

Inclusive Development Platform (İnklüziv inkişaf platforması)

<u>Organisation(s):</u>	The State Employment Agency under the Ministry of Labour and Social Protection of the Population of the Republic of Azerbaijan	
<u>Country:</u>	The Republic of Azerbaijan	
<u>Contact:</u>	policy@esn-eu.org	
<u>Theme:</u> Choose at least one option	☐ Ageing & Care ☐ Asylum & Migration ☐ Young People ☐ Support for Children & Families ☐ Community Care ☐ Integrated Care & Support ☐ Co-Production ☒ Disability ☐ Housing & Homelessness ☐ Artificial Intelligence ☐ Digitalisation ☐ Quality Care	☒ Labour Market Inclusion ☒ Social Inclusion ☐ Technology ☐ Workforce and Leadership ☐ Social Benefits ☐ EU Funding ☐ Social Service's Resilience ☐ Mental Health ☐ Person-Centred Care ☐ Research & Use of Evidence ☐ Management & Planning ☐ Other, please specify:
<u>Principles of the European Pillar of Social Rights:</u> Check the 20 principles here .	☒ 1. Education, training, life-long learning ☐ 2. Gender equality ☒ 3. Equal opportunities ☐ 4. Active support to employment ☐ 5. Secure and adaptable employment ☐ 6. Fair Wages ☐ 7. Transparent employment conditions ☐ 8. Social dialogue ☐ 9. Work-life balance ☐ 10. Healthy, safe work environment	☐ 11. Childcare and child support ☐ 12. Social protection ☐ 13. Unemployment benefits ☐ 14. Minimum income ☐ 15. Old age income and pensions ☐ 16. Health care ☒ 17. Inclusion of people with disabilities ☐ 18. Long-term care ☐ 19. Housing and assistance to homeless ☐ 20. Access to essential services
<u>Current status of the practice:</u>	☐ Concept and Design Phase ☐ Testing or pilot phase ☐ Temporary practice that has terminated ☐ Temporary practice that is ongoing and has a termination date ☒ Established and ongoing practice ☒ Scaling Up and Transformation Phase ☐ Other (please specify)	
<u>Summary:</u> Please summarise the practice in maximum 3 sentences. This will be the disclaimer of your project on our website.	The main objective of the project is to support the personal, professional and career development of people with disabilities, strengthen their integration into the labour market and expand their access to inclusive employment opportunities.	

<u>Context/ Social issues addressed</u> <i>Please explain the problem you attempt to solve with your practice.</i>	People with disabilities often face various barriers in accessing employment opportunities, professional development resources, and career advancement support. Limited access to career guidance, skills development opportunities, and professional networks can reduce their participation in the labour market and limit their ability to achieve economic independence. The project aims to address these challenges by creating an inclusive development platform that gives people with disabilities opportunities to strengthen their personal and professional skills, build career-related competencies, and connect with relevant stakeholders. Through targeted learning and networking activities, the initiative supports a more inclusive labour market where people with disabilities can actively participate and contribute.
<u>Objectives:</u> <i>Please provide a maximum of three objectives in bullet points.</i>	1. Enhancing the personal and professional development of persons with disabilities through targeted learning opportunities. 2. Strengthening participants' career planning skills and supporting their successful integration into the labour market. 3. Creating opportunities for networking, knowledge exchange, and connections with stakeholders to promote inclusive employment.
<u>Activities:</u> <i>Please describe the activities put in place to achieve the objectives (maximum 300 words).</i>	With the Inclusive Development Platform, we implemented a comprehensive set of capacity-building, networking, and awareness-raising activities to support the personal, professional, and career development of people with disabilities. The project included 9 training sessions on personal development, professional skills, career planning, employment readiness, and strengthening participants' confidence and motivation. The sessions used interactive, inclusive approaches, including discussions, practical exercises, group activities, and experience-sharing methods, to ensure active participation and engagement. In addition to the training activities, the team organised 2 networking meetings to give participants opportunities to connect with relevant stakeholders, exchange experiences, expand their professional networks, and learn more about potential employment and development opportunities. The networking meetings and forum brought together companies interested in inclusive employment and creating job opportunities for people with disabilities. During the forum, company (stakeholder) representatives introduced their organisations, shared information about their activities, and presented the types of positions and employment opportunities available to people with disabilities. These discussions helped participants better understand potential career pathways and opportunities to enter the labour market. The project also held a forum to bring together participants, stakeholders, and relevant partners to promote discussions on inclusive employment, professional development, and the importance of creating equal opportunities for people with disabilities. Through these activities, the project aimed to strengthen participants' skills, increase their employability, and support their meaningful participation in the labour market.

<u>Outcomes:</u> <i>Please explain what the results were/are so far and how you evaluated this.</i>	The project engaged 30 people with disabilities and provided them with opportunities to strengthen their personal and professional skills and support their career development. As a result of the activities implemented, participants developed greater awareness of career planning, employment opportunities, and the importance of continuous personal and professional development. The training sessions improved participants' confidence, motivation, and readiness to participate in the labour market. The outcomes were evaluated through participant engagement during training sessions, feedback collected from participants, and observations of trainers regarding participation, interaction, and learning progress. Overall, the initiative aimed to create opportunities for participants to engage with companies and learn about inclusive employment pathways. Tracking participants' longer-term employment outcomes remains an important area for further assessment.
<u>Funding Source</u>	EU Funds: ESF+ ☐ INTERREG ☐ ERDF ☐ ERASMUS ☐ RRF ☐ other ☐ ☒ National Government Funds ☐ Regional Government Funds ☐ Local Government Funds ☐ Private Sponsorship / Public-Private Partnership ☐ Financial contribution of People using Services ☐ Other, please define:
<u>Links to supporting documents:</u> <i>e.g. website or report of the practice</i>	İnküziv Karyera Forumu keçirilib / Xəbərlər / Media - Dövlət Məşğulluq Agentliyi
<u>Comments and tips</u> <i>i.e. for people willing to use your Practice</i>	Organizations implementing a similar practice should ensure that activities are designed based on the specific needs, abilities, and expectations of people with disabilities. Creating an accessible and inclusive learning environment is essential for encouraging active participation and achieving meaningful outcomes. Cooperation with employers, public institutions, and relevant organizations can strengthen the impact of such initiatives by creating more opportunities for employment and professional development. A key lesson from this practice is that supporting people with disabilities requires not only skills development but also the creation of inclusive networks, increased confidence, and reduced barriers to labour market participation.