

SECOND E-NEWSLETTER October, 2015



COACH@WORK

EQAVET SYSTEM - for recognition, validation and accreditation of skills, knowledge and competencies of supported employment providers for people with disabilities



*"Learn more
about
the Supported
Employment
and find your role
and place in it"*



Erasmus+

Start: 01 September 2014

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Duration: 36 months



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Editorial

Welcome to the 2nd edition of the COACH@WORK Newsletter. COACH@WORK stands for „EQAVET system for recognition, validation and accreditation of Supported Employment providers of people with disabilities” and is a project funded by Erasmus + programme of the European Commission.

Via this newsletter we will update you on the project progress, the various project intellectual outputs development, forthcoming events and planned activities, useful articles on topics relevant to the project, as well as guidelines how to benefit from COACH@WORK achievements.

If you wish to contribute to the content of the newsletter you can send your materials to zguraprojects@gmail.com.
Enjoy reading!

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What is Supported employment (SE)– *just a little recollection*– and what new on it?



In the first edition of our E-Newsletter we presented you the definition of this specific service: “**Supported Employment** is a method of working with people with disabilities and other disadvantaged groups to access and maintain paid employment in the open labour market” (EUSE Toolkit, 2010, p. 9).

The COACH@WORK project will support the inclusion and the development of the Supported employment approach in Bulgaria, Turkey, Austria and Spain by creating unique *EQAVET* system for recognition, validation and accreditation of their knowledge, skills and competencies.

During the last project meeting in Plovdiv (28– 29 October 2015) the representatives from Bulgaria, Turkey, Austria and Spain decided to use the term **SE consultant** instead of “SE coacher” because the first one is more familiar especially in Bulgaria .

The first steps towards the inclusion of the profession “Consultant on Supported Employment” in the Bulgarian national legislation are done (you could read more about this topic on the next pages).

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The first step towards the incorporation of Supported Employment Model in Bulgaria is made

COACH@WORK project enters in one of its most important and active phases. The team working on the project has the pleasure to inform you about their first big achievement regarding a change in the employment policy on national level.

During the first months of 2015 the four Bulgarian partners combined their efforts and expertise and lobbied about the incorporation of **Supported Employment Model** in the labour law of The Republic of Bulgaria.

Ms. Elka Todorova, as a chairperson of NFEPD (National Federation of Employers of People with Disabilities) was admitted to the meetings of the working group for preparation of amendments to the Employment Promotion Law. As a nationally represented organization NFEPD submitted a written proposal for the incorporation of the Supported Employment Model as a tool for encouragement and support of people with disabilities. The proposal was motivated by statistics and of course by the success and good results that this model has achieved in other European countries. A part of the motivated proposal was the presentation of the COACH@WORK project and its planned results.

After extensive discussions and expert dispute the Bulgarian partners can proudly say that the model of supported employment is incorporated in the amendments to the Employment Promotion Law.

◇ A new paragraph 23 is created in article 30:

Art. 30a. (New – SG, nr. 26 of 2003) (1) Funds are provided for implementation of programs and measures for promotion of employment and are meant for:

paragraph 23 “Supported employment”

There are some amendments and supplements in §1 of the Additional Provisions and a new paragraph 45 is added with the following text: “Supported employment” is assistance to unemployed people with disabilities and unemployed people from other disadvantaged groups in the labor market, according to their specific needs to work on non- subsidized jobs.

Changes were last discussed in the working group and adopted by the Council of Ministers and accordingly submitted to the National Assembly of Bulgaria on 2 July 2015. They have been also adopted by the National Commission on Labour, Social and Demographic Policy of the National Assembly. The adoption of the amendments by the other distributed committees is forthcoming.



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The partners continue to work actively on the other project tasks

The Bulgarian National Agency for Vocational Education and Training (NAVET) is preparing a plan for incorporation of the **new profession “Consultant on Supported Employment”** in the List of professions for vocational education and training (LPVET).

The List of Professions for Vocational Education and Training is developed by NAVET pursuant to Article 42, point 5 (a) of the Vocational Education and Training Act (VETA) and is coordinated with the line ministries and the national representative organisations of employers and employees.

The List of professions represents in a systematic structure (matrix) the names of professions and specialties classified in professional fields according to the fields of education under the International Standard Classification of Education ISCED – 97 and in accordance with the Classification of the Fields of Education and Training of the National Statistical Institute. As a basic document for the organisation of vocational guidance, vocational training and vocational education, the List is binding on all institutions which provide vocational training for acquiring professional qualifications – vocational high schools, vocational schools, vocational colleges and vocational training centres. The List of professions is developed in accordance with the tradition, experience and achievements in the development of the Bulgarian system of vocational education and training.

