

SHARE

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Secrétaire

Lituanie	Asmenų su klausos negalia integravimas į darbo rinką	LT-7
PDD impliqués		
Belgique (fr & de)	FAME FORMATION ADAPTATION MAINTIEN EMPLOYABILITE	BEfr-61
République Tchèque	Tyfloemploy	CZ-25
France	EMPLOI DE TH EN FIN DE CARRIERE	FR-REU-2004-42541
Italie	P.A.O.L.A.-Prassi Avanzate per l'Occupazione ed il Lavoro Associato	IT-IT-G2-CAL-101
Lettonie	Invalīdiem draudzīgas pārmaiņas valsts likumdošanā, nodarbinātības vidē, nodokļu	LV-3

A. Raisons et Objectifs

1. Intérêts communs/méthodologie/problématique sous-jacente

Interest of the DP's consists in improving the possibilities of employability, self employment, job retention and re-integration disabled people on labour market.

The common methodology arises from the conviction that disabled people can fully exploit their employment potentials, rather than getting supported.

The main problems that have been assessed are:

1. The lack of know how on how to adapt their professional projects.
2. The lack of motivation of disabled on looking for job opportunities, keeping their jobs, and foreseeing the labour market trends.
3. The lack of networking (supporting bodies, committees, policies...), that can enhance their skills, their access to job opportunities, social integration and better opportunities.
4. The lack of job opportunities when aging become a fact.
5. The lack of access to the labour market for the disable in general and more specifically for the weak sighted people, for persons with hearing impairments and physical disabilities.

6. The need of a specific coaching device.
7. The lack of employers' interest in hiring disabled persons.
8. The existence of stereotypes and 'negative' social image.

2. Enseignements tirés des actions précédentes

Work on Equal round 1: the importance of coaching, of a continuous evaluating system to improve the project and the partnerships, to enhance self awareness of all the actors that have been in touch with the beneficiaries, the need of a strong coordination among the transnational partners. The importance of the networking. The social policies are a key factor to promote the quality of the 'social environment' and the necessity to qualify the capabilities of the policy makers and of the other actors. The importance of employers' education and the employers' self awareness about the handicapped situation before employing and integrating them. The importance of tools management for employers.

Work on Access project. Employers' experience with employing weak-sighted and blind people. Establishing regional networks for the social help of blind people. Work on Employment scheme. The importance of the continuous exchanges with employers and personnel staff.

Work on Adapt. The need of a sharing system in the partnerships. The importance of long-life-learning.

Work on Grundtvig, Socrates, Leonardo da Vinci. The need of training trainers who are also working with disabled people since they may have 'stereotypes' images. The dissemination of experiences and methodologies.

3. Objectifs communs des PDD participants

The six partners are committed to a policy of active promotion of disabled people and will address:

Changing the attitude of employers and civil servants.

'Skill-assess', 'Up-skill' and 'Re-skill' the disabled people

Flexible working arrangements and definition of 'new' jobs trades.

Analysis of systems, networking, existing methodologies, tools and experiences.

Work on the image of the disabled.

Sharing best practices and transferring methodologies and practices.

Moreover the six partners will work on a sharing basis upon the following:

- work with and on beneficiaries; that's mean that substantial efforts will be addressed towards the assessment, promotion, achievement, maintaining of skills;
- work on systems; that's mean that substantial efforts will be addressed on adopting and adapting best practices and holistic system aiming on how to leap over barriers and on how to promote disabled persons all time;

- work on mobility of beneficiaries; that's mean that the Reunion Island partner will organise a mobility programme for the beneficiaries;
- work on common products and outcomes.

4. Produits/résultats/prestations communs/complémentaires) prévus

- Methodologies on how to assess the 'social capital.
- Joint reports on the advancement of the national projects.
- Communication tools.
- Evaluation schemes.
- Recommendations.
- A compilation of different tools on training, skills assessment, promotion of the disabled.
- A video contributing to promoting the image of the disable person and promoting the self esteem of the disabled. For the specific blind persons a brochure in Braille will reflect the common production.

