



Latvian Presidency  
of the Council of the  
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# Employment Opportunities for Deaf Youths in Latvia

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# Urgent research problems and challenges

- ✦ Provision of sign language interpreter services
- ✦ Choice of professions
- ✦ Low-skill occupations
- ✦ Employers lack information on issues of deafness
- ✦ Ways of seeking a job
- ✦ Role of the State Employment Agency in seeking jobs for youths
- ✦ Emigration
- ✦ Psychological and communication barriers

# Research studies

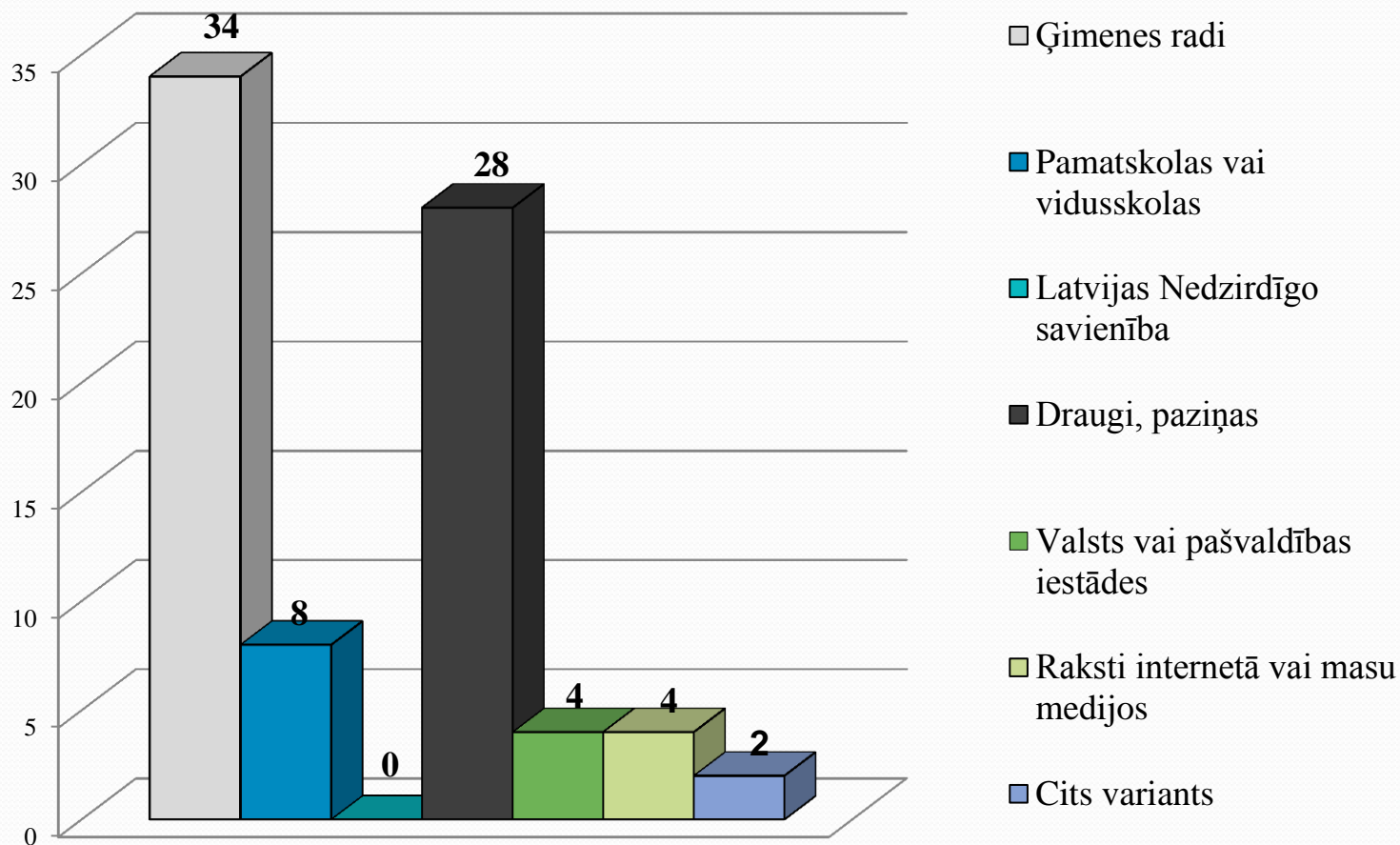
- 1) Acquiring information from the LAD database and from studies
- 2) A questionnaire survey – 50 deaf youths (aged 15-30)
- 3) 3 partially structured interviews with the State Employment Agency (SEA), the Employers' Confederation of Latvia (LDDK) and a deaf youth;
- 4) An experiment – looking for a job

