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# OVERVIEW OF PRESENTATION

- Policy Overview across Europe
- Current European Situation of People with Disabilities
- Supported Employment Study
- Overview of EUSE across Europe
- Challenges/Solutions within UK



# POLICY OVERVIEW

- 30 March 2007 UN Convention signed by European Community.
- 2 December 2010 Adoption of Code of Conduct
- 22 January 2011 **entry into force** of the convention for the EU
- European Disability Strategy 15 November 2010 renewed commitment to a barrier-free Europe

Supported by three crucial documents:

European Disability Strategy 2010-2020, Initial Plan- List of Actions 2010-2015 and Background Document with facts & figures. ([ec.europa.eu](http://ec.europa.eu))



# CURRENT SITUATION OF PEOPLE WITH DISABILITIES



- 80 million people across Europe with Disability
- Rate of Employment 50% for those of working age
- Rate of poverty 70% higher than rest of Society due to limited access to employment market
- Differing National Legislation
- No adoption of “European Model” of best practice for employment
- Potential of further exclusion in current economic crisis.



## WIDER EU POLICY LINKS

- EU 2020 is the long-term strategy for smart, sustainable and inclusive growth.
- “Flagship Initiatives” of the EU 2020 Strategy which are relevant will take account of the disability perspective in their implementation
- Four key Employment measures of EU 2020:
  - Make work more attractive
  - Reform pensions systems
  - Get the jobless back into work
  - Balance security and flexibility (flexicurity)

Joint Employment report 2011 suggests personalised assistance to find a job, or to progress within employment, particularly for those most in need.



# AIMS OF EUROPEAN DISABILITY STRATEGY IMPACTING ON EMPLOYMENT



Full economic and social participation

- Employment – **Disabled people need to be paid in the Open Labour Market.** Young people in Transition, Diversity Management Agenda.
- Education & Training – Inclusion and Lifelong Learning Agenda.
- Accessibility – e.g. Transportation
- Equality – Full Implementation of Employment Discrimination 9 (Directive 2000/78/EC)



# ACTIONS REQUIRED/WAY FORWARD

- Labour Force Survey (module on the employment of persons with disabilities 2011)
- Survey on barriers for social integration of persons with disabilities 2012.
- Combating discrimination in the workplace
- Counselling, training and coaching
- Job creation
- Open educational and re-habilitation systems
- In depth Study of Supported Employment in Europe.



# EU SUPPORTED EMPLOYMENT STUDY

EU tender for this work was successful for the partnership of:

- COWI – Lead partner
- EUSE
- Work Research Institute (Norway)





# SUPPORTED EMPLOYMENT STUDY BRIEF



- To map Supported Employment Services in 30 countries (Questionnaires)
- In depth studies with UK, Sweden, Spain, Norway, Austria and Czech Republic (interviews with policy maker, employers and people with disabilities, case studies)
- To compile information of good practice
- Directory of Supporting Services
- Policy Recommendations at differing levels



# DEFINITION/DESCRIPTIONS STUDY ACKNOWLEDGED



- Supported employment schemes provide support to people with disabilities or disadvantage to obtain and maintain **paid employment in the open labour market.**
- SE engages clients in their own process as active job seekers;
- SE helps individuals recognise their skills and liking for areas of work;
- SE matches the individual to a suitable job;
- SE ensures on the job support is available for integration into the role for the individual and also to colleagues and the employer;



# DEFINITION/DESCRIPTIONS STUDY ACKNOWLEDGED .....



- SE ensures on the job support is available for integration into the role for the individual and also to colleagues and the employer;
- SE provides follow-up.
- Flexicurity should support the transition in and out of the labour market as well as enhancing the flexibility of labour markets, employers, and labour relations. It should improve the security of weaker groups in and out of the labour market through improved employment and social security.



# WHAT HAS BEEN RECOGNISED/VALIDATED ABOUT SUPPORTED EMPLOYMENT?



- **Societal Gains** – Economic Growth, use of all skills in society, improved social understanding
- **Participant Gains** – Employed for skill, Improved Life quality, recognised contribution to society
- **Employer Gains** – CSR, Special Competencies recognised, larger pool for choice.



# WHAT HAS THE SCOPING SHOWN?



- Many SE professionals, clients, employers and national governments involved in SE across Europe.
- Plethora of approaches and initiatives
- SE is interpreted in many ways
- Framework (Programmes) can be different



# MAIN FINDINGS

- Policy/legal Framework – (Many questions not sure if there is a top-down or bottom up approach or just ad hoc)
- Funding – unstable and unpredictable
- Monitoring – insufficient therefore hard to make business case
- Organisations – National Framework for SE? Or independents
- Incentives – Employers
- Incentives – Employees (systems to assist transition in and out of benefits)



# GOOD PRACTICE

- **Job Coach** – key to success ensure professional management through the systems (local/national)
- **Job Coach** – Matchmaker enhances the employment market
- **Job Coach** – organisational attachment is key to perform role
- **On –the-job support** – key for employers
- **Job Development** – pro active approach
- **Framework** (Programme) important



# SE AND FLEXICURITY

Current mechanisms supporting SE across Europe which enhance flexicurity.

