

# epr newsletter

June 2005

## FULL MEMBERS



## ASSOCIATE MEMBERS



## Editorial

Dear EPR members, we are pleased to present you with the June edition of the Newsletter.

The summer is traditionally a more quiet period, but you can read in this edition of the newsletter that both EPR and its member organisations have been very active over the last months, and that also the agenda for the second half of 2005 looks quite busy already at this early stage.

*Continues on next page...*



*The magnificent Dublin Castle was the venue for the EPR General Seminar on 12 & 13 May 2005*

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Looking back to the past months, an eye-catcher was certainly our General Seminar in Dublin, which again proved to be the inspiring and warm event that every international network needs to sustain its momentum (see p 8-9). But I would like to use the editorial in this mid-term newsletter to reflect a little longer on the Opti-Work meeting which was organised in the margin of the General Seminar. The Opti-Work project is in many ways breaking new ground for the EPR, and it is currently the most explicit expression of a new tendency within the EPR to get involved in EU funded projects and activities.

A fundamental of the EPR has always been that the core functions of the network should be financed from own resources, with the view on sustainability and independence. Although this principle still stands, the Board of Directors increasingly expressed the view that specific activities could be financed with EU funding, if they fit into the EPR strategy and directly add value to the organisation and/or its members.

Entering the arena of international projects offers without any doubt a wide range of new opportunities: From financial point of view, coverage of working time and travel costs become more important in times where all providers of social services have to cut drastically their expenses. But projects also involve prestige and co-operation with renowned scientific partners that complement our more experimental knowledge of the rehabilitation field.

At the same time, EPR should arm itself against the risks of increased project involvement: Writing (successful) project proposals requires time and expertise that should be provided for in the EPR budget and work plan. An in-depth knowledge of the procedures combined with a careful project management and liaison with the Contracting Authority should avoid non-payments that could plunge the organisation into a financial crisis. Finally, the involvement of EPR members is to be based on contracts and a rigorous discipline in terms of deadlines and compliance with the terms of reference.

I have the feeling the EPR approaches project funding in a balanced and healthy manner, and we are in my view equipped to enter this new stage carefully but with confidence. Let me on this optimistic note wish you all a pleasant summer holidays, and I look forward to meeting you at one of the numerous EPR events during the second half of 2005.

Jan Spooren  
General Secretary

## Upcoming EPR events June-December 2005

- Project group on Impact indicators  
*Porto, 6 & 7 July*
- Executive Committee meeting  
*Brussels, 30 August*
- Discussion group on Voc ass systems  
*Brussels, 8 & 9 September*
- Project group on justification of reh services  
*Brussels, 21 & 22 September*
- Board of Directors meeting  
*Hoensbroek, 23 September*
- ERA Learning group: Working with Families  
*Verona, 28 & 29 September*
- SDnet kick-off meeting  
*Athens, 12 October*
- Opti-Work Project Coordination meeting  
*Athens, 13, 14 & 15 October*
- EPR coordinators meeting  
*Brussels, 21 October*
- ERA Challenging Behaviour Seminar  
*Canterbury, 3 & 4 November*
- Executive Committee meeting  
*Brussels, 8 November*
- PG on Decentralisation & mainstreaming  
*Brussels, 22 & 23 November*
- ERA Seminar on ICF  
*Dublin, 1 & 2 December*
- Board of Directors meeting  
*Brussels, 15 December*
- EPR Discussion Forum  
*Brussels, 15 December*
- EQRMA Awarding Committee  
*Brussels, 16 December*
- KMC Administrators meeting  
*Brussels, to be confirmed*
- Academy Council meeting  
*Brussels, to be confirmed*
- ERA LG Increasing Initial Job Retention  
*Dublin, to be confirmed*

# News from the members



## Former President Clinton is Keynote Speaker at RehabCare Suicide Prevention Fundraiser

Investing in People, Changing Perspectives

On 23 May 2005 former US President Bill Clinton delivered the keynote address at a RehabCare Gala Banquet to raise funds for the development of a comprehensive national suicide programme in Ireland. The event, organised in association with O<sub>2</sub> is set to raise more than €500,000 towards the programme, which is estimated to cost some €1.3 million to run in its first year. President Clinton's address at the City West event was witnessed by more than 1,000 people, including An Taoiseach Bertie Ahern and Opposition Leader Enda Kenny, along with other senior politicians, opinion formers and business leaders.

