

4TH NEWSLETTER

April 2021 – November 2021



EU.CAP



Finally, together!

**Are you a jobcoah and
interested to participate
to the training test?**

More info page 5



Recovery Signals

Socio-Pedagogical Tool for Job Coachers Accompanying Persons with Slight Disability into the Job Market

The teamwork between partners continued maintaining the same steady rhythm as during the previous periods. The online meetings of the **Pedagogical Group** prepared the face-to-face meeting held in Bologna, Italy, at the end of September and the second face-to-face meeting in Cadoneghe (Padua), Italy, from the 9th to the 10th of November.

The steps that we made in Bologna and Padua:

- ✓ Elaboration of the first draft of the Training Programme, defining the macro-Units, the partners in charge and the contents:
 - **UNIT 1** *Understand the Legal and Administrative Aspects of the Job Accompaniment for Persons with Slight Disability*
 - **UNIT 2** *Accompany the Person towards the Acknowledgements of his/her Emotional and Relational Characteristics*
 - **UNIT 3** *Build a Job Project in line with the Disabled Person's Profile*
 - **UNIT 4** *Identify of the Elements Requested by a Job Environment*
- ✓ Finalization of the detailed content of each Unit, dividing them in specific Competences - defined in terms of:
 - Theoretical Knowledge
 - Pedagogical resources and/or Links to Internet Sites
 - Evaluation Criteria
- ✓ The first programme draft of the Job Coachers Training in Valencia, paying attention to the “guidance” role of the tools



The Swot Analysis on Best Practices Transferability

The partnership chose to highlight the transferability of the Best Practices of job inclusion for disabled persons through the use of the Swot Analysis pattern. Each partner organized online and face-to-face meetings with stakeholders from its own context and collected their opinions.

There were a large variety of institutions and professionals, from enterprises with or without experience of work inclusion for disabled persons, public bodies responsible for the work policies, third sector actors, etc.

For each good practice, specify the approach and / or the actor concerned.

Interview with the director of a training organization working with young people and disabled people looking for work and completed by a consultant working in Job coaching

- 1) Holistic approach: Psycho-social support and job coaching tool to help build a professional project.

FORCES	FAIBLESSES
<p>It puts the person at the center and makes a global consideration of their personal, work and environment reality.</p> <p>A professional project is proposed taking into account your diagnosis, your family and work environment, counting on the necessary professional support.</p> <p>The intervention involves working on the global integration of the person taking as a reference their work environment and their development.</p> <p>They work individually and also in peer groups and work groups in the company. Helps to modify and transform your representations.</p>	<p>You work individually in work centers without connection to other similar realities.</p> <p>This type of proposal is not used from the administration that only proposes their integration as a worker without disabilities within a conventional environment.</p> <p>This type of proposal is worked on by some companies autonomously without support from other work centers and without coordination by the administration. It involves a new job proposal and it is difficult to obtain support.</p> <p>There is hardly any contact with the educational system and on very few occasions collaborative work has been</p>



3) List of companies sensitized and organization of matching sessions between job seekers with mild disabilities and companies

FORCES	FAIBLESSES
Creation of a network of companies that continuously incorporate workers with slight disabilities , training centers where unemployed people are prepared for employment and companies responsible for labor mediation (public and private) to work together in an integration model .	Little interest expressed by the companies and little coordination by the administration.
OPPORTUNITÉS	MENACES
For many mediation companies, specialization in this area can be an additional advantage within the market.	Lack of interest in the residual character of the group involved. The administration intends to normalize the situation of the person with slight disability

Planning the Next Steps

The two face-to-face meetings in Italy allowed the partners to build important parts of the Pedagogical Tool, to reflect on its final format and dissemination and to plan the envisaged activities for 2022, the last year of the project:

- **Transnational Project Meeting and Pedagogical Group Meeting - Corsica, France – 29th - 30th of March**
- **Job Coachers Training – Valencia, Spain - 2nd – 6th of May**
- **Dissemination Seminar – Dialogue between the Project Partners and Representatives of Enterprises, Public Institutions and Third Sector – Padua, Italy – 28th – 29th of June**
- **Final Dissemination Conference – The Project Partners meet the European Institutions – Brussel, Belgium – October 2022**



centro
associazione



Job coaching training

To validate the training tool developed by the EU CAP project, we are organizing a 5-day test-training for 12 job coach (3 per partner country). This training aims to specialize in the socio-professional insertion of people with slight disabilities.

- When? from May 2 to May 6
- Where? in Valence
- All costs will be covered.

For more info or to register:

IT : info@associazionecentro.it

FR : philippe.negroni@ergonomie-self.org

BE : tommaso.grimaldi@unessa.be

ESP : xanochannelassociation@gmail.com

A Job Inclusion Best Practice



- *SPECIALISTERNE Italy* - <https://it.specialisterne.com/en/> - the Italian branch of the Danish *Specialisterne Foundation*, specialized in job matching between enterprises and persons from the Autism Spectrum and Asperger Syndrome. In Italy the matching is done especially in ICT field.



c'entro
associazione



EU.CAP

Responsible editor:

<http://eucap.net>



Funded by the
Erasmus+ Programme
of the European Union

This project has been funded with support from the European Commission.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein