

# European Union of Supported Employment Toolkit for Diversity Newsletter

June 2014  
Edition



## EUSE Toolkit for Diversity

European Union of Supported Employment Toolkit for Diversity is a 24 month project funded by the Leonardo de Vinci Transfer of Innovation Programme. The project consortium includes partners from Austria Czech Republic, England (UK), Finland, Greece, Ireland, Italy, Northern Ireland, Portugal, Spain, Sweden and Switzerland,

The project is building on the already successful EUSE Supported Employment Toolkit and the project aims to adapt the toolkit for three target groups from disadvantaged situations (target groups include young people not in education, employment or training, offenders and ex-prisoners and people recovering from substance abuse) and to translate Toolkit into 9 languages (Austrian, Czech, Finnish, Greek, Italian, Portuguese, Spanish, Swizz and Swedish,) therefore encouraging more use of Supported Employment across Europe and the World.

## Message from the EUSE President Margaret Haddock

The work we have completed to date on the toolkit has been immense. We have conducted detailed Needs Analysis across 12 countries (available on [www.eusetoolkit.eu](http://www.eusetoolkit.eu)) and held series of testing and information sessions to adapt the existing EUSE Supported Employment Toolkit. Over 50 organisations participated in the testing and information sessions which informed the adaptations to the Toolkit. The next stage of the project is to develop training materials for the EUSE Toolkit for Diversity and deliver training on Supported Employment to the target groups. In this newsletter you will hear of all the work in the cluster groups and their updates of work undertaken and proposed



The EUSE Toolkit for Diversity  
Team

## Project Update

### EUSE Toolkit for Diversity - Launch

Ireland's Minister of State with responsibility for Disability, Equality, Mental Health and Older People, Kathleen Lynch TD, official launched the EUSE Toolkit for Diversity Project at the 11<sup>th</sup> EUSE Conference on 11 June 2013, in Croke Park Stadium, Dublin. "Everyone should be able to be involved in the economic arena," said Minister Lynch at the project launch. "Independence of mind is very liberating but independence of the pocket is far more liberating. The EUSE Toolkit for Diversity Project is about developing a support mechanism (for disadvantaged groups), taking away that fear factor, taking on something new and a different challenge. Everyone can make a contribution. Why shouldn't they have the independence to be able to do that"

### Needs Analysis Report Completed

In the initial stage of the project the partners completed a Needs Analysis on the economic impact for the target groups (i.e. young people not in education, employment or training, offenders and ex-prisoners and people recovering from substance abuse). This was conducted using desk top research and focus groups/one to one meeting with target group organisations and individuals and government agencies in each state. The partners then worked in their cluster groups and produced a report in each of the cluster group areas. The Needs Analysis Report was agreed by the partners and is available on the EUSET website visit [www.eusetoolkit.eu/resources/needsanalysis](http://www.eusetoolkit.eu/resources/needsanalysis)

### EUSE Supported Employment Adaptation.

Following on from the Needs Analysis Report the partners conducted a series of Testing and Information sessions to discuss adaptations to the EUSE Supported Employment Toolkit. From the findings of the Testing and Information sessions the partners adapted the EUSE Supported Employment Toolkit for the target groups. The EUSE Toolkit for Diversity is now available at <http://www.eusetoolkit.eu/index.php/toolkit> and translated copies will be available in June.

## Project Meetings

- November 2012, Belfast, N Ireland
- March 2013, Prague, Czech Republic
- June 2013, Dublin, Ireland
- October 2013, Winterthur, Switzerland
- May 2014, Barcelona, Spain
- September 2014, Vienna, Austria

## EUSET Project Website

EUSET website has been developed by James Gent. Robert Elston, of Status Employment said "This will be a great resource for all providers of employment support for disadvantaged groups for the future". The website can be found at:- [www.eusetoolkit.eu](http://www.eusetoolkit.eu)



## Cluster Group Updates

### Northern Group

#### Northern Cluster Group Partners

- **Kiipula, Finland**
- **Activa, Sweden**

**“I will refer youth to Supported Employment. I have realized that “try another way”; job first and training on the workplace instead of the opposite is a winning concept.”**



*Bertil Johansson updating delegates on the EUSET Project at the Spanish Association SE in Madrid (Nov 2013)*

Since the start of the EUSE Toolkit for Diversity project both Finland and Sweden have been working very hard with good close co-operation from their diversity counterparts by running a series of workshops during 2013 and the beginning of 2014.