# Sign language interpreter services at professional and higher education institutions

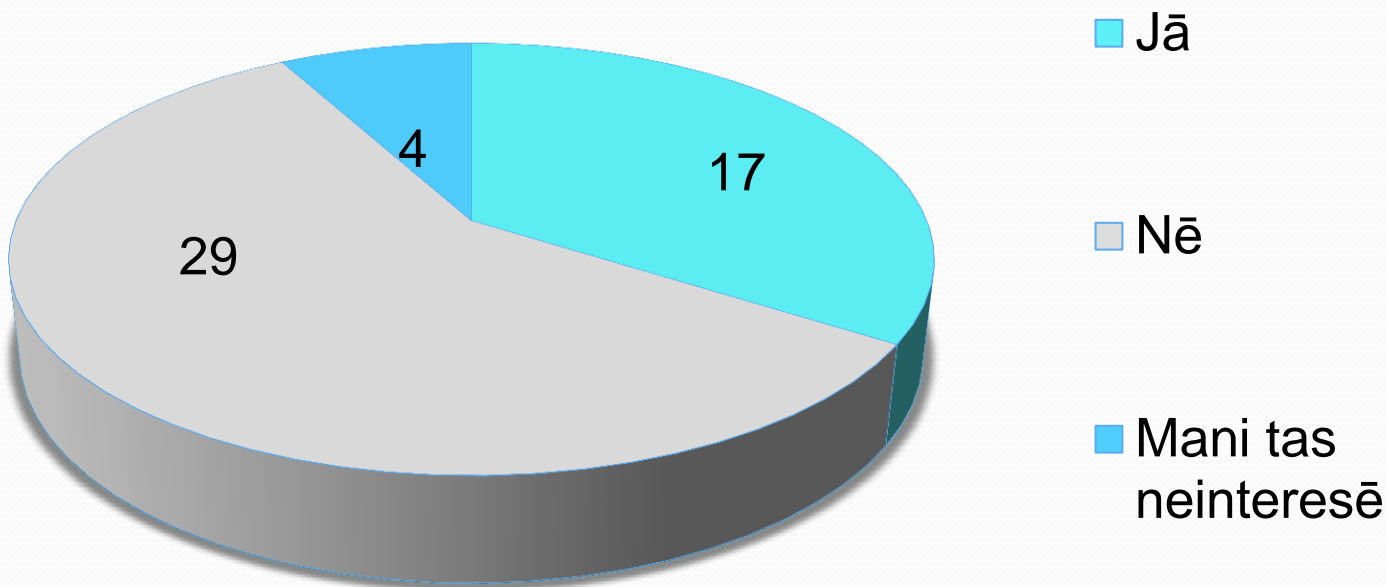
	2011	2012	2013	2014
Professional education institutions	33 students at 5 schools	54 students at 9 schools	60 students at 12 schools	49 students at 11 schools
Higher education institutions	11 students at 3 higher schools	12 students at 4 higher schools	15 students at 5 higher schools	13 students at 8 higher schools

# Anketēšana/Questionnaire survey

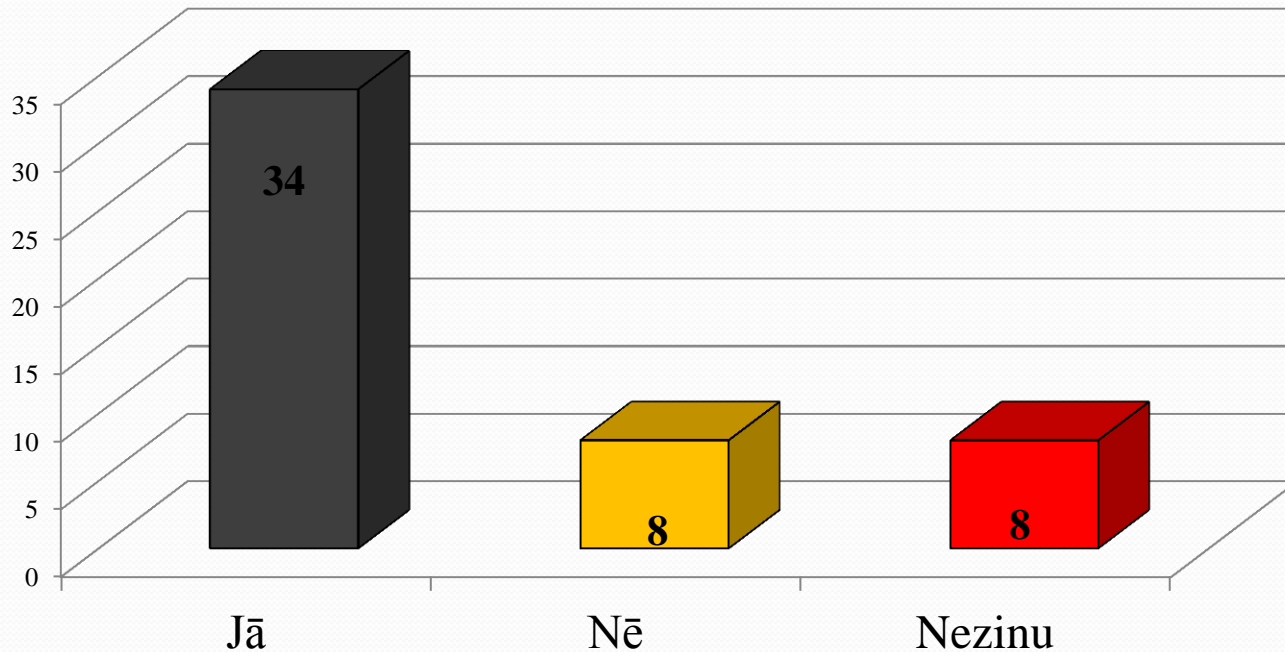
**Kas jums palīdz/varētu palīdzēt profesijas izvēlē? (var būt vairāki atbilžu varianti) / What or who help/could help you choose a profession? (several answers are possible)**



