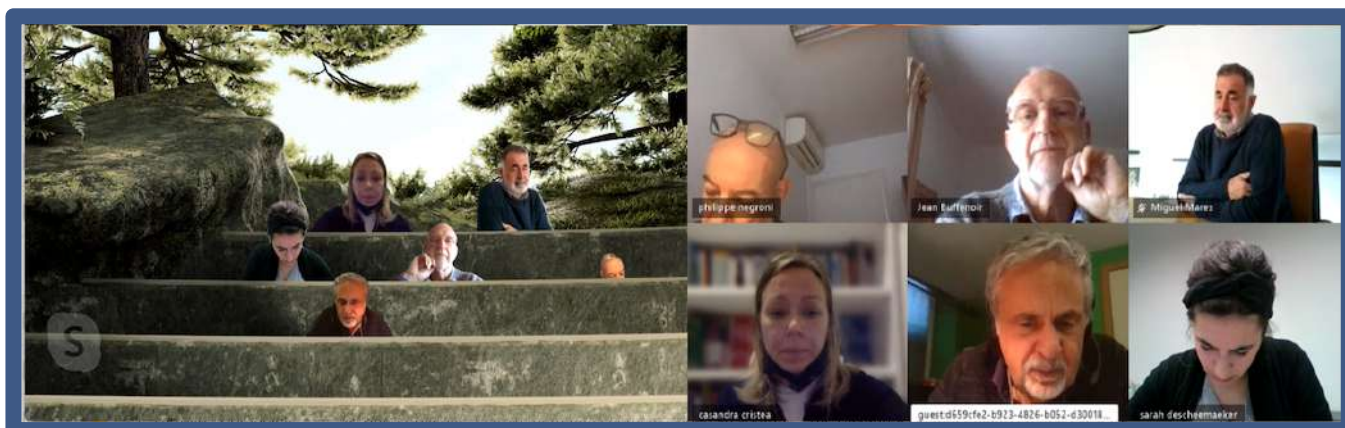


5TH NEWSLETTER

December 2021 – April 2022



Still Blended Meetings

**SUPPORT FOR THE
JOB COACHES
WORKING WITH
PERSONS WITH
DISABILITIES**



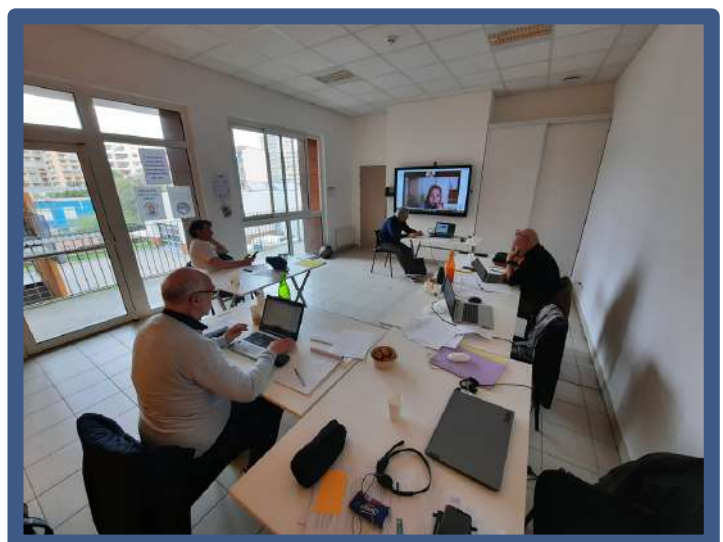
Cohabiting with the Covid Pandemic

The Covid19 virus is changing, but also our adaptation to the new cohabiting conditions and our resilience are changing – better say are getting stronger. The first trimester of 2022 was characterized by up and downs of the pandemic waves, to which EU.CAP partnership adapted by organizing blended Transnational Project meetings, like the one in Corsica, Ajaccio, on the 29th of March.

The progressive change of the Covid19 rules all over Europe is the premise for a new start that will allow us to reinforce the relationships inside the partnership and plan the last trimesters of EU.CAP with more certainties.

Preparation of the Training of Job Coaches in Valencia, Spain - 3rd to 6th of May 2022

The core activity of EU.CAP is the elaboration of a useful and up dated Training pathway for specialists who already act in their organizations as “job coaches” for the support of persons with disabilities. It is dedicated to them the training proposal that brings a holistic approach to the job coaching in the disability field, and the Training in Valencia will be the concrete application of the partnership’s work.



Each partner will participate to the training with at least 2 job coaches and/or trainers specialized in the issues related to the work inclusion of persons with disabilities.



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The Agenda of the 3 days training is rich, including a visit to a local Employment Centre for persons with disabilities and the possibility to have a debate with experts from other countries.

The Training will lead the partnership toward the elaboration for the final version of the Pedagogical Tool envisaged by the project, a practical guide for the professionals who intend to reinforce their know how and know be regarding the accompaniment of persons with disabilities towards autonomy through work.

Next Steps

- **Dissemination Seminar** – Dialogue between the Project Partners and Representatives of Enterprises, Public Institutions and Third Sector – Padua, Italy – **23th – 24th of June**
- **Final Dissemination Conference** – The Project Partners meet the European Institutions – Brussels, Belgium – **October 2022**





News from the Partner Countries on Work Inclusion for People with Disability

ITALY

- ✓ Seven years after the Legislative Decree n. 151/2015 regarding the special job placement for the persons with disabilities, Italy has the applicative Guidelines (Ministerial Decree n. 43/2022) that favor:
 - the harmonization, on the whole Italian territory, of the legislation, of the services, the resources and the adequate tools facilitating the job access for the persons with disabilities
 - the continuous improvement through constant monitoring and exchange of good practices

- ✓ ANDEL (the nonprofit National Agency Disability and Work) - <https://andelagenzia.it/>
 - raises awareness on the need to train and promote professionals able to perform the complex task of a “Disability Job Supporter”, a specialist who knows not only the needs of the disabled person, but also the continuous changes of the job market and the specific needs of each enterprise and of the economic context. The key issue is not the denomination of the profile, but the real preparation of these persons for the challenge of a real job inclusion; the issue is, for Italy, the absence of an official training pathway, with clear competences and validation process that would avoid the “amatorial” way of performing this job.

In terms of training, ANDEL together with eCampus University promotes a First Level Master for the Disability Job Supporter, lasting 12 months – 1.500 hours, out of which 112 synchronic online lessons and the remaining ones in asynchronous mode.



FRANCE

- ✓ According to sources from the State Secretariat for the Disabled Persons, promoting the employment of people with disabilities is one of the government's objectives.

Hiring rate of disabled people has increased by 26% in one year. There are still critical aspects to take into consideration, such as the length of time spent for the registration by the Employment Centre (Pôle Emploi), which remains longer than for the general public.

- ✓ The collaboration between the Employment Centre and the Job Orientation Centres, the main players in this sector, which has been deployed nowadays at 75%, is bearing fruit, since the number of disabled people receiving support has increased by 3.2 points in 2021.

As a reminder, 80% of disabilities are invisible and there are still too many people who do not dare to disclose their real situation.

- ✓ The new State / Agefiph agreement signed in July 2021 makes the development of close support for managers a priority, to encourage them to move from the obligation to recruit new talents with disabilities to the desire to do so.

Thanks to a job coach from outside the company, combining professional and medico-socio-pedagogical support as well as to the synergy between the Public Employment Service (SPE) and medico-social players, this system aims to secure the employment of people. This is the whole purpose of our EU CAP project, and our work over the past two years is in line with this logic and should contribute to changes in the professional inclusion of people with recognised disabilities.



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