

# European Union of Supported Employment Toolkit for Diversity Newsletter

Vienna, Edition  
September  
2014

## EUSE Toolkit for Diversity

European Union of Supported Employment is a 24 months project funded by the Leonardo de Vinci Transfer of Innovation Programme. The project consortium includes partners from the 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 to adapt for three target groups from disadvantaged groups (young people not in education, employment or training, offenders and ex-prisoners and people recovering from substance abuse and to translate it into 9 languages (Austrian, Czech, Finnish, Greek, Italian, Portuguese, Spanish, German and Swedish) therefore encouraging more us of supported employment across the world.



## Message from the President Margaret Haddock MBE

Speaking at the EUSE Toolkit for Diversity Launch Margaret encouraged delegates to “take the toolkit and use it”. She explained the project has clearly demonstrated that the Supported Employment model could be used across the target areas – offenders and ex-prisoners, young people not in education, employment or training and people recovering from substance abuse. She also reminded everyone of the importance and quality of the toolkit and to use it properly that the five step sequence was vitally important for it to succeed. Finally, Margaret thanked all the target group organisation who participated in the project (testing, adaptation and training) and she congratulated all the partners for their hard work and dedication over the last two years



Margaret Haddock  
EUSE President

## European Union of Supported Employment Toolkit for Diversity Launch

**“The toolkit is ideal for giving people a clear view of how to practice supported employment”**



*Partners celebrating the Launch of the Supported Employment Toolkit for Diversity.*

**“Take the Toolkit of Supported Employment for Diversity and use it”**

On the 25<sup>th</sup> of September 2014 in Kardinal Konig Haus Vienna Dachverband Berufliche Intergration (dabei) hosted the launch of the European Union of Supported Employment (EUSE) Toolkit for Diversity. There was a full and varied programme giving not only the details of the toolkit but also many specialist areas of the toolkit and related subjects.

The Launch was opened by Dr Marco Nicolussi the President of Dabei who gave the welcome address to over 120 participants from over 14 countries. He reminded the audience that the toolkit was ideal for giving people a clear view of how to practice supported employment and how the toolkit reflected the quality of the work of supported employment.

Margaret Haddock encouraged the audience to take the toolkit and use it

Edyth Dunlop explained the background and rationale for the project and provided an overview of the project which included the Needs Analysis Report, Adaptation and translation of the Supported Employment Toolkit for the three target areas and Capacity Building and Training on Toolkit for Diversity. Delegates also heard more in depth explanations through a panel discussion with work package leaders. The EUSE Toolkit for Diversity was officially launched by Margaret Haddock, EUSE President and Marlene Mayrhofer, Director, Dabei-Austria.

The audience also heard two bonus presentation from Jurgen Lange Supervision Organisationsentwicklung gave an informative and entertaining presentation on employer engagement and a final presentation by Wolfgang Laskowski University for Applied Science Upper Austria who gave a very informative presentation on Social Return on Investment. The conference was then closed by Robert Elston, EUSE Vice President who reminded everyone that the toolkit would be sustainable because it was the best way of helping people of finding and retaining employment.



*Speakers at the EUSE Toolkit Launch*



*Marlene Mayrhofer, welcoming delegates to the launch.*



*The Audience are engaged with the toolkit at the Launch*

## EUSE Toolkit for Diversity Training

EUSE Toolkit for Diversity partners delivered training on Supported Employment to target groups – offenders and ex-prisoners, young people not in education, employment or training and people recovering from substance abuse.

A training course was developed by the partners on Supported Employment which would include the transfer and adaptations for the target groups. The training contained the background, principles and values and five Stages of Supported Employment with the additional elements for the target groups.

Each partner agreed to deliver the training course to 2 target group organisation, a total of 24 organisations. The partners exceeded this and delivered the training to over 32 organisations.

To ensure that the EUSE Toolkit for Diversity Training course was meeting the expectations of the target group a pre and post evaluation was completed. The results showed that following the training that the participants were more aware and had a greater understanding and knowledge of the Supported Employment model for their target group.

Feedback from the evaluations highlighted that over 95% of the target group organisation who received training agreed that the Supported Employment model was useful and would implement the model for their target group.

