

Training and placing the vulnerable in Chile

Chile / SENCE, Ministry of Labour and Social Security

By developing the skills of the poor, including those with disabilities, and by combining such training with a comprehensive array of employment services, Chile's "More Capable" programme is educating a huge number of people who would otherwise remain untrained, including 5,235 persons with disabilities to date.

IN BRIEF

Chile's "More Capable" programme helps disadvantaged women, young people, and persons with disabilities to access the labour market through skills training, supported employment, and labour intermediation. For the first time, the country's labour market inclusion policy has established a specific budget and programme line for people with disabilities. In 2015, 2,685 persons with disabilities were trained, and in 2016 an additional 2,550 were trained, of whom about 9.5 per cent have found employment three months after the course. It is expected that some 20,000 persons with disabilities will be trained by 2018.

FACTS & FIGURES

- Founded in 2015, the "More Capable" programme now operates in all 15 regions of the country.
- Since 2014, 500 training providers have participated in the programme, including 24 offering specialized courses and 218 offering inclusive training.
- In 2015–2016, 1,504 persons with disabilities received inclusive training and 3,731 received training in specialized courses.
- By 2018 the programme is expected to reach some 300,000 women, 150,000 youth, and 20,000 people with disabilities.

INNOVATIVE ASPECTS

Leaving no one behind

The programme reaches out to the most vulnerable elements of the population, specifically women, young people, and persons with disabilities.

Disability-Centred

It is the first Chilean programme with a disability-specific budget and programme line, implementing training, counselling, specialized intervention, and support for placement into the labour market.

Join training and employment

While training and employment providers were previously conceived as separate elements, today they work together to promote inclusive employment, which comprises a number of additional components.

CONTEXT

To address the major gaps in access to education and employment for women, vulnerable youth, and persons with disabilities, and at the urging of the President of Chile, the National Training and Employment Service (SENCE) led a participatory process that created the “More Capable” programme in cooperation with stakeholders, including disabled people’s organizations. In 2014, Resolution No. 3379 approved labour grants for persons with disabilities as well as Decree No. 101, which created and established the legal framework for the programme. These, in turn, were adopted by the Ministry of Labour and Social Security. The pilot programme was evaluated in December 2015.

QUOTE

Thanks to this programme, I became a Mechanic and I could prove that I am capable. – Mr Diego Navarro, participant with spastic paraplegia, Chile

KEY FEATURES

The “More Capable” programme offers two models for persons with disabilities. In one – the inclusive model – they receive training in regular courses; in the other – the specialized model – courses are composed of people with disabilities only. Job training consists of 180 to 300 hours in a training entity, plus 90 to 180 hours of practice. Labour intermediation includes interview, assessment, job search, placement, and monitoring. Competencies are certified. Workers are provided with reasonable accommodation and support for up to six months, and SENCE is required to evaluate the programme annually and to report to the Ministry.

OUTCOME, IMPACT AND EFFECTIVENESS

- In 2016 another 5,000 people with disabilities are being trained, and 5,500 will be trained in 2017.
- In 2015 the media described “More Capable” as “one of the most active programmes of the Labour Ministry.”
- According to SENCE’s 2016 evaluation, the programme could further optimize resources.
- The Ministry intends to make the programme a permanent policy.

TRANSFERABILITY, SCALABILITY AND COST-EFFICIENCY

In 2015 the programme cost €9.9 million and in 2016 the expenditure was €13.4 million. In 2016 the budget per person is €4,076 from initial candidate assessment to final job support. To start the

programme required a significant economic effort due to the country's lack of accessible training infrastructure and few experienced organizations. Since then, however, the programme has been so successful that it has been presented at an international seminar in Uruguay.

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POLICY

More Capable Programme of 2014-2018

National Training and Employment Service (SENCE), Ministry of Labour and Social Security, Chile

SOURCES

Decree No. 101, 2014: <http://bit.ly/2eqYzHc> ; SENCE, More Capable Programme: <http://bit.ly/1eRhUke> ; Operational Guide, 2015: <http://bit.ly/2epuFYv> ; SENCE, ClioDinámica, Evaluation, 2016: <http://bit.ly/2dtikBq>