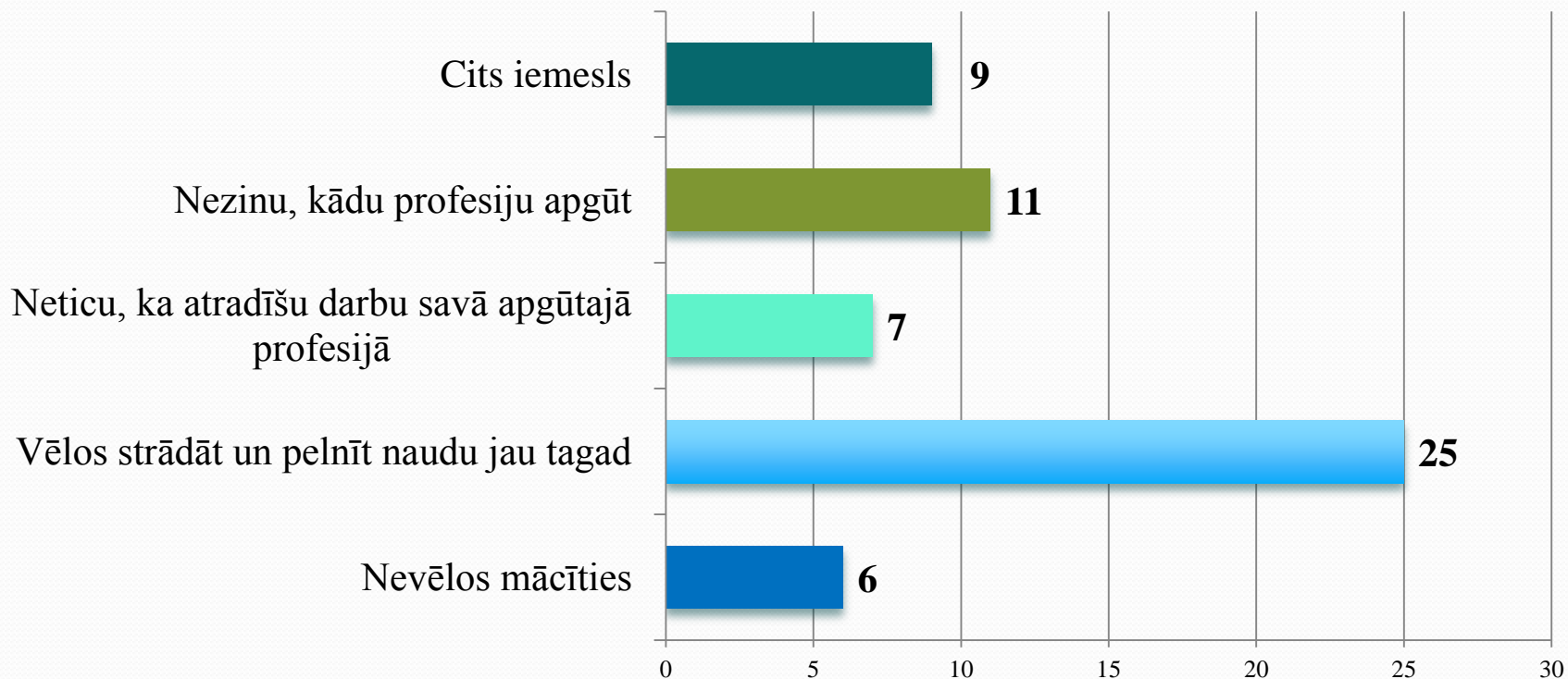
**Vai jūs zināt, kur var konsultēties par profesijas izvēli? / Do you know where you can get advice on the choice of a profession?**