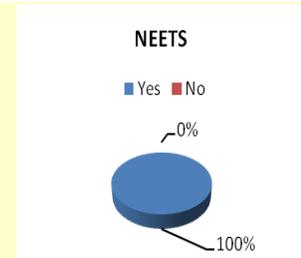
Furthermore from the pre and post evaluations demonstrated across all the target group areas an increase in understanding, knowledge and skills of Supported Employment. The Training will be a main component of the sustainability strategy and to ensure that the training is delivered to a high standard the project has developed Quality Assurance Measures.

For further information on EUSE Toolkit for Diversity Training contact the project partners or EUSE Secretariat.

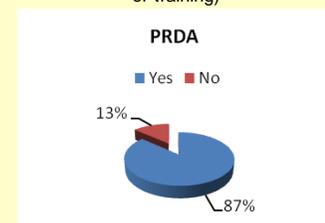


Participants from NIACRO, Extern, Stepping Stones (Belfast) and Ashton Centre who took part in the EUSE Toolkit for Diversity Training delivered by NIUSE.

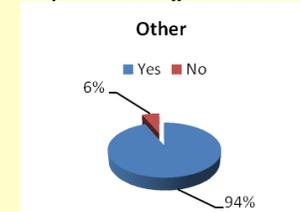
**External Evaluation** found that target groups attending the EUSE Toolkit for Diversity Training were asked if they would implement the toolkit and the responses were:-



(NEETS young people not in education, employment or training)



PRDA - People recovering from substance abuse



Other - organisations working with long term unemployment

## News from the UK and Ireland Cluster Group

EUSE Toolkit for Diversity Training was delivered training to services finding employment for offenders was undertaken by the Northern Ireland, Ireland and England cluster group.

Dermot Cunningham, IASE highlighted that through the training it was apparent that there were many common approaches between disability and the target group (offenders and ex-prisoners). However, the training participants found the toolkit extremely useful and that their knowledge was greatly enhanced through the provision of support both on and off job support to the candidate and the employer. It was found that if the employer trusted the service provider that they were more likely to trust the job seeker.

In England training was undertaken to the Probation Service and User Voice. The training was greatly appreciated by these organisations and that if supported employment was funded properly, then they would definitely use the process as they believed it would make employer engagement and trust between employer and service provider easier.

The Northern Ireland Union of Supported Employment delivered training to four organisation (Ashton Centre, Extern, NIACRO and Stepping Stones (Belfast)) providing training and employment for offenders and ex-prisoners. The participants felt that they the model was similar however they highlighted that key components that they did not provided was the on and off the job support and in particular on going support. This was mainly due to funding structures which support organisations to find employment but did not or provided limited support to clients once they go in to employment.

Following on from the training Stepping Stones (Belfast) have decided to deliver an information and training session on Supported Employment to their employment staff.

### UK & Ireland Cluster Partners

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

**Dermot Cunningham** Cluster Group Leader from Ireland said “ We became aware that there were a number of common approaches taken by service providers in relation to finding employment”.



UK and Ireland cluster group explain to Bertil Johansson about their capacity training

## News from the Central Cluster Group

### Central Cluster Group Partners

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

“The training helped to increase our understanding of Supported Employment and to get a real insight in the very important stage of client engagement. It will definitely be an excellent tool to help us gain jobs”



Marlene, Ervan and Annelies have a discussion regarding their dissemination events

Capacity Training and Dissemination has been undertaken in the Central and Northern cluster. In Austria the four organisations that were trained on the adapted toolkit really benefited a lot by the training. They said that they have gained a lot of useful information for working with young people not in education employment and training one of the organization's commented “The training helped to increase our understanding of Supported Employment and to get a real insight in the very important stage of client engagement. It will definitely be an excellent tool to help us gain jobs.”

On 20<sup>th</sup> August 2014 the Switzerland Association for Supported Employment held their dissemination event in Bern in front of fifteen participants. All participants thought the toolkit was invaluable in spreading the word of Supported Employment in Switzerland.

The target group of young people has become very important in Switzerland as they have nearly double the unemployment rate. Many of the participants said that they would definitely use the toolkit for this target group.

In Prague Martin Lubojacky from Rytmus delivered his training to the Social and Economic Division. In the wonderfully located Letní dům (Summer House) in Prague. Again the participants were enthusiastic about the training and d



Martin Lubojacky delivering training on EUSE Toolkit for Diversity.

