



Project concept, expected Intellectual
outputs (IO) and work plan

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Introduction:

- ▶ Start: 01 September 2014
- ▶ End: 30 August 2017
- ▶ Duration: 36 months
- ▶ Partners:
 - ▶ ZGURA-M Ltd. , Bulgaria, Project Coordinator
 - ▶ National Agency for Vocational Education and Training, Bulgaria
 - ▶ National Federation of Employers of Disabled People, Bulgaria
 - ▶ INTERPROJECTS Ltd., Bulgaria
 - ▶ Jugend am Werk Steiermark GmbH, Austria
 - ▶ Uluslarasi Bilim, Inovasyon, Teknoloji ve Egitimi Destekleme Dernegi, Turkey
 - ▶ Fundación Pascual Tomás



Policy support

- ▶ Supports the European Disability Strategy (EDS) 2010 - 2020, "A Renewed Commitment to a Barrier-Free Europe", (European Commission, Brussels Nov. 2010);
- ▶ ET2020 and Europe 2020 related to the improvement of the People's employability, promotion of People empowerment and active participation;
- ▶ Supports the annual priority related to the increase employability of the EU Commission (Official Journal of the European Union, C 72/5 from 12/03/2013);
- ▶ Council of Ministers adopted new action plan (2013-2018) for people with disabilities, aiming to develop a policy on employment that is more suitable for people with disabilities;
- ▶ The European Union of Supported Employment in 2013 Annual report.



Which gaps the project covers:

- ▶ Bulgaria and Spain both have existing instruments for the education and training of people with disabilities but are also lacking an innovative concept for the labour market integration of the target group in the intervention between VET and the labour market.
- ▶ No methods or concepts are currently in place to connect the vocational education and the labour market for people with disabilities in Turkey.
- ▶ The need of methodology and system for recognition, validation and certification of the skills of the SE providers.
- ▶ An accredited standards to be initiated by national institutions (e.g. NAVET) based on the changes in the respectful national legislation.
- ▶ Fostering capacity-building for SE providers in order to contribute to civil society development while promoting the cooperation and the exchange of experience and good practice in the field of VET education and quality assurance (by EQAVET system).



What is new?

- ▶ The need for implementation and policy inclusion of the Supported employment approach in Bulgaria and Turkey
- ▶ The need to increase the quality of the SE services existing in Austria and in Spain
- ▶ A dedicated training programme based on real identified needs from the previous T-EST project and further research planned in intellectual output 1.
- ▶ A quality assurance and recognition/validation tool (declaration of competencies) is still not existing as an officially accredited on EU level

Expected impact:

- ▶ The impact of the project reflects to the labour market engagement and work towards removing unemployed people from incapacity benefits, state or charitable support, enabling full workplace inclusion and career enhancement.
- ▶ The long term impact of the project will increase the employment rates of PwD who are currently inactive in the labour market and have low or no work experience or vocational training. This will lead to greater independence and financial security, allowing them to become fully active members of society in general and ultimately to an improved economy.
- ▶ From other hand the SE providers will have the ability after official accreditation to increase the opportunities for their sustainable employment by providing this very innovative expertise which does not exist both on National and EU levels.



Expected results (during the project):

- ▶ to develop EQAVET system for recognition, validation and accreditation of their knowledge, skills and competencies of the Supported employment (SE) providers.
- ▶ to produce learning outcomes in connection with the dedicated unique ECVET training programme to cover: disability awareness; acquisition of key & transversal competencies; application of interactive technologies and methods in coaching process; mainstreaming and digital technologies usage by PwD; Supported employment basis; Career guidance and labour market methods.
- ▶ to address specifically pre-employment preparation for unemployed PwD which is missing point of the current existing SE trainings.
- ▶ to accreditate COACH@WORK VET programme will be accredited by the national body (NAVET) which will happened for the first time in Europe in that field.
- ▶ to organise piloting implementation phase as well as will establish a network between organisations that will complete a memorandum of understanding for the further exploitation of the project outputs.
- ▶ to support acquisition of key and transversal competencies by SE providers into new context and countries.