**Vai jums vajadzīgs konsultants ar zīmju valodas zināšanām, kas sniegtu jums pilnu informāciju par profesijas izvēli? / Do you need a consultant having knowledge of sign language who could give you complete information about the choice of a profession?**

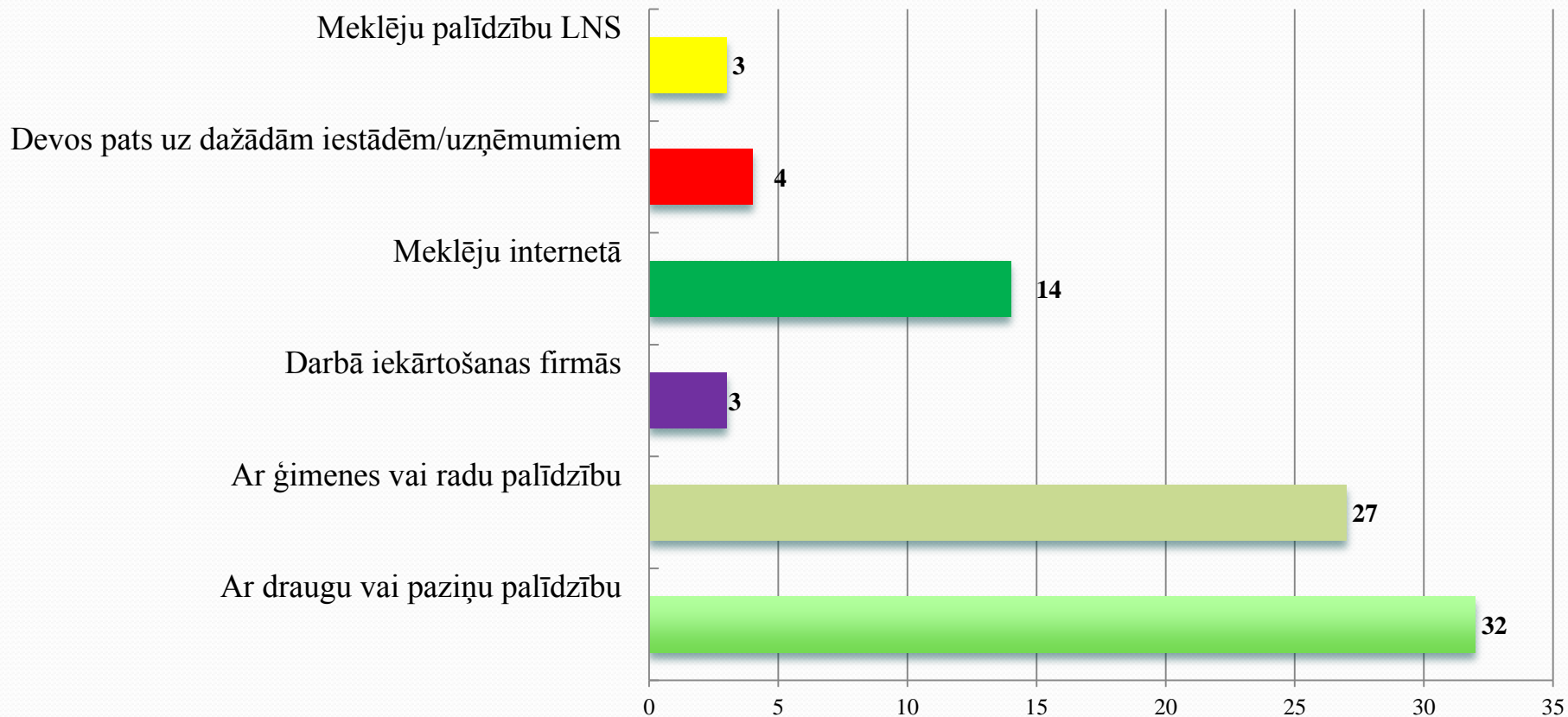


**Ja Jums nav profesiju un neplānojat to apgūt,  
tad kāpēc? (var būt vairāki atbilžu varianti) / If you have no profession  
and do not plan to acquire a profession, then why not? (several answers  
are possible)**

