



# E-book

2020  
ACTI-VET



**Title and acronym:** ACcess To Inclusive Vocational and Educational Training Environments (ACTI-VET)

**Project type:** KA202 – Strategic Partnerships for vocational education and Training

**Ref. no.:** 2020-1-BE01-KA202-074992

**Deliverable Number & Name:** IO1 – 5

**Responsible partner:** ABF

Versions	Issue Date	Stage	Contributor
3	2020	Final	All partners



# TABLE OF CONTENTS

- **Introduction**
- **ACTI-VET project**
- **The aim of this e-book**
- **The project testimonials**



# Introduction

## ACTI-VET Project

Following the recommendation of the European Disability Strategy 2010-2020 of the European Commission, ACTI-VET aims at providing a strategy for guaranteeing stronger access of disabled individuals to employment, thanks to the development of tailor-made educational and training pathways that respond directly to their specific needs and expectations. The quality of WBL schemes is even more relevant for people with disabilities, pushed away from the labour market because of their vulnerability. More specifically, ACTI-VET recognized that even today's disabled workers are forced to face transitions between jobs, organizations, and occupations more frequently than ever before.



ACTI-VET goal will be implemented thanks to the definition of a pathway to achieve the following objectives:

- develop the skills of trainers, mentors and job counsellors interested in the employability of vulnerable people; through skills development, in-company tutors, VET trainers and job counsellors will be able to deliver customized WBL projects for disabled people, in order to compensate for their limited work capacity.
- develop new disability Management Skills acquired through the project, including pedagogical and andragogical methods, to design and manage tailored training schemes, supporting the effective match of individual abilities, skills and needs with the constraints of different workplaces;
- design and test new activities aimed at fostering the participation in Work-Based Learning (WBL) of individuals with different basic difficulties (cognitive, psychological, linguistic, sight, hearing and motor disabilities); they will take part in the testing and will provide feedback to the entire realization of project outputs, thanks to an interactive platform that will enable them to communicate constantly their perception of the project-in-the-making.





ACTI-VET plans to achieve these results through the development of the following outputs:

- **ACTI(n)VATE Multimedia Resource**, a comprehensive multimedia product, composed of weblogs, creative contributions, video diaries and a portfolio that will provide information for the design and development of the project intellectual outputs by offering a transnational insight on the situation of WBL for individuals with disabilities, outlining a number of good practices that could provide a reference point; the video materials will be realized by disabled individuals, providing their ideas and insights concerning the main barriers that make employability difficult for them and what could be a strategy to overcome them;
- **MY COACH – Research and Curriculum Programme** for pro-inclusion in-company coaches, a standardized training pathway for in-company coaches which will provide them with a set of skills to interact appropriately with disabled apprentices (eg: preparing learners for an on-the-job experience, keeping them motivated, implement effective accessibility, compensation or replacement strategies) and “training and employment organizations”(eg: ensuring effective cooperation to encourage integration and permanence in the workplace);
- **PARTICIPACTIN - PILOT BLENDED action programme** that will allow the implementation of a consistent piloting activity, that will involve 10 trainers and 20 individuals with disabilities in each partner country, for a total number of 60 trainers and 120 users;
- **ACTINBOOK – Handbook for the recognition and validation of informal and non-formal learning acquired in the framework of WBL schemes** by disabled people containing guidelines for the recognition and validation of informal and non-formal learning acquired in the framework of WBL schemes by disabled people. The handbook will also allow the exportability of the methodology used within the context of the project for the validation of NF/IF competences.

Furthermore, the project develops a transnational partnership involving social partners, VET/Tertiary Education providers, companies, associations promoting disabled people inclusion and job counsellors, thus contributing to promoting high-quality WBL experiences for disabled learners involving a wide European network.

### The aim of the e-Book

The purpose of the e-book is to contribute to a multimedia platform elaborated on the basis of the direct collaboration of users with disabilities. The users will have the opportunity to track their path within the ACTI-VET context and will constantly be updated by the partnership members about the general situation. Moreover, they will have the possibility of providing feedback on the work done by partners.

Interacting, expressing problems, and creating a relationship with the partnership members will become practicable actions for users with a disability thanks to participating in workshops, laboratory, interviews and creating weblogs, portfolios and video diaries. This work leads the users to get involved in the decision-making process, develop competence and skills to valorise their knowledge and be open and direct communicators. Supporting users with disabilities is possible through the contribution of creativity, which is pivotal in this process.





