



# HELT MED!

**HELT MED! at my workplace**  
*– what will it be like?*

[www.heltmed.no](http://www.heltmed.no)

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## What is HELT MED?

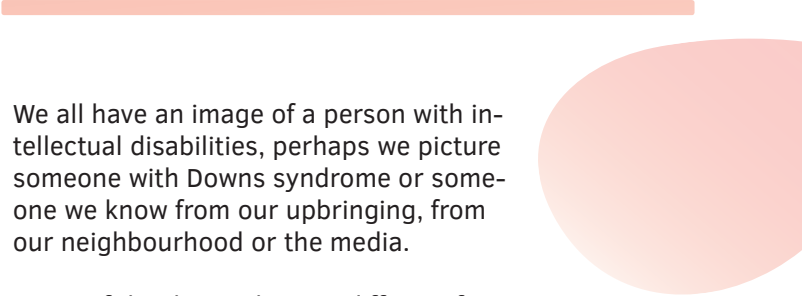
HELT MED is a project that aims to include people with intellectual disabilities into ordinary work life. The project has been clarified with LO and several unions, and employment happens within ordinary terms. The only thing that separates these employment agreements from ordinary working terms, is the determination of salaries.

## Your work place

Your work place hires people through the HELT MED agreement. Meeting a co-worker with intellectual disabilities is not necessarily different from meeting other newly appointed co-workers.

**What do you think of when you hear the term ‘intellectual disabilities’?**





We all have an image of a person with intellectual disabilities, perhaps we picture someone with Downs syndrome or someone we know from our upbringing, from our neighbourhood or the media.

Some of the things that are different for someone with intellectual disabilities might be:


- They might not be able to learn as easily and as quickly as others
- they might need more repetitions in order to acquire skills
- certain tasks might be too difficult
- they may lack work experience
- they may lack social experience
- they may not have experience dealing with social situations

*But* – you will get a co-worker who

- is excited to be able to work
- is proud of their job
- is conscientious and loyal towards the work place
- will do their utmost to do things the right way

He/she will

- travel to and from work on his/her own
- live in a normal housing situation or in a shared accomodation



You will experience an enrichment of your working environment and the pleasure of being part of a work place that has room for diversity.

## Sponsors and follow-up

The newly appointed colleague will get training from a person at your work place who is appointed by your employer. This person, or another employee, will be the sponsor for your newly appointed colleague.

The sponsor will be your employers contact person which the employee may adress, and he or she will also be HELT MED's contact person at your workplace.

HELT MED have job specialists that the company/sponsor and the employee may contact as required. The job specialist will also follow up to see how everything is working out.

HELT MED's job specialists aims to follow up within 24 hours after any inquiries.

## Can you help?

First of all: it is normal to be in doubt and to feel insecure about what to do. At the same time, most issues are usually best solved by acting excatly as you would otherwise.

Remember that people with intellectual disabilities may feel insecure, feel lost in a new working environment and may be reluctant to admit that they have trouble solving a task.

It is always nice to have someone help you out.

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Perhaps it would be nice if someone asked “Would you like me to help you....?”, “Just let me know if you haven’t done this before....” or something of the like.

People with intellectual disabilities often need

- more repetitions
- longer time
- slower explanations
- very specific work descriptions

But once they get it, what they’ve learned will often stick.



### What about lunch breaks, gatherings, social events?

We want inclusion and participation for your future colleagues. This is why we hope you also have room for them at break time and in other social settings.

If you are in doubt, ask the person concerned directly. Try to be as clear as possible about what will be happening. Ask him/her if he/she has been to for example a Christmas party at a work place before, ask what it was like to try to understand what experiences your colleague may have from before. You might ask if they are able to find their way on their own, get home on their own or if there is anyone where they live who should be notified.

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## Being seen and heard

We all have the need for confirmation on what we do and how we perform. Praise and recognition is something that is scarce in many work places. If you are not seen or heard at your work place, you may feel lonely and left out. To people with intellectual disabilities, this can be very important. It will therefore be nice if you give him or her recognition and praise often. It might be a good idea to give specific feedback.


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We hope this presentation will clarify and be of help to you. If a situation arises where you are unsure and you would like to discuss with us, we would very much appreciate if you would contact us.

You can talk to the sponsor at your work place or you can contact HELT MED's job specialist.

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We in HELT MED want people with intellectual disabilities to be participatory and visible in our society. Participating in working life is a crucial part of making this happen.





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