

AMETHIS

TCA SHARE

Second séminaire transnational du 5 au 9 décembre 2005
à l'hôtel NOVOTEL à la Saline
Ile de la Réunion – France



Meeting report
IN REUNION ISLAND 4 -9/12/05

Reunion Island March 2006

By Max TECHER (CAP EMPLOI) and Filippo FERRARI (FTM)



MEETING REPORT IN REUNION ISLAND 4 -9/12/05

Place , NOVOTEL hotel in Saline

DATE		DRAFT DAY
Sunday december,4th and Saturday december 3 rd 2005	AM	<ul style="list-style-type: none"> - Welcome to partners at the Rolland Garros airport - Transfer of the partners from the airport to NOVOTEL hotel at Saline les bains.
Monday December 5th, 2005	9H _12H AM	<p>Welcome, introduction of the new partners and presentation of the work plan of the week.</p> <p>Introduction of the social and economical context of Reunion Island by Mr. Gilbert LA PORTE; Manager of ARVISE (<i>Reunion Island Association for the Valorization of the Social and Economical Initiative</i>).</p> <p>Introduction of the French quota system for the employment of disabled people by Mrs Catherine LOGEAIS, regional representative of AGEFIPH (Funds to Professional Integration of Disabled People)</p>
	13H - 19H PM	<p>Visit of Soboriz company specialized in the conditioning of rice; in order to study the different social and economical context of the Island; visit by bus of the harbour zone of Reunion Island, visit of sugar cane factory and of itsmuseum in Bois Rouge.</p> <p>Meeting with ARVISE staff in Creolia hotel in Saint Denis:Introduction of the ARVISE organisation that planned the transnational meeting</p>
Tuesday december, 6th	9H – 12H	<p>Introduction of the state of advancement of each National Equal projects: Italy, Belgium, Czech Republic, Lithuania, France.</p> <p>Introduction of the assessment device of the ACT SHARE by Mr Axel Weynendaele from Belgium.</p>
	13H - 16H pm	<p>Introduction of the investigation device on the issue of the social capital and on the methods for the preparation of recommendations to the public policies by Mr. BERTOLDI Stéfano of Italy.</p> <p>To postpone for the Belgium meeting :</p> <p>Introduction of the communication tools for the ACT SHARE: website , logos (one proposition by the Belgian partner will be done)</p> <p>Introduction of methods for the compilation of the tools used on the framework of the national projects (by Czech Republic staff)</p>

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<p>Wednesday december 7 th</p>	<p>9H – 12H am et 13H - 16H pm</p>	<p>Workshop on the methods and coaching tools for disabled people and companies on the followings:</p> <ul style="list-style-type: none"> ▪ Professional device and assessment skills. ▪ How to seek for a job ▪ Professional integration of the employee and organisation of the intervention network to help the disabled person to stay in job. ▪ Lobbying with different companies <ol style="list-style-type: none"> 1) Coaching device introduction for disabled people in Reunion Island by Max TECHER; general manager. 2) Social and professional device introduction used by CAP EMPLOI Reunion by Mathilde MONTABONNEL, job and training adviser. 3) Introduction to the approach used by CAP EMPLOI to research a job in favour of disabled people by Mme Aline HUBERT, job and training adviser 4) Introduction to the methodology employed by CAP EMPLOI to facilitate the integration and the maintain in job of disabled people by Fabienne MONTOYA, job and training adviser. 5) Introduction to the strategy developed by CAP EMPLOI (thanks to its large experience in working with companies) to facilitate the employment of disabled people by Fabienne MONTOYA, job and training adviser.. <p>Hereafter, a summary of the exchanges between partners :</p>
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Lithuania :

There is only one training centre for deaf people. The deaf people are taken in charge from their early childhood. They benefit, in this centre, of a quality service from psychosocial assistance.

Question: What can partners bring to them?

The knowledge of all the existing stages that are taken in the organizations that are specialized in coaching disabled people that are looking for a job. From their first meeting, until their placement in a company.

The target of their action is to remove as many barriers as possible according to the relationship between a disable looking for a job and a potential employer.

The question which they put up is: From which point shall we start to set up a complete service to promote and facilitate the professional integration of the disabled people? How the most advanced countries work on these subject?

Czech Republic :

There isn't an appropriate model to the disabled people. As it is for all the Czech people, when it comes to find an employment, you have to seek it by yourself.



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The device is composed of different elements :

- 1) The life story of the person
- 2) What are its activities , abilities and psychosocial capacities
- 3) What are its physical abilities
- 4) What are the different progression stages that the person can enforce
- 5) The characteristics of its mobility
- 6) Which are his hobbies, what is interesting the person?
- 7) Does the person has the ability to work in team(social, autonomy,ability of creation)
- 8) What is the most important element for the person? At this stage we do considered its individual targets.
- 9) What are the negative and positive experiences of its past.
- 10) The individual financial demands
- 11) Does the person accept the fact that is going to become blind

Hereafter, job offers are submitted to the person. Finally, a training unit on the projected image of the person onto its external environment helps the person out to check if she/he is well dressed and to underline its non verbal communication characteristics

The team which is carrying out this training unit does not have specific psychological skills

The important element is the relationship that is created between the people who are coached and the staff.

