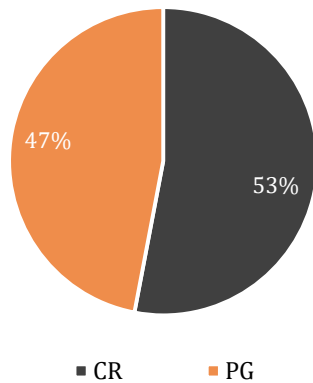
## CR Unit

The Corporate Relations Unit maintained its outreach and follow up efforts with Companies virtually and face to face.

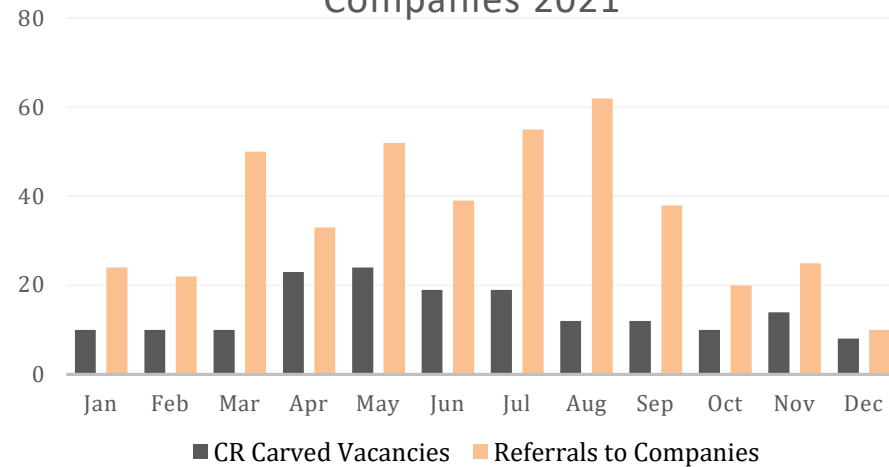
**346 Companies were supported by LSF** throughout 2021, 198 of which are new companies for 2021. A total of **673 visits** were conducted by the CR unit and **171 vacancies carved** (143 of which were activated for employment).

CRs have referred 61RDPs to the Bridging the Gap Scheme, 72% of which resulted in employment.

LSF Placements - CR Carved Vacancies 2021



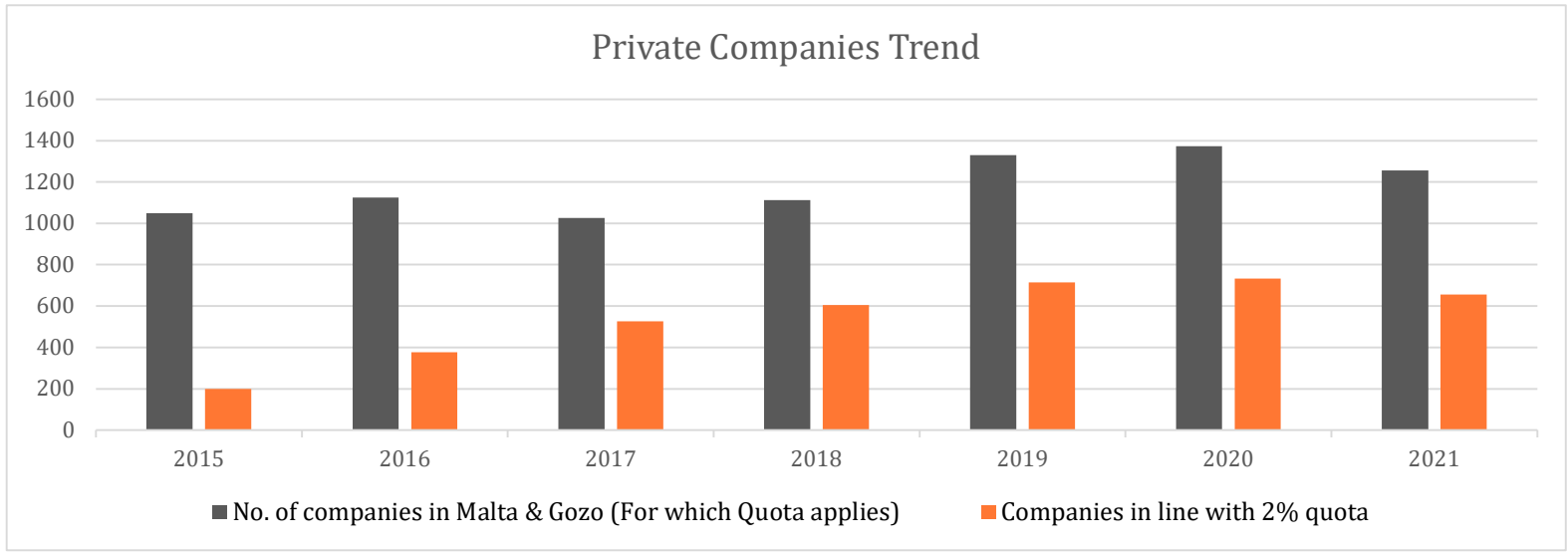
CR Carved Vacancies and Referrals to Companies 2021