The List is an open system and updates are done in the same manner as when it was initially compiled. Proposals for changes in the List of professions for vocational education and training can be made by line ministries and then are considered by the corresponding Expert committees within the Agency. Finally they are approved by the Managing Board of NAVET. Periodically, each year, the Agency initiates an update of the List.

You could find the actual List here: www.navet.government.bg/en/lpvet-2014/

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The specific actions regarding the changes in the national legislation

- * Inclusion of “**Consultant on Supported Employment**” in the List of professions for vocational education and training (LPVET) and in the National Classification of Occupations and Duties (NCOD):

The National Federation of Employers of People with Disabilities (NFEPD) submitted a written proposal at the Ministry of Labour and Social Policy (MLSP) for the inclusion of this profession in the LPVET, supported with relevant motives, statistical information and description of the acquired new competences in comparison with these in already existing professions.

At the moment the Bulgarian partners attend the approval of the MLSP as a line ministry and then the forwarding of the proposal to NAVET for the next stages of the procedure according to the Vocational Education and Training Act.

In parallel there is a second proposal from the National Federation about the inclusion of “Consultant on SE” in the National Classification of Occupations and Duties. The Ministry of Labour and Social Policy will review the proposal– a work meeting will be held in December 2015 where will be discussed the need for introduction of new positions in the NCOD including that of “Consultant of SE”. NFRI will be invited to participate in the meeting.

In the next months you could find actual information on these procedures on the projects' website: http://supportemployment.eu/?page_id=17



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SOCIAL INCLUSION AND EMPLOYMENT OF DISABLED PEOPLE THROUGH RECOGNITION AND VALIDATION OF ACQUIRED SKILLS

On 19th May 2015 Zgura-M team has attended a Round Table on “Social inclusion and employment of disabled people through recognition and validation of acquired skills”. The event was organised by the European Center for Quality in the framework of REVADIS project which main goal is to develop instruments for validation of acquired skills for 5 types of disabilities, namely physical, hearing, visual, learning difficulties and mental health problems.

The participants within the event were representatives of NGOs working with people with disabilities, National Employment Agency, National Agency for Disabled People in Bulgaria, university professors from 2 Bulgarian universities, as well as two more Bulgarian partners of COACH@WORK project, namely National Federation of Employers of People with Disabilities and Interprojects Ltd. There were also foreign guests, mainly psychologists and disability experts from Romania, Spain and Portugal.

At the beginning of the Round Table the participants were familiarized with the proposed model for validation of acquired skills based on the five types of disabilities. Then the floor was given to the Bulgarian representatives of public institutions who presented the national policy and legislation regarding the employment of people with disabilities. In addition, Ms Elka Todorova from National Federation of Employers of People with Disabilities gave good practice examples of Bulgarian companies who have employed and retained disabled employees.

The Agenda of the event also included a thorough presentation of COACH@WORK project and its outputs with emphasis on the job profile of the SE consultant and the respective training programme. The presentation was followed by discussion on the importance of the supported employment and how it can be introduced in Bulgaria.

The event was a good opportunity to establish new contacts with representatives of COACH@WORK target groups. Agreements for future collaboration between Zgura-M and some of the participating organizations were made.



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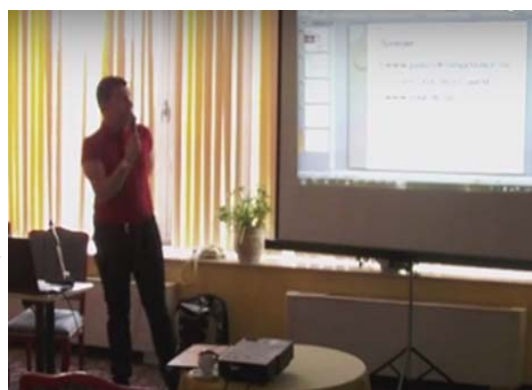
VARIOUS DISSEMINATION ACTIVITIES- IN BULGARIA...

In the period April- October 2015 the COACH@WORK project has been presented during various dissemination events in partners countries:



COACH@WORK project was presented during SGSCC EU conference – 2 June 2015, Plovdiv, Bulgaria. More than 100 beneficiaries (experts, policy makers, people with disabilities and their organisations) attended the event.