## News from the Northern Cluster Group

In Sweden Bertil Johansson, Activa Foundation and Mimmi Darbo Misa kompetens invited professionals from different organisations in Sweden to take part in the dissemination event on EUSE Toolkit. Mimmi went through short information on the history and stages in Supported Employment. After that Bertil described goals, aims and activities in the EUSE project. The main part of the meeting was devoted to go through the new material of the toolkit. Each stage was discussed out of the three target groups. Responses from the delegates were very positive

The natural support was highlighted. It is even more important when working with these new target groups. The delegates hoped to see a continuing development on the appreciated work that has been done for the new target groups so far and look forward to using the toolkit with their client groups

In Finland the training was eagerly awaited by the participants and the training was delivered by Maria Setälä from Kiipula Foundation who said that she was impressed by the keenness of the participants to use the Toolkit Supported Employment for Diversity.

## Local Dissemination Events

During August and September 2014 it's been a busy time for all partners. With dissemination events happening in our own states. These events have not only been important for spreading the news about the EUSE Toolkit but also how to use it properly

There has been some notable Dissemination events in the partners state with many organisations attending the events and more importantly showing great interest in the EUSE Toolkit for Diversity.

The feedback from these events was that many of the groups wanted to find out a lot more about the toolkit and how to get access training on the Toolkit.

For further information on the EUSE Toolkit go to [www.eusetoolkit.eu](http://www.eusetoolkit.eu)

### Northern Cluster Group Partners

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



Activa EUSE Toolkit for Diversity Local Dissemination Event (August 2014)



Irish Association of Supported Employment EUSE Toolkit for Diversity Local Dissemination Launch, September 2014

## News from the Southern Cluster Group

During June the Southern cluster were busy delivering their training to organisations who were finding employment for people recovering from substance abuse.

In Kaiti Katsouda from the Theotokos Foundation delivered training in Athens and one of the organisation's Light In The Tunnel said "we had nothing about employment for our clients now we have a very well organised model".

In Italy Tommaso Cotronei from Skinner delivered training to over seven organisations who were keenly anticipating the training after the initial discussions around supported employment when doing the needs analysis. As supported employment is a new intervention for this client group. After the training one of the organisations commented "Supported employment is a model that can work even with people recovering from substance abuse. The model of supported employment tested and adapted by EUSE seems to be a better than ours in all of its phases helping a person gain and retain a job"

Training was also undertaken in Spain where cluster leader Fernando Belver, AESE said he was surprised at the interest in the EUSE Toolkit for Diversity.

In Portugal, APEA delivered the training to 11 participants who felt that the Toolkit was a very valuable tool in assisting people recovering from substance abuse to find and stay in employment.

### Southern Cluster Group Partners

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

"Supported Employment is a model that can work even with people recovering from substance abuse. The model of Supported Employment tested and adapted by EUSE seems to be better than ours in all of its phases helping a person gain and retain a job"

## Evaluation discussed at the Vienna meeting

At the Project meeting in Vienna, Marc Caballero, the external evaluator presented the main findings for the final evaluation report. He reported that there was good feedback from the partners regarding the delivery and implementation of the project. Partners had agreed that there were a few initial difficulties which would be common for all large partnerships. However, the partners had met and exceeded the targets for the project. The target group organisations also fed back that in the evaluation forms from the EUSE Toolkit Training stated that 95% of the participants found the model of Supported Employment useful and would implement it for their clients.



The Southern Cluster discuss the findings from the Evaluation report in the Vienna TOI Meeting

## 12<sup>th</sup> EUSE Conference – 27 – 29 May 2015

Building on the EUSE Toolkit for Diversity Project, the EUSE have included this as one of the main themes for the 12<sup>th</sup> EUSE Conference will be diversity and transferring the Supported Employment model to people from other disadvantaged situations. The title of the conference is and will be held in Lisbon, Portugal from 27 – 29 May 2015. For further information go to [www.euselisbon2015.com](http://www.euselisbon2015.com)



### Toolkit for Diversity Partners

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### For further information on the EUSE Toolkit for Diversity:-

Copies of the EUSE Toolkit for Diversity are available in 9 languages and can be downloaded from the project website:

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

For further information on EUSE Toolkit for Diversity Training contact partner organisations in your state (listed above) or contact EUSE Secretariat ([info@niuse.org.uk](mailto:info@niuse.org.uk) )

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