

EUSE REPORT 2009

A BRIEF OVERVIEW OF SUPPORTED EMPLOYMENT IN EUROPE



COMPILED BY STEFAN DOOSE FOR THE EUSE COUNCIL

FINAL VERSION: 11.2.2010

AUSTRIA

1. Name of National Organisation

Austrian Association for SE

2. Year of Foundation / Member of EUSE since .. (year)

2002/2004

3. Current number of members (organisations / individuals)

45 organisations with 135 projects

4. Main achievements of the National Association

- Building a network for information exchange between the organisation
- Enabling dialogue with ministry/funders
- Organising national conferences
- Set up training on recent issues for members
- Networking with research/universities
- Lobbying activities
- Position papers on regulations

5. Current activities on national level

- Preparing a training for "Clearing" (a service at the transition from school to work) which will start with Jan. 2011
- Lobbying activities (e.g. flat rate funding causes massive problems for member organisations, etc.)
- Organising 2 conferences for 2010
- Working on the following topics: quality management, quotas, legal framework, methodology, etc.
- Recurring activities within EUSE and the German Speaking Cluster

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

- 45 organisations
- 140 projects
- 370 full time

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- supported employment services

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

approx. 4700 a year (all types of services)

target groups: people with all different kinds of disabilities at the age from 13 to 65

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

dependent on type of service, target group, federal state and sometimes regional labour market. Also dependent on the respective funders.

10. How long can a person be supported? Is there a time limit?

different time limits: most often up to 6 months (sometimes up to 12 e.g. youngsters, people with mental illness, etc.)

personal assistance at the workplace has no time limit

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

project funding (partly national and ESF funding), some projects are case based funded (not success but case load per SE worker) – problem: year to year funding!

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

Disabled Persons Employment Act 1970
Federal Disability Equality Act 2005

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

Disabled Persons Employment Act:

Dismissal Protection for disabled employees (to a certain degree for a certain group), All companies are required to employ one worker with disability for every 24 non-disabled persons (if they don't- pay for each unfilled position into the national compensation fund)

Federal Disability Equality Act

Prohibition of discrimination for reasons of disability, legal consequences in case of a violation and burden of proof is reversed

14. What are chances and challenges of the future development of supported employment in your country?

- Funding system (and less money in general)
- Labour market changes
- Situation of younger people on the labour market
- Increase of mental illness and psychol. Disorders
- Working with employers (all time favourite)
- Some regulations such as dismissal protection

CZECH REPUBLIC

1. Name of National Organisation

Czech Union for Supported Employment (CzUSE)

2. Year of Foundation / Member of EUSE since .. (year)

2000 / 2001

3. Current number of members (organisations / individuals)

19 organisations

4. Main achievements of the National Association

- Hosting the 9th EUSE Conference in Prague (27-29 May 2009)
- Developing of the General SE Methodology (2005) and The First Supplement to the General SE Methodology (2007)
- Development of the cooperation with the Ministry of Labour and Social Affairs (MoLSA) – CZUSE is currently working on the project in close cooperation with the Department of Employment Services. This project planned for 3 years (2009-2012) should increase the availability of supported employment in all 14 main regions in the Czech Republic and extend this service for the target group of people with social disadvantages. It should also contribute to the better utilisation of the tool - vocational rehabilitation.
- obtaining the accreditation of the CzUSE as an educational institution (2009)

5. Current activities on national level

- preparing and organising the certified courses for SE professionals
- networking with the SE providers in the Czech Republic (members and non members)
- projects and proposals aimed at SE development (European Funds, Department of Employment services, Ministry of Health etc.)
- membership meetings and colloquia (4 times a year)

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Number of all SE providers: 39

Number of professionals working in the field: approx. 117

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

SE is provided solely by the NGO's in the Czech Republic for the present.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

- Approx. 900 people
- The most important target groups: Learning disability, mental health problems, physical disability, sensuous disability;
- others (quite rare): homeless people, people with criminal record, drug abusing, Roma people

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

- Approx. 7 persons (per 1 Employment Support Person)

(There isn't any statistical data on this question - the relation between the target group and the number of the SE clients per one job coach.)

10. How long can a person be supported? Is there a time limit?

2 years, exceptionally 3 years

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

- European project
- National projects
- Tender system
- (ESF, Ministry of Labour and Social Affairs)

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

The Czech legislation does not recognize the term Supported Employment (SE). SE is not explicitly mentioned in any legal enactment.