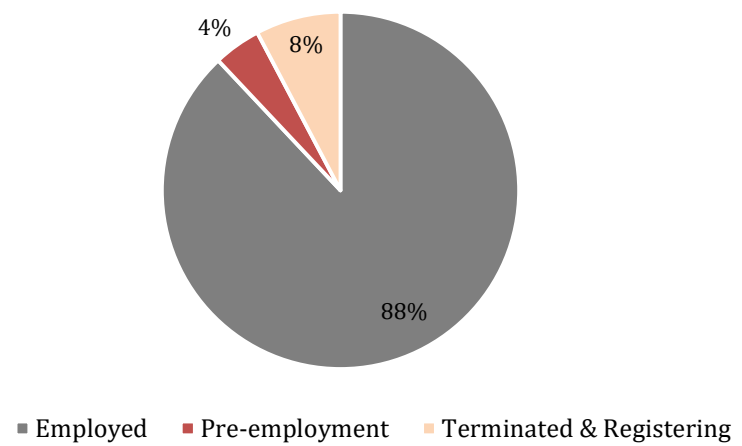
### KEY:

CR – Corporate Relations Executive/ Unit

PG- Profiling and Guidance Executive/ Unit



### Employment Retention Actively Employed RDPs 2016-2021



## JC Unit

The Job coaching Unit has maintained its efforts in providing the necessary pre-employment and on the job coaching support. New initiatives have been introduced to strengthen the pre-employment service.

**164 clients were assisted in pre-employment activities. 393 clients were supported within employment.**

During 2021, there were a number of group sessions that were held by the job coaching unit, aimed at supporting registering clients with opportunities to enhance specific skills related to their job interests. Sessions included;

### *Practical Group Sessions*

Along the years LSF has kept note of the recurring lack of hands-on skill in most clients. This year we have started to address this vacuum by creating learning content in two specific areas and delivering practical sessions in group settings.

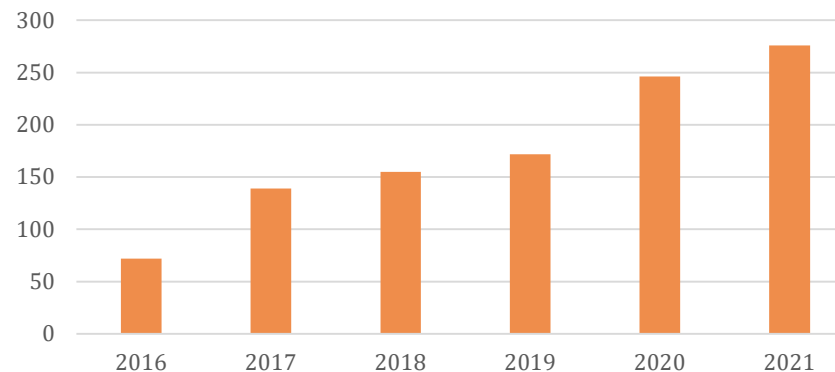
Practical Sessions designed to target:

**Money management skills;** focusing on topics such as understanding one's payslip, or comparing prices of like items to determine which is the best buy, etc.

