

FINAL REPORT

EASPD PROJECT DEVELOPMENT WORKSHOP

2nd June 2010

Helsinki, Finland

On the 2nd June 2010, EASPD organized a Project Development Workshop one day before the start of the EASPD conference “What about me – Including the most excluded, improving the lives of persons with profound disabilities” which took place in Helsinki, Finland.

The workshop aimed at providing EASPD members with the necessary information for successfully applying for funding and to provide a platform for project partner search.

The key elements of the Project Development Workshop were to present:

- project goals and objectives
- project scope and content
- potential beneficiaries, project partners and funders
- outlining schedules, roles and responsibilities
- risks
- expected outcomes
- follow up arrangements

In addition to the 5 workshops, 4 already well developed project ideas were presented in order to find possible project partners.

Please find beneath a detailed description of each of the project ideas as well as the results and follow-up arrangements of the different workshops.



Overview of projects

1. Association of real change – **Promoting shared values in frontline care services**
2. Institut Montclair – **SensAge**
3. ENVITER – **Accessibilty on IT**
4. National Federation of Voluntary Bodies & Kehitysvammaisten Palvelusäätiö - **Supporting Families and People with Disabilities at times of transition**
5. Associazione Scuola Viva & Motivatie Moldova - **Healing with nature/creation of inclusive communities**
6. University of Siegen & Angels of Hope - **Evaluating Inclusive Performance of Disability Service Organizations**
7. Alpha nova - **The real Challenge of Inclusion – Putting it into Practice!**
8. Silesian Diaconia & Caritas for people with disabilities - **Cooperation between profit and non-profit organizations in the field of training and employment of people with disabilities**
9. Innovia & IC SS - **Persons with disabilities train service providing staff on good quality**



1. Association of real change – **Promoting shared values in frontline care services**

Introduction:

This LEONARDO partnership aims at producing both training materials (for front line staff) and ‘trainers of trainers’ committed to put an end to the ‘medical approach to handicap’ and promoting a human rights-based approach to disability, founded on the UN Convention on the Rights of Persons with Disabilities. Activities will include trainers being embedded for a while in services committed to the new approach, collectively discussing and producing shared training material covering the Basic European Statement of Social care Learning Outcomes and promoting the lessons learned from other transnational EC projects such as EQUIP, ECC, CARERS.

Two year project, exchanges, local groups, trainer & training development meetings, final conference.

Main objective:

1) The problem the bid intends to tackle:

Care sector employers agree that the key to providing a good service is a well trained staff team, supported by training which is based on the correct set of values and attitudes. Changing old habits and attitudes is difficult at the best of times and paternalistic and staff controlled services still continue.

Even in the ‘old’ EC countries this change is hard to achieve and in the accession EC countries it is doubly difficult because a mixture of the following things:

- Many social care trainers haven’t moved on from the old medical model to the current social inclusion model of social care
- Training materials which are sensitive to the local context and culture *and* are based on the social care model are not easily available, but there is plenty of out of date material based on the medical model
- One particular weakness is that training which is based upon and incorporates the human rights model isn’t easily available, with attitudes largely fixed on the ‘social gift’ or ‘dependency’ approach
- Such new training which does exist is often not well integrated into existing awards or employer training programmes, but happens in isolated islands of good practice with enlightened providers.

2) Proposed solution:

This project is intended to provide ways to change this situation, especially (but not only) in the CEE countries.

In order to facilitate this shift there is a strong need to:

- Change the attitudes of staff, inspectors, and trainers
- Provide the employers with models which present such an approach and which they can see work well

3



This publication is sponsored by the Progress programme of the European Commission, DG Employment, Social Affairs and Equal Opportunities. It reflects only the View of the author and the Commission cannot be held responsible for any use which may be made of the information contained therein.

- Provide materials and support systems to assist trainers and employers wishing to make this important leap forward for the largest possible group of staff for maximum impact – those working at the front line, providing direct hands-on care and support
- Develop ways to provide a steady stream of newly trained trainers and locally sensitive training materials which support this approach

However, we have some help and will use a number of products which promote an EC value base across member states in social and health care services. Examples include: EQUIP, the CARERS project, the European Care Certificate.

