

**EASPD**

IMPROVING SERVICES  
IMPROVING LIVES



# Employment for All Awards



## TEN BEST PRACTICES

ON EMPLOYMENT STRATEGIES FOR  
PERSONS WITH DISABILITIES



**The European Association of Service providers for Persons with Disabilities (EASPD) is a non-profit European organization, established in 1996. It advocates effective and high-quality disability-related services in the field of education, employment and individualised support, in line with the principles of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD),**

**The European Union of Supported Employment (EUSE) was established in 1993 to facilitate the development of Supported Employment throughout Europe. Supported Employment assists people with significant disabilities to access real employment opportunities, of their own choice, in an integrated setting with appropriate ongoing support to become economically and socially active in their own communities.**

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# Foreword

As organisations active in advancing the rights and quality of life of persons with disabilities it is our utmost pleasure to present this year's best practices in employment of persons with disabilities. As Eleanor Roosevelt noted "Everyone has the right to work, to free choice, to employment, to just and favourable conditions of work and to protection against unemployment." This is even so true for persons with disabilities. We are witnessing a shift in the understanding of disabilities and we should be a part of that positive change. The right to employment of persons with disabilities is embedded in Art. 27 UN CRPD. It goes hand-in-hand with a reassurance of just and favourable working conditions, non-discrimination and equality in wages.

The importance of employment needs to be understood first in order to truly grasp the necessity of providing inclusive employment for persons with disabilities. Access to employment means remuneration, which is the major step towards fighting poverty and social exclusion, employment means self-fulfilment and contributing to society, employment means having contacts with people and raising awareness of the differences and difficulties of people and how to overcome those, employment means realizing your own potential and dreams, employment means having the inspiration to fight harder for your dreams, and so many other things.

Nevertheless, having access to employment was and still is not fully guaranteed to everyone. Many obstacles stand in the way to employment for persons with disabilities, be it legal, infrastructural or attitudinal. Social Support Services act in bridging the gap between the need to engage in employment and the abilities of persons with disabilities. They contribute to improvement of the quality of life of persons with disabilities by focusing on the abilities of an individual and their particular skills and talents, instead of their disability. Support services provide training, social support, etc. to persons with disabilities and support to employers to better equip them with the necessary tools to provide employment for persons with disabilities. Employment support can come in a variety of ways, such as supported employment initiatives and IPS. Supported employment provides an opportunity for persons with disabilities to engage in employment settings, to earn money on their own and to do so in an environment adapted to their needs.

There are different methodologies to include persons with disabilities in the workforce and this is exactly what this booklet is focused on. We collected and examined numerous applications all over Europe and selected the 10 best practices/models supporting employment of persons with disabilities in the labour market. This was done in order to promote a more inclusive labour market and to reinforce the capacity of Europe to contribute to this. European cooperation and sharing of successful models means learning from one-another, helping one another for the benefit of everyone and the greater good of humanity.

Before we proceed to the main part of this booklet we would like to thank the jurors for fulfilling the very difficult task of selecting only 10 of numerous great projects to be included here. We would also like to express our gratitude towards everyone that applied for this award, not only for sharing their project with us, but for approaching inclusive employment in different and original ways and working towards bringing us closer to the ideal of equality. For both the nominees and those that were not selected we would like to express our admiration for your originality and to applaud your efforts.

<b>Margaret Haddock</b>	<b>James Crowe</b>	<b>Edyth Dunlop</b>	<b>Luk Zelderloo</b>
President	President	Regional Manager	Secretary-General
EUSE	EASPD	NIUSE	EASPD

# Executive Summary

The right to work is a fundamental right of persons with disabilities recognized by Art. 27 UN CRPD. EASPD and EUSE devote their efforts into contributing to a system in which the rights of persons with disabilities, including the right to work, are not hindered by prejudice, inaccessibility or other barriers. To this day, statistics show that persons with disabilities are engaged in employment on a much smaller scale as compared to persons without disabilities.

EASPD and EUSE believe that there is a place for everyone in the world and a place for everyone in employment. For that purpose the two organisations looked for and collected a great number of models supporting the employment of persons with disabilities.

Our hope is that the publication of the best models we have discovered will prove employers and social services organisation that it not only possible to find employment opportunities for persons with disabilities, but it is also easier than one might think. It should be an obligation of the community to provide opportunities to its members.

We hope that these models will inspire interested parties to contribute to the efforts in ensuring equal opportunities to persons with disabilities.

