

*Building capacity for excellence in service
provision for people with disabilities*

EPR Stakeholder Committee - EMPLOYMENT

27 -28 November 2017

BFW, Martinsweg 11, 50999 Köln (Germany)

Promoting cooperation between employers and VR providers benefits all:
from the right to work to the business case

FINAL_Programme

Background

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 Articles 6 and 7 of the ICESCR and Article 27 of the UNCRPD. Raising the rate of people with disability working in the open labour market is among the eight priorities of the European Disability Strategy 2010-2020. In the last years, new policies have been adopted in many countries and vocational rehabilitation centres have successfully developed approaches promoting employment opportunities for people with disabilities. Yet, the employment rate of people with disabilities remains around 48.7% on average¹.

In addition to the human-based approach, hiring talented people with disabilities presents several benefits for companies too. Diversity in the workplace, including employees with disabilities, brings together diverse experiences and skills that benefit all and virtually any business. People with disabilities can enhance the company’s overall competitiveness through benefits such as increased productivity, greater market share and lower job turnover rates².

Why this event?

EPR members are committed to further promote the employment of people with disabilities and inclusion in society. Developing partnership with employers, among other strategies, is important to several members. Following the successful event organised in Paris last year, whose main outcomes will be briefly presented at the beginning of the event, EPR members are invited to share successful experiences to cooperate with companies, identifying challenges and explore how to overcome them. Based on members’ interest in more involvement of employers that emerged in Paris, in addition to service providers in vocational rehabilitation, representatives of different companies will present their experiences in employing people with disabilities. Trainees are also invited to share their personal experience, to better understand how having a job can influence their quality of life. Lastly, a short presentation of the proAbility project, will provide additional information for training of current and future company leaders to employ people with disabilities.

¹ <http://ec.europa.eu/social/BlobServlet?docId=16995&langId=en>

² http://www.ilo.org/skills/pubs/WCMS_183673/lang--en/index.htm



Learning objectives

- Identify key elements and strategies to develop successful partnerships with potential or current employers;
- Sharing practices with other EU colleagues in vocational rehabilitation;
- Direct interaction between employers, VR staff and trainees to better identify needs;
- People more in contact with staff
- Develop together a human-based and business case to hire people with disabilities;
- Co-create and influence future EPR activities that are relevant for each member.

Who is the event for?

The event is intended for EPR members. Participants are expected to be practitioners and/or managers in the field of vocational rehabilitation, in contact with employers or in charge of employers' strategies.

In order to guarantee the quality of the exchange and the learning experience, participants should be at ease to follow conversations and be able to express themselves in English (upper intermediary level).

EPR members are also encouraged to invite employers they work with and trainees to attend this event. In case you would like to discuss this option in detail, please contact Mirko Miceli at mmiceli@epr.eu.

Format

The benchlearning group is designed to be highly participative and dynamic. Participants will have the opportunity to work together, share their expertise and learn from each other, through plenary discussions, presentations, and group work. An experienced facilitator will provide guidance and support the exchange throughout the learning process, including shaping and summarising the take-away of the event.

The Facilitator



Pablo Juan Escorcía has over 15 years' experience as an organizational consultant, coach and trainer. I have worked designing, facilitating, consulting and implementing more than 200 different organizations reaching more than 4000 people. As a senior consultant I have worked with a wide range of clients that include private companies, public institutions, international NGOs and educational institutions. With extensive experience in the design and implementation of programs focused on strategic planning, monitoring and evaluation of humanitarian assistance, leadership, communication, teamwork and creativity, I have been able to support my clients' organizational development from a holistic perspective.

Expected outcome

The outcome of this event is a **Report** which will include the main points, successful practices and common challenges discussed during the event as well as an action point list for EPR future activities in this area.



Registration & practical information

You can register for this event by filling in the online [Registration Form](#) before the **10th November 2017**. Please be aware that during the registration process participants will be asked to fill a short online **Needs Assessment Questionnaire** to assist the preparation and ensure the meeting brings value to all participants. Should you have any additional question, please contact Mirko Miceli at mmiceli@epr.eu or +32 2 235 66 68.

I. The venue



Berufsförderungswerk Köln
Martinsweg 11
50999 Köln
Germany

From the Cologne/Bonn airport to the BFW Köln (approx. 50 minutes)

- Take the regional train until Cologne Central Station (2 stops) 15min
- Take the Tram 16 (14 stops) 25min
- Off in Köln, Michaelshoven and walk to the venue (8 min)

2. Hotel recommendations for the 27th Nov 2017 (all next to BFW Köln in the south of Cologne)

Name of the hotel	Location	Website	Price (€/1 night, incl. breakfast)	Contact	Distance from venue
Hotel Begardenhof	Brückenstr. 41, 50996 Köln	Link	110€	+49-221-9854710 info@begardenhof.de	Ca. 25min walk Ca 13min public transport
Atrium Rheinhotel	Karlstrasse 2-12, 50996 Köln	Link	89€/109€	+49-221-935720 office@atriumrheinhotel.de	Ca. 30min walk Ca 27min public transport
Alt-Rodenkirchen Hotel-Pension	Friedrich-Ebert-Straße 10, 50996 Köln	Link	65€	+49-221 352927 alt-rodenkirchen@netcolog ne.de	Ca. 27 min walk Ca 14min public transport



Agenda

Monday, 27th November 2017

17:00 - 19:00 Welcome and tour of Berufsförderungswerk Köln and “Get Together” with a snack

Tuesday, 28th November 2017

- 08:30 – 08:50 **Arrival of participants and welcome coffee**
- 08:50 - 09:00 **Welcome** by Mr. Gottwald, CEO of Berufsförderungswerk Köln
- 09:00 – 09:35 **Setting the proper learning context**
Pablo Escorcía, Facilitator
- 09:35 – 11:00 (Panel) **Employer’s perspectives:** corporate strategy and good practices of cooperation with VR providers

Nathalie Herrig, *Recruiter, Capita Süd GmbH (Germany)*
Marc Roelofs, *Director, Hotel Begardenhof, (Germany)*
Frank Schorb, *Leiter Competence Center CISCO/Director Bechtle GmbH & Co.KG (Germany)*
Daniela Müller, *Recruiter adevis Personalkultur GmbH (Germany)*
Open discussion and facilitator to summarise (10min)
- 11:00 – 11:15 Coffee break
- 11:15 - 12:45 **VR provider’s perspectives:** sharing best practices of cooperation with companies
- 12:45 – 13:00 **Insights from the ProAbility project**
Andrea Toarniczky, Corvinus University Budapest
- 13:00 – 13:30 **Lunch**
- 13:30 - 13:45 **Open discussion and facilitator to summarise VR providers’ sessions**
Facilitator
- 13:45 - 14:15 **Trainees’ perspectives:** understanding the impact of the training and how it meets my needs.
- 14:15 - 15:30 **How can we connect the dots?**
Exercises (in groups) to be developed by the Facilitator to process and learn from the info shared in the previous sessions.
- 15:30 – 15:45 Break
- 15:45 - 16:30 **How can we apply what we have learnt to improve current partnerships?**
- 17:00 – 17:30 **The work ahead:** Identifying priorities for EPR members and drafting 2018 EPR working plan on cooperation with employers
Facilitator
- 17:30 Closing remarks and end of the event