However, somehow it is possible to provide supported employment under current legislation. The framework is provided especially by the Social Services Act No 108/2006 that includes Social rehabilitation and to the certain extent by Employment Act No 435/2004 that includes Vocational Rehabilitation.

According the Social Services Act "Social rehabilitation" is a set of specific activities focused on achieving self-reliance, independency and self-sufficiency of persons through the development of their specific capabilities and skills, strengthening habits and training performance.."

Supported employment can be provided under Social rehabilitation if the SE agency is registered as a Social Services provider. However the decision whether the supported employment service is considered as social rehabilitation and whether the SE provider gets funding on the basis of the Social rehabilitation depends on the decision of each regional authority.

Supported Employment can be also provided under Vocational rehabilitation. Vocational rehabilitation is performed on the basis of the request of the person with disability registered at the labour office. Labour office can buy some vocational rehabilitation service from another (external) institution, for example SE agency. But this is very sporadic.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

(see above, question 12)

Social Services Act No 108/2006 that includes Social rehabilitation

Employment Act No 435/2004 that includes Vocational Rehabilitation.

14. What are chances and challenges of the future development of supported employment in your country?

Development of cooperation with the Ministry of Labour and Social Affairs, Department of Employment Services – There is a perspective on a national project on SE (2010-2012) that could extend the availability of SE in all regions in the Czech Republic.

DANMARK

1. Name of National Organisation

EUSE Danmark

2. Year of Foundation / Member of EUSE since .. (year)

2005 / 2005

3. Current number of members (organisations / individuals)

40/23 = 63

4. Main achievements of the National Association

Networking and promoting SE on a national level.

5. Current activities on national level

- National Conference once a year
- Website
- Newsletters
- Nordic Conference
- European Conference in 2011
- Members of groups that facilitate projects on supported Employment

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

98 municipalities have jobcentres that deals with SE.

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- Jobcentres
- Sheltered workshops
- Private organizations

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

It depends on the individuals need for support

10. How long can a person be supported? Is there a time limit?

Up to lifelong if needed

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

The government and the municipalities. Taxpayers

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

- Law on active support to get a job.
- Social law on sheltered employment

13.If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

- Support person
- Mentor
- special equipment
- wage subsidies
- Law on active support to get a job.
- Social law on sheltered employment

14.What are chances and challenges of the future development of supported employment in your country?

The big challenge is to support people with handicap and mentally illness to get a job in the open labour market. They have a low priority in the jobcentres.
Another challenge is to support people with severe learning disabilities.

ENGLAND

1. Name of National Organisation

British Association for Supported Employment (BASE)

2. Year of Foundation / Member of EUSE since .. (year)

2006 / 2007

3. Current number of members (organisations / individuals)

187

4. Main achievements of the National Association

Recognition as a national trade body by Government; higher national profile for supported employment; united open placement and factory placement providers in one representative body.

5. Current activities on national level

Influencing national disability employment, social exclusion and learning strategies, informing and networking members through website and communications, Creation of procurement frameworks under Article 19, delivery of training to practitioners, advising on national qualification framework for supported employment.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Not clear – maybe 300 organisations are delivering some form of supported employment. There is currently no record of the total workforce numbers though this might become clearer next year.

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

Public and independent supported employment services – most are quite local with about 10 larger regional or national providers. Approximately 35% of these currently deliver Government-funded programme though this is likely to reduce due to the redesign of the programme and delivery of it by provider-led supply chains.

Municipalities and the voluntary sector manage around 60 factories employing about 2500 disabled workers. Remploy, a Government-owned provider employs 3000 people in factories and secures open placements for about 6500 people each year, though this covers a wide range of disabilities.

The Government is encouraging the use of individual budgets for disabled people to employ their own job coaches.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

The totals are unclear. We estimate around 15000 people with a significant learning disability or mental health needs are employed. National employment rates average around 7.5% for people with a moderate to severe learning disability and 3.5% for people using specialist (long term) mental health services.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

Varies widely from around 12 to 60+. This depends more on the philosophy of the provider.