The construction of a dialogue is a fundamental step in the definition of this product that has a twofold aim:

- Encourage participation of people with disabilities who are beginning a WBL experience, to collect information regarding their specific needs
- Spread a culture of job guidance for people with disabilities and include them in a working context starting from the transfer of knowledge and skills
- To create awareness, among companies, about an inclusive culture for disabled workers
- Strengthen the specific skill development for the inclusion of workers with disabilities for company mentors, VET trainers and PES (public and private) coaches.

These practices represent an essential passage for the construction of a dialogue, a sense of involvement and self-awareness by project users.

## The ACT-Teams

### ABF - Belgium

In Belgium, we involved several people with different backgrounds and disabilities. Among them, we interviewed those who agreed to be interviewed and to share their stories publicly. For different reasons, many of the people involved agreed to participate in the presentation of the project but did not give us permission to be interviewed or to use their personal data. Among the interviewees, we were able to publish the experiences of Robbe (unemployed), Pascale (director of Infosourd), Elizabeth (student) Sarah (volunteer in a rehabilitation center) and Amal (freelance). They all showed interest in the project and agreed to be involved in the activities. We collected their experiences, the problems of everyday life as well as the problems they face daily in the workplace, the difficulties of finding or finding again (for those who have lost their jobs) a job compatible with their status and logistical problems. We also collected their hopes and advice which will be useful in the preparation and definition of the MYCOACH course.

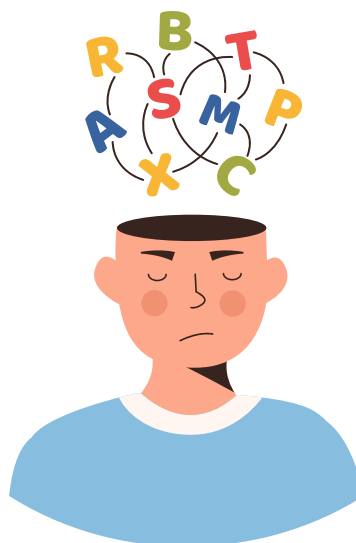


## TREVOL – Spain

In Spain, Projecte TREVOL works with 180 people with mental and physical disabilities. We normally make workshops to train them in the field related to searching for new jobs, creating a Curriculum, etc. On this occasion, we chose 15 people whom we know could give us feedback on the questions of the ACTIVET workshop, some of them with difficulties, but everybody participated sharing their concerns about having the possibility of working. The event was divided into two main aspects: barriers and opportunities, and work experiences.

We also wanted to mix people who have experience in the job market, who has been working in several companies and who told us about their difficulties and ways of improving, and others who have been trying but don't have experience. Each of the participants presented their work experience. Types of contracts, duration, reasons for termination of contract, difficulties, and learning.

For the interviews, we chose three people with mental disabilities but with the possibility of sharing in a clear way about their feelings, concerns and difficulties of their actual job and why is important to participate in a project like ACTIVET. They consider that without the co-workers, or job coach, who was involved in the whole process, it would have been much more difficult.



## Novamente - Portugal

In Portugal, NOVAMENTE works mainly with people with traumatic brain injury (TBI) / acquired brain damage.



One of the activities developed at the association is peer groups, with unemployed people, professionally active or in process of looking for better employment possibilities. In these sessions the most different themes are discussed, support between participants and moderators, and sharing of experiences, to move them towards a more engaged life. In the participants of these groups, we can find different employability perspectives and experiences, which are important for the outcome of the project.

The ACTIVET project was presented to the participants of these 2 groups during the online sessions, as well as the purpose of NAT and the invitation to be part of it. In total, 22 participants (almost 100% of the group) were extremely interested and enthusiastic about being part of National ACTeams. The group was then composed of 14 men with disabilities and 8 women with disabilities, and it was decided to go beyond the 15 elements initially defined due to possible dropouts during the process.



During the IO1 workshops, there was a wide range of experiences and shared stories that were useful for this project, as well as a very good experience for acquired brain damage. The process of selecting 3 participants for the interview went through introducing this activity to the elements of NAT, during the workshops "Who's Training Who?", and asking who would be interested in talking a little about their experiences in an online interview. Some elements were shown to be available, but the selection was made based on hourly or resource availability, and 3 women with TBI were interviewed - Carla França, Carla Alvim and Raquel Patrício.