Firstly to gather information to look at the changes and adaptations that were needed to allow those groups working with young people to be able to use the EUSE toolkit for Diversity.

All the partners tested stressed the importance of the need for a good toolkit as youth unemployment was a real issue in both countries and that this toolkit if properly funded could improve job finding good interaction with employers, job retention and career progression. Cluster leader Bertil Johansson said " We were very pleased that the partners thought that our toolkit could be used effectively with their client group".

During the successful training Period one of the youth coaches of the training said "I will refer youth to Supported Employment. I have realized that "try another way", job first and training on the workplace instead of the opposite is a winning concept."

During this period we have also been working with our other partners in helping us translate the toolkit into both Swedish and Finnish which Bertil when reporting back to the Barcelona project meeting said "This will make it so much more accessible to everyone in Sweden and Finland"

The Northern Cluster group has also been very active in disseminating information and project updates to a wide range of audiences (including the target groups) through a number of activities and events.

## UK & Ireland Cluster Update

As part of the Project EUSE Toolkit for Diversity the UK and Ireland Cluster had to examine the relevance of the existing Supported Employment Toolkit to a new target audience; the audience being Offenders and Ex-Prisoners.

Our cluster leader Dermot Cunningham from Ireland said, "This task was made relatively straightforward due to the excellent information, templates and advice given by the task leader Mr Bertil Johansson from Sweden. This enabled all partners in this cluster to conduct an in-depth testing and information days with the professionals who normally work with this target audience".

These testing and information days proved to be very informative in relation to pathways to employment and reinforced the belief that potentially Supported Employment could assist this target audience in their journey to work. The testing highlighted a number of similar issues for the disability and target group audiences. Whilst many of the target group professional were doing an excellent job of progressing individuals into employment they were at loss to understand why a number of these broke down in a short period of time. The Supported Employment Model enlightened them to the concept of ongoing support to establish a firm sustainable job for the individual.

Further benefits came to the Cluster group members in the expansion and understanding of a new and diverse range of issues for this target audience. Issues around trust and disclosure of information in relation to legislation were of particular challenge this is because supported employment is based on zero rejection and also of personal choice. Due to the nature of background of the target audience personal choice could over-ridden by legislation e.g. the offence may pose restrictions on the type and environment in which someone works.

Building on this information the Cluster was excited to proceed with adaptations for this target audience and look forward to the training days on the adapted Toolkit for Diversity.

### UK & Ireland Cluster Partners

- Irish Association of Supported Employment
- Northern Ireland Union of Supported Employment
- Status Employment

"This task was made relatively straightforward due to the excellent information, templates and advice given by the task leader Mr Bertil Johansson from Sweden" Dermot Cunningham, UK & Ireland Cluster Group Leader



*Annelies Debrunner (SE-schweiz) and Sara Togher (IASE) discusses the EUSE Toolkit for Diversity at the project meeting in Barcelona, Spain (May 2014).*

## Central Cluster Group Update

The EUSE Toolkit for Diversity Project started in 2012. During this period the Central European Cluster Group hosted two EUSE meetings in Prague, Czech Republic (March 2013) and Winterthur, Switzerland (October 2013).

The aim of the Central Cluster group was to adapt the toolkit for young people not in education training or employment. These young people were often presenting with poor educational backgrounds and also many were in a transient living situation.

The benefits of assisting this particular target group is of great importance across Europe as it will directly impact in the reduction of unemployment among young people. The use of the toolkit with this client group will have positive impact for the future as it may be the catalyst to lead the individual to consider a new vocational perspective which could result in a professional future.

The pre-existing EUSE toolkit has been adapted for this target group, namely by including modern ways of communication and engagement more relevant to their situation.

This cluster group considered new ways of accessing these young people as often they were “out of the system” and thus not referred through the more traditional pathways. The Cluster Group considered the stronger need to relationship build with this group with trust and integrity at the core. Often it was discovered that crisis management was inevitable.

## External Evaluation

The External Evaluation for the project is being conducted by Marc Caballero and he has completed the Interim Evaluation Report on the project in September 2013. Within his conclusions he said “Partnership is participative, with adequate involvement of the majority of partners. Personal relations within partnership are fluent and partners feel comfortable with the management style of the coordinator. The decision making process is functioning with the participation of all partners involved”

### Central Cluster Group Partners

- **Dabei, Austria**
- **Rytmus, Czech Republic**
- **Supported Employment - Schweiz, Switzerland**



Sarah Togher (IASE) and Martin Lubojacký (Rytmus) taking part in an interactive training exercise during the Capacity Building Training during the project meeting in Winterthur, Switzerland (Oct 2013).