**Wage Subsidy** – Encourages employers initially to employ disabled people. Job Coach support goes hand in hand with this for inclusion into workplace. (Neither to be permanent)

**Quota Systems** – Can provide more job openings however caution urged regarding ensuring good job match.

**Social Security** – Systems developed allowing people to move between employment and non-employment in line with their needs/disability.

**Employment Contracts** – Flexible contracts in relation to time-worked, length of contracts etc. Ease recruitment hurdles for employers and job seekers.





# POLICY RECOMMENDATIONS – EU LEVEL



- ESF important financing instrument
- Support for EU Statistics
- Assist the exchange of experience and disseminate
- Good Practice Network (EUSE??)
- Supported Employment Ambassadors



# POLICY RECOMMENDATIONS – NATIONAL LEVEL



- SE should be overseen by **Ministry of Employment** (implementing agencies can come from a variety of sources).
- **Equal Access for all** – enhanced through national programme
- **Funding** – Ring-fenced and predictable funding; keep admin simple
- Define SE with emphasis on **employment in the open labour market**
- **Resource approach** – view people with disability in an employment context & match competencies to employer needs



## CONTD.....

- **Monitor** – produce and publish nationwide statistics – will prove the SE “business case”.
- **Job Coach** – the lynch pin in making the system work. Transparent “matchmaker” in the supply and demand management. Ensure organisational attachment is secure.
- **Flexicurity tools** - develop a portfolio of tools that supports the implementation of SE and therefore the employment of disabled people e.g. Benefits, flexible contracts, wage subsidies etc. Ensure the actions of transitioning in and out of work are available.



# POLICY RECOMMENDATIONS FOR SERVICE PROVIDERS



- Define Professional Title of “Job Coach” – across boundaries.
- Clear competence requirements of Job Coach
- Develop formal training
- Define/Ensure realistic case loads (potential to establish criteria including “distance” of job seeker from labour market)
- Ensure reasonable remuneration for Job Coach (too many variations)
- Main tasks to include for Job Coach Role:
  - Knowledge of Systems
  - Ability to Job Match
  - Marketing to employers
  - Responsible for job retention and career development
  - Liaison with key external stakeholders/services



# WORK OF EUSE

- EUSE formed in 1993
- Has currently 19 National Associations with some new applications pending
- Currently has revised Articles of Association for new Governance Structure
- President and up to 4 Vice Presidents
- Aims to provide practical leadership and guidance
  - Assists in establishing new National Associations
  - International SE Conferences; 2011 Copenhagen, 2013???
  - EUSE Scholarships



# CONTD.....

- Developing and Improving SE Standards-
  - Overarching Quality Standards (2005)
  - EUSE Supported Employment Toolkit (2010) – Leonardo Partnership Programme
    - ❖ 11 Position Papers
    - ❖ 5 How to Guides
    - ❖ Toolkit
    - ❖ Available on EUSE website [www.euse.org](http://www.euse.org)



# TOOLKIT

- Last two years work – (Leonardo Mobility)
- Partnership Approach with National Associations
- Meetings held in Vienna, Stockholm, Palma, Athens, London, Dublin and Copenhagen
- Process - Working Groups with Team Leaders – worked in between meetings using available technology
- Editorial Committee – Scotland, Austria and Denmark



# WHAT WAS ACHIEVED.

- Beginnings of consistency regarding:
  - Language/terminology
  - Agreement on what was/was not SE
  - Identification of all key areas surrounding SE from Values and Standards through to recognition of Policy/Employer issues in SE
- Improved/Developed relationships between National Associations
- Enhanced Reputation/Positioned EUSE better within Europe
- Platform to take further work forward i.e. COWI Partnership, Further development on SE for Disadvantaged Work





# POLICY ENGAGEMENT

- “EU Study on Supported Employment” – will have direct impact on EU directives for Member States
- Engaged at EU level with other NGO’s i.e. Workability Europe, EASPD
- National Level Engagement in legislative processes i.e. Ireland and Portugal (now mainstream programmes)



# CHALLENGES/SOLUTIONS WITHIN UI

- Devolved Governments means not everyone working to the same agenda.
- No National Programme for SE however elements used in government funded Programmes e.g. Work Choice (In-Work Support), Workable NI (allows in work support/wage subsidy)
- Procurement Process
- Lack of Quality controls e.g. Supply Chain Management
- Budget restrictions
- Welfare Reform Impacts



## CONTD.....

- Clarification from the sector in UK on what SE is (potential new models on offer).
- Accurate information for the business case of SE.
- Recognition of the profession of SE beyond those that are involved in delivery mechanism.
- SE model recognition beyond disability.



# SOLUTIONS/WAY FORWARD

- Collective messaging.
- Recognition that current provision is NOT SE but rather elements of it.
- Policy Engagement – Influencer on employment programmes, welfare reform agenda and commissioning agenda.
- Linking of UK initiatives to EU aspirations (or not).
- Becoming the conduit for quality agenda



# SOLUTIONS/WAY FORWARD

- Partnership with Higher Education in relation Professional Standards for SE
- Agreeing the recognised methodology for business case/cost effectiveness.
- Engaging and clarifying SE with new aspiring models.
- SE Model usage – test & evaluate impact to wider un-employment agenda.



# CONCLUSION

- Set out our agenda together EUSE & National Associations to strengthen the agenda of integration of disabled/disadvantage into the workplace.

Thank You

