



## Example of Employment Support Tools: The Pass It On project

**“From Raising Awareness to Open Labour Market Opportunities  
for People with Disabilities through Vocational Training and  
Lifelong Strategies”**

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## The Pass It On project: Integration of PwD in the open labour market

- Research project
- Compilation of 3 EU funded LLP projects
  - Conversion
  - Atlas
  - I AM 2003
- Financed by Leonardo da Vinci programme
- 1/01/2009-31/12/2010



# The Pass It On project

- **8 Partners** (EASPD, a Dutch University, an Austrian service provider and 5 service providers from Central, Eastern & South-Eastern Europe (Hungary, Romania, Bulgaria, Czech Republic, Malta) and an **international pool of experts**

# The Pass It On project Goal

Integration of persons with disabilities into the open labour market by providing employers, professionals who support PWD and other stakeholders expertise in the form of a learning opportunity.

The learning opportunity is based on legal framework background material, training material from former projects focussing on LLL opportunities and VET for PWD and capacity building opportunities



# The Pass It On project Tools



- Scientific and Validation Committee –summary compilation of European projects
  - Pool of experts from various ngo's
- Organisation of 5 seminars (MT, HU, BG, RO, CZ)
- Project webpages [www.employmentforall.eu](http://www.employmentforall.eu)
- Internet portals managed by helpdesk partner countries
  - Ex. <https://www.meef.gov.mt/Page.aspx?pid=483&depid=2&pageid=10> (Malta)
- Twinning partnerships
- Training material

## PASS IT ON: Key achievements



- A simple & useful document (summary compilation) providing employers with the necessary training materials for employing PWD, and including relevant legal frameworks and key concepts for employers
- A series of events to explore the development of supported employment at national level (in HU, RO, BG, CZ and MT)
- A good webportal including all relevant information (<http://employmentforall.eu>)
- Structures put in place to answer queries at national level, supported by the international pool of experts (subsidiarity principles)
- Key contacts established with public authorities and big companies willing to engage in supported employment activities



## Training material Web portal

Chapter 1: Introduction

Chapter 2: Supported employment – the way forward

Chapter 3: The European & International legal frameworks

Chapter 4: The partnership: situations, needs and challenges

Chapter 5: What employers in the open labour market have to know about employment of persons with disabilities

Chapter 6: About integration and career perspectives

Chapter 7: Lifelong Learning as a core principle

Chapter 8: The summary of the projects, their main results

Partners information and references

Material of the project Atlas

Material of the project Conversion

Material of the project I AM 2003





## Assessment and Training of Labour market related Social Competences - 1/11/2003 – 31/10/2005

- **Goal: avoid drop out** of persons with disabilities from the labour market because of lack of social competences
- Looks at work/jobs in open, sheltered employment an day centre
- Competence based approach: Identification and collection of social skill assessment instruments
- Make an inventory of the instruments found through desktop research & service providers – 1 year testing phase
- Social skills assessment package developed on the basis of the database with measuring instrument
- End result:
  - Website and manual (book) with training from social skills to social competences





# Conversion - 1/10/2005 – 30/09/2007

Pilot project

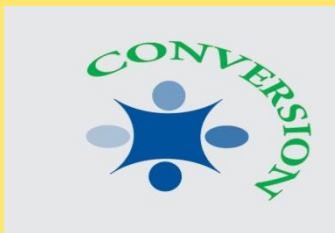
## Goal:

- Support transition from specialised (segregated) employment to employment in the open labour market
- Development and piloting of a training programme for employers and first line



# Deliverables

- The main outcome of the project was:  
A comprehensive pilot conversion programme comprising:
  - a training package for **managers** (leading the conversion) on **management of change**
  - a training package for **front line staff** on **supported employment delivery** tested by a core group of staff
    - > Both piloted
  - Self study model
  - Website [www.employmentforall.eu](http://www.employmentforall.eu)



## Training materials

- Module on **Management of change**:
  - Understanding Change
  - Stakeholder Analysis
  - Dealing with the human side of change: Resistance
  - Effective interaction in organisations
  - Developing skills & planning implementation: the Change Roadmap
- Module on **supported employment**:
  - Tutor manual – directly working with pwd
  - Values and principles supported employment
  - Units on career planning, finding jobs, successful working relations
  - Checklist for employers needs





## Training materials

- Self-study module on supported employment
  - Understanding Supported Employment
  - Supporting the customers of supported employment
  - Career planning and Marketing
  - Finding Jobs
  - Supporting the work relationship
  - Job Analysis and ongoing Support



# I AM 2003 –

## Inclusive Adult Education Model



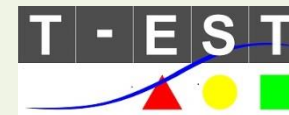
- 1/10/2003 – 30/09/2005
- Lebenshilfe Graz – Austria, Germany, Bulgaria
  - Goal: Develop an inclusive education model for people with disabilities
- How to expand knowledge and personal competence of persons with disabilities?
  - Development of a **criteria catalogue to implement guidelines on inclusive education** into educational institutions
  - Develop a **curriculum for training of educational assistants** who support pwd

# I AM 2003

## Inclusive Adult Education model



- Curriculum for acquisition of **basic qualifications** for people with disabilities:
  - Module 1: Reading & writing
  - Module 2: Communication
  - Module 3: Useful training for life -organisational skills
  - Module 4: Useful training for life -administrative skills
  - Module 5: Useful training for life -social skills
  - Module 6: Computer knowledge
  - Module 7: Foreign language/English



# I AM 2003

## Inclusive Adult Education model



- Outcomes:
  - Institutions to plan accessible courses
  - Prepare pwd for inclusive education
  - Methodology: Provide assistance and ongoing support in lifelong learning activities
- Final product:
  - Website
  - Handbook
  - CD Rom for Curriculum for acquisition of basic qualifications for PWD





All training material can be downloaded from

<http://www.employmentforall.eu>

Thank you

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[www.easpd.eu](http://www.easpd.eu)