The first two instalments of the Employment for All award in 2013 and 2015 proved a great success in disseminating original models of employment support of persons with disabilities. We trust that this instalment will not be any different, due to the interesting and effective models included herein. We must admit, narrowing down the submission to only 10 to be included in this booklet was not an easy task, however the experience of the two organisations in the Disability sector and the expertise of the respectable Jury made it possible.

The whole experience of preparing the award and the booklet was a pleasure for EASPD and EUSE and we solemnly hope the reader will enjoy the following pages.



*Once the whole society understand and accept the fundamental right of persons with disabilities to employment, we will have reached a higher level of maturity.*

**Dr. Fabrizio Fea, Vice-President EASPD**

# Introduction

EASPD and EUSE have a particular interest in advancing the rights of persons with disabilities and their observance, by way of furthering the implementation of the provisions of the UN CRPD. One of the rights included in the Convention, which is pivotal for the operation of the two organisations, is the right of persons with disabilities to employment on equal basis with others as included in Art. 27 UN CRPD. This right encompasses the right of persons with disabilities to access the labour market without restrictions and to have the opportunity to earn a living independently and in a freely chosen career orientation.

For that purpose, both organisations searched for the 10 best models/schemes promoting employment of persons with disabilities. EASPD and EUSE screened numerous submissions from separate Employers/Businesses, as well as Social Services/ Support Providers, to find the “best practices”: these that **provide for sustainable and active involvement of persons with disabilities in the labour market**. From these two categories, 10 practices were chosen (5 from each category), which, in our opinion, best promote the employment of persons with disabilities.

6 nominees, 3 from each category, were invited to attend the EASPD and EUSE’s conference “Employment for All—A Global Perspective” in

The numerous applications received, including those that are not among the nominees for the award, exhibited:

- Desire to contribute to improvement of the employment opportunities for persons with disabilities,
- Increased level of service support provided,
- Supporting opportunities for organisations and practices,
- A variety of improvement models,
- Operation on different levels of community and different fields of employment,
- A platform of interested actors to improve the employment situation of persons with disabilities.

This booklet presents the 10 practices that promote the most sustainable model of employment for persons with disabilities. EASPD and EUSE believe that these practices/schemes have the potential to provide for a high level and quality of employment of persons with disabilities.



*There has never been a more critical time to reinforce inclusion and equal employment rights for people with disabilities and these awards are recognition of this.*

**Kevin Doherty, Chief Executive Officer, Disability Action**

# Categories

The Employment for All award considers and awards two separate categories of entities:

**Business/ Employers** who promote and actively incorporate actual employment opportunities for persons with disabilities.

**Social Services/Support Providers** who exhibit exceptional qualities in contributing to the employment.

These two distinct groups of entities provide a positive effect on the place of persons with disabilities in the labour market. Nevertheless, their contribution and assistance usually comes in rather different ways. That is why the Employment for All Award separates them and considers their efforts based on the particular activities of the groups.



*Hopefully we are gradually heading towards a situation, where inclusion at work for people with disabilities is the starting point, not a goal.*

*Katja Ray, Council Member EUSE*

# Selection Criteria

The practices submitted to EASPD and EUSE went through a heavy screening firstly by an internal jury within our organisations and then through the jury panel. We received numerous interesting ideas for employment of persons with disabilities. Nevertheless, the jury had the difficult task of narrowing the list down to 10, then 3 and ultimately, a winner. Nominees were chosen based on:

- The promotion of Art. 27 UN CRPD,
- The effect of the practice on the individuals,
- The future prospects of the practice,
- The possibility of its replicability.

The Grand Jury scored the nominees based on several points/ conditions:

- Whether it is an on-going practice and has future prospects,
- Whether the practice has proven its merits in improving the access to actual employment of persons with disabilities,
- Whether it supports increase of quality of work and career opportunities,
- Whether it is a process built around a person and supporting personal autonomy and empowering environments.

# Meet the Grand Jury



**Beril Johansson**

Vice President- EUSE

Head of Department for training- Activa



**Cristian Rovira Pardo**

Board Member EASPD;

President of CETIP, Young Entrepreneurs;

Author



**Dr. Fabrizio Fea**

Vice President -EASPD

Medical Director- Associazione

Scuola Viva onlus



**Katja Ray**

Council Member– EUSE

Development Manager– Vates



**Kevin Doherty**

Chief Executive Officer- Disability Action



**Liam Burns**

Project Manager Direct Services- Mencap,

Director– NIUSE



**Mathilde Tabary**

Social Development and Diversity

Director– Carrefour



**Peter Shields**

Operations Manager- AMH Regional

Office, Board Member– NIUSE



# Employment for All Award



The **stairs** symbolize the steps we are taking towards inclusion of persons with disabilities.