Involved partners:

- Association for Real Change (ARC), James Churchill, james.churchill@arcuk.org.uk
- 4/5 Non-governmental organizations from the CEE EU Member States (proposed)
- NGOs from up to three Western European Countries (proposed)

Outcomes:

The project will:

- Bring together groups of social care employers in partner countries committed to seeing and supporting this change in their services locally
- Bring together trainers from those countries who are committed to delivering training based on these new approaches and send them to a study visit to other countries where this approach has been adopted and materials to support it are used
- Develop new training materials based around a simple common core curriculum (the BESCLO) but tailored to the local context
- Provide 'train the trainer' support, backed by the local employers group to cascade training down to other trainers and promote the use of the materials developed.
- Promote the uptake of the ECC exam as evidence of having covered the BESCLO
- Free to use training materials in key languages to support the new approach
- Allow groups of trainers and employers committed to spreading the new approach
- Facilitate the use of the ECC and the understanding approach in the EQUIP and CARERS project by more people
- Have a maximum impact at front line with changes in attitudes of hands on staff
- Promote a wider understanding of EC wide set of values underpinning all care services based on UN Convention not on medical model of disability.
- Organize a final conference to discuss the models of good practices established in each country and to make recommendations for future action to be presented within the larger framework of the EU social policy, the Lisbon process and the Lisbon Treaty.



2. Institut Montclair – SensAge

Introduction:

Originally planned to be submitted in 2010, SensAge will be a Network of Networks Proposal, to be submitted under the Grundtvig Network Programme in 2011.

Initially focusing on the lifelong learning needs of ageing people with sensory disabilities, the idea has currently moved to considering whether lifelong learning needs of ageing people with learning difficulties should be included as well. Further discussion on this and on the choice of the partnership is welcome.

Main objectives:

The aim is to become the reference point within the EU for developments in lifelong learning for ageing people with sensory (and learning) disabilities to allow them to keep their independence and to improve their quality of life.

Involved partners:

- John Harris, johngharris@btopenworld.com
- Approximately 8 Core Partners (including EASPD) and 12 Associated Partners
- Applicant Partner: Mutualité Anjou-Mayenne

Available calls for proposals:

Lifelong Learning Programme, Grundtvig (February 2011)

Outcomes:

- To reach a common understanding of:
 - What 'ageing' means and its link with sensory and learning disabilities
 - The resulting main challenges (in practice, in law, or in policy making processes)
- To create a space for the gathering, exchange and dissemination of practices and materials in this field
- Through this and other means, to contribute to appropriate EU standards of support for lifelong learning for the beneficiaries, and to maximize the impact of the work through potential lobbying at European and national level
- Through all appropriate means of dissemination, to maximize on an ongoing basis the impact of the work of the Network at European and national level, through, amongst others:
 - Organisations working with and for ageing people with sensory and/or learning disabilities, including Beneficiary Organisations
 - Statutory Agencies
 - Adult Education Providers
 - Community Based Service Providers
 - Personal Service Providers



- Staff Training Providers
- To establish the sustainability of the work of the Network after the completion of the period of the EC funding

Follow-up arrangements:

- A project preparatory meeting with interested core partners is planned in September 2010.
- A proposal preparation meeting is planned in Paris on the 20th and 21st October 2010 at “Voir Ensemble”.
- (EASPD is already involved as an active partner, and we look forward to the continuing development of the proposal for submission at the end of February 2011.)

3. ENVITER – Accessibility on IT

Introduction:

IT is an essential means of communication and information and also for training for visually impaired and hearing impaired people, as well as for people with all forms of disabilities. ENVITER’s members have carried out projects on IT and their accessibility for visually impaired people (E-learn VIP, ECOVIP, E-Vision 55+ : see on ENVITER website www.enviter.eu) and consider that the results of these – and other - projects are not enough used and known at EU level and that they can be a good basis for developing the accessibility of IT at EU level for people with disabilities in order to facilitate their learning and training.

Moreover, the French partner “Institut Montclair” recently has been appointed as the new National Expert Centre in France on IT accessibility for people with disabilities - a very good opportunity to develop this topic also in other countries of EU.

Main objectives:

The aim of this project is to improve and to develop the use of ICT for people with disabilities, by means of existing products at EU level. This would be the basis to extend the accessibility of ICT to other disabilities.

