



European Union of
Supported Employment

European Union of Supported Employment

Newsletter

Issue No 5 - March 2007

Dear Members

Welcome to the fifth edition of the EUSE Newsletter and our 8th Conference draws ever closer. Members of the Northern Irish Union of Supported Employment have been working long and hard in finalising the preparations for this event due to take place in Belfast on 13 - 15 June 2007. Further information on the conference can be found on Page 4 of this Newsletter. More than 400 delegates have registered already so don't leave it too late – register now!

Since the last Newsletter there have been national Supported Employment Conferences in many countries including Spain, Finland, Iceland, Denmark, Netherlands, Scotland and Ireland. These events, many of which were 'sold out', reflect the continued interest and development of supported employment in Europe.

I hope you find the contents of this Newsletter interesting and we look forward to meeting many of you in Belfast in June.

Monica Wilson, President

Mike Evans, Vice President

European Union of Supported Employment

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EUSE Executive Committee

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This newsletter is available in alternative formats such as Braille, Audiotape or Electronically on request.

EUSE Board Meeting

A Board Meeting was held in Belfast on 3 – 4 November 2006, which was attended by representatives from 10 National Associations.

During the meeting the 'usual' standing items were discussed such as previous Minutes, Financial Report and National Association Inflation Exchange.

There was a detailed report by the President on her attendance and meetings at the APSE Conference in Boston, USA. Discussions with APSE were positive and it was agreed that both EUSE and APSE should continue to develop an exchange of information and dialogue on global policy issues. It is likely that several APSE Board members will attend the 8th EUSE Conference.

Representatives from the Northern Irish Union of Supported Employment provided an update on the progress and developments regarding the forthcoming 8th EUSE Conference. Further details of this event can found at Page 4 of this newsletter. The EUSE Board were given a guided tour of the conference venue at Waterfront Hall, Belfast. The board members were extremely impressed by the quality of the venue and the high standard of facilities, access and layout of the conference centre. It is in a prime location by the river and within easy walking distance of the city centre and hotel accommodation.

As agreed from the previous EUSE Board meeting, the EUSE Constitution was reviewed and a working group put forward recommendations for change that were agreed in principle. All National Associations have been consulted in the review and the revised consultation has now been submitted to the governing body (notary) in the Netherlands.

There were discussions around funding for EUSE and how difficult it has been to access EU programmes as the eligibility criteria was very strict and the process is extremely complex. Various representatives also agreed to pursue contacts of potential new member national associations and there was agreement to open discussions with countries such as Estonia, Lithuania, Belgium and France.

The minutes from the EUSE meetings are available on our website **www.euse.org**

Forthcoming EUSE Board Meetings

The next EUSE Board Meeting will take place on

- **26 - 27 April 2007**
Salamanca, Spain
- **13 – 15 June 2007**
The EUSE Conference in Belfast

The EUSE Secretariat will send further information to National Association representatives

Forthcoming Events

8th European Union of Supported Employment Conference

“Working for All”

Belfast, Northern Ireland

13 – 15 June 2007



www.euseconference2007.org

Forum for Arbeid med Bistand

Norwegian National Supported

Employment Conference

Kristiansand, Norway

18 – 20 April 2007



www.fab.no

8th European Union of Supported Employment Conference

“Supported Employment Working for all?”

Waterfront Hall, Belfast Northern Ireland
13 – 15 June 2007



The Northern Ireland Union of Supported Employment (NIUSE) is delighted to be hosting the 8th European Union of Supported Employment Conference from June 13-15 in the Waterfront Hall, Belfast. The Conference Programme and Keynote Speakers have been confirmed and the Conference promises to be stimulating, challenging and a learning experience for all.

The key themes of the conference are **Good Practice, Leadership, Managing Change & Mainstreaming** and each of these will be addressed through Keynote Presentations and then delegates will be able to explore these themes in more detail in the Parallel Sessions.

The conference organisers have assembled a rich and exciting programme that covers all the important topics for those with an interest in employment for people with disabilities and other socially disadvantaged groups, whether they are working at an operational, management, senior management or decision maker level.

Conference Speakers will combine experience and knowledge from a variety of backgrounds – political, business, non – Government organisations, public sectors as well as equal opportunities and human rights from local, European and worldwide perspectives.