A total of 444 people died by suicide in Ireland during 2003 – the last year for which figures are available. There were 58 other deaths where suicide was strongly suspected, but couldn't be confirmed. Said RehabCare Chief Executive, Angela Kerins: "As one of the greatest communicators on the planet, there is no more appropriate supporter of suicide prevention than President Clinton, whether in Ireland or anywhere else and we are deeply grateful for his support. "444 people is 444 families, 444 communities – in just one year hundreds of schools, workplaces colleges have been forever touched by this tragedy. We cannot, any one of us, stand by and watch this continue to happen to our communities, to our children, to our friends."



Patron of the event, Nobel Peace Prize winner, John Hume said that suicide has been identified as a terrible problem in society. "Like a scythe it cuts down some of our brightest young people, devastating families and scarring whole communities," said Mr Hume. "Tonight's event will enable RehabCare to work in partnership with other agencies to develop a co-ordinated and cohesive programme that will make a difference and will save lives."

Former US President Bill Clinton was recently the keynote speaker at the RehabCare/O<sub>2</sub> Gala Banquet in City West Hotel Dublin, which took place to raise funds for RehabCare's suicide prevention programme. Pictured are (l-r) Nobel Laureate John Hume, Former US President Bill Clinton, Angela Kerins, CEO RehabCare and Dantua Gray, CEO, O<sub>2</sub>.



## Fundación Once offers MBA for disabled people.

The *Universidad Pontificia de Comillas*, one of the leading Spanish private Universities, during 2005-2006 offers an MBA degree organised by Fundosa Social Consulting. The course is one of the cornerstones of the Superior Training under the Operational Programme aimed "Against discrimination" financed by the European Social Fund and Fundación Once. This MBA covers the demand of efficiency, quality and excellency required by companies nowadays, carrying a strict system of design, development and evaluation of Studying Plan in a way that all students get a set of added values demanded by the labour market. It combines knowledge, skills and devices to get those outcomes. It also gives a global and strategical overview of the enterprises' activities, integrating all operative areas and offering a rich and wide range of devices that optimally combined enable the students when jumping to the real labour market, to face decisions.

30 students, 20 males and 10 females, aged between 23 and 46, with University degrees, mainly in Law and Economics, with physical and sensorial disabilities, will attend theoretical classes during nine months and after will work with scholarships in prime companies. With this extreme qualifying "bet", Fundación Once demonstrates that disable people, with all conditions can access the open labour market in the same competitive professional conditions that any other person with an University degree.



## CRPG participates in the design of a medical-functional rehabilitation infrastructure in Angola

The Director of CRPG integrated a group of experts that participated in a working trip to Angola within a local project that aims to build a medical-functional rehabilitation infrastructure in the capital Luanda. During this first visit several contacts with local authorities were made and a first assessment of the market was also carried out. In this project CRPG will be responsible for the production and prescription of technical aids.



## Heliomare develops vitality training for Corus

The business unit Vocational rehabilitation of Heliomare, has developed a vitality programme for Corus IJmuiden (the Netherlands). Corus is an international company which manufactures, processes and distributes metal products. During 12 weeks, elder employees of Corus (55+), who are highly motivated, participate in the programme. The training aims at the participants feeling more fit and healthy and can cope with the effects of getting older. The vitality programme consists of physical training (e.g. fitness) and group meetings in which issues such as food and dealing with stress are discussed about.



## National Learning Network leads a Leonardo Project

The National Learning Network is the lead partner in the EU Leonardo *Work in Mind* project. Opera Don Calabria is also a project partner, along with Regionális Szociális Forrásközpont Kht., Hungary and Institute of Cognitive Behavioural Therapy, Ireland. The project started in October 2004 and has duration of 2½ years. *Work in Mind* aims to develop Personal Skills Programmes, based on the principles of Cognitive Behavioural Therapy, to help service users who have difficulty accessing and retaining employment. The particular target groups for the project are those with mental health difficulties (Ireland), those with physical and cognitive disabilities (Italy) and the long-term unemployed (Hungary).