COACH@WORK project was presented during the training workshop at Interdisciplinary Symposium “Social Competences, Creativity And Wellbeing” ISSCCW, 3– 5 June 2015, Plovdiv



Dissemination of COACH@WORK progress within International conference on creativity and innovation, 4th July 2015, Plovdiv, Bulgaria



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VARIOUS DISSEMINATION ACTIVITIES- IN BULGARIA...

09 June 2015, Oral Presentation during Anniversary event of American anti-discrimination act ratification organised by the USA Embassy in Sofia



18 September 2015, Dublin, Ireland, Presentation of the project during EU Conference "Transition from VET to employment"



Dissemination of COACH@WORK project within EUFAMI International Congress on 19th September 2015 in Sofia, Bulgaria



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VARIOUS DISSEMINATION ACTIVITIES- IN BULGARIA...



1 October 2015, Presentation of the project during Round table “How VET could support labour market inclusion”, Bucharest, Romania

Oral presentation of COACH@WORK project during a workshop with employers on issues related to accessible services for people with disabilities on 4th October 2015 in Bansko, Bulgaria



16 October 2015, Presentation of the project during International conference on inclusion organised by Suleyman Sah University, Istanbul, Turkey

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VARIOUS DISSEMINATION ACTIVITIES-... AND ABROAD

In Spain: Presentation of the COACH@WORK project at COSIMA – COMPETENCE BUILDING IN SIMULATION PROCESSES FOR APPRENTICES AND ADOLESCENT EMPLOYEES



The Spanish version of E-Newsletter





PRESENTACIÓN NEWSLETTER

Coachatwork es un proyecto financiado por fondos europeos cuyo objetivo es desarrollar un curso de empleo con apoyo para poder formar a los futuros preparadores laborales de toda Europa.



Si trabajas con Discapacitados,
¡te interesa nuestro proyecto!



¿Qué es el EMPLEO CON APOYO?

Es el empleo integrado en la comunidad dentro de empresas normalizadas para personas con discapacidad que tradicionalmente no han tenido posibilidad de acceso al mercado laboral, mediante la provisión de los apoyos necesarios dentro y fuera de lugar de trabajo, a lo largo de su vida laboral, y en condiciones de empleo lo más similares posible en trabajo y sueldo a las de otro trabajador sin discapacidad en un puesto equiparable dentro de la misma empresa.

¿Pero en qué consiste este Proyecto?

Este proyecto surge de una necesidad detectada en países como Bulgaria y Turquía, donde la figura del preparador laboral y los servicios de empleo con apoyo todavía no están lo suficientemente integrados en la cultura laboral del país, de modo que no existe una formación profesional específica en este campo. Estos países junto con España y Austria, se han unido para intercambiar experiencias y unificar la formación en este campo. Por lo que el objetivo principal de este proyecto es desarrollar un programa de formación profesional para formar a futuros preparadores laborales y que además las competencias adquiridas en este programa de formación estén certificadas y reconocidas a nivel europeo mediante el Sistema Europeo de Créditos para la Educación y Formación Profesionales (ECVET).

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THIRD INTERNATIONAL PARTNERS' MEETING

On 28th and 29th of October 2015 in Plovdiv, Bulgaria the Third transnational partners' meeting took place. It was organised by the Bulgarian partners ZGURA-M and Interprojects.

All partners presented the curriculum of their Modules intended to the open on-line training course for SE consultants:

- ♦ M1 Disability awareness - by P1 (ZGURA-M)
- ♦ M2 Acquisition of key and transversal competencies - by P7 (FPT)
- ♦ M3 Practical methods in the coaching process – face to face, additional trainings, games, ICT, Social media - by P4 (Interprojects)
- ♦ M4 Mainstreaming and digital technologies as support to the education, employment and well-being of people with disabilities - lead by P3 (NFRI)
- ♦ M5 Supported employment basis by P5 (JaW)
- ♦ M6 Attitudes and approaches - lead by P5 (JaW)
- ♦ M7 Pre-employment agenda - lead by P4 (Interprojects)
- ♦ M8 Career guidance - labour market methods - lead by P6 (UBITED)
- ♦ M9 Implementation and Networking - lead by P2 (NAVET)

The VET programme will follow the **ECVET** principles for the recognition and validation of the learning outcomes.

Other important questions regarding the project' activities also have been discussed: the EQAVET system, the accreditation of the Coach@Work training program, the planned blended mobilities, etc.

The next meeting will be held on 30- 31 May and the first blended mobility will be in the period 30 May– 03 June 2016 in Istanbul, Turkey.



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Produced by the team of NAVET and
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