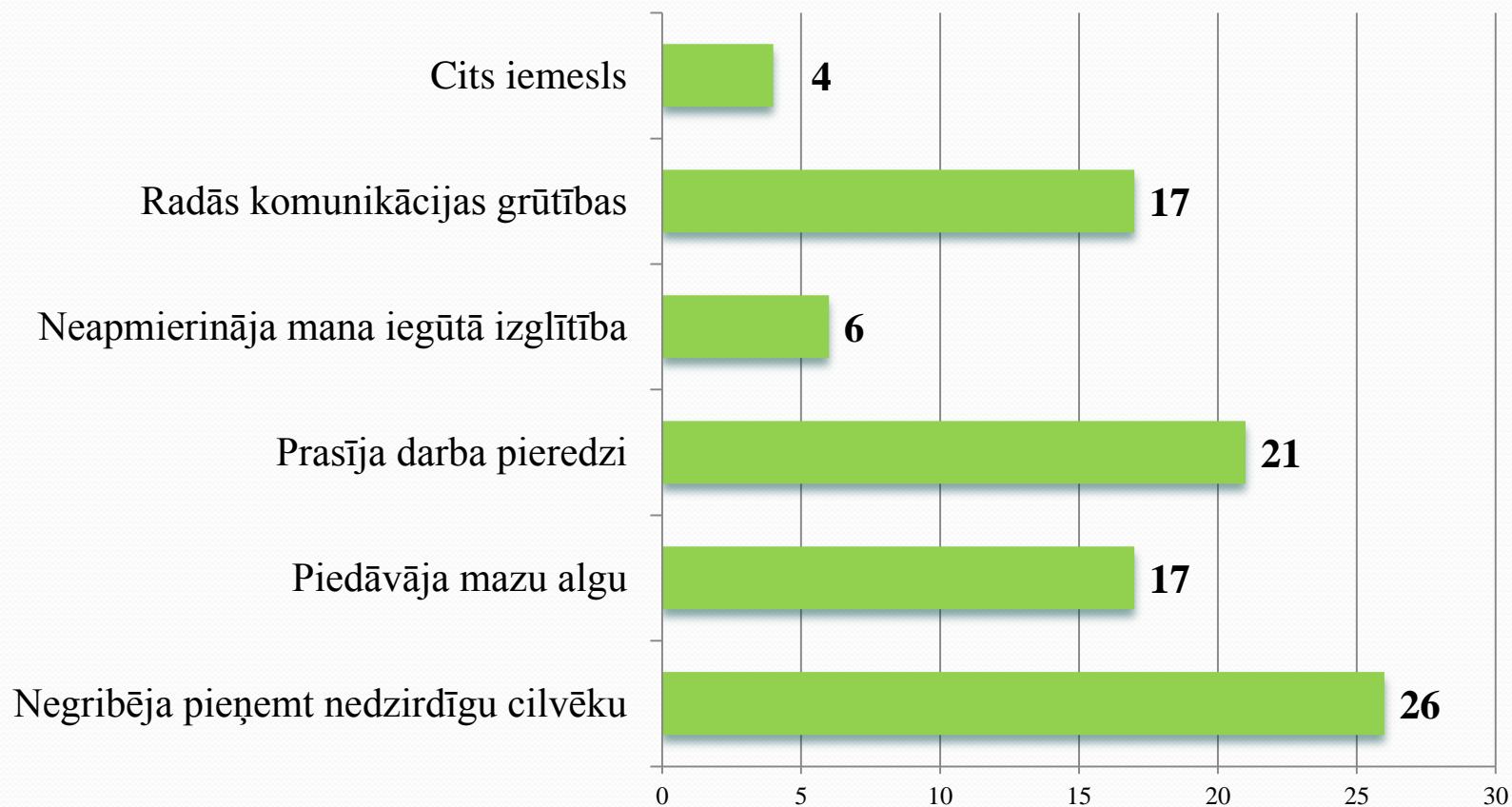




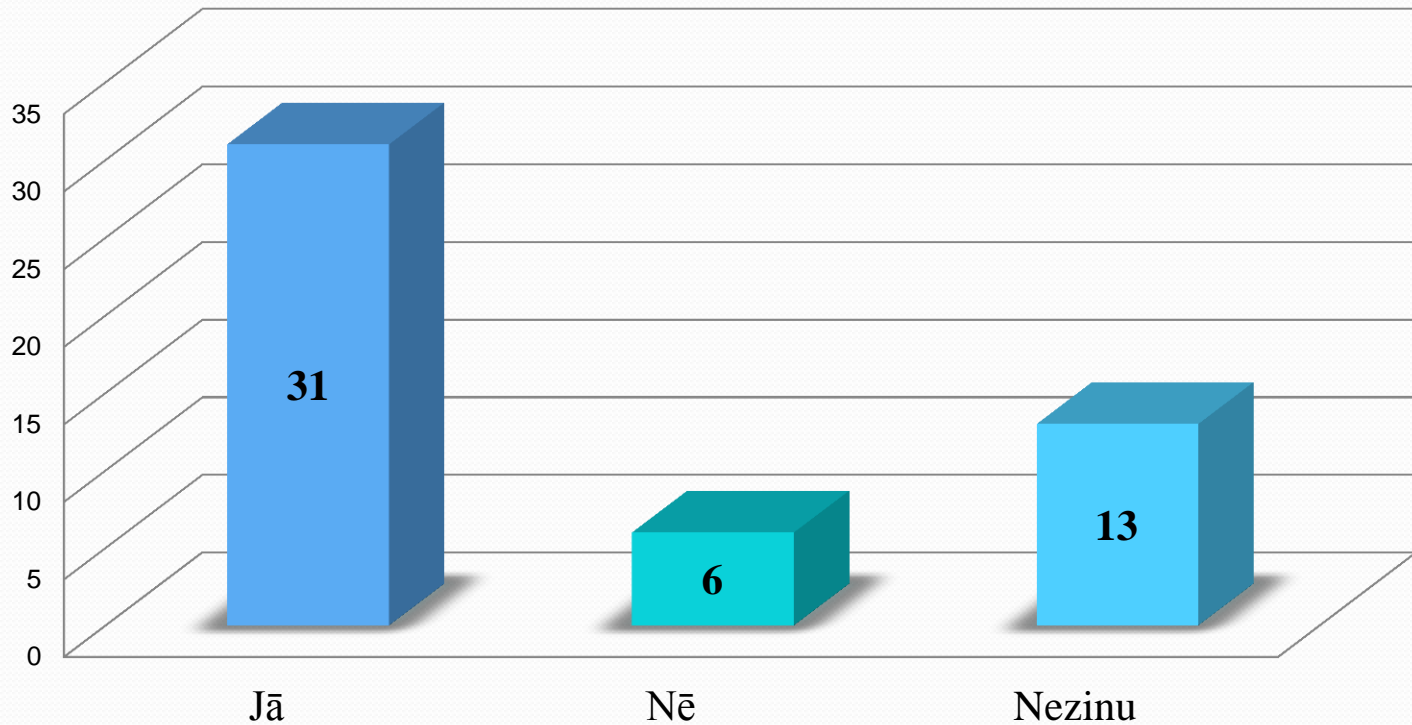
**Kādā veidā sameklējāt darbu, ko jūs darāt/darījāt?  
(var būt vairāki atbilžu varianti) / How do you look for a job, what you  