*Work in Mind* started with a Needs Analysis to investigate the cognitive and behavioural barriers that hinder the target groups regarding employment. Results are currently being used to develop Personal Skills Programmes. Staff Training Programmes will be developed for Facilitators. The Personal Skills Programmes will be piloted with at least 30 participants in each country from October 2005. For more information access the project website at: [www.workinmind.org](http://www.workinmind.org) or email [emmamcdonald@nl.n.ie](mailto:emmamcdonald@nl.n.ie)



## Gandon Enterprises breaks new ground with 'Breatheband'

Gandon Enterprises, part of the Rehab Group in Ireland, has launched on the market a pioneering range of 'Breatheband' quality pillows, mattresses, duvets and cushions that offer greater protection against infection than any other bedding products currently on the market. The innovative breatheband filter allows for the flow of clean air in and out of the product while blocking the passage of harmful bacteria. The products are of value to the domestic, healthcare and hotel sectors, and are ideal for babies, allergy sufferers and people with breathing disorders. Further details on the Breatheband range of products are available from: PW Gandon Logistics, email: [breatheband@rehab.ie](mailto:breatheband@rehab.ie)



## New facilities in the pipeline for the Slovenian Institute for Rehabilitation

Jurij Svajger, the new coordinator for EPR, shared with us the future plans for growth of the Institute for Rehabilitation in Slovenia: "We are in the final phase of refining the plans for the new building inside the Institute, which will host the children's department and the Vocational Rehabilitation Centre. The construction works are planned to begin in 2007. With the new building the spatial and technical conditions for vocational rehabilitation programmes will improve considerably. This will also enable us to implement new programme options provided by the upcoming new legislation in Slovenia."



## Hands on Art therapy at CRM

In the CRM, some people have heard about the opening of an art therapy workshop. But what does it mean exactly? Is it just an opportunity to repaint the walls? Or a clown association walking around in the CRM? Not that all. Art therapy is a new type of care for patients or trainees at UEROS, which is delivered in close collaboration with the rehabilitation multidisciplinary team. During a lecture held in July 2004 and given by Richard FORESTIER, director in an art therapy school in Tours and by Claire PLAISANT, art therapist in the Blois Hospital, Professor NORTH put forward the idea of trying such a workshop for people suffering from brain injury.

Said Anaïs Mininno and Julie Ketterer: "This is how we, as trainees at the University of Tours, arrived at the CRM in January 2005 for a six-month period, in order to set up this workshop. We stimulate the patients' creativity by using their artistic know-how for humanitarian and therapeutic purposes. On the basis of an in-depth analysis, in correlation with difficulties encountered with the patients and in collaboration with the other therapists, we adapt the exercises suggested during the individual or collective sessions, using painting, collage, drawing, poetry, photography, or music. These means are supposed to help the patients re-build the relation, communication and expression dynamics."

# Europe in crisis needs new priorities

*By Stefano Schena, EPR President*



In recent times the process of European integration has been entering a very delicate moment and many unforeseen delays have been met. Difficulties are serious, and I think we have to reflect about the situation and work for proposing a new European model.

No doubts that what happened in the last weeks cast a shadow over the future of the European Union. Both in France and in the Netherlands, popular referenda rejected the European Constitution. In Germany a trustworthy poll demonstrated that most people accuse the Euro for having caused the present economical crisis. In Italy it was even proposed to go back to the Lira. Generally speaking, the parties of Euro-scepticals seems to have regained strength in many countries, at such an extent that the British government preferred to discard the idea of a referendum for ratifying the Constitution.

While facing this moment of uncertainty, it is important to stress that we still trust the European integration very strongly. The choice of integration is a non-return journey, a course that has been nurtured by Europe after centuries of wars and struggles. Nowadays, EU is established on a great number of values shared by our societies. And even more than the market reasons, these values themselves oblige us to be united.

During these years our European Platform for Rehabilitation has been a small but significant example of how a European co-operation and integration is possible, with tangible benefits for everybody.

Nevertheless our renewed faith in the European dream must not prevent us from analysing the recent stop signals quite carefully. At this point we wonder: how can this decades-long way towards Union be improved? From now on, this is the challenge for all of us. I personally think that we must start from this difficult moment for improving the quality both of contents and methods of the European integration. In fact I am persuaded that many Europeans are somewhat puzzled not by the aim of integration, but by the methods that have been used up to now. A course unifying so many peoples cannot be decided above their heads, as has often happened, on the contrary.

Furthermore in this phase it is necessary to stimulate a discussion that might go beyond utilitarian matters, for concentrating on the deep values that all societies in the European countries have in common. They are fundamental values, like for instance mutual solidarity, defence of the disadvantaged, improvement and integration of personal services. Only by highlighting these aspects, will EU be able to find those popular roots that it needs so much.

This means that in order to re-launch the integration process, citizens and groups representing civil society must be more and more involved. And at the same time the agenda of matters to be discussed must be extended, and social themes as policies for disabled and personal services must be included.