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- ▶ to support acquisition of key and transversal competencies by SE providers into new context and countries.
- ▶ to pilot the COACH@WORK system and VET training course with at least 140 SE providers in Europe.



Expected results (on its completion):

- ▶ to support establishment of a clear legal framework for national inclusion of the Supported employment around the member and non-member states (Turkey).
- ▶ to foster transnational mobility of VET learners (through dedicated blended mobility learning activities).
- ▶ to strengthen dissemination/exploitation networks of key stakeholders to inform policy & practice and maximise exploitation of our products & sustainability of the project outputs, its partnership & networks after the project lifetime.
- ▶ to run seminars & workshops in each partner country to gather & utilise expert input from each stakeholder to inform product content, quality & attractiveness & to increase project impact & exploitation & sustainability potential.
- ▶ to fosters social cohesion and social inclusion to develop solidarity by SE activities which will increase peoples' tolerance towards disadvantaged groups in society and help reduce racism and prejudice



Expected results (on its completion):

- ▶ to increase the level of Corporate Social Responsibility where both the private and public sector can play an important role in promoting SE activities.
- ▶ to increase labour market relevance of learning provision and qualifications and reinforcing links between VET training with the world of work.
- ▶ to improve the capacities of partners organisations active in the fields of SE VET training provision, notably in the areas of strategic development, organisational management, leadership, quality of learning provision, internationalisation, equity and inclusion,
- ▶ qualitative and targeted activities for specific groups (disabled people).
- ▶ to increase participation in learning and employability by developing quality career guidance, counselling and support services;
- ▶ As a whole general results the COACH@WORK project will facilitate the validation of non-formal and informal learning and its permeability with formal education pathways which is a priority of the annual Work Programme adopted by the EU Commission.



IO -1 Consolidated survey findings

- ▶ This report will comprise a quantitative and qualitative analysis of the national findings related to SE providers training needs and gaps in recognition and assessment of their competencies, individual needs of obtaining them, relevant methodologies and pedagogical approaches in terms of SE provision etc.
- ▶ In addition a comparative version in English will be produced to describe and compare the national particularities and similarities of the needs.
- ▶ This will be a first public report that will be widely disseminated to stakeholders, in order also to gather additional feedback. On that basis will be designed the logical framework for the development of EQAVET system.



IO -1 Consolidated survey findings

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Media: Text file, Book

Activities:

- ▶ O1-A1 Organisation user requirements analysis in all partner countries (Jugend am Werk Steiermark - **be ready by 01.11.2014**)
- ▶ O1-A2 Design of the questionnaires for the survey (National Federation of Employers of Disabled People) - **be ready by 28.11.2014**
 - ▶ Development of a Questionnaire for SE providers - responsible P5 Jugend am Werk
 - ▶ Development of a Questionnaire for VET centres - responsible P1 ZGURA-M
 - ▶ Development of a Questionnaire for Employers - responsible P3 NFRI
 - ▶ Development of a Questionnaire for Policy Makers - responsible P4 INTERPROJECTS
 - ▶ Development of a Questionnaire for NGOs - responsible P6 UBITED
 - ▶ Development of a Questionnaire for Governmental bodies - responsible P2 NAVET
- ▶ O1-A3 Interviews/focus groups with at least 50 interviews (per partner) with representatives from the SE providers, VET centres, NGOs, Policy makers and Governmental bodies (ZGURA-M) - **01.12.2014 - 27.02.2015**
- ▶ O1-A4 Consolidation findings and identification country specific aspects (National Agency for Vocational Education and Training) - **02.03.2015 - 30.04.2015**
- ▶ O1-A5 Distribution of the national and consolidated reports to all beneficiaries and gatekeepers on National and European level (INTERPROJECTS) - **01.05.2015 - 31.12.2015**



IO-2: EQAVET system for recognition, validation and certification of SE providers

- ▶ The EQAVET system will enable recognition, monitoring and validation of competencies acquired by SE providers during their VET training and practice of implementation of Supported employment service.
- ▶ This tool could be used also by external bodies (VET centres, VET training providers, Third sector organisations, Employers etc.) for a “third part” monitoring of the acquired competencies.
- ▶ This system enables the delivering of a Declaration of the competencies acquired during the SE service.
- ▶ Each phase will have its own objectives, involved actors, supporting tools, timings and modality, length and outputs.