The **person** symbolizes the need to work together for equality.

The **stars** represent Europe.

We would like to thank Centre de Gabrielle for creating this amazing award—  
perfect as always.



*The following pages contain the 10 best practices/models/schemes on employment of persons with disabilities from the two categories.*

# And the Nominees are...

The following 10 practices have been chosen by the jury for publication:

## Business/Employers

Organisation	Best Practice
Carrefour	All Labour Integration (ALI)
Department of Primary Health and Social Affairs (DPHSA)	Trainee Programme for Persons with Disabilities
Discovering Hands	Enhancing early breast cancer detection through the tactile capabilities of blind and
Institute fur Inklusive Bildung	Inclusive Education
Pro Kinetic	Pro Kinetic

## Social Services/Support Provider

Organisation	Best Practice
ACCESS	Supported employment and career management
Activa Foundation	Job in Sight (JiS)
ARCIL	Pathway to Independence
ENABLE	All in Edinburgh
ONCE	Employment Programme

Of these, 6 nominees were invited to attend EASPD and EUSE's Conference "Employment for All– A global perspective" in Belfast, Northern Ireland from 14th to 17th June 2017, where the winner from each category is going to be announced and given the award. These are:

### Business/Employers:

**Carrefour**

**Department of Primary Health and Social Affairs (DPHSA ) City of Oslo**

**Discovering Hands**

### Social Services/ Support Providers

**ACCESS**

**Activa Foundation**

**ONCE**

# Carrefour

## All Labour Integration

**Shopping Centers Carrefour, Anonymous Society (A.S)  
Spain**

Business/Employer

Mr. Arturo Molinero Sánchez

Campezo Street, number 16, Postal Code 28022, Madrid, Spain

[www.carrefour.es](http://www.carrefour.es)

A few years ago, from the Human Resources Department, we decided to work together with the Directorate of Selection and Development and the Carrefour Solidarity Foundation, in order to correctly develop the integration policies in Carrefour of persons with disabilities, within our Corporate Social Responsibility.

The reflection of society in our collaborators, as an accelerating lever of transformation and contribution of value and wealth of plurality to respond in a much more effective way to the demands of our customers

Collaboration with the most important Disability Partners in Spain: Inserta-Once Foundation, Integra Foundation, Exit Foundation, Iter Foundation and more than 100 Local Entities, is our commitment to the local environment. With the partners we collaborate to work with people with functional diversity.

ALI was developed as a way to support the inclusion of people with disabilities and people at risk of social exclusion. ALI seeks to create a work environment that best represents both the composition of society and the needs of its clients. The recruitment process does not differentiate between people with or without disabilities, but looks at the most appropriate position within the company for each individual.

**Nominee**



ALI is behind non-differentiation, non-discrimination and plurality in the workplace. At present, about 860 people with disabilities have been hired under the program.

Some of the workplaces are adapted to the needs of people with disabilities. This was seen as a new opportunity and in 2013 Carrefour opened the first fully accessible wheelchair shop. Carrefour ensures the compatibility between the disability and the requirements of the job, and carries out, if necessary, the material and organizational planning of the job. ALI favors non-discriminatory working conditions, as well as stable employment contracts. We help our employees build their future, based on the principles of non-discrimination, in order to ensure equitable access to employment opportunities, without making any distinction in working conditions.

# Discovering Hands

## Enhancing early breast cancer detection through the tactile capabilities of blind and visually impaired women

**Nominee**

### Discovering Hands

Germany

Business/ Employer

Mr Stefan Wilhelm- Head of Fundraising

Wiesenstrasse, Mülheim an der Ruhr, Germany

[www.discovering-hands.de](http://www.discovering-hands.de)



The discovering hands® model aims at applying the extraordinary tactile capabilities of blind and visually impaired people in the enhancement of early breast cancer detection, while fostering positive mind-set change. Eligible blind and visually impaired women are trained as Medical Tactile Examiners (MTEs) via a 9-month training program carried out at specialized vocational training centers by certified trainers.