All the production will be available before 31ST December 2007 and will be on the web sites of each partner through specific links.

5. Valeur ajoutée sur la stratégie et résultats attendus de chaque PDD participant

- transferring of the successful methodologies and tools previously conceived by the partners;
- sharing of quantitative and qualitative data on the target groups and systems;
- understanding of the labour market rules in accordance with the disable matters, in other European countries;
- the possibility to experiment and to readjust national and local approaches and tools thanks to the contribution of the other partners;
- the discovery and the dissemination of the best practices implemented;
- common efforts in changing people's attitudes towards disabled people (work on the image).

6. Valeur ajoutée et viabilité financière d'éventuels partenaires associés

There are not associated partners at this stage.

B. Programme de travail et méthodologie

1. Activités transnationales prévues

a. Stratégie transnationale globale

Sharing the knowledge in order to create positive attitudes towards disabled persons.

b. Typologie d'activités

Activités transnationales projetées	Appréciation
Échange d'informations et d'expériences	***
Développement parallèle d'approches innovantes	***
Importation, exportation ou adoption de nouvelles approches	****
Développement conjoint	****
Échange de stagiaires/formateurs/agents	*

c. Description des activités/tâches

<i>Nom de l'activité</i>	<i>Description</i>
1. Sharing of best practices	Workshops – exchange of tools and methods – adapting and adopting of systems, methods and tools – short seminar courses
2. Joint development	Common outcomes and common sharing of knowledge
3. Exchange of people	Study tours – visits
4. Joint mainstreaming	Papers – manuals – videos – final conferences

2. Modalités de partage des informations, des résultats et des outils de travail

E-mail
Telephone
Fax
Meetings
Video conferencing
Use of existing Web sites

3. Calendrier des étapes intermédiaires, résultats et manifestations

2005

1st semester

Event 1 / Meeting for planning and organizing the workshops and the exchanging activities

Where: Paola (Calabria Region)

When: July, 2005 - four days

How (methods): each partner comes to Paola after having prepared some suggestions on the contents of each workshops, after having analysed the logistics requirements of each workshop, and after having been in touch with the national DP's. A facilitator will help the transnational partners to share and work.

Output: to establish the contents and the timing of the workshops that has been planned.

Who organizes it: Italy

This event includes activities aiming: a) the sharing of best practices, b) the joint mainstreaming.

2nd semester

Event 2 / Workshop on skills and tools for supporting social and labour inclusion of disabled people

Where: Reunion Island

When: November – December 2005

Who organizes it: France

How long: Five days

Output: the sharing of tools, methods to coach, train and re-train devices, as a basis for the common outcomes

This event includes activities aiming: a) sharing of best practices, b) joint development of outcomes.

2006

1st semester

Event 3/ Study seminar on the different approaching systems 'adapting / adopting' and on the image of disabled people

Where: Belgium

When: February 2006– five days

How (methods): each partner will previously prepare a paper on the subject in order to expose it during the workshop. Then, the Belgian partner will delivery a general communication and makes the transnational partners experiencing tools that have been conceived with the purpose to enhance self-awareness.

Output: adapting and adopting of the shared models.

This event includes activities aiming: a) sharing of best practices; b) joint development of outcomes; c) exchange of people.

2nd semester

Event 4 / Mobility of France beneficiaries

Where: from Reunion Island to Italy and Czech Republic or Lithuania

When: September – October 2006 to Italy, to the Czech Republic or to Lithuania

How long: three days per country

Output: to discover and experience diversity for a Reunion Island disabled person, all around the partners' countries.

This event includes activities aiming: a) exchange of people; b) sharing of best practices.

2007

1st semester

Event 5/ Seminar in Prague in order to work on the video and other products editing.

Where: Czech Republic

When: April 2007 – three days

How (methods): each partner will go to Prague with the produced supports in order to share the work with the other partners and to work on a common tool. This common work aims at promoting the disabled person towards employers and to create self-esteem.

Output: production of a common pre final output

This event includes activities aiming: a) sharing of best practices; b) joint development of outcomes; c) exchange of people.