## **Viva Femina - Poland**

In Poland, we have informed our volunteers with disabilities about the project activities and contacted other organizations working with people with disabilities and their insertion into the labour market in order to choose 15 individuals with disabilities and form ACTeams. Finally, we have chosen 10 women with disabilities and 5 men with disabilities who are our volunteers, professionally active or in process of looking for better employment possibilities and express willingness to be active during the whole project duration and after its end. Additionally, our members of ACTeams can serve as good examples to other people with disabilities.

For the video, we have chosen 3 people with disabilities: 2 women and 1 man. All 3 of them are with physical disabilities and with different stories that other people with disabilities can relate to. Ewa Grad lives in a small town near Rzeszów, worked for many years in catering and now is looking for new employment, she participated in our EU projects, seminars, and conferences. Janina Rębisz lives in a village and is working in the Polish Organization of Employers of People with Disabilities as responsible for the training of employers and HR managers, and providing supported employment for clients with disabilities. Janina, a woman with disabilities herself and working with this target group has extensive knowledge and experience in this field.

Djerzy Styś is disabled since birth, and despite his disabilities is very independent and hard-working. He is always very willing to share his story and be a motivation for others.

## **ERIFO - Italy**

In Italy, we got in touch with the organization for disabled persons, Capodarco Community of Rome and we organized a workshop, selecting 16 participants. The chosen participants are included in the PFI Courses (Individualized Training Paths) addressed to young disabled people who have fulfilled their compulsory schooling or finished high school. The boys and girls who participated in this first workshop have a moderate (mostly psychic) disability. Participants' age is between 22 and 30 y/o. All participants have been on an internship for no less than one year (it varies from 1 year to 10 years). Most participants have carried/are carrying out an internship experience in public institutions (INPS, ISS, National Library, INAIL, Ministry of Infrastructures) or private companies (supermarkets, graphic companies etc); a minority of participants reported that they worked in the black market. During the meetings of the workshops, every participant contributed with opinions and insights: in particular, we focused on difficulties faced in their workplace/internship and positive experiences.



## **D-r Vasil Beron - Bulgaria**

In Bulgaria, we have made contacts with organisations of disabled persons as well as with young people with disabilities (mental or physical) who graduated from the Vocational School of Tourism. Among the people who showed interest in the project, we selected 15 participants. We conducted and filmed video interviews with two of them. One of the participants is Daniel Yordanov, who graduated from our high school with a degree in the restaurant business. Daniel is dyslexic.

After graduating he started working as a kitchen assistant. He performs all the tasks assigned to him for the position with enthusiasm and responsibility. Daniel shares that the colleagues he works with support and help him. The second participant in the video interviews is Veneta Bardarova. She has general health problems. Veneta works on programs provided by the Labor Office. They both are from Veliko Tarnovo.

## **The "Who's Training Who" workshops**



The ***Who's Training Who Workshops*** served as an initial contact point between the project and the future beneficiaries of ACTI-VET. Two-day events were held in Bulgaria, Portugal, Italy and Spain, while in Poland the event was held through telephone calls, as the COVID-19 restrictions made it impossible for the Polish partners to meet with their participants.

Although all workshops used the same structure, previously agreed upon by the consortium, and established in the Workshop Guidelines, depending on the country and the way that the workshop was carried out, some differences were seen. However, all workshops included as an initial point an explanation of the project; in fact, this first workshop was planned as a contact point between the potential participants and the future activities to be carried out in ACTI-VET. Additionally, in Italy participants discussed the benefits they see in the project, and how they are going to make the most out of it.

All participants in the workshops took some time to explain their professional experiences, which led to different topics of discussion depending on the country. Bulgaria and Spain had a debate on the importance of having previous experience through internships to generate an image that encourages a sense of trust among potential employers. In Portugal, participants opened up about their fears when looking for a job, such as being unable to accomplish a task, while in Poland it was discussed the barriers that disabled people face when looking for a job. Also in Portugal, Italy and Spain, participants discussed their positive skills and the things that make them good employees.



Another interesting part of the workshop that some countries held, such as Spain and Italy, was the creation of an adequate CV. This part of the workshop also promoted the talk about how different projects and organizations can help disabled groups find a job. In Spain, it was discussed the work of associations, while in Bulgaria different projects were presented. In both cases, the main conclusion from participants was that, without external help like this, it would be almost impossible for disabled people to find a job.