do/did? (several answers are possible)**



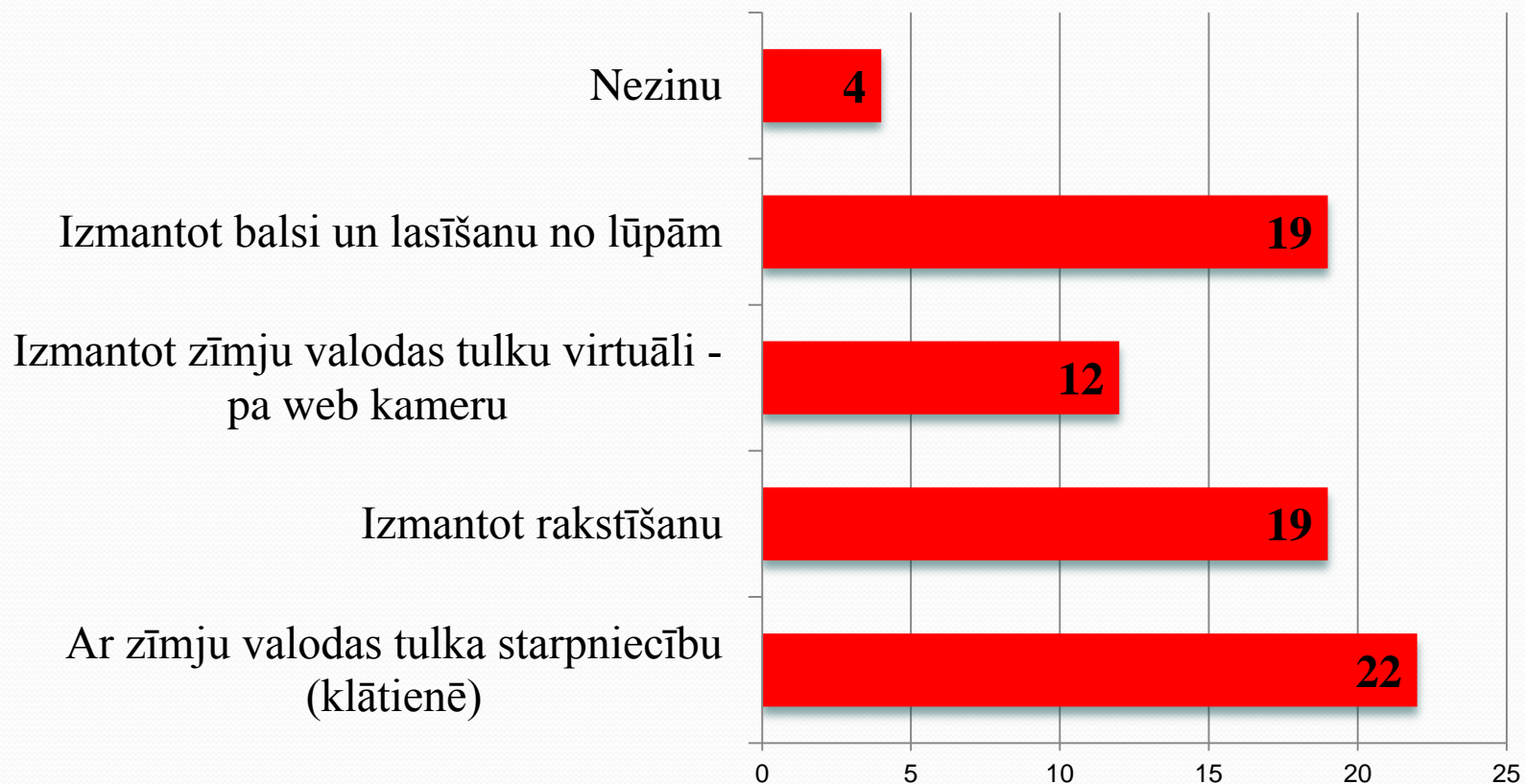
**Ja agrāk meklējāt darbu, ar kādu problēmām saskārāties?  
(var būt vairāki atbilžu varianti) / What problems have you  
faced when looking for a job?**