A first qualitative study shows that MTEs detect more 28% larger and 50% smaller tissue-alterations in the breast tissue than gynaecologists. This globally unique concept, brings inclusion to the health care sector in a completely new way, because it allows for less harmful treatment and significantly increases patients' chances of survival, while offering a meaningful and sustainable occupational field for blind and visually impaired women not "despite their disability" but because of their specific skill-set.



To date, 39 MTEs have been trained and employed in Germany, Austria and Colombia, more candidates will finish the course this year. Furthermore pilot projects will start in Delhi, India and in Xalapa, Mexico in early to mid-2017.

In order to provide adequate infrastructure each MTE receives an equal set-up of her workplace including a computer with screen reading and/or magnifying software (e.g. JAWS or MAGIC respectively), a braille keyboard, massage bed, a stripe-dispenser, and a number of further necessary items to be able enabling her to adequately attend her patients and document their clinical histories. Before the MTEs starts their job at the workplace, a sensibilization workshop is conducted with the team to make sure everybody understands the new situation, is comfortable with it and able to support each other adequately should the need arise. The remuneration the MTEs receive is in accordance with the regular salary paid to doctors' assistants or assistant nurses in the country in questions. Additionally, Discovering Hands offers career opportunities such assistant trainer positions for experienced MTEs, management positions in the social enterprise as well as in the association (e.g. HR, board-positions and PR).

# Department of Primary Health and Social Affairs

## Trainee Programme for Persons with Disabilities



**City of Oslo**  
**Norway**  
 Business/ Employer  
 Ms Siri Koch-Larsen– Project Manager  
 City Hall, NO-0037, Oslo, Norway  
[www.oslo.kommune.no/jobb-i-oslo-kommune/traineoordningen-for-mennesker-med-funksjonsnedsettelse/](http://www.oslo.kommune.no/jobb-i-oslo-kommune/traineoordningen-for-mennesker-med-funksjonsnedsettelse/)



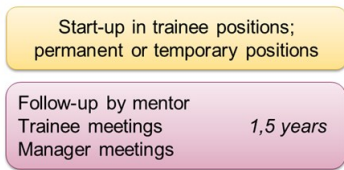
### City of Oslo

All enterprises in the municipality can take part by identifying any vacant positions due to be advertised and to assess whether any of these could be suitable for the programme.



All trainees are allocated a mentor, which contributes to the personal and professional development of the trainee and supports managers through the process. During the recruitment process it is also established whether any reasonable accommodation alterations are necessary.

The Trainee Programme for Persons with Disabilities is an integral part of the Action Plan for Persons with Disabilities.



The main objective of the programme is to increase the proportion of people with long-term disabilities of a physical or mental nature to meet the Oslo municipality's need for skilled personnel and be employed by the municipality. Persons with disabilities are recruited based on their qualifications. In order to be considered for the position it is necessary to have both the right qualifications and a physical or mental disability. If no qualified applicants come forward, the position can be "re-advertised" without the requirement of being disabled. The first trainees in this programme started in August 2014. Since then 20 trainees have been employed and 29 different positions have been advertised.

Trainees are paid by the employing enterprise itself, not via state support and are treated equally in remuneration as their colleagues based on the job performed.

The Trainee Programme for Persons with Disabilities is an integral part of the Action Plan for Persons with Disabilities, whose main objective is to increase the proportion of people with long-term disabilities to meet the Oslo municipality's need for skilled personnel and be employed by the municipality. From 2018 the programme is implemented as an ordinary method and one person will coordinate it. The name changes to "Recruitment programme for people with disabilities".

# Institute for Inclusive Education

**Institut für Inklusive Bildung gemeinnützige  
GmbH  
Germany**

Business/Employer

Mr Jan Wulf-Schnabel

Hopfenstraße 65, 24103 Kiel, Germany

[www.inklusive-bildung.org](http://www.inklusive-bildung.org)

The Institute for Inclusive Education offers people with learning / intellectual disabilities a comprehensive qualification and subsequent employment as educational specialists. The three-year qualification enables them to work in an academic environment as part of the scientific community in the labour market. As qualified educational specialists they communicate the lives, needs and specific visions of persons with disabilities.

The team creates awareness on the situation of people with disabilities for students, teachers, specialists and managerial staff. The educational specialists, in turn, significantly develop their individual personality and skills. The Institute for Inclusive Education links and supports people in colleges and universities, politics, administration, associations and companies in order to successfully implement inclusion in practice.