To finalize this summary of the workshops, some interesting views from the participants on how the job market works for disabled people included:

- Barriers: a series of barriers were found among the different workshops, including:

- Architectural and transport barriers, and availability of personal assistance.
- Communication problems.
- Level of education.
- Occupational segregation.
- The role of the family of a person with a disability.
- Low ICT skills, and lack of access to the Internet and technological equipment.
- Shortage of finances for equipping workplaces.

- All attendees agreed that having access to paid work is a powerful means of increasing personal autonomy.

- Many participants feared they would not succeed in a certain job or that their families would not believe in their possibility of employability.

- Participants underlined the role of superiors and colleagues in helping them overcome and manage the most challenging moments by listening to the trainees' problems during the traineeship. Conflicts with colleagues were mentioned, although no one reported they experienced discrimination because of their disability in the workplace.

- Participants carried out a reflection on how to access the labour market. What tools are available to be able to apply for a job and keep it?

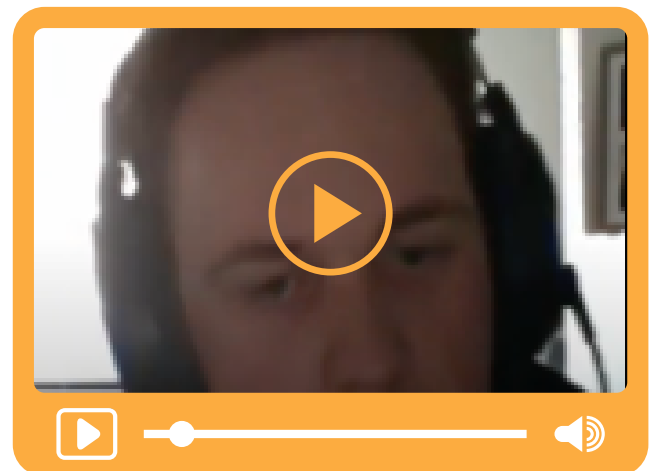
- Participants believe they need to feel useful and valuable, to create an identity and gain self-confidence, as a way to find a job.

# ACTteams member profile

Name: Robbe Mertens  
City: Bruxelles  
Current Job: Unemployed

Robbe tells us about her handicap, her education and professional experiences and what difficulties she has encountered in her working environment because of her handicap and what her expectations are regarding his future.

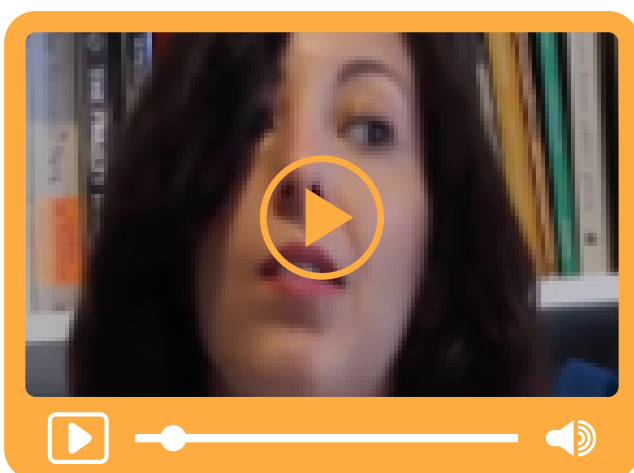
Check his story [here](#).



Name: Bouhfas Amal  
City: Bruxelles  
Current Job: Freelance

Amal tells us about her handicap, her education and professional experiences and what difficulties she has encountered in her working environment because of her handicap and what her expectations are regarding his future.

Check her story [here](#).







Name: Sarah Limet  
City: Bruxelles  
Current Job: Volunteer in a rehabilitation centre

Sarah tells us about her handicap, her education and professional experiences and what difficulties she has encountered in her working environment because of her handicap and what her expectations are regarding his future.

