

# Bridging the Gap

## Include<sup>3</sup> Erasmus+ Project Paves the Way for Inclusive Employment

„include<sup>3</sup>” project newsletter No. 5  
2025/07/14

We're celebrating a significant milestone today! The recent international multiplier event of the Include<sup>3</sup> project brought together a vibrant community of inclusion specialists, decision-makers, higher education representatives, and civil society members.

The collective goal? To empower individuals with cognitive disabilities for the transition from sheltered employment into the regular labor market.

---

### A Collaborative Effort for Sustainable Inclusion

Held on June 11th and 12th in Brussels, with hybrid participation options, the event featured three key sessions:

- **“connect include” - Networking Event on the Political Framework:** This session fostered discussions around the essential political support needed to facilitate inclusive employment.
- **“focus include” - Creative Workshop (Hybrid Format):** Participants explored the framework conditions necessary for a successful transition from sheltered workshops to the general labor market. This included an in-depth look at the innovative **Include<sup>3</sup> Method** and the core principles, prerequisites, and supportive counseling crucial for this journey.
- **“inside include” - Exchange Event (Hybrid Format):** This session focused on the evolving role of sheltered workshops in promoting the inclusion of people with cognitive impairments into regular employment.

---

### Driving Change: The Minds Behind Include<sup>3</sup>

This impactful event was skillfully organized by a dedicated team of experts:

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

- **Prof. Dr. Silvia Keller** (HdBA, D-Mannheim), an inclusion expert and co-developer of the Include<sup>3</sup> method.
- **Prof. Dr. Yasemin Körtek** (HdBA, D-Mannheim), a social law expert specializing in participation law.
- **Jenny Schulz** (HdBA, D-Mannheim), Project Assistant and Lecturer at the HdBA.
- **Liliane Mreyen** (VHS Bildungsinstitut, B-Eupen), managing director of an adult education institution
- **Ursula I. Meyer** (VHS Bildungsinstitut, B-Eupen), author and researcher of an adult education institution

The event was also a successful collaboration with the European Representation of the German Federal Employment Agency in Brussels, led by **Janice Schmidt-Altmeyer**, Head of European Representation.

## Acknowledging Key Supporters

We extend our sincere gratitude to the distinguished guests who provided clear and committed messages on the importance of inclusive employment:

- **Gregor Freches**, Minister for Culture, Sport, Tourism and Media.

*“What impressed me most was not just the diversity of tasks, but the **pride** with which people work there.*

*This is not about “busywork” – it is about **participation**.*

*It is about **equality in community**.*

*It is about **visibility**.*

*And yes – it is also about **quality and economic efficiency**.”*

- **Lydia Klinkenberg**, Minister for Family, Social Affairs, Housing and Health of the German-speaking Community of Belgium.

*„One-size-fits-all solutions but an approach that takes the diversity of people’s abilities seriously and promotes them by focusing the transition from sheltered workshops to inclusive workplaces. Because real inclusion means that we celebrate individualism and that people with disabilities are not ‘placed in work’ but are an entire part of our workplaces - with rights, responsibilities and opportunities.”*

- **Monika Chaba**, staff member of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion.

*The Disability Employment Package aims to improve the labor market outcomes for people with disabilities across the EU, recognizing that currently, only about half of working-age people with disabilities are employed. It seeks to support Member States in ensuring social inclusion and economic autonomy through employment, aligning with Article 27 of the UN Convention on the Rights of Persons with Disabilities.*

## Insights for the Future

The events underscored a powerful truth: "Inclusion succeeds where openness, cooperation and practical approaches come together." Discussions also highlighted the crucial role of the EU's comprehensive Disability Employment Package and the importance of structured transitions for implementing Article 27 of the UN Convention on the Rights of Persons with Disabilities. As one participant emphasized, "We should never ignore this article."

The Include<sup>3</sup> project continues to champion a future where everyone has the opportunity to thrive in the regular labor market. Stay tuned for more updates on our journey towards a truly inclusive society!

## The Include<sup>3</sup> Team



**Goda Jocyte**  
Lithuania  
Junior Graphic Designer and  
Project Coordinator  
  
VŠĮ eMundus, Public Institution  
  
goda.jocyte@emundus.lt

"Inclusion for me is creating a society where everyone has the chance to contribute their talents."



**Dora Heracleous**  
Cyprus  
Senior Project Manager  
  
SYNTHESIS Center for  
Research and Education  
  
dora.h@synthesis-center.com

"For me, inclusion means creating spaces where every individual—regardless of gender, origin, language, ability, or social status—feels they belong, are heard, and have equal opportunities to grow and contribute."



Co-funded by  
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.  
Project ID: 2022-1-DE02-KA220-VET-000088595

### Article 27, paragraph 1, sentence 1 of the UN Convention on the Rights of Persons with Disabilities states:

"States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities."



[www.include3.eu](http://www.include3.eu)



### Pathways towards inclusion

Transitions from Sheltered  
Employment for People with  
Intellectual Disabilities into the  
Regular Labour Market:  
Identification, Dissemination and  
Implementation of Good Practice in  
Europe

### Project Consortium



Co-funded by  
the European Union



**Prof. Dr. Silvia Keller**  
Germany  
Professor and Researcher

University of Applied Labour  
Studies of the Federal  
Employment Agency

silvia.keller@arbeitsagentur.de

"Inclusion is to me a fundamental principle in teaching, science, and research – it means recognizing diversity, removing barriers, and actively shaping equal participation."



**Liliane Mreyen**  
Belgium  
Managing Director

Volkshochschule-Bildungsinstitut  
VoG  
Institution of Adult Education

liliane.mreyen@vhs-dg.be

"For me, inclusion is the realization of participation, where every contribution counts and diversity becomes strength."



**Gregor Cerar, B.Sc. Law**  
Slovenia  
Head of Project Management Office

OZARA d.o.o., service and disability  
company

gregor.cerar@ozara.si

"Inclusion is not just a right, but an opportunity for us as a society to grow, learn and together create a more diverse and rich world."



**Prof. Dr. Yasemin Körtek**  
Germany  
Professor and Researcher

University of Applied Labour  
Studies of the Federal  
Employment Agency

yasemin.koertek@arbeitsagentur.de

"For me, inclusion means bringing the UN CRPD to life: fostering a scientific culture that acknowledges diversity and systematically ensures participation."



**Ursula I. Meyer**  
Belgium  
Author and Researcher

Volkshochschule-Bildungsinstitut  
VoG  
Institution of Adult Education

einfachverlag@gmx.de

"For me, inclusion means respecting people of all kinds."



**Moira Kobše, M.Sc.**  
Slovenia  
Public Administration  
International Projects Office

OZARA d.o.o., service and disability  
company

moira.kobse@ozara.si

"To me, inclusion is about acknowledging the individual and celebrating their unique attributes."



**Jenny Schulz**  
Germany  
Scientific Assistant

University of Applied Labour  
Studies of the Federal  
Employment Agency

jenny.schulz2@arbeitsagentur.de

"For me, inclusion means creating a valuable society in which everyone is seen for their talents and strengths."



**Georgia Karaoli**  
Cyprus  
Senior Project Manager

SYNTHESIS Center for Research  
and Education

georgia.k@synthesis-center.com

"Inclusion for me is the freedom to grow into the best version of yourself."



**Edita Rudminaitė**  
Lithuania  
Project Specialist, Graphic  
Designer

VšĮ eMundus, Public Institution

edita.rudminaitė@emundus.lt

"Inclusion for me is empathy, efforts to create an prosperous environment for all, continuous learning."

## Project consortium