The Institute of Inclusive Education is affiliated to Kiel University and recognized as a scientific institute of the Ministry for Social Affairs, Health, Science and Equality of the Federal State of Schleswig-Holstein. As the first institution at a university worldwide with this new approach, the Institute for Inclusive Education has received both nationally and internationally acclaim.



In recognition of the overall success of this practice, the Institute has received the Inclusion Award by the German Gold-Kraemer-Foundation in May 2016. The institute was also awarded as an Innovative Practice 2017 on Employment, Work and Vocational Education and Training by Zero Project.



Five participants have successfully passed their examinations by now and hold work contracts subject to social insurance contributions to be able to finance their own livelihoods and live independently. The next qualification starts in October 2017 in Baden-Württemberg for the next six people with disabilities. The outlook for the next five years is to create another 60 places for qualification at 10 more universities and colleges in Germany and in the EU.

By now over 40 universities and colleges from Germany, Austria and Great Britain have communicated their interest to implement this practice into their own academic environment and the network of actors is continuously growing.

# Pro Kinetic Shutters Ltd.

## PRO KINETIC SHUTTERS LIMITED

### Northern Ireland

Business/Employer

Mr Michael Holden-Managing Director

8 Riverdale Lane, Saintfield, BT24 7JG, Northern Ireland

[www.pkshutters.com](http://www.pkshutters.com)

The employment of people of staff, either for qualified position or those with training applications, are offered on an equal basis to those within the community including persons with disabilities. Pro Kinetic Shutters Limited, seeks to create an environment where people are recognised for their abilities and potential, rather than their disability, training, promotion and point of access to management structures are equal for all.

Pro Kinetic aims at represent the actual make-up of the community by achieving a minimum staffing level of people with disabilities to represent the community, despite the limited size of the company. To do so, they co-operate with statutory agencies to access additional assistance for people with disabilities. In line with this, the company offers staff training for disability awareness as well as racial, sexual and religious integration within the workforce. This is also extended to training opportunities and in particular to health and safety requirements, as it is primarily a manufacturing facility.



Pro Kinetic Shutters offers at all times to make a reasonable adjustment to accommodate the most suitable applicant for employment there by affording equal opportunities to all.

With regard remuneration, all members of the staff are paid, at least, a living wage, higher than the national minimum and are treated equally in regards to salaries, irrespective of disabilities. The deciding element in the calculation of salaries is the particular job occupied by the person. Important to note is that over the past 10 years, Pro Kinetic has employed 6 persons with disabilities in different positions ranging from different positions ranging from, administrators, engineers up to senior manager and directors.

Despite the small size of the company, they adopt a pro-active attitude towards ensuring equality in occupation and accessibility in a sustainable and efficient manner.

# ACCESS Integrationsbegleitung

Supported employment and Career management

Nominee

**ACCESS Integrationsbegleitung**

**Germany**

Social Services/Support Provider

Mrs Andrea Seeger

Marthastr. 37, 90482 Nürnberg , Germany

[www.access-ifd.de](http://www.access-ifd.de)



The non-profit ACCESS GmbH is a specialised service aiming at greater inclusion of persons with disabilities into the open labour market. The entity has been operational since 1998 and services persons with all sorts of disabilities. The entity approached inclusion of the target group into the labour market in 3 different ways- by developing labour market-related services, supporting people in integration into enterprises and supporting people in transitioning from school to work.

ACCESS employs diverse approaches and services into integrating persons with disabilities into the labour market. The job coaches really make an effort into getting to know their clients and find an appropriate job for them that answers to their potential and abilities, but also their vision about themselves and the future and their interests. ACCESS aims at supporting persons with disabilities into obtaining a real labour contract.

So far, ACCESS has success rates of between 60 and 80% annually in the measures for Supported Employment and the transition from Workshops for the Disabled People in the initial labour market.

The sustainability of the employment relationships initiated is more than 70%. Since 1998, almost 550 persons with disabilities have been transferred into regular working conditions.

Additionally, ACCESS's staff in itself is rather diverse. The company lives by its own teachings of inclusion and focus on abilities. Many of the company's employees have disabilities themselves. They are involved in shaping the integration process as partners of persons with disabilities, entities (employers) and public authorities.



