



ENABLING INCLUSION
THROUGH EMPLOYMENT
The Lino Spiteri Foundation

LINO SPITERI
FOUNDATION

ANNUAL
REPORT

2022

Overview

Throughout 2022, updated processes were consolidated following Covid adaptations. LSF continued to pursue its goals to facilitate sustainable employment within the open labour market. Even though direct challenges presented by Covid19 have substantially subdued, the collateral effects of the pandemic are nonetheless present in many companies that are finding it difficult to either find the required human resource or to financially sustain certain expenditures. Our CR Unit have experienced more resistance than usual to the carving of roles, especially when substantial tasks and changes were proposed.

Having said that, until the end of 2022, a total of **193** clients were employed through LSF's effort.

Staff Training and Development

LSF staff participated in various training opportunities during 2022 towards continuous competency building.

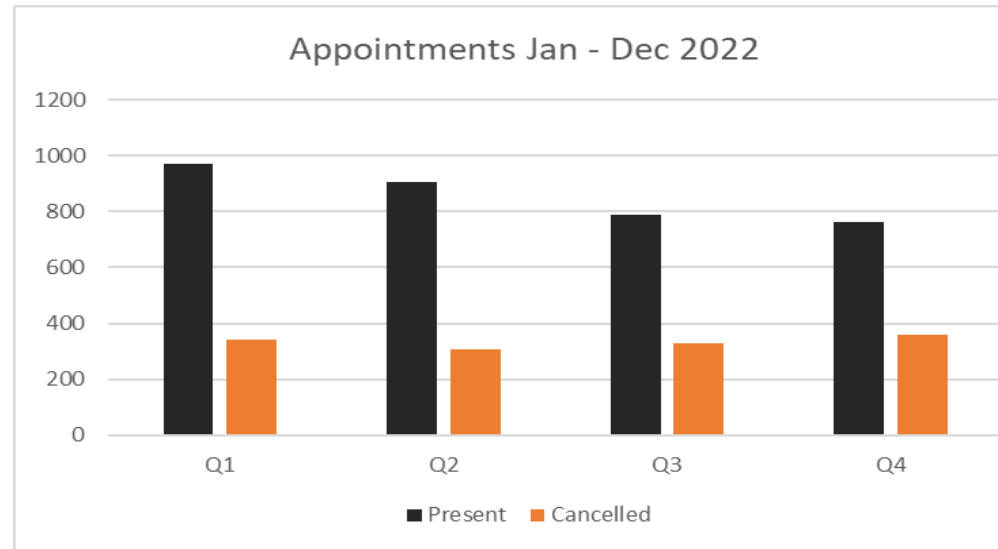
This year the Erasmus+ training programme (initiated in 2019) was concluded. 9 staff members had the opportunity to receive training in Austria, Netherlands and Denmark aimed at updating staff with the latest theories, approaches, and best practices in the field. Approaches/ methodologies explored include: The Strength Based Approach; Working and Understanding Neurodivergent Individuals; a variety of techniques and questioning methods to broaden communication approach.

6 team members attended an Erasmus + training in London together with Jobsplus officials. The training was delivered by Triangle and equipped staff with the know-how to be able to use the Outcome Star with clients. In essence, the Outcome Star is an evidence-based tool designed to support positive change, greater wellbeing, and aims to empower the individual to be an agent of change in their own life trajectory.

PG Unit

329 new RDPs registered with LSF until the end of 2022.

A total of **4771** appointments were scheduled from January 2022 to December 2022.