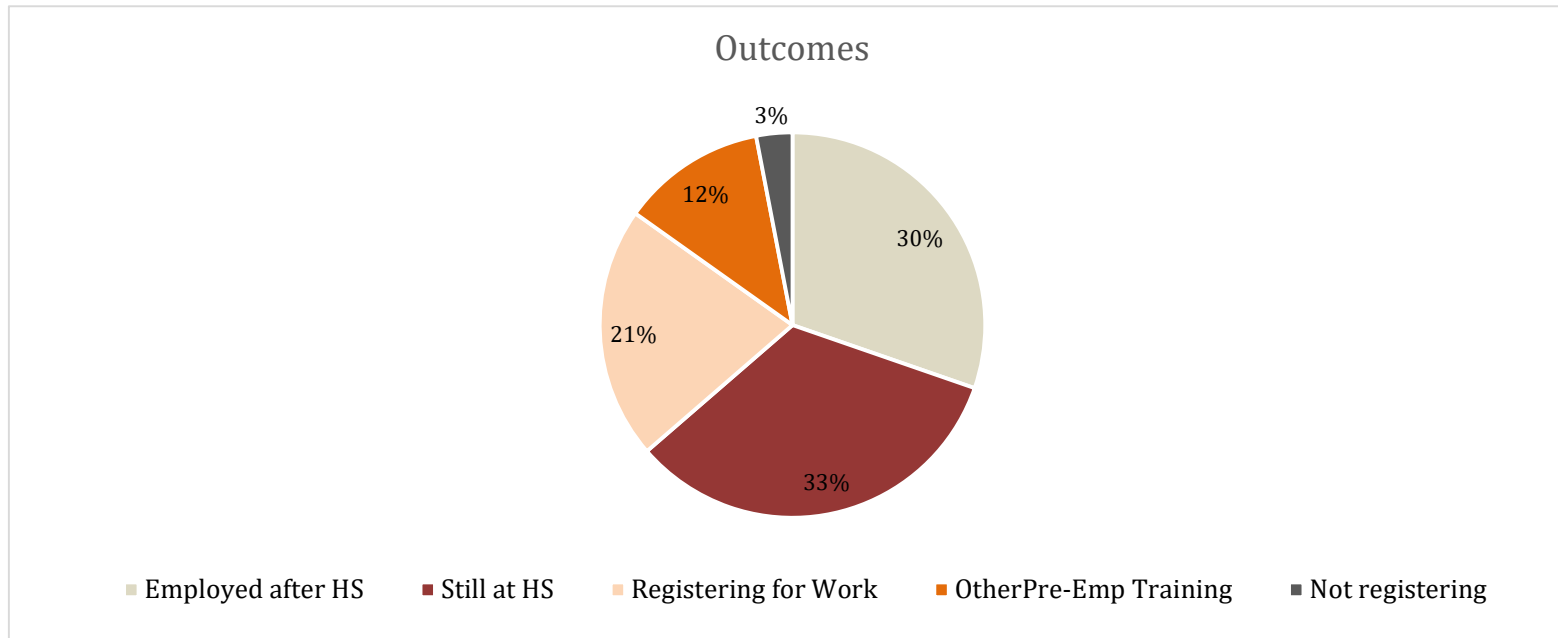
Another set of sessions were centered around the topic of **Customer care/ Reception skills;** focussing on message/ notes taking, communicating messages, telephone communication and face-to-face communication with colleagues.

Whilst the sessions include a theoretical aspect, they are mainly focused on hands-on practice, demos and experiential case-studies.

Average Number of Clients Assisted 2016-2021



## HEADSTART Programme, HS



### Headstart

33 clients participated in the Headstart programme during 2021. Apart from the usual pre-employment training provided, these individuals had the opportunity to participate in a number of **new activities** introduced as part of the Headstart programme;

*Introduction to apps/online systems*

*Sports Activity - Mixed Abilities Sessions*

*English practice and fluency Course*

*Systemic Coaching Sessions*

## Marketing and Outreach Efforts

LSF continued to market its services with different entities and prospective clients. Throughout 2021, LSF participated in a number of conferences, presentations and tv programmes.

This resulted in the following marketing opportunities and collaborations;

Presentations	TV Programmes and Social Media	Conferences
<ul style="list-style-type: none"> <li>-UOM Career Guidance</li> <li>-ADHD Malta</li> <li>-Divergent</li> <li>-MCAST</li> <li>-Hermes Teachers</li> <li>-Mount Carmel Hospital</li> <li>-Multidisciplinary team of psychiatrist/ psychologists,</li> <li>-UOM Credit - Transdisciplinary approaches</li> <li>-Wardija Resource Centre</li> <li>-Hermes Teachers 2nd group - Inclusive Approaches</li> </ul>	<ul style="list-style-type: none"> <li>-Niskata TV programme</li> <li>-Kikkra Te TV programme</li> <li>-Ilsien in-Nisa TV Programme</li> <li>-Ta' Filghodu TV Programme</li> <li>-VASTE Video - Body Shop</li> <li>-Gov.mt - Convenience Shop</li> <li>-Illum Article</li> <li>-Sunday Circle Article</li> <li>-CRPD Video - Cavetta ghal Futur Ahjar</li> </ul> <p><b>Meetings and Research</b></p> <ul style="list-style-type: none"> <li>-Meetings with NPSPD</li> <li>-Meetings and research collaboration with CRPD</li> <li>-UOM Research Project</li> <li>-Research collaboration OECD</li> </ul>	<ul style="list-style-type: none"> <li>-CRPD Conference</li> <li>-High-level video conference on the European Strategy for the rights of persons with disabilities.</li> <li>-OECD: Job-carving for jobseekers with disabilities</li> <li>-EASPD Conference</li> <li>-Online Education Conference</li> <li>-Gimgha ghas-Servizz Pubbliku</li> <li>-A Social Vision for Malta 2035: Shaping the Future of Our Society</li> <li>-Participation in Panel - Il- futur tax xoghol fl-Unjoni - Ewpropeja ghal Socjeta aktar gusta</li> <li>-Participation in Employment Salon on Job Carving</li> <li>-Participation in Conference on Job Coaching organised by -MISCO</li> <li>-MCGA Euroguidance Conference</li> </ul>