Involved partners:

- Phillipe Bleseur, pbelseur@montclair.fr
- ENVITER & HIPEN’s members



Available calls for proposals:

LLP key activity 3: ICT – Transversal programme.

Outcomes:

- To gather experiences on using/accessibility of ICT by people with disabilities at EU level
- To create a constantly evolving database/website with good practices and innovative examples
- Other results to be discussed with the partnership.

4. National Federation of Voluntary Bodies & Kehitysvammaisten Palvelusäätiö - **Supporting Families and People with Disabilities at times of transition**

Introduction:

There are many different kinds of transition times in families' lives. These are stages that everybody takes in life when moving from one point to another, for instance moving out of home, moving from school to college or from one job to another. For people with intellectual disabilities these stages can become even more crucial. It is important to realize the importance of these times of change and to be able to provide emotional and practical support to people with disabilities, their families and professionals who support them at times of transition.

Main objective:

The objectives of the future project are to:

- Provide support and training for professionals who are working with families to understand the significance of transitional points
- Provide tools and training to support people with intellectual disabilities to prepare for the transitions that come about in their lives.
- Provide tools and training to help families prepare for these important points in life

The purpose of this project is to carry out comparative research to identify best practice, the type of information and supports which families and individuals require at the different transition points throughout the person's life taking account of cultural norms and expectations in different countries.

Involved partners:

- National Federation of Voluntary Bodies providing Services to People with Intellectual Disability (Ireland), Alison Harnett, alison.harnett@fedvol.ie
- The Service Foundation for People with an Intellectual Disability (Finland), Petra Tiihonen, petra.tiihonen@kvps.fi
- Dr. Suzanne Guerin, School of Psychology University College Dublin (Ireland),

7



This publication is sponsored by the Progress programme of the European Commission, DG Employment, Social Affairs and Equal Opportunities. It reflects only the View of the author and the Commission cannot be held responsible for any use which may be made of the information contained therein.

- Association for Real Change (UK), James Churchill, james.churchill@arcuk.org.uk
- Lebenshilfe, Salzburg (Austria), Karin Astegger, karin.astegger@lebenshilfe-salzburg.at
- Lukas Foundation (Cyprus)
- Learning Disability Wales (UK), James Crowe, jim.crowe@learningdisabilitywales.org.uk
- EASPD (as dissemination partner)

Available calls for proposals:

Grundtvig actions - Learning Partnerships

http://ec.europa.eu/education/grundtvig/doc878_en.htm

This scheme concentrates on the adult learning perspective. The next call for applications to the Grundtvig Learning Partnerships will be early in 2011.

In the meantime, there is a possibility to apply for preparatory visits. This will allow any interested parties to apply to their in-country agency for one preparatory visit each. This visit would be used to provide mobility to a seminar to be organized in autumn 2010 in Galway. The purpose of the seminar would be to clarify and agree the roles and responsibilities of each of the co-applicants. It is necessary for the partners to apply for the preparatory visits approximately 2 months before traveling.

Grundtvig actions - Mobility: Preparatory Visits

http://ec.europa.eu/education/grundtvig/doc876_en.htm

Outcomes:

- Development of a European-wide multi-lingual information resource to support persons with disabilities at times of transition
- Publication of the findings of the comparative research for professionals
- Publication of the good practises of how families and persons with disabilities are being supported in transitional stages for professionals.
- Online training modules which will provide professionals in disperse locations throughout Europe with efficient access to the learning points of the best practice.
- Tools and materials for families and for persons with disabilities: new methods to organise peer support and tools for families and persons with disabilities to share their solutions in times of transition

Follow-up arrangements

- A seminar in Galway (Ireland) in autumn 2010.
- The outcome of the autumn meeting will be a firm plan with schedule, roles, responsibilities, required budget and target funding sources agreed.
- An application to the Grundtvig Learning Partnerships (Feb 2011) will be prepared as part of this process.



5. Associazione Scuola Viva & Motivatie Moldova – **Healing with nature/creation of inclusive communities**

Introduction:

At the moment society does not believe in persons with disabilities' capacities to produce/provide quality products.