Referrals for January to December 2022:

128 clients: Job Bridge courses - courses tailored specifically for PWDs

175 clients: Jobsplus Courses

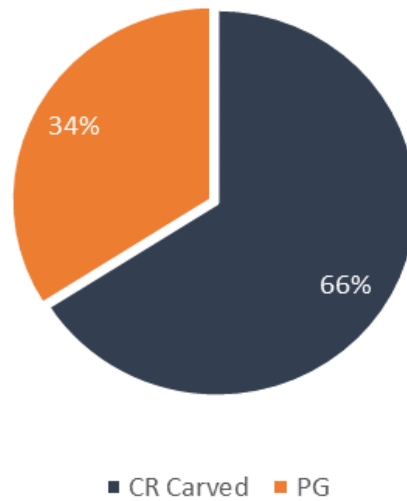
46 clients: SET

38 clients: HeadStart

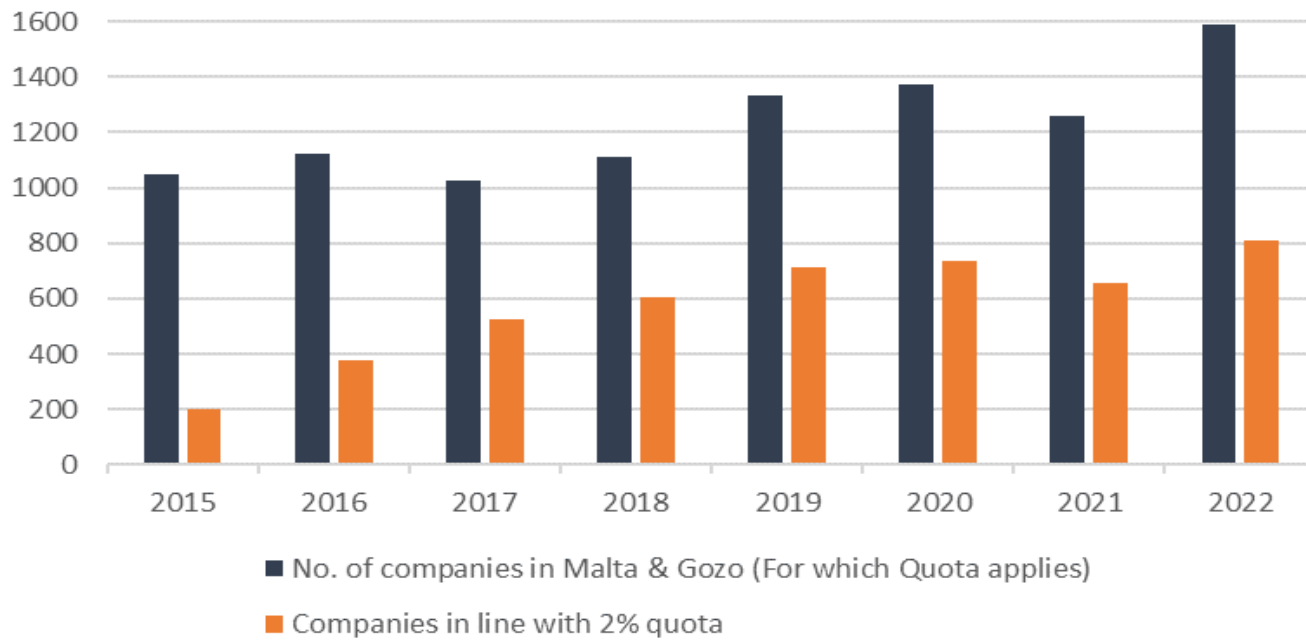
CR Unit

The CR Unit continues to outreach and support Enterprises, conducting a total of **611** visits in 2022. **263** individual companies have been supported by the CR unit throughout the different employment stages. **177** carved vacancies were created.