In this perspective we must be aware that our EPR, intent as it is on reaching more and more ambitious objectives, can also contribute to the EU progress, in particular by Public Affairs activities and together with other networks of providers. In this way, we will go towards a Europe belonging to all citizens, and in particular the disadvantaged ones.

### ENSPER policy issues

In the last couple of months ENSPER produced two positions papers dealing with:

- *EU Regulation on State Aids - block exemptions regarding sheltered workshops.*
- *UN Comprehensive and Integral International Convention on Protection and Promotion of the Rights and Dignity of Persons with Disabilities.*

The **first** paper is a request to the European Commission for clarification on the application of rules regarding State Aid to sheltered workshops. The **second** paper is a contribution to the ongoing move towards a UN Convention and focuses its attention on areas affecting the provision of services to people with disabilities in the field of employment and rehabilitation. The papers are available upon request from the secretariat.

### EPR Public Affairs newsletter

EPR has begun the issuing of a Public Affairs-specific e-bulletin for its members. EPR members already receive every four months a hard copy of the **EPR newsletter** which is a more internally focused publication. The **Public Affairs e-bulletin**, on the other hand, informs about news, developments and events in relevant European sectors such as employment, social affairs, education and vocational training, research and public health.

The first edition was circulated in May and the idea is to produce another five editions this year. EPR is convinced that this product strengthens its menu of standard services and opportunities offered to members and reminds you that we will have the opportunity to evaluate the e-bulletin as well as our overall communication strategy at the EPR coordinators meeting on 21 October 2005 in Brussels.

## Council of Europe

On 21 and 22 June EPR, represented by Martin Ohriski, participated at the Plenary Conference of the International NGOs enjoying participatory status with the Council of Europe.



During the first day EPR took part in three sessions of different thematic groupings it is affiliated to: European Social Charter and Social Policies; Health and Civil Society and Democracy in Europe. The thematic groupings are formations of tens of NGOs working on specific issues. Thus, the groupings are a platform for dialogue; they provide a structured partner for the Council of Europe bodies, better credibility and greater representativity. EPR will be studying the outcomes of these exchanges and will be looking at ways it can get involved in the work of formations active in disability issues.



The highlight of the second day was the address by the Secretary General of the Council of Europe Terry Davis. Speaking to over 100 representatives of civil society Terry Davis said: *“For the Council of Europe, a Europe of citizens is not merely a fashionable term to use in speeches and conference titles, but a clear goal and a genuine commitment. Being the guardian of European values and the lighthouse of European democracy, we need to keep, as an organisation, in close touch with citizens and regularly take the pulse of our societies.”*

Terry Davis added: *“...our critical task is to foster the culture of democracy and human rights, and policies which encourage equality, inclusion, tolerance and active citizenship in our increasingly multicultural societies. We will step up our work in these fields, and I hope that you, our NGO partners, will be involved in it at all stages.”*

*Flying high the flag of pan-European democracy and human rights – the Council of Europe in Strasbourg, France.*



The new ERA programme 2005-2006 has been designed. ERA will organise seven activities over this period (see below). The programme is based on the conducted needs analysis and offers a range of tailor-made courses. The full programme with all dates and locations as well as the registration form will soon be available on the EPR website.

### **ERA Programme 2005-2006**

- Increasing Initial Job Retention (Learning Group)
- The Use of the International Classification of Functioning, Health and Disability in Rehabilitation Services Planning and National Disability Statistics (Seminar)  
*01-02 December 2005, Dublin, Ireland*
- Challenging Behaviour (Seminar)  
*03-04 November 2005, Canterbury, UK*
- Continuum of services (Learning Group)
- Benchmarking (Seminar)  
*First half 2006*
- A new cycle of EC Funding Opportunities for the disability sector (Seminar)  
*23 February 2006, Brussels, Belgium*
- English Language Course (Summer School)  
*07-17 August 2006, Dublin, Ireland*

### **Initial Job Retention**

The project team on Initial Job Retention has finalised its work. The general findings and needs identified in this research focused on the difficulties service users were experiencing in maintaining their first job after completing vocational training. This was proving problematic not only for the service user but also for the service provider. One of the main elements impacting on initial job retention is the ownership of the service-user on both the vocational rehabilitation process and the job. The project team addressed this issue by developing training modules for service users and staff alike. The aim of the training modules is to enable the service user assert greater ownership, control and responsibility over their careers.