# Activa Foundation

## Job in Sight (Jis)

Nominee

**Stiftelsen Activa - Sweden**

Social Services/Support Provider

Mr Orjan Samuelsson

Landbotorpsallén 25 A, Box 22026, 702 02

Örebro, Sweden

[www.s-activa.se](http://www.s-activa.se)



The project aims at creating a tailor-made programme for pupils with intellectual disabilities in their transition from school to the free labour market. The project is carried out in cooperation with the National Employment Service, National Social Insurance Agency and the Örebro Municipality. The programme is based on supported employment and encompasses mapping the pupils' individual job talents, career wishes, etc. in combination with lessons about how to manage themselves in the workplace and the labour market. The programme also employs actual support of the pupils in the workplace with regards schedule, task management and ensuring there is a support environment in the workplace.

The programme is on voluntary basis: pupils decide whether they want to join, nevertheless, in the recent years 90-100% of the pupils have decided to take part in it. The success rate in achieving actual employment for pupils is about 58%.



Sweden does not have a minimum wage or specific conditions in work, however, collective agreements are in place for every sector of the economy. The Foundation and its partners ensure that the participating entities, in which pupils are placed, respect the collective agreements in place with regard safety conditions, remuneration, insurance and working schedules. Coordination with public authorities ensures fair negotiation of employment contracts and salaries, which are comparable to the general conditions in the sector.

The Job in Sight project aims at targeting the unemployment of persons with disabilities at its early stages and affording them the opportunity to obtain actual employment contracts and work experience suited to their particular abilities and wishes.

# ARCIL

## Pathway to Independence -

### From Vocational Training to Labour Market Inclusion

**Associação para a Recuperação de Cidadãos Inadaptados da Lousã (ARCIL) Portugal**

Social Services/Support Provider

Mr Rui Moreira

Cabo do Soito, 3200-901 Lousã, Portugal

[www.arcil.org](http://www.arcil.org)



ARCIL's mission in the field of employment is to ensure adequate evaluation and guidance to the candidates in order to develop effective working skills and to participate in adequate vocational training, find and maintain a job in the context of supported employment and/or open labor market.

The activities developed for persons with disabilities include professional evaluation and guidance, vocational training, consultations, professional and pre-professional internships, partnerships and networking with regional enterprises and public entities, professional placement in open labor market and protected employment, assistive technology and accessibility services, post-placement support to workers with special needs and social/leisure inclusive activities.

ARCIL also follows its own example and employs persons with disabilities as staff for different services: administrative support, cleaning services, bar/cafe staff and general services.

All the employees are subjected to the general wage levels in the country by law; therefore, no remuneration discrimination is present after placement. Additionally, it is encouraged that people with a disability have an independent life outside ARCIL, with residential services and home support services to gradually promote their autonomy and independence.

In the year of 2016, ARCIL supported 630 individuals with a disability in the fields of employment and vocational training, of which 144 had professional placement and/or internship in the open labor market, 75 had professional support in the workplace, 318 were assisted with information, evaluation and professional guidance towards professional training and employment, 130 were recommended for specialized vocational training, inside or outside of ARCIL and 56 worked as employees within ARCIL services.

# ENABLE

## All in Edinburgh

**Enable Scotland**      **UK**

Social Services/ Support Provider

Mr Jamie Rutherford

Inspire House, 3 Renshaw Place, Eurocentral,  
North Lanarkshire, (Scotland) UK

[www.enable.org.uk](http://www.enable.org.uk)



**ENABLE Scotland**  
Leading the way in learning disability

The programme answers to the needs of a number of clients with disabilities, they assess their abilities and qualifications and support them in finding suitable employment. The workers then contribute to the work experience of many persons with disabilities by helping employers understand the challenges and opportunities in employing persons with disabilities and helping them create a suitable work environment capable of responding to the needs of workers with disabilities and promoting empowerment, social inclusion, dignity and respect.

The programme engages about 800 clients yearly (1500 so far) and achieved about 450 positive outcomes.

The programme also aims at creating effective partnerships and at monitoring different employer-centred initiatives in order to better coordinate the inclusion of persons with disabilities in those.



All in Edinburgh delivers a service that is faithful to the 5 stage Scottish Supported Employment Model as recognises its effectiveness in supporting jobseekers who have disabilities to gain and retain employment. The model is delivered using a person centred approach which reflects the changing needs of clients and the flexibilities this requires. The services are delivered at a pace and in a manner suitable to each individual, enabling each person to progress in an appropriate timescale. All in Edinburgh sees finding a job as something much more than receiving remuneration- it means making friends, being part of a community and having independence.



