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- ❖ Background of European Union of Supported Employment
- ❖ Supported Employment Model
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- ❖ European Legislation regarding Employment Policies
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# EUROPEAN UNION OF SUPPORTED EMPLOYMENT



- Legally formed in 1993
- Founder Members – Fernando Bellver (Spain), Christy Lynch (Ireland), Michael Kamp (Netherlands), and Augusto Sousa (Portugal).
- 4 Presidents in 20 Years – Christy Lynch (Ireland), Monica Wilson (Northern Ireland), Mike Evans (Scotland), Margaret Haddock (Northern Ireland).
- Continuously growing in membership 20 countries as full members; 3 new countries as associate members
- Changed constitution to deal with the support needs of the member countries to President and up to 4 Vice Presidents
- Brought in Associate Membership to mentor and encourage new countries.
- Funded through activities and member fees no Central European Funding



# EUROPEAN UNION OF SUPPORTED EMPLOYMENT – ACTIVITIES



- Provides Leadership and Guidance in Supported Employment
- International Conferences
- Awards Scholarships to practitioners to investigate best practice across Europe
- Developed Quality Standards (2005)
- Developed Supported Employment Toolkit (2010)
- Supported Employment Toolkit For Diversity (2014)



# EUROPEAN UNION OF SUPPORTED EMPLOYMENT – ACTIVITIES



- Carried out “EU Study on Supported Employment” in partnership for the Commission
- Engage with other EU/Worldwide organisations in relation to Employment
- Currently finished the Adaptations to The Toolkit for other disadvantaged groups
- Developing Training for Trainers
- Currently engaged in Impact Assessment of the Toolkit across Europe “Next Step”.
- Developing European Employer Award Scheme
- Developing European Supported Employment Professional Award



# SUPPORTED EMPLOYMENT DEFINITION



Providing support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market.

EUSE 2005



# WHAT IS SUPPORTED EMPLOYMENT



# THE SUPPORTED EMPLOYMENT METHOD







# HOW DO WE ACHIEVE SUCCESS

**Engagement** – Values and Principles

**Vocational Profile** – Social Model of individual strengths and required supports

**Job Finding** – All Methodologies i.e. Traditional applications with support through to Job Carving.

**Employer Engagement** – At all times, at all levels

**Support** – To individual on and off the job

To organisation includes awareness training; enablement of natural supports



# TOOLKIT IN SUPPORTED EMPLOYMENT



- The purpose was to develop a range of learning, educational and training materials that was aimed at professionals involved in delivering supported employment services to people with disabilities and potential employers in Europe.



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT

## IDENTIFYING THE ISSUES



### ○ What was the problem?

- A lack of information and standards in Supported Employment throughout Europe
- What is European Supported Employment?
- No consistency
- Everyone was doing Supported Employment

### ○ Why did EUSE want to address the problem?

- The purpose of EUSE is to improve and develop Supported Employment
- Demonstrate leadership and knowledge
- Who else would do it?



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT POSITION PAPERS



- Values, Standards and Principles of Supported Employment
- Paid & Unpaid Work
- Client Engagement
- Vocational Profile
- Work Experience Placements
- Job Finding
- Working with Employers
- On & Off the Job Support
- Career Development & Progression
- Supported Employment for Key Policy Makers
- Supported Employment for Employers



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT HOW TO GUIDES



- Client Engagement
- Vocational Profiling
- Job Finding & Employer Engagement
- On & Off the Job Support
- The Qualities of a Good Employment Support Worker



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT TRAINING MATERIALS



- Values, Principles and Process of Supported Employment
- Client Engagement
- Vocational Profiling
- Job Finding & Employer Engagement
- On & Off the Job Support



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY



- After the wide acclaim of the toolkit in 2010. Many organisations asked whether it could be transferred to other disadvantages. Also many countries wanted to have the toolkit translated into their own languages.
- EUSE therefore wrote a bid through the transfer of innovation involving 12 countries to develop a Supported Employment Toolkit For Diversity



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY AIMS



- To conduct a Needs Analysis in each of the partner states regarding the economic exclusion of specific disadvantaged groups (i.e. ex-offenders, young people not in education, employment and training and people recovering from substance abuse)
- To review the EUSE Supported Employment Toolkit ensuring its applicability to specific disadvantaged groups
- To customise the EUSE Supported Employment Toolkit to meets the needs of the specific disadvantaged groups for the 4 cluster groups





# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY AIMS



- To test the Supported Employment Toolkit to at least 48 organisations interested in or delivering Supported Employment
- To translate the Supported Employment Toolkit in to partners languages (9 languages)
- To deliver capacity building training to all partners to deliver training on the toolkit to 24 organisations
- To agree minimum standards for the delivery of the training
- To conduct an external and internal evaluation of the project
- To agree a sustainability strategy for the project



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY ACHIEVEMENTS

- The partnership has consisted of 12 Countries, Northern Ireland, Finland, Sweden, Austria, Switzerland, Czech Republic, Spain, Italy, Greece, Portugal, England and Ireland
- The official launch of the EUSE Toolkit for Diversity Project at the 11<sup>th</sup> EUSE Conference on 11 June 2013, at Croke Park Stadium, Dublin. By Ireland's Minister of State with responsibility for Disability, Equality, Mental Health and Older People, Kathleen Lynch TD.
- Website Created so that all resources for The Toolkit for Diversity and Toolkit for Supported Employment available to download. [www.eusetoolkit.eu](http://www.eusetoolkit.eu)



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY ACHIEVEMENTS

- Needs Analysis Report completed at the project meeting in Winterhur. This was tested with over 50 organisations Each cluster group looked at the issues faced by disadvantaged groups how their employability has been affected during the recent employment downturn and agreed on how the toolkit could help. The report is now available to download.
- Toolkit and Needs analysis translated it into 9 languages (Austrian, Czech, Finnish, Greek, Italian, Portuguese, Spanish, German and Swedish,)
- Therefore encouraging more use of supported across Europe and the World.



# EUROPEAN SUPPORTED EMPLOYMENT TOOLKIT FOR DIVERSITY ACHIEVEMENTS

- The Capacity building for trainers has now been developed by the project to train professionals on the use of the toolkit for their disadvantaged jobseekers this training has been been delivered across the 12 countries to over 25 organisations.
- Disseminations events have been held in all partner countries.
- The final European Dissemination event for the toolkit will be held Kardinal *König* Haus Vienna on the 24<sup>th</sup> September



# EUROPEAN LEGISLATIVE CONTEXT



- European Legislation

- National Legislation





## EU POLICY LINKS

- EU 2020 is the long term strategy for smart sustainable and inclusive growth
- Four key Employment measures
  - Make work more attractive
  - Reform pension systems (welfare)
  - Get the jobless back into work
  - Balance security and flexibility (flexicurity)
- The joint employment report 2011 suggests personalised assistance to find a job, or to progress within employment, particularly for those most in need.





# EU POLICY LINKS

- European Disability Strategy
  - Employment – Disabled people need to be paid in the Open Labour Market. Emphasis on Young people in Transition.
  - Inclusion and Lifelong learning agenda
  - Transportation
  - Equality – Full Implementation of Employment Discrimination 9 (Directive 2007/78/EC)





## EU POLICY LINKS

- UN Convention signed by European Community  
March 2007
- December 2010 Adoption of the Code of Conduct
- January 2011 **entry into force** of the convention for the EU
  - Article 27
  - People with Disability have the right to work including the right to work in an environment that is open, inclusive and accessible. Countries must take appropriate steps to promote employment opportunities and career advancement for people with disability.







# CHALLENGES AHEAD

- National countries interpretation of EU legislation
- Collective messaging from the Professionals in Supported Employment (e.g. terminology)
- EU wide recognition of Profession of Supported Employment
- To be the organisation and solution for information on Supported Employment for the EU Commission and National countries
- Engagement with EU Commission to ensure no dilution of the Supported Employment Model in National Countries.



# CHALLENGES AHEAD - POLICY RECOMMENDATIONS FROM STUDY

- Funding for Supported Employment versus other interventions
- Supported Employment should be overseen by Ministry of Employment in National Countries
- Supported Employment should sit within a Policy Framework
- Produce Nationwide Statistics – business case
- Recognise the Job Coach - Integral



# CELEBRATE!!!!

- Many challenges but we can provide the solutions
- Partnership working at all levels
- Share and communicate Best Practice at National, Continental and World Level.
- Involvement of disabled people.
- The Toolkits





# CONTACTS

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