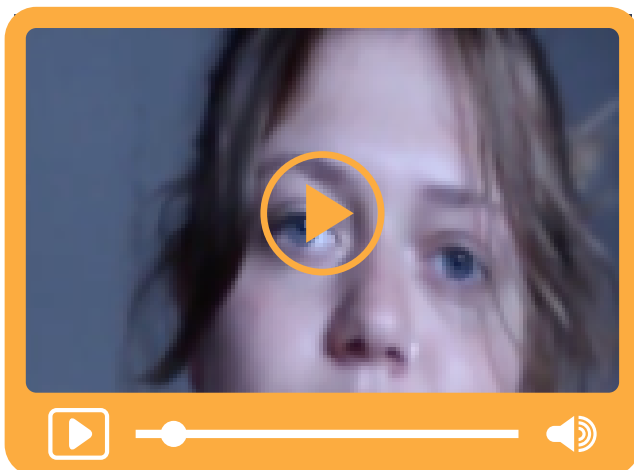
Check her story [here](#).



Name: Galouzine Elisabeth  
City: Bruxelles  
Current Job: Student

Elisabeth tells us about her handicap, her education and professional experiences and what difficulties she has encountered in her working environment because of her handicap and what her expectations are regarding his future.

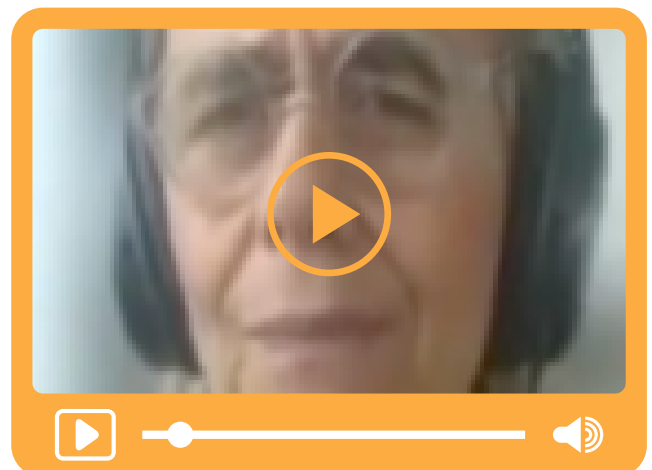
Check her story [here](#).



Name: Pascale Van der Belen  
City: Bruxelles  
Current Job: Directrice Infosourd

Pascale tells us about her handicap, her education and professional experiences and what difficulties she has encountered in her working environment because of her handicap, and what her expectations are regarding his future.

Check her story [here](#).





Name: Chiara Petracca  
City: Rome  
Current Job: Trainee at National Social Insurance Agency (INPS)

Receiving positive feedback by most of in-company tutors represented a fundamental aspect of the traineeship for Chiara, "I felt appreciated for what I did"

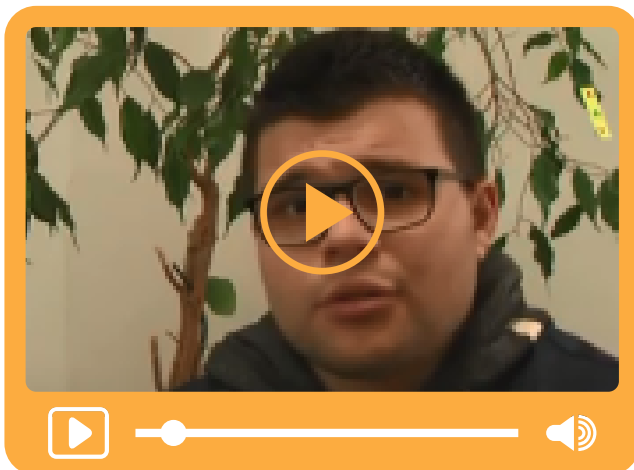
Check her story [here](#).



Name: Lorenzo Pistone  
City: Rome  
Current Job: Trainee at the National Library of Castro Pretorio

The traineeship was a great opportunity to learn a job for Lorenzo and also improve his interpersonal skills.

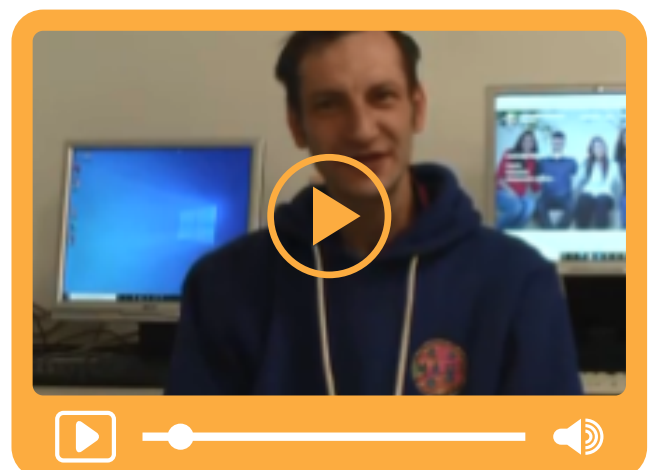
Check his story [here](#).