- See the Final Report **Ownership and Empowerment as a means of Increasing Initial Job Retention** at <http://www.epr.be/Projects/initialjob.htm>

### **Women in Vocational Rehabilitation**

This project team is already active since several years, and concentrated over the last year on developing pre-vocational programmes that should facilitate access for women to vocational training programmes, as well as increase their success rate. The overall objective was to overcome barriers hindering the participation of women in vocational rehabilitation programmes and to increase both participation and success rates of disabled women in vocational training, work and the community through personal development and basic skills training.

The project group shared the opinion that the most effective way to overcome the so-called 'double' discrimination (on the basis of gender and disability) would be to offer **A flexible model of pre-vocational training for women with disabilities**. The group would not only develop such modules but also test them on the spot in the four countries.

- See the Final Report at <http://www.epr.be/Projects/wvr.htm>

## Projects



As you know EPR has joined iRV, the Netherlands in a 3-year long project under the 6th Framework Programme called 'Optimising strategies for integrating people with disabilities into work' (acronym: Opti-Work).

The experts representing 15 National Contact Centres (NCCs) in Europe (13 of which are EPR members) met in the margins of the General Seminar in May for the first time. The experts were trained to carry out the tasks of the first phase, consisting in gathering information in their countries on strategies and methods for people with disabilities employment. The Fitzpatrick Castle Hotel in Dublin was a perfect location for concentrating on this issue and for bringing the people together. The NCC experts are presently working to complete the project-related tasks. The Project Consortium Committee will meet on the 13, 14 and 15 October in Athens to conclude the first phase and discuss the next steps.

### **SDnet**

EPR will participate as a partner in a project dealing with **Innovative measures financed under Article 6 of the ESF**. The project is entitled **Social Dialogue Net (SDnet)** and is led by EWORX - a private limited company from Athens, Greece which specialises in disability and accessibility research, ageing and demographics research, tourism, eLearning, vocational training, service delivery (including e-services), and corporate information services.

The SDnet project aims to disseminate the results of an original project managed by EWORX which created a web portal for EU labour market information and for Social Dialogue. This first project (known as 'SDV-NetJob') also piloted a novel vocational training course in IT for disabled people in Greece. EWORX will manage the day-to-day organisation and administration of the SDnet project, while the project partners - Work Research Centre (IRL), Rehab Group (IRL) and EPR will establish and maintain quality control and dissemination policy for the project.

Sdnet will have a kick-off meeting on 12 October 205 in Athens, greece.

## EQRM

The EQRM was quite busy over the last couple months: the system manager Guus van Beek gave two training seminars in Brussels; various EQRM-related activities were planned for EPR members and external consultancy services around Europe were scheduled. A meeting of the Awarding Committee was also held.

### **EQRM Training Seminars**

The EQRM Assessors Training organised in the Eurovillage Hotel on the 2 & 3 May 2005 was very well attended attracting 26 persons from 10 different countries. In the Assessors Training participants learned about the EQRM system, procedures and applied assessor skills in a simulated real-life exercise. Half of those who took part were newcomers and half were already qualified assessors aiming to upgrade their knowledge.

In the EQRM Consultancy Training held on the 2 & 3 June 2005, which is only open to qualified assessors, 12 persons were trained on presenting and promoting the EQRM and how to do a feedback on self-evaluation performance and the Quick-Scan.



*EQRM Consultancy Training in Brussels*

### **Awarding Committee**

The EQRM Awarding Committee at its meeting on the 18 May 2005 awarded *Åstvedt AS, Norway* with the EQRM. The Awarding Committee also nominated 10 trainees who followed the Assessors Training as qualified EQRM assessors. The next meeting of the Awarding committee will be on 16 December 2005 in Brussels.

### **Coming up**

A number of EQRM system-related activities (in-depth trainings, feasibility studies, information seminars and Initiation Programmes) carried out in the framework of the Centre Action Plans for EPR full-members – SRL, F. ONCE, JG – are planned. A consultancy service for LOS Denmark was conducted and another one is planned for the National Authority (IEFP-Instituto do Emprego e Formação Profissional) in Portugal which is interested to use the EQRM as an inspiration for the setting up of national accreditation system for its social services.