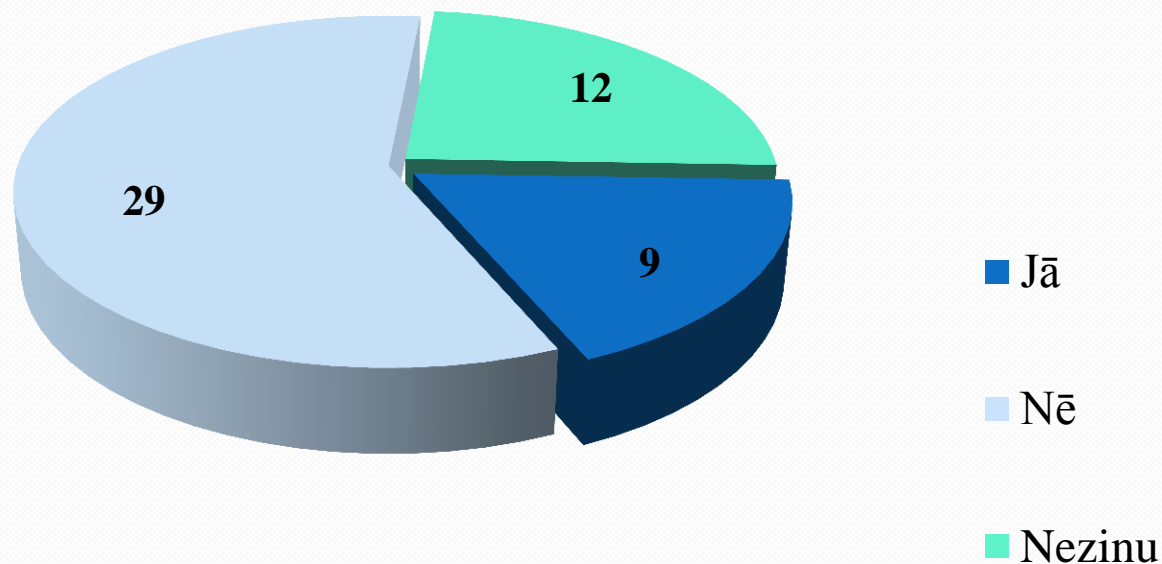
**Vai darba meklējumos jums nepieciešams konsultants jeb darba asistents? / Do you need a consultant or employment assistant when looking for a job?**



