

# include<sup>3</sup>

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

KICK-OFF Meeting  
HdBA Mannheim,  
Germany, 8<sup>th</sup> to 9<sup>th</sup>  
November 2022

**HdBA**Hochschule der  
Bundesagentur für Arbeit  
University of Applied Labour Studies**HdBA**Hochschule der  
Bundesagentur für Arbeit  
University of Applied Labour Studies

In 2021 the European Parliament called for research on sheltered workshops to support compliance with EU and United Nations inclusion targets.

Include<sup>3</sup> will, in an inclusive and co-productive process, **develop resources and a curriculum to create individual pathways for people with intellectual disabilities** from targeted vocational and educational training into **sustainable employment and decent work**, thereby contributing to inclusion by linking sheltered VET more strongly to labour market needs.

Based on a curriculum for the Include<sup>3</sup>-method, **career guidance professionals working in or for sheltered workshops will engage in seminars with people with intellectual disabilities, employers and the workshop's vocational education and training specialists**. The aim is to personalise vocational training so that a tight fit with labour market needs is achieved. Piloting and evaluation of the seminars will ensure that the method can be established sustainably in different European countries

**Include<sup>3</sup> will result in the development of a process to harmonise sheltered vocational education and training with individual needs, capabilities and aspirations of people with intellectual disabilities and with labour market opportunities**. A curriculum and resources available through a fully accessible web portal will ensure the applicability and dissemination of this process, so that vocational training sheltered workshops can better contribute to the target of labour market inclusion.

**HdBA – the University of Applied Labour Studies**, as the national institution responsible for the education of specialists to work in the Federal Employment Agency, has a particular expertise on questions of vocational education and training (VET) and counselling with regards to such questions. This includes the education and training of counsellors working in the specialist departments for supporting people with disabilities who are, among other things, responsible for assigning clients into the VET section of sheltered workshops. HdBA has a specialised chair for inclusion studies and focused resources on this area over recent years.



**OZARA** service and disability company d.o.o. is one of the national key service providers in the field of vocational rehabilitation and social inclusion. Enjoying indisputable status of professional authority in the field of training, employment of persons with disabilities, social inclusion, vocational and employment rehabilitation in Slovenia, OZARA d.o.o. brings crucial resources to the consortium by transferring its knowledge regarding the needs identified in the scope of project proposal. It has around 150 potential end users, and tens of professional workers and mentors, supporting these disadvantaged groups.



**The VHS Bildungsinstitut** (Adult Education Centre) is the educational service of the Christian Labor Movement (CAB) in the German speaking Community, the largest social movement in Belgium. The VHS is engaged mainly in social-political learning activities, such as training for project coordinators for cultural and social projects, the academy 50+, training for elderly people in different subjects such as politic sciences, sociology, philosophy, history, cognitive stimulation, the VHS is also involved in training of unemployed persons in application techniques, language classes for German as a foreign language for integration of migrants, the VHS is also involved in training analysis and consulting within the Christian Labor Union.



**SYNTHESIS** Center for Research and Education is a pioneering organization which designs and implements research and educational projects with social impact. SYNTHESIS is Cyprus' leader in social innovation and social entrepreneurship; it founded Hub Nicosia, a social innovation hub which houses and supports entrepreneurs and organizations with a social mission. In a world surrounded with conflict and exclusion of many forms, SYNTHESIS aspires to take part in actions that improve individual lives, enhance social inclusion, and contribute to a green and sustainable future, for the people and the planet.



**VšĮ "eMundus"** has a broad expertise in the development of various ICT applications. The mission of eMundus is to actively promote the development of the knowledge society by developing and developing services related to educational activities, information technology, innovation and practical applications in education and social activities, ecology, healthy lifestyles and harmonious education in order to ensure quality cooperation.



