



**European Union of
Supported Employment**

EUSE

Strategic Plan

2013 - 2015

EUSE Council Representatives 2013

President: Margaret Haddock (N Ireland)
 Vice President: Fernando Bellver (Spain)
 Bertil Johansson (Sweden)
 Robert Elston (England)

National Associations	Council Representatives
1. Austria	Marlene Mayrhofer
2. Czech Republic	Pavla Baxova
3. Denmark	Kelvin Nielsen
4. England	Robert Elston Huw Davies
5. Finland	Anki Kirsten Sundqvist Kaija Ray
6. Germany	Kirsten Hohn Andrea Seeger
7. Greece	Kaiti Katsouda Io Zaphiropoulou
8. Iceland	Arni Mar
9. Ireland	Dermot Cunningham Sarah Togher
10. Italy	Tommaso Cotronei Saverio Sergi
11. Netherlands	Ronald Haccou Michael Kamp
12. Northern Ireland	Margaret Haddock Edyth Dunlop
13. Norway	Siw Iren Furnes Oyvind Haara
14. Portugal	Augusto Sousa Monica Leonardo
15. Scotland	Tanya Gilchrist Kate Storrow
16. Spain	Fernando Bellver Maria Cabre Trias
17. Sweden	Bertil Johansson Bengt Eklund
18. Switzerland	Annelies Debrunner (National Association members on a rotational basis)
19. Wales	Julie Otilie-Jones Lesley Mayes

Associate Membership

National Associations	Contact Person
1. Bulgarian Association of Supported Employment	Irina Papancheva
2. Association of Employment Rehabilitation Providers, Slovenia	Karl Destovnik

European Union of Supported Employment (EUSE) Strategic Document

2013 – 2015

Context

European Union of Supported Employment (EUSE) is an organisation celebrating 20 years of existence. EUSE has conducted business throughout the past 20 years through a network of National Associations across Europe. Supported Employment whilst recognised across Europe as a model of intervention to assist people with disabilities and people from disadvantaged situations to enter and remain in employment in the open labour market has not been adopted formally by European Commission (commission not Union) and therefore its position in each Country is different.

Definition of Supported Employment:-

“providing support to people with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market”

European Union of Supported Employment (2005)

www.euse.org

The Supported Employment model has been adopted in legislation in some countries/states whilst in others it is delivered as a model of best practice more as demonstration projects.

EUSE Structure and Activities

EUSE is governed by a Council made up of two representatives from each member country. EUSE has in place a President and up to 4 Vice Presidents with specific responsibilities for Finance, Secretarial, Development and Partnership. EUSE operates without any paid staff members or core funding. Membership fees from each National Association are the only source of regular income.

EUSE Activities include:-

- **EUSE Conference** every two years – 11th EUSE Conference 11-13 June 2013 in Dublin. Previous conferences have been held in Netherland, Ireland, Norway, Italy, Scotland, Finland, Spain, Northern Ireland, Czech Republic and Denmark.
- **Publications**
 - EUSE Information and Quality Standards
 - EUSE Supported Employment Toolkit
- **Networking** with other NGO's (i.e. EASPD, EDF, Workability Europe, Australian Association of Supported Employment)
- **Membership** – developing and promoting Supported Employment and assisting to establish new Supported Employment National Associations
- **Scholarship Programme** – 3 – 5 €1,000 Scholarships for Supported Employment Practitioners to visit another EU country to experience their Supported Employment practice.
- **Research - i.e.** “EU Study on Supported Employment” was commissioned by the EU and conducted by COWI, EUSE and Work Research Institute.
- **EUSE Council Meetings** held 2/3 times per year
- **EUSE Website** – www.euse.org

Strategic Planning

It is against the above background that the EUSE Council began discussions in September 2012 as to the future strategic direction of the organisations. All national associations were afforded the opportunity to comment via a semi-structured questionnaire as to issues, ideas and directions. This initial discussion was further followed up in Belfast in November 2012 when more in-depth group work was undertaken and initial decisions regarding the mission and profile of the organisation were discussed and decided.

Further work was carried out in Prague during March 2013 when final decisions as to the work that could reasonably be undertaken by an organisation keeping in clear focus the resources available to fulfil any such plan. The following forms the Strategic Plan for EUSE for 2013-15.

The main recognition of EUSE was as a result of work/research commissioned by the European Commission – EU Study on Supported Employment (http://ec.europa.eu/justice/discrimination/files/cowi.final_study_report_may_2011_final_en.pdf) and conducted by COWI, EUSE and Work Research Institute (Norway). This report has not been widely disseminated by EU nor has it been widely accepted as accurate by many member countries.

EUSE is strategically placed as the EU wrestles with the implication of the United Nations Convention on the Rights of Person with Disability and in particular Article 27:

Article 27

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. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation

EUSE can provide the solution as Supported Employment meets Article 27. Our national member associations can assist Governments were they are struggling with the implementation and reporting on Article 27 by promoting and delivering Supported Employment and working to embed this in the legislation of their country.