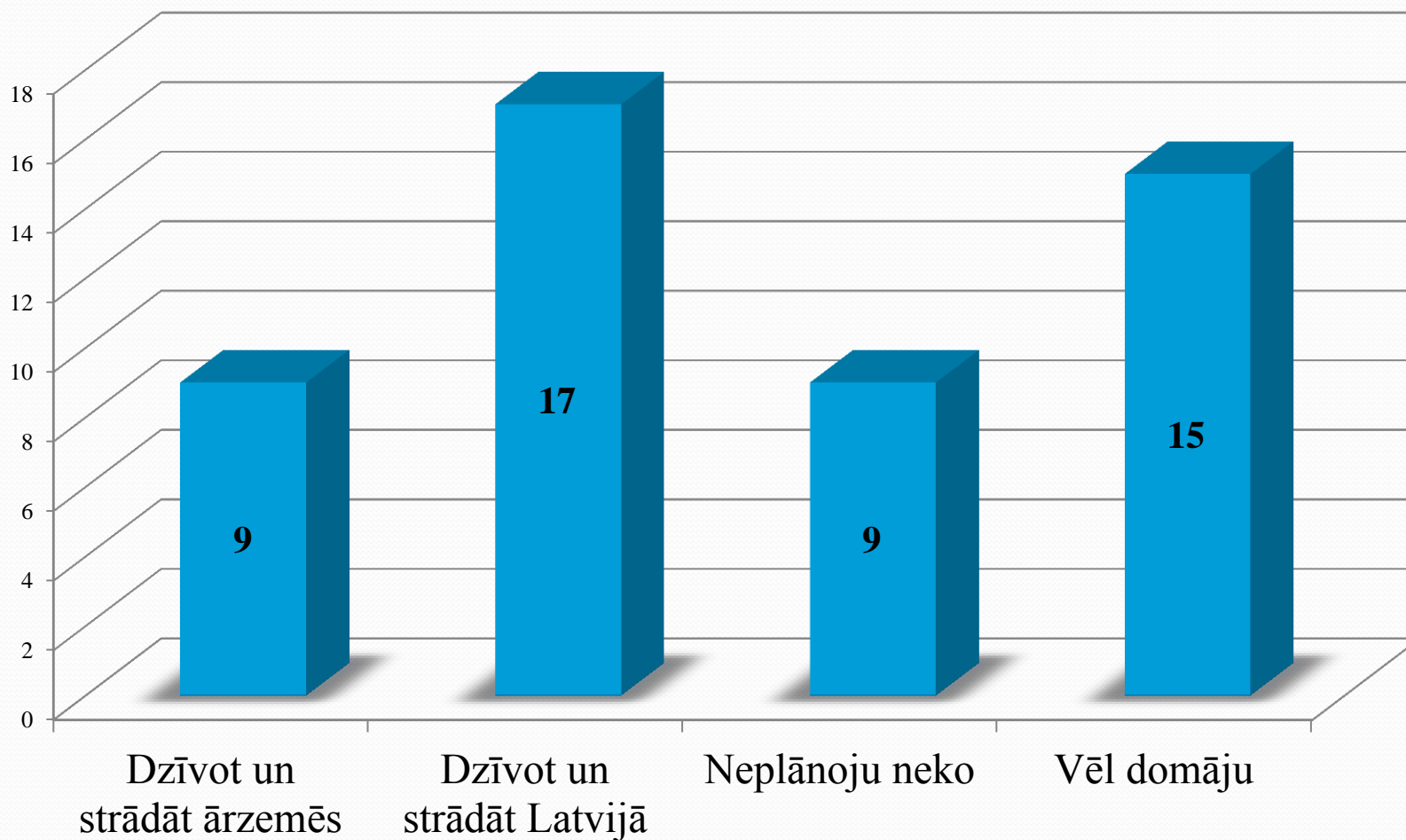
**Kā jūs vēlētos sazināties ar dzirdīgajiem darba devējiem un darba kolēģiem? / How you wish to communicate with deaf employers and colleagues?**



**Vai jūs zināt par Nodarbinātības valsts aģentūras (NVA)  
piedāvājumiem? / Do you know the offers provided by the  
State Employment Agency?**



## Ko jūs plānojat darīt nākotnē? / What do you plan to do in the future?



# Partially structured interviews

## **An interview with a SEA expert: conclusions**

- a) The SEA provides sign language services – the services are little used
- b) Lack of information on SEA services
- c) Government-subsidised jobs – the most demanded SEA activity
- d) “Youth guarantees” activities – partially limited opportunities for deaf youths

# Partially structured interviews

## An interview with LDDK: conclusions

- a) No information about the situation in deaf youth employment
- b) They believe that youths have to learn, acquire professions as well as communication skills
- c) Information activities for employers have to be organised
- d) The government has to provide deaf persons with hearing-loss compensation means
- e) Amendments are needed in legal acts



# Partially structured interviews

**An interview with a youth called Mark: conclusions**

- a) The profession chosen: multimedia design
- b) Job search opportunities
- c) Job search at the SEA – no result
- d) Improvement of professional knowledge and skills

The process from the choice of a profession to a youth's integration into the labour market is not professionally organised!

# Experiment

A CV with a motivation letter sent to 30 enterprises by e-mail:

a) Sent in two parts:

1) applications for any job – 15

2) applications for a job in a certain profession – data entry operator - 15

b) No result

Such a way of looking for a job is not the most effective!

## Necessary activities:

- ✘ “Youth guarantees” activity has to be more available to deaf youths;
- ✘ An information campaign targeting employers concerning issues of deafness;
- ✘ A cooperation and coordination network among the LAD, LDDK and the SEA;
- ✘ Adapted information is necessary

# Proposals

**A support centre has to be established based on the LAD**

Basic functions of the support centre have to involve:

- identification of professional orientation,
- provision of information,
- help and support in seeking a job.

**Paldies!**  
**Thanks!**