Tuesday, November 8<sup>th</sup>

Time	Topic	Responsible
9.00 – 9.30	<b>Arrival &amp; Coffee</b> Room 301 (Room 311 if extra room needed)	HdBA Germany (DE)
9.30-10.30	<b>Welcome addresses &amp; Partners Presentation (Moderation Silvia)</b> Welcome messages  Pro-rector Prof. Dr. Anne Müller-Osten Presentation of the partners organizations -10 minutes each partner	HdBA Germany (DE) all partners
10.30-12.15	<b>Project Overview</b> Main targets, Objectives, Methodology, Outputs, Outcomes, timeline Project platform, fixing dates for online meetings All partners make a brief presentation of the sheltered work system in their country - -10 minutes each partner	HdBA all partners
12.30-13.00	<b>Lunch break</b>	
13.00-13.45	<b>Work package 2</b> <b>Building on good practice in Europe</b> Main objectives, Methodology, Next steps – <b>Leading organisation will send next steps to all partners after kick-off-meeting</b>	SYNTHESIS CENTER FOR RESEARCH AND EDUCATION LIMITED Cyprus (CY)
13.45-14.30	<b>Work package 3</b> <b>Inclusive Development of Guidelines for Practice</b> Main objectives, Methodology, Next steps <b>Leading organisation will send next steps to all partners after kick-off-meeting</b>	Volkhochschule Belgium (BE)

**Tuesday, November 8<sup>th</sup>**

Time	Topic	Responsible
14.30-14.45	<b>Coffee-Break</b>	
14.45-15.30	<b>Work package 4</b> <b>Curriculum</b> Main objectives, Methodology, Next steps <b>Leading organisation will send next steps to all partners after kick-off-meeting</b>	OZARA STORITVENO IN INVALIDSKO PODJETJE DOO  Slovenia (SI)
15.30-16.30	<b>Work package 5</b> <b>Digital Infrastructure</b> Main objectives, Methodology, Next steps <b>&amp; Accessibility</b> , Working with documents like word, ppx, etc. <b>Leading organisation will send next steps to all partners after kick-off-meeting</b>	Vsl "eMundus"  Lithuania (LT)
17.30	<b>Dinner at Lindberg Restaurant</b>	

**Wednesday, November 9<sup>th</sup>**

Time	Topic	Responsible
08.45-09.30	<b>Common breakfast at the Hotel Leonardo</b>	HdBA Germany (DE)
09.30-10.00	<b>Travel time to the sheltered Workshop</b> Line 1 or 6a	HdBA Germany (DE)
10.00-12.30	<b>Study Visit</b> in a sheltered workshop “Diakoniewerkstätten Rhein-Neckar” including coffee break	HdBA Germany (DE)
12.30-12.45	<b>Shuttle Bus</b> Sheltered Workshop to HdBA	HdBA Germany (DE)
12.45-13.15	<b>Lunch break (university canteen)</b>	
13.15-13:45	<b>Work package 1</b> Project Management Administrative, management and financial issues <b>Leading organisation will send next steps to all partners after kick-off-meeting</b>	HdBA Germany (DE)
13.45-14.00	<b>Getting ready for Include<sup>3</sup></b> Closing session and Certificate of attendance	
	Time to say good-bye	

**Sheltered workshop “Diakoniewerkstätten Rhein-Neckar”****Associated partner in Germany:****Vocational training sector of the****Diakoniewerkstätten Rhein-Neckar**

Berufsbildung/vocational training

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Translation: Vocational training

The DIAKONIEWERKSTÄTTEN Rhein-Neckar employs around 900 people with mental and multiple disabilities in five sheltered workshops and several external groups in Mannheim and Weinheim. As an efficient partner for the economy, the DIAKONIEWERKSTÄTTEN Rhein-Neckar has been working for over 70 customers for 45 years, among other things in the areas of packaging and co-packing, corrugated cardboard, metal processing, woodworking and small assembly - competently and reliably.

The workshops are supplemented by vocational training and the support and support area. With these three pillars, the community diakonie Mannheim offers people who, because of the type and severity of their disability, cannot or cannot yet work on the general labor market, the opportunity to pursue a meaningful and value-adding activity. In this way, the parish diakonia strengthens the self-confidence of people with disabilities and paves the way for an inclusive society.

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