At least 4 hours are needed to implement all the elements.

The current strategy is to facilitate the integration of blind people in the everyday life.

The existing support schemes :

Disabled people can receive income if they do not work. It's possible to benefit of a technical help, for the adaptation to the workstation.

The main difficult of this professional integration is, on the one part, motivation from disabled people to go to work, and the other part, the willingness of the employers to recruit. Communication and raise awareness campaigns towards potential employers are organized, but the target is not to replace the job carried out by the job centres.

La Belgique :

The system is based on specific financial supports for the employment of disabled people and on the possibility to mobilise training actions in favour of the same target group. Anyhow there isn't any specific financial aid for the recruitment. In Belgium, there is a large experience on the collect of job offers from the market. Indeed, all the offers are directly available for the unemployed in the "point carrefour"

The professional integration advisers can coach disabled people in order to increase their possibilities to be employed, but they don't entertain any kind of relationships with the companies. There is another organization, called "forem" that is specialized in the research of job. The financial helps are linked to the drop of the social contributions and on material aids.

Just for your information :

37% of the budget is destined to the coaching towards the employment.

60% for the social aid and the accomodation.



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Italie

The disabled people are marginalized. There is no legislation on disabled people employment. Actually, there is a law, but nothing is done to enforce it. The disabled people find a job mainly thanks to their private relationships.

Tuesday december, 8th	9H – 12H am	<p>Introduction of device to maintain in job in Reunion Island and introduction of an example of maintaining in job by Mrs Frédérique Bédier and Mr Fabrice Isart.</p> <p>Introduction of the approach towards professional integration of deaf people by Mrs Christiane CARRETERO, general manager of ARPEDA.</p>
	13H - 16H pm (Saint – Denis)	<p>Conference –dabate with some officials along with the partners located in the Reunion Island on the subject of the professional integration of disabled people. Brief introduction by each partner (Belgium, Czech Republic, Lithuania, Italy) of Equal project. Debate.</p>

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Friday december 9th	9H - 12H am	<p>Discussion about the technical project for the realization of a video in order to promote the image of the disabled persons. The country requirements are specified in the following table:</p> <table border="1"> <thead> <tr> <th>Requirements</th> <th>Belgium</th> <th>Italy</th> <th>Lithuania</th> <th>Latvia</th> <th>Czech Republic</th> <th>France</th> </tr> </thead> <tbody> <tr> <td>Sex</td> <td>M</td> <td>M</td> <td>M</td> <td>F</td> <td>F</td> <td>F</td> </tr> <tr> <td>Age</td> <td>Young</td> <td>Grown-up 30/40 years old</td> <td>Young</td> <td></td> <td>grown-up</td> <td>+45years old</td> </tr> <tr> <td>Nature of disability</td> <td>Intellectual deficiency</td> <td>Physical</td> <td>deaf</td> <td>physical</td> <td>Blind</td> <td>Disabling disease</td> </tr> <tr> <td>Skills level</td> <td>weak</td> <td>weak</td> <td>weak</td> <td>weak</td> <td>weak</td> <td>high</td> </tr> </tbody> </table> <p>Deadline for the production: due on April 2007. A draft of the video production will be broadcasted to the meeting, in Belgium.</p> <p>Draft agenda of the meeting in Belgium :</p> <ul style="list-style-type: none"> ■ Schedule – Organization ■ Introduction of the subject suggested by each partner to be discussed in Belgium ■ The Belgian meeting is scheduled from 3rd to 7th April 2006. <p>Hand out documents : schedule of the third meeting of SHARE partners</p> <p>- Assessment of the transnational meeting in Reunion Island .</p>							Requirements	Belgium	Italy	Lithuania	Latvia	Czech Republic	France	Sex	M	M	M	F	F	F	Age	Young	Grown-up 30/40 years old	Young		grown-up	+45years old	Nature of disability	Intellectual deficiency	Physical	deaf	physical	Blind	Disabling disease	Skills level	weak	weak	weak	weak	weak	high
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	13H - 16H pm	<p>Cultural visits of the West areas of Reunion Island.</p>																																									

PARTICIPANTS :

Belgium :

Mme VANDERNIEPEN Nathalie
Mr WEYNENDAELE Axel
Mr NISSET Guy

Czech Republic :

Mr JIŘÍ KOCANEK
Mme ANDREA SAFARIKOVA

Italy

Mme Rosanna MINITI
Mr Gaetano FASANO
Mr Stéfano BERTOLDI

Lithuania

Mme Ruta Mackaniene
Mme Jurgita Kupryte
Mme Aiva Salatkiene

France

Mr Filippo FERRARI
Mr Max TECHER
Mme Fabienne MONTOYA
Mme Mathilde MONTABONEL
Mme Aline HUBERT
Mme Nicole BOX
Mr Patrick GRONDIN

Interpreters : Mr Filippo FERRARI – Miss Judith PATOUMA – Mr Stéphane MALET.