The EPR 2005 General Seminar took place on 12 & 13 May 2005 in Dublin. This year's event was hosted by EPR's member organisation in Ireland RehabCare on the occasion of their 10<sup>th</sup> Anniversary. Under the banner "Rehabilitation Pays!" over 140 delegates from all Europe (and beyond) met over two busy days explore ways of cooperation and exchange of experience, knowledge and best practice. A second aim of the General Seminar was to discuss, debate and prove the value of investing in rehabilitation: for the person, for funders, for insurers and for society in general.

For the first time ever the General Seminar was organised over two days. The first day was open to EPR members as well as external participants whilst the second day was an internal EPR day. On 12 May a host of renowned international speakers talked about issues such as the cost to

society in funding versus not funding rehabilitation programmes, and the importance of early intervention in producing more effective and efficient rehabilitation outcomes. Parallel sessions in the afternoon focused on the role of employers, legislation as well as finance in the rehabilitation process.

On the second day of the Seminar, the General Secretary of EPR described the 'State of Affairs' and explained the strategy and vision of the organisation under the title 'Continuity & Consolidation.' This was followed by presentations on the principles, processes and benefits of benchmarking and an analysis of the impact of the changing welfare state on the rehabilitation sector. Several workshops in the afternoon showcased work done by EPR in the different projects and project teams. The General Seminar drew the curtains with the (virtual) presentation of the Louis Van Amelsvoort Award and a 'thank you' gesture to RehabCare for the fantastic organisation of the event.

### **Opinions about the opening up of the General Seminar to external delegates:**

- *Excellent idea: the more intellectual capacity, the better.*
- *Very positive. We need to network with those outside our sector to share knowledge...*
- *A very good way to make EPR better known outside the members.*
- *Good idea: brings more ideas for discussion. Rehabilitation needs networking.*
- *Interesting and good to do this again if the topic is relevant.*

✚ **See the Seminar programme, all presentations and pictures on the EPR website:**  
<http://www.epr.be/members/gs.htm>

✚ **See next page for General Seminar 2005 special moments...**





*As good as a venue as it gets: inside the lovely Dublin Castle*



*Never mind the temperature outside: enjoying a drink in the Mansion House*



*An impressive line-up of panellists and exquisite décor: a session during Day 1*



*Networking time*



*He did it his way: Hugo Steegmüller swept the awards at the singing contest*



*Virtually yours: Stefan Trömel could not be present to collect the Louis Van Amelsvoort Award he was nominated with but will receive it later*

## Knowledge Management Centre

Five months after the official launch of the Knowledge Management Centre to EPR members, the KMC group met in Dublin before the General Seminar and made an intermediate evaluation of the database use and promotion in each centre involved. There were in May 164 templates inserted into the KMC. The administrators are striving for promoting the KMC within their centers, and for encouraging their colleagues to insert information in it. Momentum, UK has been particularly active in this respect and several users in the centre have successfully inserted 19 templates since February. Valentina Danese gave an example which demonstrates how useful could be the KMC: one professional from ODC was looking for an internship in a rehabilitation centre in the framework of his studies and went through the services offered by the centres to find a suitable location. This example shows concretely the multiple advantages of sharing EPR knowledge and expertise. The next KMC meeting will be in the end of November – the exact date and location will be announced soon.

## EPR website: what's new?

The latest EPR information is available on the web:

- The EPR Centres Action Plans can be downloaded at this address <http://www.epr.be/members/download/cap.doc>
- The section on the General Seminar 2005 has been updated with pictures and the speakers' presentations. Go to <http://www.epr.be/members/gs.htm>
- The research made by the Employment Access project team resulted in the report 'Ownership and empowerment as a means of increasing initial job retention'. This document includes 8 training modules for clients and 4 training modules for rehabilitation professionals, and can be downloaded from <http://www.epr.be/members/Projects/initialjob.htm>
- The Project group on Women in vocational training has drafted a final report entitled "A flexible model of pre-vocational training for women with disabilities". The report focuses on the participation and experience of women in vocational rehabilitation in the member centres of the EPR. To read more about it, go to <http://www.epr.be/members/Projects/Wvr.htm>
- The final report drafted by Donal McAnaney on the Workshop for Directors 'Future scenarios in rehabilitation' is now available at [http://www.epr.be/members/workshop\\_directors.htm](http://www.epr.be/members/workshop_directors.htm)
- A new section is dedicated to the Project Opti-Work with a project summary, the trainer's presentations for the first training for the National Contact Centres: <http://www.epr.be/members/Projects/optiwork.htm>
- The EPR secretariat is looking for a stagiaire for the second half of 2005. Click here for more information <http://www.epr.be/downloads/advert.doc>

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