Name: Fabrizio Di Caterini  
City: Rome  
Current Job: Restaurant trainee

If the person receives support by colleagues, the integration and the completion of tasks are easier.

Check his story [here](#).

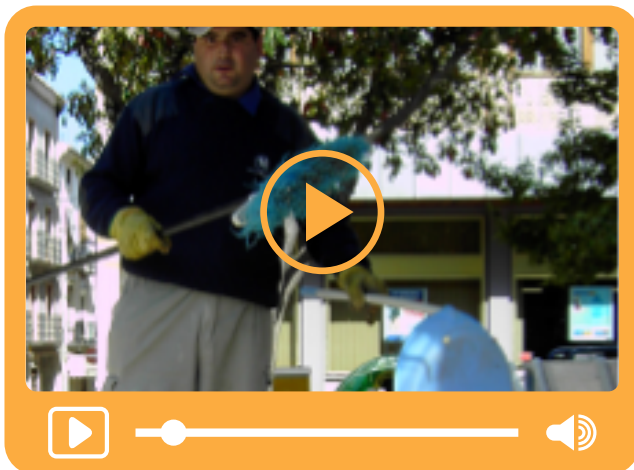




Name: Alejandro Ferrándiz Francés  
City: Fontanars dels Alforins  
Current Job: Telecentre/Library Worker

The project can help to recognize that the jobs proposed to me can be done like anyone with no disability.

Check his story [here](#).



Name: José Luis Úbeda Úbeda  
City: Ontinyent  
Current Job: Garden Cleaner

ACTIVET will support organizations like Trèvol in order to find employment.

Check his story [here](#).



Name: María José Margarit García  
City: Quatretonda  
Current Job: School Janitor

I hope that projects like ACTIVET will help to find work just like a person without a disability.

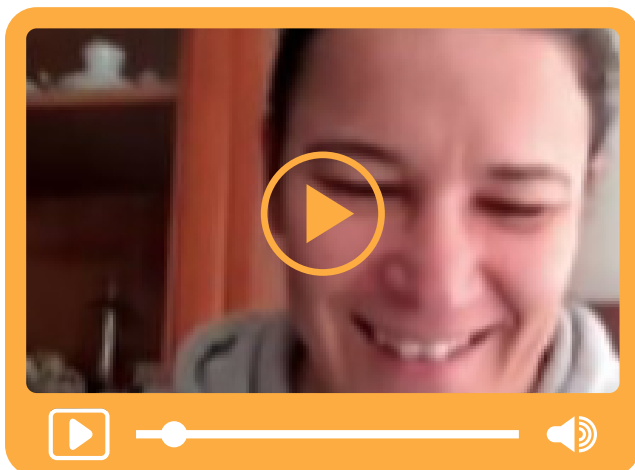
Check her story [here](#).



Name: Carla Alvim  
City: Oeiras, Lisboa  
Current Job: (now unemployed) Escola Superior Infante D. Henrique (Politecnic Institute) as public relations responsible.

It is a very welcome project for everyone, and not just for people with disabilities. I hope to learn more and overcome more things with this project.

Check her story [here](#).



Name: Carla França  
City: Faro, Algarve  
Current Job: librarian at the Municipality of Faro

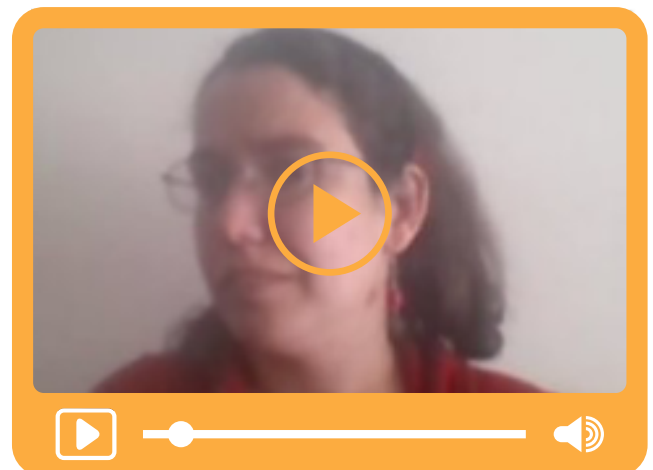
It is an important project because it makes companies see that we are as or more capable than people without limitations. And that will help me a lot.