Scuola Viva has some models of good practice to propose with regard to daily activities for persons with disabilities: in its 2 hectares gardens some good environmental friendly projects have been implemented in the past.

The two general objectives are to promote well-being through manual activity in a natural environment and at the same time to advance social inclusion. This is done by providing vegetable and garden structures (greenhouses) in which persons with disabilities not only receive vocational training, but where their work also serves several rehabilitative purposes. Furthermore, a reciprocal social and community-based relationship is achieved (clients/users interact with members of the outside community such as school children and vice versa).

Main objective:

Set up a sustainable environment

Involved partners:

- Fabrizio Fea, SCUOLA VIVA, F.FEA-AISE@mclink.it
- Sabrina Ferraina, EASPD, sabrina.ferraina@easpd.eu
- Luk Zelderloo, EASPD, luk.zelderloo@easpd.eu
- Alina Cotuna, RUHAMA FOUNDATION, office@ruhama.ro
- Laszlo Jakubinyi, SZIMBIOSIS FOUNDATION, europe@szimbiozis.net
- Tatiana NITA, Asociatia "MOTIVATIE", tatiana@motivation-md.org

Available calls for proposal:

Grundvig

Outcomes:

change of mentality, promotion of inclusiveness, training of staff

Follow-up arrangements:

- Write down a concept paper
- Set up skype calls
- Fabrizio will take the lead
- in negotiation with possible partners that showed interest in Helsinki
- still looking for new partners
- might need help in writing the application



6. University of Siegen & Angels of Hope – Evaluating Inclusive Performance of Disability Service Organizations

Introduction:

For evaluating the inclusive performance of a disability service and to monitor and promote the development of inclusiveness in the local community adequate tools for evaluation are needed. The purpose of this project is to develop a set of tools for evaluation of inclusive performance of disability services, based on the UN Convention as a normative framework.

Main objective:

To develop a model (manual) for self evaluation of inclusive performance of disability services, assessing not only their practices, but also how they promote inclusive policies and culture in local communities.

Involved partners:

Main partners:

University of Siegen, Germany, Dr. Johannes Schädler, schaedler@zpe.uni-siegen.de
Angels of Hope Foundation, Romania

Interested in joining the partnership:

Lebenshilfe Salsburg (Austria)
Lebenshilfe Tirol (Austria)
Innovia (Austria)
Learning Disability Wales (UK)
Coalition of Inclusion (Netherlands)
Helse Bergen (Norway)
National Federation of Voluntary Bodies (Ireland)
KVPS (Finland)

To be contacted:

Assemblée des Régions d'Europe (ARE)
Committee of the Regions
Other mainstream actors

Available calls for proposal:

- Transnational Actions on Social Experimentation
- EEA grants
- Montag Foundation

Outcomes:

10



This publication is sponsored by the Progress programme of the European Commission, DG Employment, Social Affairs and Equal Opportunities. It reflects only the View of the author and the Commission cannot be held responsible for any use which may be made of the information contained therein.

A manual that could include:

1. an introduction to the philosophy of inclusion
2. a tool for evaluation of inclusiveness of services/structures, focusing on architectural conditions, equipment, work organization and public relation activities of the service (e.g. accessibility of service, fairness to staff members, the involvement of users of the service, public relations), etc.
3. a tool for the evaluation of inclusiveness of service delivery concept and routines, focusing on professional orientation, effects and impact of the service (eg. respect of users' rights for self-determination, strengthening of users' ability for articulation and self-representation, empowerment, the social environment, avoidance of exclusion, cooperation with services of general interest), etc.
4. a tool for evaluation of service's engagement for inclusive culture and policies in communities and neighborhoods, focusing on promoting accessibility of public local infrastructure, service's cooperation with local service networks, service's involvement in regional or local committees for the promoting accessibility and prevention of deprivation (eg. analysis of social spaces, participation in inter-local activities, networking in the community), etc.
5. examples of good practices to promote developments for inclusiveness in the local community

Follow-up:

- Franz Wolfmayr will have a meeting with Hans Schädler in September 2010 and will discuss the next steps.
- The workshop attendees will send information about already existing tools to Charlotte Boetticher at EASPD (charlotte.boetticher@easpd.eu).
- The project will be written from October to December 2010.

