

## Results from Work Package 2

include<sup>3</sup> project newsletter n° 3  
10/13/2023

What is the situation of people with (cognitive) disabilities in Europe? How does the transition to the general labour market work? And what examples of good practice are there for vocational training, guidance and transition?

These and other questions are part of our second work package "**Building on good practice in Europe**" in the Include<sup>3</sup> project, which has now been successfully completed.

What content can you use now?

- In an [transnational report](#) we compare the legal basis and the situation of people with disabilities in the labour market in Belgium, Cyprus, Germany and Slovenia. The report also shows the system of vocational training, guidance and transition in the countries. Examples of good practice from all countries form the core of the report. There you will find ideas and elements to stimulate reflection and experimentation.
- In four [podcasts](#) you can dive deeper into selected examples of good practice and the situation in Belgium and Slovenia. The podcasts were produced by our project partners from Belgium, Germany and Slovenia. Silvia Keller and Jenny Schulz are the German podcast hosts and give job coaching clients the opportunity to talk about their situation. Liliane Mreyen and Ursula Meyer report on the situation in Belgium and the services of the Service for Independent Living. Ozara d.o.o. reports on several examples of good practice in Slovenia.
- The situation in Belgium and Slovenia is deepened and explained in more detail through several [explanatory videos](#). In this way, we offer a diverse access to the topic with another medium.
- Our [policy documents](#) derive the needs of decision-makers in sheltered vocational education and training, in vocational guidance and in companies from the findings we made during the research for the international report. In total, three policy documents were produced for the different groups.
- Expert workshops in the form of multiplier events are also part of the second work package. A total of three multiplier events took place in [Cyprus](#), [Slovenia](#) and in a hybrid event in [Belgium/Germany](#). During the multiplier events, we invited guests from the different fields of inclusion, such as local companies, local decision makers, inclusion specialists, experts in their own field, representatives from initiatives and representatives from sheltered workshops. During the events we presented the Include<sup>3</sup> project and our results. In addition, we gathered feedback from the field on our results, especially the

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policy document. These information will feed into a curriculum and methodology being developed in the Include<sup>3</sup> project.

## National Multiplier Event in Slovenia on 10th of March 2023

On 10th of March, OZARA d.o.o., Slovenian partner of Include3 project presented the first results of the project to the public. The emphasis of presentation was on aims of the project and insights from national reports.

Different organizations have participated in an interesting debate that has developed on the cross thematic of inclusion / data on disability and employment /discrimination. Different organisations and their employees have attended this event, coming from Employment service, Employment centre, welfare and work centre, NGO's Advocate of the Principle of Equality, an independent and autonomous state body mandated to deal with discrimination, business representative organisations.



A debate elevated around the necessity of overcoming discriminatory practice around the term “Ableism” and the need of overcoming the characterisation of people through perspective of their disability, striving for the need of finding more space and public debate to shift this perspective in sphere of employment, sports and all activities connected to inclusion and quality of life. Since the Include3 project sets plain language at the forefront of results presentation and public communication strategy it was also noticed, that digital accessibility still remains open for improvements within network of public institutions and moreover in the private and not for profit sector.

## National Multiplier Event in Cyprus on 14th of May 2023

SYNTHESIS Center for Research and Education held the first multiplier event for the project Include3 at the Hub Nicosia, Cyprus on the 14th of May 2023. The event was open to the public and attracted more than 20 participants that are either directly or indirectly involved with people with disabilities or are interested to understand more.



During the multiplier event the project, its background, aims and the projects objectives were introduced. A more in-depth analysis of the Cyprus national report findings was presented and further compared with some of the findings of the partner countries, Germany, Belgium and Slovenia. This comparison of findings was incredibly interesting for the participants and sparked a discussion on how Cyprus has a lot

to learn from other European countries on how they enable and encourage people with disabilities to integrate into the workforce. Through the discussion the participants also had the opportunity to share how integration occurs through their personal experiences, mostly focusing on the educational framework in Cyprus.

The multiplier continued with the presentation of relevant definitions on the topic of disability and then a more detailed presentation of the projects Work Packages and the deliverables to be followed. The focus was always on how these deliverables can be useful for the participants and other relevant parties and most importantly how they can add value to the lives of people with disabilities.

After the presentation a roundtable discussion followed where all participants and presenters were involved. Interestingly, the topic of discussion mostly centered on the topic of independence and self-sufficiency for the people with disabilities. Some of the main sub-topics that were discussed on the topic of self-sufficiency were; self-confidence, independence, quality of life, discrimination and sheltering.

The multiplier event ended on a feeling of hopefulness and excitement from the participant to see how the project and its aims would materialise. Following, there was finger foods and drinks were all participants and members of the SYNTHESIS team could further network, interact and share further thoughts on the topic of the Include3 project as well as their personal experiences.

## Transnational Multiplier Event Belgium/Germany on 28th of June 2023



Numerous people involved in the field of inclusion accepted the invitation of the VHS Bildungsinstitut VOG and the Hochschule der Bundesagentur für Arbeit on 28<sup>th</sup> of June 2023. The two institutions jointly held a multiplier event in Eupen (Belgium) and in Mannheim (Germany) as part of the Include<sup>3</sup> project. The HdBA and the VHS exchanged ideas among themselves and with their guests about access to the labour market for people with cognitive disabilities and placement barriers.

In Eupen, a total of ten guests were present. In Mannheim, 30 guests were on site. The regional and national guests from Belgium and Germany are active in different areas of inclusion, for example as representatives of sheltered workshops, counsellors for people with disabilities or as people affected.

Prof. Dr. Silvia Keller (HdBA) and Liliane Mreyen (Volkshochschule-Bildungsinstitut VoG) welcomed those present. Afterwards, the project "Include<sup>3</sup>" was presented by Jenny Schulz (HdBA). Prof. Dr. Yasemin Körtek (HdBA) and Ursula Meyer (Volkshochschule-Bildungsinstitut VoG) then introduced those present to the first project results, which are available as an international report and policy document. After the presentation of good practice examples, the participants were able to discuss the prerequisites in vocational education and training, in counselling and during the transition process that must be in place to support a transition from sheltered employment to the general labour market. The questions on inclusion were answered in different workshop groups and the answers were written down.



The HdBA and the VHS Bildungsinstitut VoG thank all participants for the exciting exchange.

## Project consortium