## Employment Programme

Nominee

**ORGANIZACIÓN NACIONAL DE CIEGOS ESPAÑOLES  
(ONCE)**

**Spain**

Social Services/Support Provider

Mrs Ana Isabel Ruiz Lopez

C/Prado, 24. 28014, Madrid, Spain

[www.once.es](http://www.once.es)



ONCE has as one of its fundamental objectives, the aim of inclusion of people with blindness or visual impairment in the ordinary market, as a way to complete their full social inclusion. Within the program of guidance and job inclusion ONCE makes an analysis of the real possibilities of employability of each person according to their qualification, experience and expectations, in order to be able to define jointly their project of labour insertion and to elaborate an itinerary with the different programs to be developed, where the objectives, deadlines and a methodology of action is set. It also offers advice and support to those who are interested in official oppositions. In addition, support for self-employment is considered as an alternative that allows entrepreneurial members to start a self-employment project, making available to the affiliate counselling and support to the financing, being able to accede to a set of economic aids.

The notion of reasonable accommodation is maintained in all programmes, which refer to free adaptation for affiliate and employer of the workplace to ensure full accessibility to the labour market of the person with a disability, on an equal basis with other workers, in a way to perform with professionalism and efficiency the tasks and competencies that their job requires

In regards the success of the activity, the total amount of affiliated users of the programme that at the end of 2016 continue seeking for a job is 1.242 person, of which 303 are occupied people who demand an improvement in employment.

312 individual training actions have been started, 5 training collective actions have been developed with the participation of 86 pupils and 23 competitors have required and enjoy support of ONCE. In 2016 the Employment Support Service had 328 self-employed people registered.

Since its creation in 1938, in order to fulfil its primary mission of providing specialized social services to its members, including the employment support service, ONCE uses a unique financing tool- a wide range of gambling products.

# European Disability Strategy (EDS)

The European Disability Strategy aims at improving the social situation of persons with disabilities through social inclusion, and by enabling them to exercise their rights. The Strategy is a way of effective implementation of the UN CRPD and focuses on eight areas of joint actions between the EU and Member States. The eight areas in which further actions are needed are Accessibility, Participation, Equality, Employment, Education and training, Social Protection, Health and External Actions.

In the field of employment, the EDS aim at creating greater incentives for the inclusion of persons with disabilities in the open labour market and creating an accessible environment to enable this inclusion.

The major objectives of the Strategy are to:

- Ensure the effective implementation of the UN CRPD,
- Establish mechanisms to promote, protect and monitor the implementation of the UN CRPD,
- Improve monitoring and evaluation mechanisms

Specific to the area of Employment, the EDS identifies the need to:

- Increase the number of persons with disabilities active on the traditional labour market,
- Increasing accessibility of work places ,
- Foster intra-job mobility,
- Improve quality of jobs ,
- Encourage self-employment ;

## EASPD and EUSE position on EDS

Service providers and persons with disabilities are interdependent and it won't be possible to reach success without a continuous dialogue between them. For the success of services it is important that the service structure and the quality of the services are achieved through the involvement of the users, on the basis of their needs and living conditions. EASPD and EUSE welcome the efforts of the EU in regards the rights of persons with disabilities brought about by the EDS. In regards employment, the two organizations make several observations:

- Sustainable funding for supported employment needs to be emphasized,
- The role of sheltered workshops services supporting integration in the labor market should be stressed.

- The expertise of sheltered workshops as employers should be scaled up in "training" employers in the open labor market, in particular with regard to management and training of staff members with disabilities.
- Reasonable accommodation is indispensable in ensuring access of persons with disabilities on the labor market. Better incentives and models should be made available to employers to accommodate the needs of Persons with disabilities,
- Service providers should play a bigger role in their efforts to establish job services and in providing guidance and expertise to public and private job services.



*The European Union has made an extraordinary advance on the social inclusion and the rights of the people with disabilities since its foundation: now it is the time for employment strategies. New technologies and IT will give us new tools to improve the quality of life and employment for persons with disabilities. Let's focus all together on it, the future is now.*

*Cristian Rovira, Vice-Chair Standing Committee on Employment EASPD*

# EUSE Position Paper

## The Issues

Supported Employment is completely consistent with the concepts of empowerment, social inclusion, dignity and respect for individuals. Within Europe, agreement has been reached on the values and principles that should be present at all Supported Employment stages and activities and adhere to full citizenship rights of individuals:

- Individuality – Supported Employment regards each individual as unique, with his / her own interests, preferences, conditions and life history ;
- Respect – Supported Employment activities are always age appropriate, dignifying and enhancing;
- Self-determination – Supported Employment assists individuals to improve their interests and preferences, express their choices and define their employment/ life plan according to personal and contextual conditions. It promotes the principles of self-advocacy by service users ;
- Informed Choice – Supported Employment assists individuals to understand their opportunities fully so they can choose consistently within their preferences and with an understanding of the consequences of their choices.