The project proposal should include the following items:

- Set-up of criteria to define what inclusion really means
- The project should be oriented to the future and should not be a description of the state-of-play
- External tools should be integrated in the concept of the project as that might help to validate the evaluation tool
- The integration of the service in the community should be checked
- The tool should not be too sophisticated
- Comparison between the city and the country side
- It should be insured for users to know how to use the results of the tool
- The tool should be used as a part of the quality management of the service



The project proposal should avoid including the following items:

- The project should not focus only on one culture, one country or one system. Cultural differences should be taken under consideration
- The focus should not be exclusively on persons with intellectual disabilities
- The focus should not be on the management of the organization only but also on persons with disabilities themselves and the staff
- There shouldn't be a "black-list" of organizations that are not able to fulfill the expectations now. It should rather be seen as an ongoing process that helps organizations to further develop their services.

7. Alpha nova - The real Challenge of Inclusion – Putting it into Practice!

Introduction

There is evidence that people with a significant mental (learning) disability (along with challenging behavior) are among the most excluded in society. A number of studies have expounded, endorsed and commented on the positive impact of inclusion on people with high support needs. But when putting the theory of inclusion into practice, a lot of difficulties appear.

Excuses or not – in Austria, Germany and many other European Countries (esp. in the eastern parts of Europe) people with severe disabilities are faced with a life under conditions which enhance their social exclusion (e.g. psychiatric hospitals, nursing wards or disability homes). By providing the help necessary to enable those people to become (or remain) socially included, or to rejoin their leisure, friendship and work communities, social service providers can make a significant contribution to the improvement of quality of life (esp. participation, communication, self-care and getting along in social situations).

Main objectives:

In promoting the social inclusion of people with profound intellectual disability and challenging behavior (*dual diagnosis*), the reference is to the "UN Convention on the Rights of Persons with Disabilities" by pursuing three main goals:

1. Finding out the major hurdles and obstructions of social inclusion in different countries (e.g. legislative or financial barriers, public budget problems, social prejudices, lack of professional competence ...)
2. Creating strategies and solutions to overcome them
3. Finding European "Best Practice Models" and ways to spread them

Involved Partners:

- Alpha nova, Thomas Driessen
- Social Service Providers (for this target group)
- People of the target group and their relatives or friends



- Organizations of Social Psychiatric Care
- Public authorities (esp. Local Social Service Administration)

Available calls for proposal:

EUROPEAN UNION PROGRAMME FOR EMPLOYMENT AND SOCIAL SOLIDARITY

Call for proposal 2010/2012: Establishment of 3-year framework partnership agreements with EU-level NGO networks in the areas of social inclusion, non-discrimination, gender equality, the integration of persons with disabilities and the representation of the Roma.

<http://ec.europa.eu/social/main.jsp?catId=630&langId=en&callId=252&furtherCalls=yes>

• **ERASMUS MUNDUS II**

• **Europe for Citizens Programme**

http://ec.europa.eu/citizenship/index_en.htm

Priorities 2010: http://ec.europa.eu/citizenship/pdf/doc879_en.pdf

Outcomes:

- Guidelines for a practical approach to implement “inclusive” projects
- Arguing for Social Inclusion – Advices and instruments for successful negotiations with Public Authorities when starting an inclusive project for persons with high support needs
- Evaluating Economic Aspects: Costs and benefits of social inclusion for people with severe and complex needs
- Better dissemination for exposed best practices, and cost efficiency in the light of strained public budgets resulting from the economic crisis
- Transferring good-practice to other countries, in order to raise the consciousness of societies for inclusion and improve the lives of people with learning disabilities and their families and carers.

Follow-up:

- Alpha nova will take the lead
- Partners are still searched for
- possible partners: Maarit Alto, Nordic Centre for Social and Welfare Issues and John Harris

8. Silesian Diaconia & Caritas for people with disabilities - Cooperation between profit and non-profit organizations in the field of training and employment of people with disabilities

Introduction:

Social non-profit organisations as well as profit organisations/companies are more and more facing economic and social challenges. Especially non-profit organisations often do not have the necessary financial resources or enough know-how to professionally educate and train people with disabilities



in the wide range of different possible professions. Cooperating with professional partners (not sponsoring!!!) is often a very good way to reach the goals. It gives non-profit organisations the possibility to develop and create new ways for supporting people with disabilities that would hardly be possible otherwise.

