

7TH NEWSLETTER

June – September 2022



EU.CAP



Dissemination Event in Cadoneghe, Padua, ITALY



DISSEMINATION EVENT

23rd of JUNE, cadoneghe (padua), italy

Dialogue between the Project Partners and Representatives of Enterprises, Public Institutions and Third Sector

EU.CAP
 Progetto Erasmus+ KA2 - 2019-1-SE2-0-0002-000000

WORKSHOP
**IL JOB COACH PER LA DISABILITA':
 QUALI COMPETENZE, FORMAZIONE E
 RUOLI?**
giovedì, 23 GIUGNO 2022 | h 10:00-13:00
Comune di Cadoneghe, Piazza Insurrezione 4
CADONEGHE (PD)

09:45 Registrazione dei partecipanti

10:00 Saluti istituzionali
 Sara Ranzato, Assessore Sociale, Cultura e Istruzione, Comune di Cadoneghe
 Giovanni Zonin, Associazione C'entro

10:30 Presentazione del progetto Erasmus+ EU.CAP e dei suoi risultati - a cura del Partenariato di progetto
 coordina **Cassandra Cristea**, Scuola Centrale Formazione

10:50 Tavola Rotonda
 Partecipanti:
 Elena Bertella - Veneto Lavoro, ULSS 6 - Servizio di Inserimento Lavorativo
 Elisa Panzio - CISL Veneto
 Sandra Bolzonella - Azienda Cast Bolzonella
 Marco Romito - Consorzio EVT
 Carol Consigliere - Coop. Francesco d'Assisi

Moderata
 Cristina Ribu', Resp. Servizi lavoro (Medialabor srl) e Formazione adulti e Imprese (Centro Don Calabria)

Chiusura dei lavori
 Orazio Zenorini, FICIAM Veneto

Buffet preparato dalla Cooperativa Francesco d'Assisi

IL PROGETTO
 Il workshop rientra all'interno del progetto Erasmus+ EU.CAP. Il progetto ha come obiettivo generale il miglioramento dell'occupabilità di persone di meno di 50 anni con una disabilità lieve, attraverso la valorizzazione di buone pratiche e l'utilizzo di uno strumento socio-pedagogico specifico per la formazione del job coach. Il dibattito ha lo scopo da una parte di far conoscere il progetto ed i suoi risultati, dall'altra di far riflettere sulla figura del Job Coach, la sua formazione, le sue competenze e sui suoi ruoli rispetto all'ambito dell'accompagnamento al lavoro di persone con disabilità.

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The event organized by the City Hall of Cadoneghe (Padua, Italy) on the 23rd of June 2022 had been designed from the initial design of the EU.CAP project as a networking action meant to:

- ▶ Share the project's results and resources produced in terms of Training Pathway for Disability Job Coach
- ▶ Share the approach of EU.CAP to the complex issue of the work insertion for persons with slight disability in real work contexts, with the needed supports among which qualified Job Coaches
- ▶ Start a dialogue with the enterprises and the third sector representatives regarding their need to collaborate with specialized job coaches for the work insertion of persons with disabilities
- ▶ Last but not least, initiate a dialogue with the Regional authorities – represented in the event by the operation branch, Veneto Lavoro (Veneto Region) regarding the standardisation of the Job Coach as a professional profile introduces into the Regional Register of Professions

The event was organized as a Round Table/Workshop in order to promote the debate around the professional profile of the Job coach, and in particular of the Disability Job Coach – a short video with the stakeholders' opinions is available on the project's website: <http://eucap.net/>

The context was that of the Veneto Region, where the public institutions – Veneto Lavoro – the operational branch of the Region in charge with the labor issues – had released a month before the event a regional call for “Job Coaching Services for persons with Disabilities” opened to organizations which have the accreditation as “work inclusion service deliverers”. Two of the organizations present obtained the accreditation to deliver “Job Coaching Services “for disabled persons.