Other key EU Policy that is around which Supported Employment can play a key role in being the solution to the target is EU 2020 where it states that it strives to make work more attractive, get the jobless back to work. We in supported employment know that this model of intervention can work for many target groups and therefore should be seen as the main driver within the EU 2020 strategy for national governments. The EU Disability Strategy under the employment pillar states that it needs to get disabled people paid jobs in the open labour market and address the needs of young people in transition. Once again we have the evidence that the

model works for this group of individuals and the case requires to be made at European and National level that the Supported Employment model can assist.

Margaret Haddock

President - European Union of Supported Employment

Mission Statement

Promoting and developing Supported Employment through Leadership and collaboration across Europe

The Strategic Plan will incorporate four key areas throughout its strategic themes namely:

Promoting, Developing, Leadership and Collaboration

The Strategic Plan will be delivered through four themes of work over the coming years:

Partnership – to promote, collaborate, develop and Lead in the Model of Supported Employment

Membership – to develop across Europe and support our members.

Research – to demonstrate the Supported Employment Model as a real and viable alternative for disabled and disadvantaged persons entering the open labour market.

Policy – to collaborate and promote the opportunities within the Model of Supported Employment

Work Plan

Partnership <ul style="list-style-type: none">• Collaboration with other Established Continental Associations• Develop working relations with other EU bodies/organisations• Funding Partnerships to be established	Research <ul style="list-style-type: none">• Quality Standards• Evidence based stats and information• Training for the Sector
Membership <ul style="list-style-type: none">• Membership Services• Marketing Materials• Funding	Policy <ul style="list-style-type: none">• Quality Management• Lobbying

Partnership			
Objective	Activity	Lead Person	Target Date
Collaboration with other Established Continental Associations	Meetings/Skype Calls x 3 per annum Email Contact	President with Vice President Support	Ongoing
Develop working relations with other EU bodies/organisations	Conference Meetings Utilised x 3 per annum Participation in other networks events x 2 per annum Contribute to other networks newsletters x 2	President with all Council member support	Ongoing – yearly review of targets to be analysed
Funding Partnerships to be established	Partnership with 1 organisation in relation to funding support for Scholarship Partnership exploration with Private Sector in relation to Potential Employer Award	Vice President – Treasurer with support from all council members President with council support	By June 2014 Report by March 2014

Research			
Objective	Activity	Lead Person	Target Date
Quality Standards	Collation of National Association Work/Activities	Vice President – with agreement to respond by all National Associations	By December 2013
	Review EUSE Quality Standards against National Association Work and update EUSE Standards	Working group from council members	June 2014
	Explore and report on potential of Supported Employment Quality Mark	Working Group from council members	December 2014
Evidence Based Statistics and information	Work with virtual research group on delivery of impact of 5 stage model through Leonardo Programme	President and NIUSE Association	Complete – June 2015
	Design template for appropriate statistical information	Working Group Council Members	June 2014
	Survey National Associations, collate results and report on results	As above	March 2015
	Explore the potential through Virtual Research Group of a European Wide Initiative via University funding FP7 – what's this	President with Vice President Support	December 2015
Training for the Sector	Deliver Training for Trainers within TOI Project	Partners of TOI	September 2014
	Deliver TOI Training Opportunities to all member National Associations	Lead Partner of Training with TOI & membership support	March 2015

Membership		
Objective	Activity	Target Date
Membership Services	Promoting EUSE Membership to states who are not members or who have not established a National Association and offer support. Target 3 new members	June 2015
	Awards Scheme – Supported Employment Professionals	September 2014
	Develop Template for Employer Awards either as EUSE or in Partnership	March 2014
	Analyse the potential for a European Supported Employment Job Shadow Week	April 2015
Marketing Material	Define through PDF Leaflet membership benefits	December 2013
	Website Information – New Website delivered	September 2013
Funding	Source programmes of funding which allow members to meet x 2 applications	Ongoing

Policy			
Objective	Activity	Lead Person	Target Date
Quality Management	Collate information of National Association Training Opportunities or Competencies sitting within Recognised National Frameworks	Working Group from Council	March 2016
Lobbying	National Associations with EUSE central backing to write to their governments in relation to Article 27. EUSE to (also write and point out to) to influence EU how Supported Employment sits with Article 27 of UN Investigate Potential of 2015 conference in Brussels Develop working relationship with appropriate Brussels Personnel resulting in 1x engagement per annum Contribute to Policy consultations x1 per annum	Council member of each national association President President with Vice President Support All council members All council members	December 2013 September 2013 September 2013 Ongoing Ongoing

Stages of Supported Employment

Client Engagement

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graph TD; A[Client Engagement] --> B[Vocational Profiling]; B --> C[Job Finding]; C --> D[Employer Engagement]; D --> E[On and Off the Job Support];
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Vocational Profiling

Job Finding

Employer Engagement

On and Off the Job Support