
EPR MEMBERS' GOOD PRACTICES COMPENDIUM

EUROPEAN PLATFORM
FOR REHABILITATION



EMPLOYMENT

epr

europaean platform for rehabilitation



INTRODUCTION

EPR is a network of service providers for people with a disability. We support our members to provide sustainable, high quality services through mutual learning and training activities.

Between 2014 and 2017 EPR received funding from the EU EaSI Programme, which among other activities, allowed EPR to gather good practices in different fields of service provision. This leaflet aims to spread knowledge of some of those practices that have a positive impact on the lives of people with disabilities. One of the four focus areas for activities funded by EaSI was the employment of people with disabilities.

EMPLOYMENT

EPR and its members are committed to support competitive employment opportunities for people with disabilities and meaningful inclusion in the mainstream workforce, as set forth in international legal instruments. The right to work on an equal basis with others and the right to “just and favourable conditions of work” are human rights recognised in the ICESCR and UNCRPD. People with disabilities should enjoy the right to work in a labour market and work environment that is open, inclusive and accessible. The International Labour Organisation (ILO) points out that the right of people with disabilities to decent work, however, is frequently denied. Accessing the job market presents additional challenges for people with disabilities, mainly in terms of attitudinal, physical and informational barriers to equal opportunities. Higher unemployment and inactivity rates can also prevent people with disabilities to fully enjoy other recognised rights set forth in the UNCRPD, creating exclusion from the society and insufficient social protection.

By assisting and working with leading service providers across Europe, EPR promotes the development of quality services to overcome barriers to the employment of people with disabilities. EPR activities equip members to strengthen partnerships with companies to better match people with disabilities' needs and rights, companies' demands and labour market changes.

For more information on EPR's work on this topic please consult <http://www.epr.eu/our-expertise/employment>

RIPPLES IN THE WATER (RIW)



WORK AND INCLUSION, NORWAY

Work & Inclusion (W&I) is an association in the Confederation of Norwegian Enterprise (NHO), the main business organisation in Norway with 26,000 member companies. W&I have 100 member companies all over the country which base their services on individual coaching towards ordinary employment through providing qualifications, job training, protected work and Supported Employment. They provide services to approximately 35,000 disadvantaged people annually.

RIW is a methodology for cooperation between NHO member companies and W&I service providers. It aims to increase the level of employment for people with disabilities or disadvantages based on the understanding that the vast majority of people both want and are able to work. With reference to their CSR strategy, NHO companies need manpower and want to be successful in integrating employees with a disability.

An evaluation from December 2017 shows that RIW helps NHO's members recruit the right person for the right job. The NHO company gets in touch with a service provider, who after an assessment of the company's needs, consider whether they have suitable candidates for the position in question. The service provider may also provide training and coaching to prepare the candidate to become employable. In addition, they provide follow-up support in the workplace, including coaching after the candidate has been permanently employed. The evaluation further shows that 57% of the NHO companies would not have recruited without RIW. 84% trust that the service providers propose relevant candidates and 77% agrees that the actual candidate matched the needs of the company. Two out of three find it safe to recruit through RIW.



For more information:

<https://www.nho.no/Prosjekter-og-programmer/ringer-i-vannet/information-in-english/>

GTB, BELGIUM

GTB, as a structural partner of the public employment service VDAB, promotes job integration into the labour market, empowering persons with special needs and supporting companies to employ these persons. GTB is a network-organisation that works together with job coaches, trainers and employers. The jobseeker will always be at the centre of the network. In recent years GTB has changed from offering specialized 'determination and guiding' services, to becoming a support to the customers in taking care of their own careers.

Tender Activation and Care, TAZ, is a programme which offers coaching and training to people with a large distance from the labour market due to health problems and/or limited abilities in self-guiding. The programme lasts for a maximum of 18 months with "paid work" as its ultimate goal. The programme consists of employment guidance, empowerment training and care provided by health care organisations.

A mandatory internship is another important part of the activation programme, which allows the jobseekers to regain confidence and build basic employability skills.

The results of TAZ are positive; 35% of participants of the programme receive the advice that paid work will be possible. 80% of this group manage to achieve this and keep their work for a long time. 26% of the TAZ participants build up their work competences in further training programmes or in non-paid jobs. As of 2017, 9787 people with disabilities have completed the programme since it started in 2007.

Based on the positive results of the TAZ project, the Flemish government adopted new regulations to build structural collaboration between health, empowerment and employment services in the field. Case management based on the ICF model is now implemented by law in Flanders.