IO-2: EQAVET system for recognition, validation and certification of SE providers

- ▶ **1st ASSESSMENT** (detection of SE provider on entrance and emphasis on:
 - ▶ general data for the person;
 - ▶ her/his training experience;
 - ▶ his/her working experience;
 - ▶ gathering expectations regarding SE service;
 - ▶ perception of his/her perseverance;
 - ▶ the way of he/she face challenges;
 - ▶ the way of his/her elaboration of information;
 - ▶ inclinations and personal characteristics;



IO-2: EQAVET system for recognition, validation and certification of SE providers

- ▶ 2nd ASSESSMENT includes the same topics as in the previous, but it should be produced at the end of the VET training process where a steps for future activities will be also defined:
 - ▶ physical and human environment;
 - ▶ availability of free time;
 - ▶ flexibility;
 - ▶ creativity;
 - ▶ absence of repetition;
 - ▶ Independence;
 - ▶ leadership;
 - ▶ level of possible income;
 - ▶ social prestige;
 - ▶ social benefits;



IO-2: EQAVET system for recognition, validation and certification of SE providers

- ▶ **CERTIFICATION OF COMPETENCIES** – At the end of the process this tool will elaborate the data inserted, reckoning the exact answers given and transforming the results into synthetic assessment about the capabilities and the attitudes owned by the SE provider (in entrance and in exit) and the progresses made (gaps).
- ▶ It consist of:
 - ▶ reasoning capability;
 - ▶ capability to use words properly;
 - ▶ capability to interpret passages;
 - ▶ perception of own perseverance;
 - ▶ capability to face challenges;
 - ▶ capability to process information in a creative/flexible way;
 - ▶ professionals attitudes per SE sector: business, editorial, medico-social, administrative, information etc.)
- ▶ The system will follows the guidelines of the EQAVET as well as based on predefined indicators as published: <http://www.eqavet.eu/gns/policy-context/european-quality-assurance-reference-framework/indicators.aspx>



IO-2: EQAVET system for recognition, validation and certification of SE providers

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Activities:
 - ▶ O2-A1 Preparation - Jugend am Werk – June – September 2015
 - ▶ O2-A2 Logical framework of the COACH@WORK EQAVET system - ZGURA-M Ltd. – September 2015 – June 2016
 - ▶ O2-A3 Translation / Implementation – Interprojects – June 2016 – July 2016
 - ▶ O2-A4 Follow-up / Piloting – NFRI - September 2016 – July 2017
 - ▶ O2-A5 Dissemination – Interprojects - July 2016 – August 2017
 - ▶ O2-A6 Seeking accreditation - NAVET – May 2016 – August 2017
 - ▶ O2-A7 Online realisation – Interprojects – May – August 2017

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IO-3: Instructions Guide for the system of competencies monitoring in the SE service

- ▶ This guide will be used as instructional material to the SE providers, VET Centres, VET providers, NGOs, Employers, Governmental bodies and Policy makers who provide Supported Employment (SE) services and it shows how to implement the monitoring of competencies acquired by the SE providers during the SE service.
- ▶ This guide could be used also by external bodies of the project consortium who would like to use the enhanced system during and beyond project lifetime.



