

# change4inclusion

2<sup>nd</sup> Transnational Project Partner Meeting

13.09.22 & 14.09.22

Valladolid (Spain)

## DRAFT Report

### Day 1: Tuesday, 13/09/22

a.m. (start: 9h00 / end: 13h00):

- 9h00: **Welcome** [Pablo/INTRAS & Mathias/EPR]
  
- 9h05: **Introducing the agenda, objectives and planned outcomes of the meeting** [Patrick/GTB & Mathias/EPR]
  
- 9h20: Presentation of **results of evaluation of 1<sup>st</sup> Transnational Project Partner Meeting**, 29 and 30 March 2022, Jūrmala (Latvia) – Evaluation Report (based on Quality Assurance Plan (QAP)) [Mathias/EPR]
  
- 9h30: Overview on **what has been done by Flemish Steering Group since 1<sup>st</sup> Transnational Project Partner Meeting**, 29 and 30 March 2022, Jūrmala (Latvia) [Patrick/GTB]
  
- 9h45: **Thematic Block 1: Instruments/toolbox to measure inclusive organisations and inclusion at the workplace:** Presentation of **C4I Interview Guidelines** [Kimberly/Pulso Europe] and discussion with project partners from Latvia and Spain
  - C4I Interview Guidelines to address employers who want to shift the organisational culture towards inclusive an enterprise/organisation
    - ❖ Updates on the process: What has been done since Jūrmala?
    - ❖ Introduction
  - Putting ourselves in the shoes of an employer
    - ❖ Running a test session by using the C4I Interview Guidelines with all participants
    - ❖ Collecting feedback from **everybody** to improve/"validate" them
  - Integrating the feedback/evaluation obtained "on the spot" in the C4I Interview Guidelines
  - Exchange with colleagues from **Flemish Project Partners**, **INTRAS** and **SIVA**: What concrete activities can one combine with the C4I Interview Guidelines?

*Around 11h15 (i.e., in between Thematic Block 1): Coffee/Tea Break*

- 11h30: **Site visit:** Getting to know **INTRAS** as to selected services

*13h15 Lunch*

p.m. (start: 14h30 / end between 17h00 and 17h30):

- 11h30: **Thematic Block 1 continued**
- 14h30: **Thematic Block 2: Mentoring:** Importance of co-production of services and strengthened role for experts by experience/experiential experts: Presentations [[Piet Lareu/Sterpunt Inclusief Ondernemen – werkplekarchitekten/Workplace Architects](#)] and discussions with project partners from **Latvia** and **Spain**
  - Reflection on mentoring: What is it? What is the conceptual approach?
  - Use of instrument “Setting up of fora/cafes”
  - How is mentoring currently done/rolled out in Flanders?
  - What are the activities we can include in mentoring from Talentscope or the C4I Project?
  - Sharing of experiences from **Latvia** and **Spain** and mutual learning on the issues dealt with under Thematic Block 2

*Around 15h30 (i.e., in between Thematic Block 2): Coffee/Tea Break*

- 15h45: **Thematic Block 2 continued**

## **Day 2: Wednesday, 14/09/22**

- 9h00: **Thematic Block 3: Experimental Expertise and the role of experts by experience/experiential experts** [[Patrick/GTB](#)]
  - Updates on the process: What has been done or changed since Jūrmala?
  - GTB position/approach on experimental expertise
    - ❖ Vacancy and competence profile to recruit experts by experience/experiential experts in services with employers: Presentation of state of play
    - ❖ Training course: Presentation of content (including storytelling method) and sharing of experiences (so far)
  - Reflection on possible activities/tools for experts by experience/experiential experts to engage with employers
  - Exchange and mutual learning **with all** on pre-conditions and success factors for an effective involvement of experts by experience/experiential experts
  - Exchange and mutual learning **with all** on benefits for professionals, experts by experience/experiential experts and employers from working together

*Around 11h00 (i.e., in between Thematic Block 3 and 4): Coffee/Tea Break*

- 11h15: **Thematic Block 4: Elaboration of business models** [Patrick/GTB]
  - Business model of Talentoscop
  - Adding business model from the C4I Project promoting the involvement of experts by experience/experiential experts: What? How? Who?
  - Feedback from colleagues from **Latvia** and **Spain**
  
- 12h15: Presentation and **assessment of communication and dissemination activities** since last meeting and so far in the project (compared to Communication and Dissemination Plan) [Loredana/EPR + all project partners]
  
- 12h25 **Project Action Plan => Overview of outstanding tasks, deliverables and activities/events and the related timelines and responsibilities:** Presentation and agreement on next steps in project [Mathias/EPR & Patrick/GTB]

13h15 Lunch

p.m. (start: 14h30 / end around 17h30):

- 14h30 **Round Table Discussion:** Opportunities and challenges of transitions to inclusive enterprises/organisations – Regulation in place, instruments used, experiences so far, next steps needed [moderator: Mathias/EPR]
  - **Spain:** Gustavo Martín, Director Valladolid, Fundación INTRAS
  - **Spain:** Luis Alarcos, CEO of an SME employing people with disability
  - **Spain:** Reyes Pérez, Head of Disability Unit, Social Services Department, Autonomous Region of Castilla y León
  - **Spain:** Jesús Sagarra, Director of a Regional Network of Social Employment [Federación Empresarial Española de Asociaciones de Centros Especiales de Empleo Castilla y León (FEACEM CyL)]
  - **Spain:** Inés Vega, Coordinator of ESF, Disability Unit, Social Services Department, Autonomous Region of Castilla y León
  - **Belgium** and **Latvia:** all colleagues/GTB + both colleagues/SIVA, with comments and inputs from their own country