Check her story [here](#).

Name: Raquel Patrício  
City: Oeiras, Lisboa  
Current Job: Collaborator in an archive

The project has a lot of potential, but it will take some years to show results. It helped me to see that there are people who are concerned about these issues and who are fighting for greater justice.

Check her story [here](#).



Name: EWA GRAD  
City: ŁAŃCUT  
Current Job: LOOKING FOR EMPLOYMENT IN  
CATERING

I have learned to appreciate life and enjoy every moment. At work, I met many people who suffered from mental illnesses or multiple sclerosis, and yet showed a great will to live. With such serious illnesses, my illness did not seem so terrible anymore. In addition, I expanded my skills, and working with people taught me how to solve controversial issues and made it easier to make friends.

Check her story [here](#).



Name: JANINA RĘBISZ  
City: LUTORYŻ  
Current Job: Organization of trainings for employers in Polish Organization of Employers of People with Disabilities

As a disabled person, I feel best when I work for other people with disabilities. Although I am already retired, I am still professionally active and I am constantly learning.

Check her story [here](#).

Name: JERZY STYŚ  
City: HUSÓW  
Current Job: Security worker/ Artist Painter

I consider myself an entrepreneurial person who is doing great in life and on the job market. Rehabilitation for me was my strong will and what I achieved for myself.

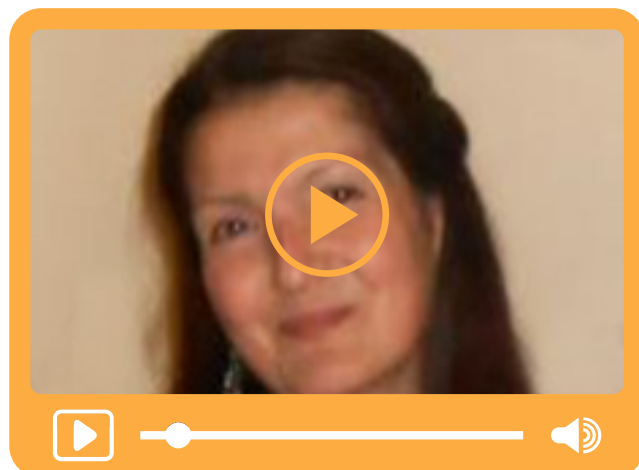
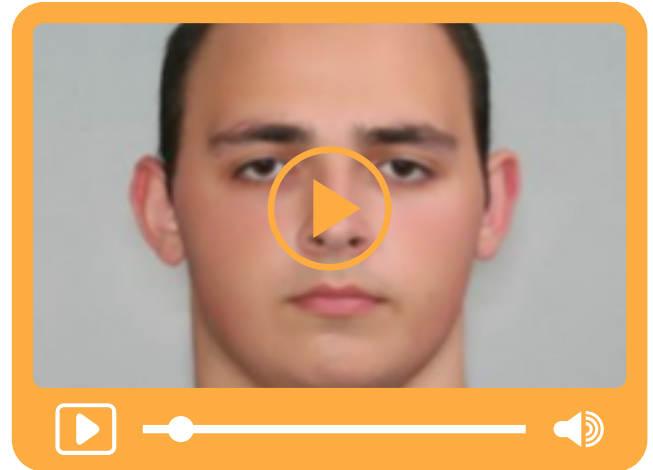
Check his story [here](#).



Name: Daniel Jordanov  
City: Veliko Tarnovo, Bulgaria  
Current Job: Kitchen assistant

I work with very nice people. We support each other every day. We are a very good team.

Check his story [here](#).



Name: Veneta Bardarova  
City: Veliko Tarnovo, Bulgaria  
Current Job: works in a kindergarten

People with disabilities' voice should be heard. They know best what is bothering them and what they need, what actions should be taken. Problems should not be solved only administratively without the participation of people with disabilities. I hope that in the future, the word of opinion should be given to people with disabilities and, together with their experience and the people involved in the process, for improving the situation and the work of these people.

Check her story [here](#).