



# TALKING POINTS

A Decision Support Tool for Workplaces & employers



*Enabling transformation and change through trained educators and youth workers and inclusive workplace environments by creating an innovative methodology and resources for the development of life skills and employability competences in young adults with learning disabilities and difficulties, while supporting their transition into inclusive workplaces.*



# GOOD JOB! – Key Points for Employers

*A quick guide for companies interested in inclusive employment*

## What Is Good Job?

Good Job is a European initiative that helps employers create structured, supportive, and inclusive workplaces for young people with learning disabilities and difficulties. It provides simple tools, mentoring guidance, and clear processes that make onboarding and daily support easier, more effective, and more sustainable.

## Why It's Worth Implementing

### ✓ Strengthens your team

Young employees gain practical skills, confidence, independence, and stability through structured mentoring and clear expectations.

### ✓ Supports managers and staff

The toolkit offers step by step guidance for mentoring, communication, tracking progress, and solving challenges.

### ✓ Builds a positive workplace culture

Inclusion increases team cohesion, loyalty, and wellbeing.

### ✓ Improves company reputation

Participation aligns with national and European priorities on inclusion, CSR goals, and community responsibility.

### ✓ Saves time and provides structure

Simple tools, ready to use templates, and a clear workflow make onboarding more efficient, not more complicated.

## Commonly Questions – Quick Answers

**Will this take extra time?** The tools fit into existing routines. In the long run, they save time by making expectations clearer and communication easier.

**Do we need special training?** No special qualifications are needed. The Good Job toolkit includes practical guidance for everyday mentoring.

**What if challenges appear?** The methodology includes troubleshooting steps, short daily check ins, and clear communication tools to prevent misunderstandings.

**What if staff change?** Because tools are standardised, responsibilities can easily be passed on and continuity is maintained.

## What Employers Usually Appreciate Most

- Short, simple forms that support communication
- A clear structure for onboarding and mentoring
- Better cooperation with schools, families, and support organisations
- Young employees with disabilities who become more confident, reliable, and skilled
- A positive impact on team culture and company values

## How to Start

1. Appoint one staff member to act as workplace mentor.
2. Use the Good Job Starter Kit for onboarding and daily communication.
3. Follow the simple steps in the Good Job Roadmap.
4. Provide short daily or weekly check ins.
5. Stay in contact with the school or support organisation.

## Outcome

Implementing the Good Job approach means building a workplace where young people can grow, contribute, and feel included, while your company gains motivated workers, a stronger team culture, and a clear, practical system that makes everyone's job easier.