IO-3: Instructions Guide for the system of competencies monitoring in the SE service

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Media: Book
- ▶ Activities:
 - ▶ O3-A1 Preparation - Jugend am Werk – **November 2015 – February 2016**
 - ▶ O3-A2 Implementation - UBITED – **March 2016 – April 2016**
 - ▶ O3-A3 Piloting phase and production of final version - Fundación Pascual Tomás – **May 2016 – July 2016**
 - ▶ O3-A4 Dissemination - NFRI – **May 2016 – August 2017**



IO-4 COACH@WORK VET training programme for Supported Employment (SE) providers

- ▶ Based on the 1st Assessment of the skills, knowledge and competencies by the COACH@WORK system (as it was explained in detail in above about O2) there will be need for covering training gaps of current SE providers.
- ▶ From the other hand this product will be the main training course for those people who would like to become SE providers.
- ▶ This is a very important product especially for the countries like Bulgaria and Turkey where SE will be piloted for the first time.
- ▶ Following the recommendations of the European Union for Supported employment as well as the reports mentioned in Section "Rationale" of this

IO-4 COACH@WORK VET training programme for Supported Employment (SE) providers

- ▶ M1 Disability awareness
- ▶ M2 Acquisition of key and transversal competencies
- ▶ M3 Practical application of interactive existing technologies and methods in the coaching process - games, ICT, Social media
- ▶ M4 Mainstreaming and digital technologies as support to the education, employment and well-being of people with disabilities
- ▶ M5 Supported employment basis - the 5 steps process (by using the SE toolkit from previous T-EST project - copyrighters: Jugend am Werk and Zgura-M)
- ▶ M6 Pre-employment agenda
- ▶ M7 Career guidance - labour market methods
- ▶ M8 Implementation and Networking

The VET programme will follow the ECVET principles for the recognition and validation of the learning outcomes.



IO-4 COACH@WORK VET training programme for Supported Employment (SE) providers

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Media: Book, Internet
- ▶ Activities:
 - ▶ O4-A1 Development of COACH@WORK curriculum - Jugend am Werk Steiermark - **May 2015 - August 2015**
 - ▶ O4-A2 Development of learning units - ZGURA-M - **September 2015 - May 2016:**
 - M1 Disability awareness - lead by **ZGURA-M**
 - M2 Acquisition of key and transversal competencies - lead by **FPT**
 - M3 Practical application of interactive existing technologies and methods in the coaching process - games, ICT, Social media - lead by **ZGURA-M and INTERPROJECTS**
 - M4 Mainstreaming and digital technologies as support to the education, employment and well-being of people with disabilities - lead by **NFRI**
 - M5 Supported employment basis - the 5 steps process (by using the SE toolkit from previous T-EST project - **Jugend am Werk**
 - M6 Pre-employment agenda - lead by **INTERPROJECTS**
 - M7 Career guidance - labour market methods - lead by **UBITED**
 - M8 Implementation and Networking - lead by **NAVET**



IO-4 COACH@WORK VET training programme for Supported Employment (SE) providers

▶ Activities:

- ▶ O4-A3 Translation – All partners – **June 2016 – August 2016**
- ▶ O4-A4 Piloting trainings (testing phase) – **September 2016 – July 2017**
- ▶ O4-A5 Dissemination – INTERPROJECTS – **May 2016 – August 2017**
- ▶ O4-A6 Final version production on paper and online uploading – NAVET – **July – August 2017**
- ▶ O4-A7 Seeking accreditation in Bulgaria, Austria, Turkey and Spain – NAVET and all partners – **May 2016 – August 2017**



IO-5 Usability report

- ▶ Evaluation Planning will be to produce a Usability Evaluation Summary, where the primary goals of COACH@WORK (such as usability & accessibility of the outputs, effectiveness of the EQAVET system, learning outcomes of the VET programme and its 8 units for SE providers) will present the evaluation methods chosen suitable to assessing:
 - ▶ the achievement of these goals such as structured observation for engagement;
 - ▶ co-discovery methods to build confidence in the testing population in their ability to provide meaningful feedback;
 - ▶ and post immersion interviews to assess effectiveness.
- ▶ The report also will include a thorough recommendations for the implementation of the Supported employment as service in Bulgaria and Turkey as well as conclusions for the improvements of the existing services in Austria and Spain.