We would especially like to extend a warm welcome to delegates from Europe, America, Australia and beyond and are looking forward to seeing you all in Belfast in June 2007.

For further information regarding the Conference including Registration, Accommodation, Travel etc please visit www.euseconference2007.org

National Association Updates

Spain - www.empleoconapoyo.org

The Spanish Association of Supported Employment's (AESE) new President is Luisa Arenas and the Vice President is Frances Sema.

The national Spanish bank, Caja Madrid, has a statutory and legal commitment to develop social programmes. Caja Madrid has agreed to fund supported employment activities in Spain that include job finding and retention.

AESE continues to collaborate with the Commission for Disabled People (CERMI) and the Department of Labour to develop and introduce a plan that mainstreams and normalises Supported Employment in Spain.

Denmark - www.eusedenmark.dk

The first Danish National Conference was held in Nyborg on 16 – 17 November 2006. The conference was attended by 200 delegates, which exceeded our expectations.

We had two very interesting days with many good discussions, speeches and workshops. The Minister for Social Affairs held the opening speech, and she expressed constructive ideas as to how to strengthen the inclusion of people with disabilities into the labour market. Mike Evans represented EUSE and gave a keynote speech regarding standards within Supported Employment.

In Denmark, a great interest for Supported Employment is shown by professionals as well as decision-makers, and in connection with the conference, EUSE Denmark registered many new member organisations as well as individual members.

A general assembly was held at the conference from which a Board was re-elected, and new deputy members were elected. The new board is presented on our website.

In January 2007, EUSE Denmark hosted a meeting for representatives from the Nordic countries. The subject of the meeting was to discuss the development of closer co-operation between the four countries (Denmark, Norway, Sweden and Finland) on a practical level including study visits, work experience for SE-professionals etc. Future meetings are planned and our colleagues from the Icelandic Association will be invited to participate in future joint Nordic discussions.

Finland - www.vates.fi

The Nordic Seminar on Supported Employment was held in Tuusula, Finland on 20 – 21 November 2006. It brought together 50 participants interested in supported employment from Finland, Sweden, Norway and Iceland. The main theme was to look at different models of supported employment in various countries and the EUSE Secretary, Bengt Eklund, presented a Swedish case of successful use of supported employment in employing immigrants to the open labour market. Another example came from

Kårkulla Samkommun, Finland, where job coach Anki Lindqvist shared her views on supported employment practices based on her own work experience.

A more scientific viewpoint came from a researcher Øystein Spjelkavik from the Work Research Institute in Norway. He has conducted a large comparative study on various supported employment practices in different European countries. His findings suggest that one of the biggest barriers of using supported employment effectively is the so called 'train and place' model that keeps people with disabilities too long outside the normal labour market in various training rehabilitation services making the shift to the open labour market difficult.

FINSE will carry on its training activities this spring. In May there will be a 2-day training seminar around supported employment and job coaching of mental health trainees. Several other training seminars will take place around Finland.

We can also report that the VATES Foundation received 3 year funding for a project that will aim to increase the employment opportunities in the open labour market for clients from the various rehabilitation and training centres.

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The Netherlands - www.NVSupport.nl

The Dutch Association for Supported Employment (NVS) increased its number of members last year. A key reason for this increase was a successful national congress held last September.

The NVS is participating in the Supported Employment Research of Borja Jordan de Urries, Stephen Beyer and Robert Elston, which has been translated into Dutch. The NVS is also working on an accreditation of job coaches in the Netherlands and will organise several workshops this year.

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Czech Republic - www.unie-pz.cz

There are currently 16 organisations that have successfully passed the independent inspections and received the supported employment quality mark.

The PHARE project that was focused on support of social inclusion and employment of clients in the institutions has now finished. Over 500 employees of the institutions have been trained in vocational rehabilitation and supported employment.

The CuSE has been involved in discussions with the Ministry of Labour and it is hoped that a new paragraph on supported employment will be included in an amendment to the Employment Act. CuSE as a partner in the EQUAL project has participated in seminars on corporate social responsibility held in five cities within the Czech Republic.

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Norway - www.fab.no

The Norwegian Government who fund Supported Employment (Arbeid med Bistand) in Norway implemented new national rules. The biggest amendments were the increased caseload for job coaches and the broadening of the client group. These changes have been very challenging for FAB members but we do appear to be coping well.