10. How long can a person be supported? Is there a time limit?

No time limit generally. Some Government programmes have unsuccessfully tried to impose a limit. A few agencies impose a 2 year limit.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

This varies widely. Some providers are funded through municipal and/or Health Service money. The main Government programme (Workstep) has a budget of £80m per year and pays a mix of outcome payments and service fees – the replacement programme (Work Choice) will be 70% service fee and 30% outcomes funded. There is now very little ESF funding available. There is a growing willingness to use education funding to secure job outcomes for younger people who are leaving education.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

None as provision is not a statutory duty for municipalities. Our Disability Discrimination Act has been very influential in changing employer behaviour and tackling discrimination. There is a trend towards the use of individual budgets which allows disabled people to purchase their own service provision.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

No

14. What are chances and challenges of the future development of supported employment in your country?

The Government has moved to procuring employment support through price-based tendering and this provision is delivered through large supply chains. The fear is that the diversity of the provider base will shrink and municipalities will disinvest as a result. The economic climate has made it more difficult to secure jobs but migrant labour has reduced as a result.

England has a national objective to improve the employment rates of people with a moderate to severe learning disability and people with a longer term mental illness and this is backed by high profile Government initiatives that involve regional strategic planning to meet targets that are set at a local level.

The use of individual budgets offers an opportunity for providers to meet local needs as disabled people seek to purchase employment support.

FINLAND

1. Name of National Organisation

VATES Foundation Skills into Use -network

2. Year of Foundation / Member of EUSE since .. (year)

FINSE Network 1995, New network since 2008

3. Current number of members (organisations / individuals)

approx 500 individuals, but not all of them are SE service providers

4. Main achievements of the National Association

Our network is and has never been an Association, but an open network promoting Supported Employment and other forms of employment to the open labour market.

Main achievements of Finse and the current network:

- Quality standard for the service in 2000
- S.E. service into the law of public employment services in 2002
- Training of S.E. for example Trades Diploma for job coaches. Now an ongoing process of getting an official job coach degree within the national vocational education system. This process started in 2008 and has passed several legislative bodies and is probably going to pass a few more. We might get the degree by 2011.
- Several studies that have won a lot of publicity about the employment situation of people with disabilities
- Several studies of the financial use of S.E. compared to other services
- Both ministries, Employment and Social, have recognized job coach service and S.E. in their recent strategies as the service to use when trying to get people into the open labour market.

5. Current activities on national level

- -Research and development projects of the current situation, quality and development needs of S.E services in the country
- A new approach to job coaches' methodology: A problem solving approach to supported employment process.
- E-learning tool development for job coach training
- Several political processes
- New employers' Forum launching in 2010
- New Facebook approach to the Best Employer Award (an Award VATES and the network deliver every year)

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- -Independent S.E. services that are often subsidised by either the municipalities or the state (these are often 3. sector organisations)
- Some municipalities provide service through sheltered workshops and other work shop type services
- S.E. businesses is a growing area (independent consultants and job coaching service providers totally in the open business area)
- Vocational educational organisations especially special vocational education institutes

- Vocational rehabilitation service centres (both public and private)
- several projects (ESR and national)

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

There is no clear statistics about this, because S.E. and job coach services can be embedded into different initiatives, vocational rehabilitation, employment and educational as well as social inclusion initiatives. This makes it very difficult to follow. We have now collected new data, but the process is still ongoing.

- There are approx. 200 people with learning disabilities that are receiving this service.
- There has been approx. 1200 unemployed people who have received this service through state employment agencies
- There are probably around 500-100 long-term unemployed and people with mental health problems that have received S.E. service from a special labour service centre
- There are about 1000 people who have been in supported employment through the Social Insurance Institute. These are mainly young people and people with mental health problems.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

Some service buyers make definitions of this kind when buying the service for clients but not all. The Finse Quality standard that is used in some cases suggests about 10-13 clients/job coach in the different stages of the process.

There are differences in the target group too.

10. How long can a person be supported? Is there a time limit?

Depends on the service and the way the service buyer has defined the support limit. In the service provided by the Social Insurance Institute the limit is one year, in the public employment office it is 60 days / year (including the S.E. process before employment). In various projects there is no limit. Also if the service is funded by the municipality like in Helsinki, there is no limit to this support. Many 3-sector organisations also are able to maintain support for a long time, because they are not funded necessarily by the service buyer but some other public or private funding (like Disability organisations).

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

See above....

The main funders are the public employment offices, labour service centres and municipalities. Also funders of vocational rehabilitation services like insurance institutions.

For unemployed people there is some mainstream funding, for disabled people there is project funding and some funding from insurance institutions.