The Caritas for people with disabilities has a few cooperations with profit organisations that offer very good possibilities for people with disabilities. For instance there are collaborations ongoing with a big food trade company (management of a store where 16 young people with disabilities are educated), with Manpower (there is a personnel leasing project that is managed together with them). The past experiences are very promising and they could be seen as a model for the future as it involves profit organisations and gives them an active role.

Profit organisations show a social commitment and social responsibility to name just one benefit. Depending on the cooperation there can be more benefits for the companies.

The strongest part in a good cooperation is the fact that it is a win-win situation for all parties involved. Therefore it is very important to dig deeper and find the key elements for good cooperation between profit and non-profit organisations and show a tool for the integration of people with disabilities into the labour market.

Main objectives:

- Share experience in the field of employment for people with disabilities
- Find new methods of employing people with disabilities
- Create social entrepreneurship
- Cooperate with profit organisations
- Create guidelines of how to cooperate with profit organisations

Involved partners:

- Caritas Linz
- Silesian Diaconia
- EASPD
- A University
- A profit organisation
- Usergroup

Available calls for proposal:

- Social experimentation call
- Leonardo da Vinci

Outcomes:

- Training materials
- Handbook



- Study visits
- Summer school

Follow – up:

- Meeting in Linz, Austria at a conference organized by Caritas in November
- Caritas will take the lead
- Partner search

9) **Innovia & IC SS - Persons with disabilities train service providing staff on good quality**

Introduction:

Despite the legal framework on international (UN Convention on the Rights of Persons with Disabilities), European (e.g. Council of Europe Action Plan to promote the rights and full participation of people with disabilities in society: improving the quality of life of people with disabilities in Europe 2006-2015) and national level, persons with disabilities still do not achieve the quality of life they have the legal right to.

Many service providers just do not know exactly what persons with disabilities need to experience equal opportunities and improve their quality of life because persons with disabilities are not asked for.

Therefore, persons with disabilities shall be enabled to speak for themselves, to be asked for their rights, to tell their service providers what they need and to be able to express their wishes.

The focus here is on increasing the efficiency of NGOs in providing high quality social services according to the international principles of social work and the needs of the people with disabilities. Staff of service providers learn from persons with disabilities how to improve the service quality, and therefore to provide a better quality of life. This project aims to provide a model of good practice.

Main objectives:

Persons with disabilities are trained to work with service providing staff on good quality of life issues in compliance with the following articles of the UN Convention on the rights of persons with disabilities:

- Accessibility (Article 9)
- Living independently and being included in the community (Article 19)
- Personal Mobility (Article 20)
- Freedom of expression and opinion, and access to information (Article 21)
- Respect for privacy (Article 22)
- Respect for home and the family (Article 23)
- Habilitation and rehabilitation (Article 26)



- Participation in political and public life (Article 29)
- Participation in cultural life, recreation, leisure and sport (Article 30)

Staff of service providers learns from persons with disabilities how to improve the services to provide better quality of life for persons with disabilities.

This project should be a model of good practice. At least one university or educational institution should implement the model of persons with disabilities training service providers' staff in its curriculum.

Involved partners:

-Innovia, Johannes Ungar

IC SS (Bulgaria), icssbg@gmail.com

- Diakonische Akademie für Fort- und Weiterbildung (possibly)
- Institute for community based social services
 - Faculty of health and social sciences
 - Learning Disability Wales
 - National Federation of Voluntary Bodies
 - Szimbiozis Foundation

Available call for proposals:

Life Long Learning:

- Grundtvig programme
- Leonardo programme

Outcomes:

- Persons with disabilities will be trained to be trainers for service providing staff
- training workshops
- Videos of training situations with examples of good practice
- Reports about the changes implemented into the service providers after attending the workshops
- At least one curriculum of an educational institution will implement the model of persons with disabilities training service providers' staff

Follow-up:

- Innovia will take the lead
- Setting up Skype conferences



- Preparatory meeting in Skopje two days before the EASPD conference

Stephanie Mayr and Charlotte Boetticher, EASPD

27 August 2010