The Government are due to announce proposals to improve welfare, employment and integration policies and FAB have been invited to discussions in the Norwegian Parliament (Stortinget).

The FAB Board are making preparations for this year's national conference that will take place in Kristiansand in April 2007. The main conference theme will be the changes to welfare, employment and integration policies.

The current membership of FAB stands at around 300 members.

FAB is represented on a research project being carried out by the Work Research Institute. This research is currently examining the comparative activities of supported employment in several European countries including: Netherlands, Ireland, Portugal, Scotland, Finland and Spain. It is intended that the findings from this research will be of benefit to both the Directorate of Labour in Norway and national associations of EUSE.

The themes covered in the study are:

- organising and financing of services
- rules and regulations of supported employment
- the activities and workload of the job coach
- clients/job seekers' employability and motivation, alternatives to work and job opportunities
- job finding, approaches to employers, job retention and work experienced
- results and long-term effects.

The study shows that there are several organisational and financial differences in European supported employment services and no general agreement on how to define the outcomes or results of supported employment, e.g. how to define an ordinary job. These differences, while hardly ever recognised, clearly influence both methods as well as the end results of supported employment. There is also a great variety in sources and types of referrals, entry conditions and ultimately differences in the population of clients in supported employment services.

It is expected that this report will be finalised and published in May 2007 and will be presented at the forthcoming EUSE Conference in Belfast.

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Northern Ireland - www.niuse.org.uk

NIUSE in conjunction with the Irish Association for Supported Employment and the Open Training College, Dublin have recently secured funding for the delivery of the Foundation Diploma in Training & Education in Supported Employment and the Diploma in Training & Education in Supported Employment. The funding provides an opportunity to revise and update the existing Foundation Diploma and Diploma in Training and Education in Supported Employment, so that it is current and relevant for staff working with job seekers in the north and south of Ireland.

NIUSE has been actively involved in a number of strategic and policy reviews, i.e. Promoting Social Inclusion on Disability, Disablement Advisory Service Services Strategic Reviews, and Pathways to Work. The Department of Employment and Learning are currently “piloting” a review of Frontline Staff, which will have an impact on services for people with disabilities.

The local branches of NIUSE meet every 3 months. There are over 200 members of the local branches and there is a great deal of excitement and activity regarding the forthcoming 8th EUSE Conference.

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Scotland – www.suse.org.uk

The Blueprint for Supported Employment in Scotland has been published after wide ranging consultation to comprehensively define for all policy makers, funding providers, employers, service providers, service user organisations and Trade Unions the accepted model of Supported Employment in Scotland. Furthermore the Blueprint is illustrated with numerous case studies and annotated with a business case for Supported Employment, and an analysis of the training needs of Supported Employment practitioners.

The publication of the Blueprint for Supported Employment in Scotland was closely followed by the publication of the Scottish Parliament’s Equal Opportunities Committee report ‘Removing Barriers and Creating Opportunities’.

The recommendations 24 to 35 of the document ‘Removing Barriers and Creating Opportunities’ refer specifically to Supported Employment and include recommendations for the establishment of a National Framework of Supported Employment with nationally recognised standards of good practice. The recommendations also make specific mention to the EUSE Quality Standards report.

October 2006 saw the inaugural Scottish Business Diversity Awards ceremony at Peebles Hydro Hotel in the Scottish Borders. The Overall Winner of the 2006 Scottish Business Diversity Award went to Fife Constabulary. The winner of the Recruitment award went to Cardrona MacDonald Hotel, Peebles and the winner of the Retention Award went to Fife Council.

EUSE Executive Committee

The current executive committee of the European Union of Supported Employment which was elected in Barcelona in June 2005 is:

President

Monica Wilson (Northern Ireland)

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Vice President

Mike Evans (Norway)

•

Secretary

Bengt Eklund (Sweden)

•

Treasurer

Fabrizio Fea (Italy)

Committee Members

Simone Schuller
(Germany)

Annerieke Diepeven
(Greece)

Borja Jordan de Urries
(Spain)

Robert Elston
(England)

**The next elections will be held during the
8th EUSE Conference in June 2007.**

In addition to the elected Board of Members, each National Association has 2 nominated representatives. The updated contact details for the representatives of each National Association are as follows:

Country	Name	E-mail
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