IO-5 Usability report

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Media: Text
- ▶ Activities:
 - ▶ O5-A1 Design of evaluation questionnaires (for SE providers and VET institutions) – FPT – **January 2017 – July 2017**
 - ▶ O5-A2 Design of the report – FPT - **July 2017- August 2017**
 - ▶ O5-A3 Dissemination – NAVET - **August 2017**
 - ▶ O5-A4 Exploitation activities on policy level - NFRI – **August 2017**



IO-6 Project website & e-learning platform

- ▶ The accessible multilingual website of the project, operated under the open source WordPress CMS.
- ▶ The website will also be hosting all project outcomes, and also all public deliverables, as well as give access to the training platform which will also be set up at the very beginning of the project.
- ▶ Apart of the website will be develop environment which will be used for **internal project communication**.
- ▶ The website will be available in all partner languages and will be updated on a regular basis. Where possible, supportive videos will be embedded in the website.
- ▶ The accessible multilingual e-platform, operated under the open source WordPress CMS, will be functional at the end of the 16th month.
- ▶ All accessibility actions followed by WCAG 2.0 and should be SCORM compliant.
- ▶ The e-platform will host the EQAVET system and SE VET programme with all 8 units in all languages as well as all public deliverables.



IO-6 Project website & e-learning platform

- ▶ Languages: English, Bulgarian, German, Spanish, Turkish
- ▶ Media: website, Facebook, Internet, Social media
- ▶ Activities:
 - ▶ O6-A1 Design and content specification (ZGURA-M) - **by end of November 2014**
 - ▶ O6-A2 Uploading the initial content of the project website (INTERPROJECTS, All partners) - **December 2014 - January 2015**
 - ▶ O6-A3 Launching and uploading the content on the e-learning platform (ZGURA-M) - **December 2014 - August 2016**
 - ▶ O6-A4 Maintenance, Usability and Accessibility(INTERPROJECTS) - **January 2016 - August 2017**
 - ▶ O6-A5 Dissemination of the website and e-learning platform. Social media promotion (Jugend am Werk) - **December 2014 - August 2017**
 - ▶ O6-A6 Community Experience Evaluation (UBITED) - **December 2014 - August 2017**
 - ▶ O6-A7 Final uploading of all project public deliverables (ZGURA-M) - **July - August 2017**



Multiplier Events - Final EU Conference in Bulgaria

- ▶ The final project conference will be organised by the Coordinator (P1) in cooperation with P2 and P3 in coincidence with the last project meeting in Bulgaria.
- ▶ The capital of Bulgaria, Sofia will be chosen to attract a maximum number of stakeholders and especially policy makers to ensure full exposure of COACH@WORK products, thus also supporting its potential exploitation.
- ▶ The conference will be held in English as the audience will be from all over Europe but also from Bulgaria.
- ▶ A minimum of 120 local and 20 international key representatives from COACH@WORK's targeted stakeholders are expected to attend.
 - ▶ B1 - Preparation - ZGURA-M - **January 2017 - July 2017**
 - ▶ B2 - Realisation - NAVET - **(to select a date between 1-17 July 2017)**
 - ▶ B3 - Conference feedback form - NFRI - **June 2017**
 - ▶ B4 - Online dissemination - Interprojects - **July 2017**
 - ▶ B5 - Conference proceedings - ZGURA-M - **August 2017**