“Enrolling in a tailor-made activation program with the aim of paid work is an important step”

SUPPORT TO ENTREPRENEURS



FUNDACIÓN ONCE, SPAIN

Fundación ONCE was created in February 1988 by ONCE (Spanish Organization for the Blind) to extend the scope of its activities to include people with other types of disabilities and improve their quality of life. Their mission is to foster full social inclusion of people with disabilities, contributing to implement the principles of equal opportunities and non-discrimination, through 3 main objectives: employment, training and universal accessibility.

The Support to Entrepreneurs programme is a step within a wider programme, the ONCE Foundation's Entrepreneurship Programme. The goal is to empower entrepreneurs with disabilities once their business activities have started. This is done through specific and customised training which aims to ensure the solidification and sustainability of their initiatives.

The programme is open to people with disabilities who have received grants under the Entrepreneurship programme and whose business activities are still operating. The programme, which was run for the first time in 2015/2016, included a 100 hour online-course with topics such as entrepreneur training, digital marketing, financial management, developing a viability plan, applying for grants and monitoring business activities. Although the course was flexible, the programme set deadlines for submitting assignments, projects, reports, business cases and research. There was also an evaluation, together with exams, and voluntary activities. Part of the evaluation included an e-marketing plan for their own businesses. 86% of those who participated in the program completed the course, 92% found the contents relevant and 88% appreciated the applicability to their businesses.



“The online support-programme helps create a community for entrepreneurs with disabilities who work on their own and are spread all over the country”

CDI ISI CURRICULUM



CRM, FRANCE

Centre de Réadaptation du Mulhouse, CRM, offers different training programmes adapted to people with disabilities. A person-centred approach is at the core of their services promoting dignity and citizenship with respect for the choices and needs of each service users. Through its services, CRM promotes the development of people's capabilities, full participation in society and employment inclusion. CRM supports the users' autonomy as well as physical, mental, and moral wellbeing.

CDI ISI Curriculum, is a two-year IT development training programme for people with a disability. The aim of the programme is to prepare students for the level required in order to enter the IT engineering training courses provided in most of the big companies in the sector. While companies have to recruit people with disabilities to respond to their legal obligations, they often fail to find good profiles matching their demands.

The problem in the past was that only a small part of CRM's students was able to follow an IT engineer training course without preparation. To increase the number of potential students, it was decided to organize a special curriculum in partnership with four companies in the IT-sector to enable people to reach the level required to enter the engineer training programme. This resulted in the CDI ISI Curriculum programme. At the end of the two-year training provided at CRM's centre in Mulhouse, the students obtain an IT engineering diploma (ISI) which allows them to sign an apprenticeship contract. Out of the 11 students who followed the curricula-programme in its initial year, 7 signed an apprenticeship contract with a company for engineering training afterwards.



“It is a good opportunity for the students to get a good job experience, to reach a high level of skills and finally to get a job through an Apprenticeship contract”

VERZAHNTE AUSBILDUNG MIT BETRIEBEN



JOSEFS-GESELLSCHAFT, GERMANY

The Josefs-Gesellschaft (JG) is a nation-wide Catholic Society running rehabilitation services for people with disabilities in Germany. The JG supports people with disabilities in enhancing their independence by focusing on individual possibilities and developing new abilities. About 9000 people are currently using JG's services in different fields ranging from housing, schools, apprenticeships and workshops, to medical and nursing care. Respect and solidarity are the core values of their work.

The VAmB-programme officially started in Germany in 2009 and the Josefs-Gesellschaft Group has been a part of the initiative from the beginning. The goal of the programme is to provide young people with disabilities adequate support through JG's services while simultaneously enabling them to do their vocational training as close to the mainstreamed environment as possible.

The underlying idea is that while many young people with a disability need a certain kind of support, they do not necessarily need a special place. For example, with the right kind of support they can follow vocational training in a "normal" environment. The programme includes a complete assessment of the client's needs and also of their resources. From there JG tries to find the optimal place for them to do their vocational training. During this phase they provide every service needed in order for them to successfully complete their training. JG aims to provide services as early as possible to ensure a seamless integration in the labour market, preferably in the business where the vocational training took place. The programme shows a steady positive development and has a growing number of participants every year.



“One of the main opportunities in our programme is that young people complete their training in a realistic environment and not in a special one”

CONTACT US

European Platform for Rehabilitation

Avenue des Arts 8 c/o CCI, first floor B-1210 Brussels

Tel: +32 (0)2 736 54 44

epr@epr.eu

www.epr.eu



EPR.Brussels



EPR_Network



European Platform for Rehabilitation



This publication receives financial support from the European Union Programme for Employment and Social Innovation “EaSI” (2014-2020). For further information please consult: <http://ec.europa.eu/social/easi>. The information contained in this publication does not necessarily reflect the official position of the European Commission.