LSF Placements 2022



Private Companies Trend



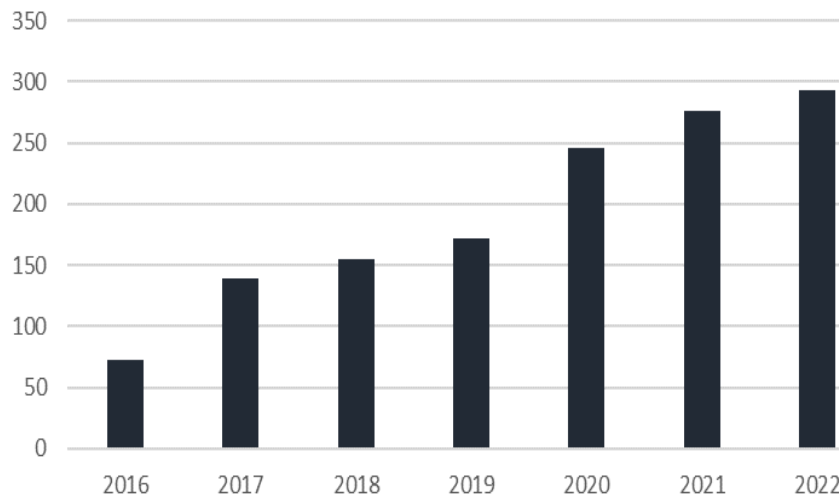
JC Unit

LSF has effected structural and operational shifts to upgrade the efficiency of job coaching schedules and supervision of service. The Senior Job Coach tasks have been reorganized to meet the new KPI's; service quality; supervision; skill development; organized group meetings. The 'live' Group Supervision and Team Meetings are an opportunity for the JC unit to meet; discuss client cases; and learn.

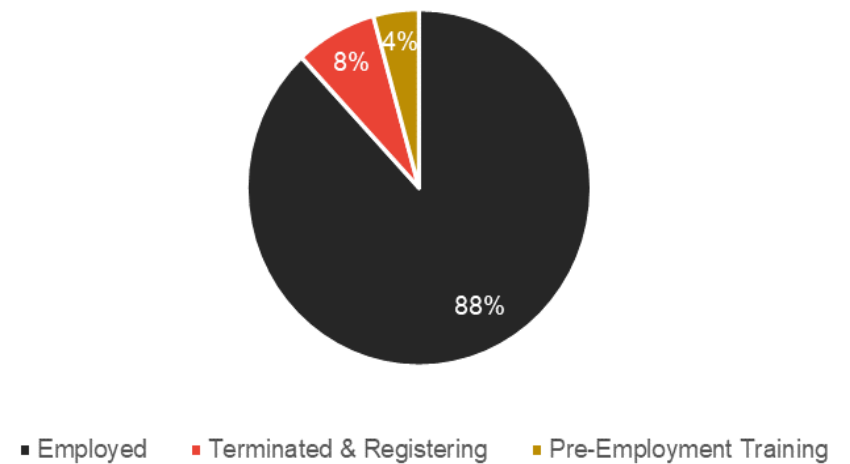
220 Clients assisted in pre-employment activities by the job coaching unit.

427 Clients assisted within employment.

Average Number of Clients Assisted Monthly
2016-2022



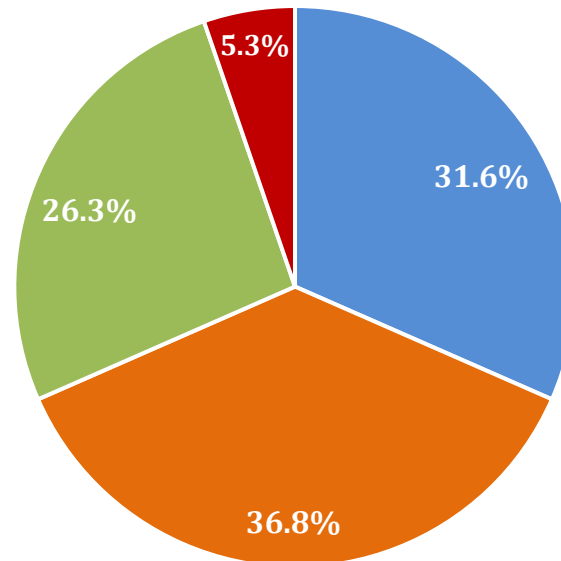
Actively Employed RDPs 2016 - 2022



Headstart

A total of **36** PwDs participated in the Headstart programme in 2022. The new activities introduced in 2021 were upheld enabling the participants to continue to develop holistically and be more prepared for employment.

Headstart Outcome



■ Still at Headstart ■ Employed after HS ■ Registering for work ■ Not registering