Therefore, the event put around the table different important stakeholders:

- ▶ Public institutions – Veneto Lavoro, SIL – Service for Work inclusion of the Local Sanitary Organization
- ▶ VET Providers – SCF and its associates
- ▶ Social Cooperatives – Castel Monte, Francesco d'Assisi
- ▶ Consortium of Social Economy Organizations - EVT
- ▶ Family members with disabled offspring
- ▶ Local enterprises - Bolzonella
- ▶ Trade Unions – CISL
- ▶ Project experts from France, Spain and Belgium
- ▶ Regional VET Network – FICIAP Veneto



MAIN CONTRIBUTIONS FROM THE STAKEHOLDERS

The hosting partner C'entro presented the Project Results, especially the structure of the Training Manual for Disability Job Coaches. The Manual raised a lot of interest among the participants and favored a vivid discussion among them.

At the end of the event C'entro made small interviews to some of the stakeholders present, asking to all of them the same question: WHICH ARE, ACCORDING TO YOU, THE MAIN COMPATENCES A DISABILITY JOB COACH SHOULD HAVE? The answers can be seen in the video that was produced after the event.



The Job Coach (Carole Consigliere)

The Job coach should be recognized as a profession and there must be rules for the recognition – she is a certified job coach by an international body, IAC - <https://certifiedcoach.org/> - in order to guarantee a specific training and know-how

We have to learn how to welcome the person and how to find alternative pathways for all, always keeping in mind the person's objectives and the objectives of the enterprise

The enterprise

The owner of the Agricultural Enterprise Cast Bolzonella, Sandra Bolzonella, spoke about successful stories of job insertion for persons with disabilities made in collaboration with the Social Cooperative Francesco d'Assisi and their

specialized job coach; she underlined the need to “give a chance” to each person and adapt the expectations to each person's characteristics and needs



We need to concentrate on the person's competences, but from our part we are supposed to discover each person's TALENT

EVT Consortium

We speak a lot about “life project” for the person with disability, and the Italian law is asking for it, but usually we see that to the person are offered only pieces of “life”, not a project that should put together all the relevant aspects: education, free time, job insertion, etc.

CISL Veneto Trade Union

In Italy we need to have more structured training pathways for the job coaches and advocate in front of the enterprises in order to make them understand the roles and the value of these professionals

In Veneto Region, but also in other regions that collect the fines from the enterprises who do not hire the requested number of persons with disabilities, this Disability Fund can be used for the elaboration of a complete professional profile for the job coach and for their training

Veneto Lavoro (Veneto Region)

The public institutions are called to create an institutional framework for sustainable work inclusion policies and projects and then put order also into the professional pathway of the (disability) job coach, a fundamental part of the virtuous inclusion chain

FICIAP Veneto (Orazio Zenorini)

As this event gathered numerous actors linked to the VET training, we can say that the VET context is the right one to welcome a training pathway for the disability job coach, it's not only the universities who should propose it

The VET centers are obliged to invest more not only in the training proposals, but also in the “work insertion services” – for disabled students, for Neet, for all kinds of disadvantaged adults (see also the National Recovery Plan on Work Insertion)



KEY MESSAGES AND RECCOMANDATIONS

- ▶ The professional profile of the Job Coach should become at least a regional one, and introduced into the regional Register of the Professions – in Italy there is confusion between the Job Coach and the Disability Manager
- ▶ The specialization in the “disability” area is fundamental in order to build successful work insertion matching for persons with disabilities
- ▶ The Italian public institutions from Veneto Region are interested to collaborate with the third sector and build a complete professional profile for the Job Coach and Disability Job Coach – starting from the EU.CAP Training Manual
- ▶ The training pathways for the Job Coaches have to be more homogeneous and more accessible, not only delivered by some universities
- ▶ The importance of the relationship with the enterprises: know the motivations that make them hire persons with disabilities
- ▶ It is important to **Certify** the competences the persons with disabilities have, but also the competences the professionals who work as job coaches already have
- ▶ The Job Coach has to be part of a wider vision/project, regarding the “work insertion into the **work environment**”, not “into the **work place**”, there’s a big difference between the two approaches
- ▶ The importance to have a common language on the job coaching, this means to act with a networking approach and build real “life projects” for these persons, with these persons

Next Steps

- ▶ **Final Dissemination Conference** – The Project Partners meet the European Institutions – Brussel, Belgium – **October 2022**



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Responsible editor:

<http://eucap.net>



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