2nd semester

Event 6/ Final meeting in Riga and in Vilnius for the dissemination of results and best practices / mainstreaming and analysis of the impact of each project in its local area.

Where: Latvia and Lithuania

When: October 2007– five days

How (methods): each partner will previously prepare a paper on the final results of its project and will present its work in English.

The common outputs will be presented and all the dissemination strategies will be outlined.

This event includes activities aiming: a) sharing of best practices; b) joint mainstreaming.

Furthermore, the transnational working plan foresees the following lengthwise activities that will be realized during the laps between events:

- Research and collection of data and documents useful for best practices sharing and outcomes set up;
 - Communication of semi-finished outcomes;
 - filling of forms for monitoring and evaluation process;
 - Monitoring and evaluation reporting.
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C. Dispositions financières

1. Ventilation du budget de chaque activité (€)

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	Total
BEfr-61					
CZ-25					
FR-REU-2004-42541					
IT-IT-G2-CAL-101					
LT-7					
LV-3					
Total					

2. Mécanismes de répartition des coûts et de prévention des doubles financements

Each partner pays for the relevant expenses in accordance to its participation to the transnational activities. The partners decided to be flexible on the sharing of hosting costs. The interpreting will be at the expenses of those who are demanding it, nevertheless the partners decided to work in ENGLISH and decided that the costs for the translation from their own language to the English is going to be at their expenses.

The hosting partner will provide the infrastructure for seminar and workshops and will provide help for booking of hotels and for booking of taxis, planes or cars in the country. The transfer expenses will be at the charge of each partner.

Outputs are the results of a common work that is done by the participants of the transnational meetings and is intended as a sharing of ideas, skills and knowledge. It has been decided that everyone participates, actively, to the compilation of final reports, products and any type of outcome. Moreover, concerning the videos and brochures production, it has been decided that each partner comes with a pre finalized product that will give to the other partners and that it is up to each partner to take care of the production in its own language and on the pressing of the products.

D. Dispositions organisationnelles et mécanismes décisionnels

1. Contribution et responsabilité de chaque PDD

Each partner is organising the events that will happen on its territory and it will be responsible for all the arrangements that will be linked to that. Moreover, the participation to a visit, a study tour or a meeting attendance is not going to be compulsory, but based upon the principle of volunteering. Every time there is a meeting and one of the transnational partners has financial difficulties the mutual help can be invoked.

Each partner is responsible for the spreading of information to the secretary and the secretary is responsible for the spreading out of information to the other partners.

2. Rôle et tâches du secrétariat de l'ACT et de l'expertise externe

The role of the secretary is to make sure that the partners have got all the common information to be shared. Moreover, the reports of the transnational meetings will be done jointly in order to achieve the 'sharing' principle that underlies the transnational cooperation. The hosting partner will be responsible for the final report of the work that has been carried out in its country.

3. Mécanismes de prise de décision

All the partners decided to take decisions all together and they attach specific importance to the principle of mutual understanding, acceptance and common agreements. All the decisions will be taken jointly during meetings or video conferencing.

4. Langue(s) de travail

- EN

E. Procédures de suivi et d'évaluation

1. Mécanismes de suivi et d'évaluation de l'expérience transnationale et de ses résultats

During the workshops in Italy the Italian partner will suggest tools to carry out monitoring, quantitative and qualitative evaluation. The partners decided to accept that Italian proposals and procedures and to bring about new tools and ideas.

2. Mécanismes de mise d'actualisation du programme, des méthodes de travail et de l'organisation

The internal evaluation that is going to be settled in between the partners in Paola will provide sufficient information on how to improve, change and modify the TCA and all the partners agree to work on a 'compromising' approach.

The updating of the activities has to be done in written way and the secretary has to be informed in advance and the partners have to manifest their acceptance or their disagreement on a written basis.

F. Autre

1. Hyperlien(s) vers d'autre matériel d'information

N.C.

2. Hyperliens vers d'autre version linguistique de l'ACT

Other linguistic versions of the TCA should be displayed on web pages.