The system is very fragmented and difficult to get hold of, there is no exact policy around proper supported employment service (= the way EUSE defines it) in Finland yet.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

Laws and regulations around vocational rehabilitation and the Act on public employment services.

13.If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

14.What are chances and challenges of the future development of supported employment in your country?

There has been major developments in this area and only now it seems like the main policy makers are getting hang of the idea of supported employment as a personal service that takes people into paid work not just support in sheltered or semi-sheltered settings with an allowance and not wages.

We are very hopeful that the municipalities will develop their role and that the employment agencies as well as the labour service centres will keep on developing more services for people with disabilities and also increase the use of job coaches with long term unemployed and immigrant as well.

The policy is changing but there are still major obstacles to tackle.

GERMANY

1. Name of National Organisation

Bundesarbeitsgemeinschaft für Unterstützte Beschäftigung (BAG UB)
German Association for Supported Employment

2. Year of Foundation / Member of EUSE since .. (year)

1994 / 1994

3. Current number of members (organisations / individuals)

332 (216 /116)

4. Main achievements of the National Association

Supported Employment is part of the German legislation since December 2008, BAG UB is part of the working group on national level which develops the "national recommendations" of how to realise S.E. The S.E. Act refers only to disabled people whose abilities are between sheltered workshops and the general labour market. Implementation of a state wide system of vocational integration services (IFD) and assistance on the workplace for people with disabilities in the law in 2000/2001.

5. Current activities on national level

Several projects about the following issues:

- Transition from sheltered workshops to the general labour market: Development of possibilities to use the personal budget for transition processes, modularisation of support offers, finding adequate prices for modules
- evaluation of a national program for the integration of severely disabled people into the general labour market (Job4000)
- Supported Employment Toolkit (EUSE-Leonardo project)
- Qualification of counselling service providers for personal budgets

Basic activities:

- Information, Counselling and Documentation
- cooperation, networking and quality assurance
- representation of interest of vocational integration service providers / influence on legislative levels , e.g. S.E. legislation, amplification of S.E. for all groups of disabled people
- hosting annual conferences on national level with over 350 participants
- publication of a professional journal "impulse" (4 issues p.a. – over 50 issues)
- advanced education in supported employment (since 1998, now the 10th course is running)

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

- 238 vocational integration service providers (Integrationsfachdienste – IFD) with about 1.100 employment support workers (2009)
- Model projects realised by integration service providers, schools and others
- about 180 service providers (this maybe vocational training providers, the vocational integration service provider or sheltered workshops) which realise the measure of S.E. based on the new legislation since 2009, about 450 employment support workers (2009)
- sheltered workshops which have employment support workers to support the transition from sheltered workshops to the open labour market or to support people on placements in the company on a contract work basis (person stays legally in the sheltered workshop)

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- vocational integration service providers (Integrationsfachdienste – IFD)
- vocational training service providers which realise the measure of S.E.
- sheltered workshops
- model projects

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

- ca. 2300 participants (2009) in the new S.E. measure (§38 a SGB IX), mainly young people with intellectual disabilities, but also mental illness, physical and sensory disabilities,
- In other projects which work with the concept of S.E. there are some hundreds of supported people mainly school-leavers and employees of sheltered workshops
- The 238 vocational integration services (IFD) supported about 66.000 people with disabilities in 2008 to obtain and maintain a job. 50,5% were job seekers, 44% had a job but needed support, 3,5% were school leavers, 2% came from sheltered workshops. The target group of this service was 36% people with physical disability, 25% mental health problems, 14% hearing disability, 12% intellectual disability, 9% neurological disabilities, 4% sight impairment. The legal tasks of the vocational employment services include supported employment (§110 SGB IX), but because of the funding and the target groups more intensive support on the job site is often not provided.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

- Vocational integration service: 1:30 (sometimes up to 1:60), depends on the target group, sometimes more intensive support by job coaches and in model projects
- S.E. measure: 1:5
- Model projects: it depends on the concept and target group

10. How long can a person be supported? Is there a time limit?

- S.E. measure: qualification: 24 months, 12 months prolongation is possible; continuous support in regular employments if necessary
- Vocational integration service: to find a job 6 months, prolongation of another 6 months possible, to maintain a job support as long as necessary (in the eye of the mostly responsible Integration Department).