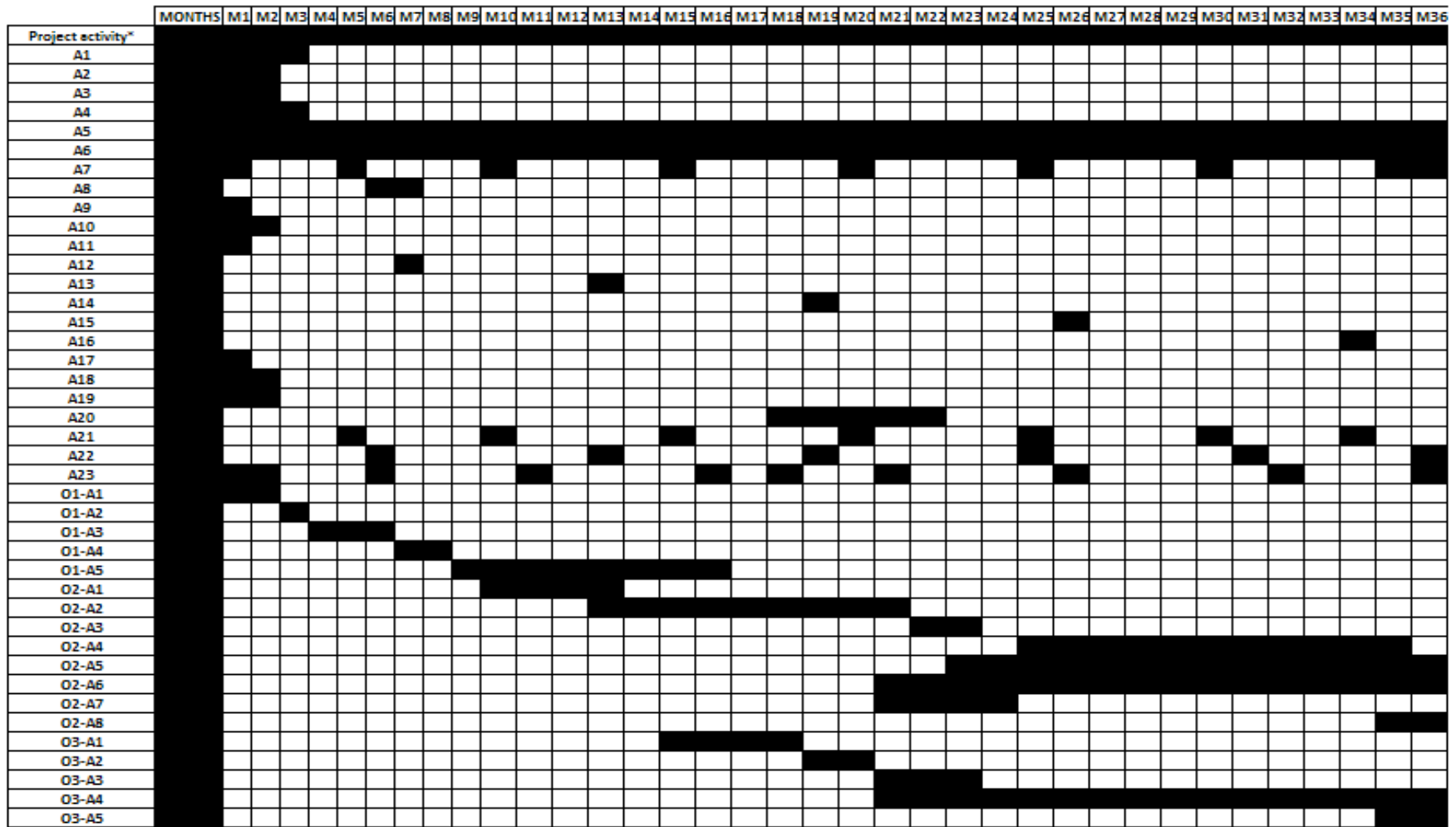
Blended learning mobilities

- ▶ Apart of fourth, fifth and final transnational meetings a Study visits (lasting 5 days including arrival and departure) of exchange practices and learning will be organised.
- ▶ Each partner (according to their planned budgets) to bring at least 3 SE providers (**different people for every mobility is compulsory**).
- ▶ The study visits will be crucial to get users' feedback during the development of the COACH@WORK products which will ensure user involvement and participatory design (that products will meet their needs).
- ▶ The core aim of those visits will be gathering a feedback and exchange of good practice models in Supported Employment.
- ▶ The visits are planned three times for the project duration in connection with the production of concrete project deliverables.
- ▶ Each participant will be selected based on predefined criteria by each partners' organisation.
- ▶ The 3rd visit will be in coincidence with the Final Conference in Bulgaria where each of them is expected also to share their experience during the Piloting phase of the project.
- ▶ Each participant needs to have and Europass CV and language passport while their learning activities will be referred to the ECVET recognition of learning outcomes certificate.



GANTT Chart (attached to the application form)

PROJECT TIMETABLE



The end...

▶ **THANK YOU FOR YOUR
ATTENTION!**

▶ **QUESTIONS?**