



Salva Vita Foundation

Salva Vita Foundation was established in 1993 with the mission to foster the inclusion of disabled people into society and to build a multi-colored society.

1. Our services for our clients

Work Experience Program (WEP)

Salva Vita has developed WEP in 1996 to help students with learning disabilities to prepare for work and give them the opportunity to gain some real work experience during school years. In the program, they have the opportunity to absolve practical training periods at various companies. In small groups and accompanied by a mentor, participants get to know several workplaces and jobs; they learn to meet workplace expectations, and get to know diverse company cultures. It helps them to decide on their choice of job and gives them some very useful work experience before they actually start looking for a job.

Supported Employment

When in 1996, Salva Vita's professionals started to look for jobs for disabled clients; they met a great deal of fear and incomprehension, both on the side of the employers and on that of the disabled people and their families. The situation has improved since, as 20 years of experience and an elaborate methodology help us in attending future employees and employers. We adapted the methodology of Supported Employment developed in the U.S. to the Hungarian situation, and remodeled it in accordance with the special needs of people with various disabilities.

Supported Employment is a highly personalized methodology that provides tailored-to-the-needs support for both the employers and those looking for a job. We assess their strengths and limits, and define the areas, which need improvement for successful employment.

Preparation goes according to individual needs. After the successful preparation, we try to find the right person for the right job.

Job coaching is an essential part of Supported Employment. We are there at the workplace in the first period of employment and assist the new employee to learn his/her tasks and we help to bring about a smooth integration.

We also provide ongoing support / consultancy / mediation at any time during employment – according to the needs of the employer or employee.



2. “Disability-smart” service package for employers

Salva Vita developed a comprehensive service package to build disability-smart organisations and help them to remove barriers between companies and disabled people. Experience shows that the combination of the services described beneath, have contributed to the growing number of disabled employees in the past years.

Content of the service package:

Disability audit

Aim of the audit is to help employers to understand what needs to change if disabled people are to be treated fairly. This helps organizations become fully accessible to disabled customers and employees.

We use questionnaires, interviews, focus groups and field-days to assess the present situation. In the audit report, we present our suggestions for workplace adaptations, the recruitment process, internal and external communication or useful training programs.

Trainings

We provide professional trainings for executives, HR experts, and staff members of companies. Our trainings always build on personal experiences and we involve disabled co-trainers. Our trainings include topics such as reasonable adjustments, welcoming disabled customers, disability awareness, communication skills, etc.

Recruitment

We provide overall recruitment services for employers. Since we have 20+ years' experience in employment services and access to a large pool of disabled people we can provide them with potential candidates.

Consultation and guidance

Our disability consultants provide online, phone and personal consultation for employers during the recruitment and inclusion process of disabled candidates as well as throughout the employment period (e.g. conflict situations, dismissal etc.)

Publications

We produce practical guides for companies to use them for internal or external communication. We can also help to translate company information to an “easy-to-read” format.

Corporate events

In co-operation with our disabled partners, we can support companies organizing accessible corporate events or include disability awareness programs into corporate events.

Employers' Award

Salva Vita and the Ministry of Human Resources founded the award. It is given to companies that demonstrate an outstanding commitment to employing disabled people. The Award raises the reputation of the company demonstrating that it is a responsible employer.



The Employers' Award has dual aims: on one hand, using the Award Logo, it supports the encounter of disabled job seekers employers who are ready to employ them. On the other hand it awards employers which are committed to best practice on disability at the workplace.

Receiving the award, the employer becomes entitled to use the Award Logo for 2 years. More information about the program: <http://fbm.hu/about-us/>

Employers' Forum

The Forum, initiated by the Salva Vita Foundation and other companies, is the first membership organization in Hungary, where responsible companies share their best practices in managing a diverse workforce. Members of the Forum employ almost 5% of the Hungarian workforce and they are determined to improve the employment situation of disadvantaged people.

3. Shop With Heart – trademark, web-shop and development

The program joins forces with sheltered workshops that employ a high number of disabled employees. The focus of the program is to develop and modernize the product portfolio of these workshops to ensure the high quality of the products and meet temporary taste. We invite designers and artists to design new products for the workshops and we operate a web-shop to sell the products. We also support the workshops with central sales, marketing, and branding activities.

Web-shop: <https://shopwithheart.net/>

More information about the program: www.segitovasarlas.hu/en/about-us

4. JOB for you, DREAM for me! program

This program is an adaptation of the [Irish Job Shadow Day](#) organized by [IASE](#) (Irish Association of Supported Employment) and DUOday organized in many European countries. In the course of the Job Shadow Day, disabled participants explore the world of work by 'shadowing' someone (the workplace mentor) in the workplace as they go about their normal working routine. The aim of the program is to bring people with disabilities and employers together for one day to promote equal employment opportunities.

More information about the program: <http://nekedmunka.hu/inenglish/>

Through our programs, Salva Vita has built a diverse and strong network with special schools, employment services, employers, sheltered workshops, experts, designers, universities etc. We have a close cooperation with local authorities, the Ministry of Human Capacities and the relevant authorities – that we can utilize in course of the planned project.