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

- The S.E. measures are funded mainly by the Federal Employment office, the long term support after the on the job training by the integration department (Integrationsamt). It is also possible to buy supported employment with a personal budget from a different provider (but the price stays the same).
- The vocational integration services (IFD) should be funded by all rehabilitation funders (Employment Office, Insurance, Integration Department), which use the service for their clients e.g. to find and maintain a job. The funding in 2009 to find a job is 200 Euro per month plus 600 Euro if the supported employee gets a work contract and another 800 Euro if he continuous to work after the probation time. The funding for support of employees to maintain the job is 550 Euro the first month and 275 Euro the following months. The Integration Department (Integrationsamt) is responsible to secure the infrastructure of the vocational integration services in each state of Germany. The vocational integration services

(IFD) are mainly funded by the so called „Ausgleichsabgabe“. This is a penalty, which companies with more than 20 employees must pay, if they are not fulfilling a 5% quota of disabled employees. According to the present law, this money has to be reinvested into successful vocational integration projects..

- In addition to this, some initiatives receive funding from the European Union like ESF, EQUAL, by lottery money (Aktion Mensch), private foundations and/or public trusts

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

The social law IX - Sozialgesetzbuch IX (SGB IX)- has most of the important rules for people with disabilities.

The S.E. Act from December 2008 introduced “supported employment” in § 38a SGB IX as a two (to three) year training with a job coach in a company (1:5) to obtain a job in the open labour market. The support on the job can be continued after the work contract as long as necessary.

Supported Employment is recognized in the law (§§ 109 SGB IX) since 2001 as the task the integration services (Integrationsfachdienste - IFD).

The sheltered workshops also have the legal obligation to support people to move outside the sheltered workshop, but only 0,1 % leave the sheltered workshop and only 6.000 workplaces are in companies like enclaves (4000) or single placements. The number of people in sheltered workshops continues to grow up to 268.000 people with disabilities in 687 sheltered workshops. They earn on average about 145 Euro a month.

People with disability have the right of job assistance (§ 102 Abs. 4 SGB IX). This is mainly used by people with a physical or sensory disability. About 2.000 people got a budget to organise their assistance on the workplace – the number is growing.

Another option is the personal budget (§ 17 SGB IX). Instead of going to a rehabilitation facility – people can purchase directly vocational services they want. In practise there are certain barriers to this option – you need to be very well informed and find a suitable provider.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

(see above)

14. What are chances and challenges of the future development of supported employment in your country?

- using the UN convention on the rights of persons with disabilities to expand the possibilities for the vocational participation of **all** disabled people in the general labour market (independently of the severity of the disability)
- In this legislative period will be an important reform of the social law that regulates services for people with disabilities e.g. sheltered workshops, group homes, supported living. The goal is to improve the transition from school to work and to link the support not anymore to institutions like sheltered workshops but to the person. This will hopefully allow for more opportunities for supported employment for people with severe disabilities.
- One big problem is that the S.E. employment measure was and will be a given to the cheapest provider which fulfils the requirement through a competition by the labour agency in each region.

- One problem is that the vocational integration services don't receive funding to support people with higher support needs, esp. school leavers and people in sheltered workshops.

GREECE

1. Name of National Organisation

Hellenic Association of Supported Employment

2. Year of Foundation / Member of EUSE since .. (year)

18/4/1997

3. Current number of members (organisations / individuals)

33 (people who have not been paying their subscription are no longer members, that is why there is a decrease in numbers)

4. Main achievements of the National Association

Its main achievements are promotion of the S.E. model in Greece, by organising seminars and conferences. During 2008 and 2009 the Hellenic Association of Supported Employment organised two seminars and a conference. During this period the association has renewed a number of its promotional materials, web site, flyer and was given coverage on a TV programme.

5. Current activities on national level

Three national organisations (The National Association for People with Down Syndrome, The Secretariat of the New Generation and the Committee of Education and Civilisation) are organising a six month tour around Greece to sensitize professionals, parents etc on subjects to do with disability. One of these will be supported employment.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

S.E initiatives are mostly restricted to Athens and suburbs. There are six S.E services operating in Athens and one in Crete.