Other principles outlined in the Position paper relate to Empowerment, Confidentiality, Flexibility and Accessibility.

## Position of EUSE

The European Union of Supported Employment promotes the concept of Supported Employment as a vehicle/methodology to assist disabled and disadvantaged people access their right to work.

Whilst there are slight variations of the definition across the world, there remain three consistent elements that are fundamental to the European Supported Employment model:

1. Paid Work - Individuals should receive commensurate pay for work carried out – if a country operates a national minimum wage then the individual must be paid at least this rate or the going rate for the job
2. Open Labour Market – People with disabilities should be regular employees with the same wages, terms and conditions as other employees who are employed in businesses/ organisations within the public, private or voluntary sectors
3. Ongoing Support - This refers to job support in its widest concept whilst in paid employment. Support is individualised and is on a needs basis for both the employee and the employer

The European Union of Supported Employment promotes that professionals working in the area of Supported Employment should be able to demonstrate professional competence, knowledge and awareness of the values underpinning the process of Supported Employment.

# EASPD Employment Declaration

## Executive Summary

The fundamental right of people with disabilities to work, on an equal basis with others, is clearly identified in Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD). EASPD is committed to ensuring that these rights are realised, while at the same time acknowledging the significant challenges to their implementation. People with disabilities are structurally disadvantaged in the labour market because of the barriers posed by society. Their labour market participation is significantly lower than that of persons without disabilities and this situation has not improved over the past 15 years. The persistent underemployment of persons with disabilities needs to be addressed with immediate action to end the situation of exclusion from the labour market. Positive support measures in this sense are key to unlock job potential and shift the focus away from the disability on to skills and competences.

As European umbrella organisation, it is EASPD's aim to pursue accessible and inclusive labour market opportunities for persons with disabilities. This Declaration represents EASPD's commitment to strive for improved labour market participation reaching out to all actors of society, such as Disabled People's Organisations (DPOs), civil society stakeholders, policy makers, trade unions and the business world, and ensure the needs of persons with disabilities are fully taken into consideration, and in particular the enjoyment of their human rights.

## Key factors enabling work and employment for persons with disabilities

Employment policies for persons with disabilities should be mainstreamed in economic policies, not only social ones.

- Legal frameworks should promote active inclusion of persons with disabilities in the labour market and should not become a hindrance to the right to work and employment.
- Inclusion starts from the early stages of life. Educational programmes need to be inclusive, accessible and tailored to the specific needs and skills of the individual;
- Transition from school to employment needs to be addressed by establishing a more sound cooperation between the education systems and the labour market
- Support must be made available in all phases of work-life.
- Reasonable accommodation is crucial in providing real access to work and employment positions.
- Cross-sectorial cooperation, including trade unions, is essential to establish sound support frameworks and to identify and tackle any issue with an adequate response.
- Accessibility and universal design should be given a broad definition to cover all types of disability. Accessibility of transport and of the work place is the first step to enable access to the labour market.

# Conclusion

The third instalment of the *Employment for All Award* was brought about by the joint efforts of EASPD and EUSE. Keeping up with traditions from the previous two instalments of the Award, we received numerous applications providing different and truly unique approaches to the provision of employment opportunities for persons with disabilities. Once more, we would like to thank all applicants for sharing their ideas and projects with us. As always, reading the submissions is a truly inspiring exercise.

EASPD and EUSE would like to also thank all applicants for devoting efforts into increasing the possibility for actual and higher-quality occupation and employment and, hence, high-quality life for persons with disabilities. It is such organisations and the smiles on people's faces that give our work a meaning and a will to keep on. We need to learn from one another and support one another in order to accomplish the greatest possible contribution to the communities we operate in and that is what these awards are all about.

EASPD and EUSE congratulate the nominees and the winners of the Employment for All Award and would like to wish all applicants good luck with their current and future projects. We are eager to see them grow and change the lives of more and more people with time to come.

**Timothy Ghilain, Policy Officer EASPD**

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