Marc Caballero (External Evaluator) discussing final evaluation methods during the Project meeting in Barcelona

## Southern Cluster Group Update

The Southern cluster group comprising of Portugal, Italy, Greece and Spain are very excited in this project. These countries in particular have been more seriously affected by the worldwide recession, than many other European countries. Furthermore, these countries relies heavily on small and medium businesses, which are finding it very difficult to compete against corporate organisations and have to think carefully about who they recruit especially people recovering from substance abuse.

Regarding the specific target group - people recovering from substance abuse – the Needs Analysis identified that a person's capability for gaining and maintaining employment (employability) is a key element in the social reintegration of drug users. Interventions in this area recognised that drug use and problems related to it may jeopardise not only entry and re-entry into the labour market, but also the ability to retain employment.

The Testing and Information days of the toolkit, were attended by people recovering from substance abuse, Government and Non-Government organisations. The major findings which will be incorporated into the toolkit were:-

- **Focus on the person** – interventions for substance abuse are no longer considered the last goal; any intervention must refer to the person's needs, rather than on the substances.
- **Territoriality** - An increase focus on local and regional management and planning is necessary.
- **Integrated approaches and responses at internal and external level** - approaches and responsibilities should be built in an integrated way, not dissociating individual and social reality. Services should involve a coherent network of providers able to deal with the complexity and cross-cutting nature of substance abuse.

As a result of the testing and information days some organisations in Spain GREC (*Grupo de Educadores de Calle*) and the Man Project Foundation (*Proyecto Hombre*) have already adopted the EUSE Toolkit and the supported employment quality standards to guide their clients in accessing and maintaining employment in the open labour market. Fernando Bellver Southern group cluster leader said, "This has been a tremendous development of the toolkit and we are very pleased of the adaptation of the toolkit from these organisations".

### Southern Cluster Group Partners

- **Theotokos Foundation, Greece**
- **Skinner, Italy**
- **APEA, Portugal**
- **ASES, Spain**



*Southern Cluster Group members discussing Training materials during the Project Meeting in Barcelona*

GREC and The Man Project Foundation have already adopted the EUSE Toolkit and Fernando Bellver, Southern group cluster leader said, "This has been a tremendous development of the toolkit and we are very pleased of the adaptation of the toolkit from these organisations"



**Lifelong Learning Programme**

## Final European Dissemination and Exploitation Event Announced



Kardinal König Haus Vienna

At the Barcelona Project meeting work was done on organizing the final dissemination conference. It is to be hosted by the Austrian Partner Dachverband Berufliche Integration Austria (DABEI). It is to be held in Vienna in the Kardinal König Haus on the 25<sup>th</sup> September 2014. The conference will be presenting the toolkit as well as recommendations from the project group on how to mainstream this vital work. Further Details will be announced on the website shortly for those wishing to attend.

### EUSE Toolkit for Diversity Partners

Activa	<a href="mailto:bertil.johansson@s-activa.swe">bertil.johansson@s-activa.swe</a>
APEA	<a href="mailto:apea.secretariado@gmail.com">apea.secretariado@gmail.com</a>
AESE	<a href="mailto:info@empleoconapoyo.org">info@empleoconapoyo.org</a>
DABEI	<a href="mailto:office@dabei-austria.at">office@dabei-austria.at</a>
IASE	<a href="mailto:info@iase.ie">info@iase.ie</a>
Kiipula	<a href="mailto:maria.setela@kiipula.fi">maria.setela@kiipula.fi</a>
NIUSE	<a href="mailto:info@niuse.org.uk">info@niuse.org.uk</a>
Rytmus	<a href="mailto:rytmus@rytmus.org">rytmus@rytmus.org</a>
Skinner	<a href="mailto:skitri@tin.it">skitri@tin.it</a>
Status Employment	<a href="mailto:info@statusemployment.org.uk">info@statusemployment.org.uk</a>
Supported Employment - Schweiz	<a href="mailto:info@supportedemployment-schweiz.ch">info@supportedemployment-schweiz.ch</a>
Theotokos Foundation	<a href="mailto:supportedemployments@theotokos.gr">supportedemployments@theotokos.gr</a>

**For further information about the project please go to [www.eusetoolkit.eu](http://www.eusetoolkit.eu)**

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