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

Vocational training providers, Day centres, State organisations (who cannot become members of the Hellenic Association of Supported Employment. One can only become a member as a person)

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

The target groups are people with disabilities (learning, physical and mental disabilities). We do not exactly know the number of people served, but this will be a research question for us this coming year.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

This depends on the organisation and the target group. There is no standard

10. How long can a person be supported? Is there a time limit?

It depends on the person and his needs. Support is given whenever required.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

There is no national of S.E. services in Greece. There are national subsidies for employers who employ people with disabilities. (Mainstreaming resource)

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

There are no regulations

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

N/A

14. What are chances and challenges of the future development of supported employment in your country?

We hope to develop a legal framework of S.E and to spread supported employment around Greece.

ICELAND

1. Name of National Organisation

The Icelandic Association of Supported Employment

2. Year of Foundation / Member of EUSE since .. (year)

05 / 2003

3. Current number of members (organisations / individuals)

Not registered.

4. Main achievements of the National Association

The main agenda of SE in Iceland is to further develop Supported Employment as a method of increasing the participation of people with disability in the work force. Organise seminars and publish article and information of SE. Be an authority for SE in Iceland and spokesman for SE in Iceland in the international area.

5. Current activities on national level

8

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

19, all are professional with various education.

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

All SE service in Iceland are driven by the government or the community. All work in close collaboration with both sheltered workshops and vocational training service. Some are a part of the sheltered service but some are not.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

There are around 440 people served in SE at the end of the year 2009. The main target group are people with learning disability, psychological disease, Autism, Asperger, ADHD and more.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

No certain number

10. How long can a person be supported? Is there a time limit?

There is no time limit.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

SE is funded by the government or the commune.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

The Act on the affairs of the handicapped, no. 59 1992

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

The objective of this Act is to ensure to the people with disabilities equality and living conditions comparable with those of other citizens, and to provide them with conditions that enable them to lead a normal life.

Each operational region shall have a selective placement service, with the purpose of obtaining suitable work for people with disabilities. In connection with this placement service, occupational counselling shall be provided.

People with disabilities shall be given assistance in holding jobs on the general labour market when necessary. This shall be done through special personal support at the workplace as well as through information and instruction for other workers.

14. What are chances and challenges of the future development of supported employment in your country?

The SE service has slowly increased in Iceland last years. The main challenges next years is to promote joint quality SE service in Iceland.

IRELAND

1. Name of National Organisation

IASE (Irish Association of Supported Employment)

2. Year of Foundation

1994 / Founder Member

3. Current number of members (organisations / individuals)

800 individuals

4. Main achievements of the National Association

The Irish Association of Supported Employment (IASE) is a National Voluntary Organisation promoting best practice equal employment opportunities for people with disabilities in Ireland. To date the IASE have been actively involved in working with Government Departments on National Employment Legislation for people with disabilities in Ireland and IASE were instrumental in the development of the National Supported Employment Programme in 2000. IASE is recognised as a key stakeholder within the disability employment sector.

IASE provide the following supports to members regular newsletter, updated website, national conference, training opportunities and an annual national Job Shadow Initiative. IASE have also worked with the open training college to devise third level accredited training to Diploma standard.

5. Current activities on national level

- Policy Development with government cross departmental working group
- Promotion of Supported Employment nationally
- National Supported Employment Week and Job Shadow Initiative
- IASE National Best Practice in Supported Employment Awards 2010
- Producing publications for services personnel including a regular newsletter and mail shot to members
- The ongoing development of www.iase.ie as a resource to members

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

- **326 professionals**
- **72 organisations**

7. What are the main types of organisations that offer supported employment?

(E.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- **Supported Employment Services**

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

circ. 4190 (fig from 2008)

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

This number varies from services to service and the client group receiving support. However in the FAS National Supported Employment Programme there is an aspirational ratio guide of 25 clients to 1 job coach (IASE believe this figure is not realistic)

10. How long can a person be supported? Is there a time limit?

Time limits are only set in the National Supported Employment Programme – the allow an 18 month period to work with a client across the four phases

11. How is supported employment funded? (E.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

In Ireland Supported Programmes are funding by various government departments mainly the Department of Enterprise Trade and Employment via FAS (the National Training & Employment Authority) and the Department of Health and Children.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

- The Disability Act
- The Employment Equality Act

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

No Act specific to SE

14. What are challenges of the future development of supported employment in your country?

The challenges for the future development of Supported Employment in Ireland are as follows:-

Medical card & Benefits

The fear of loss of certain entitlements still deter people with disabilities becoming active members of the workforce as they stand to lose a significant array of benefits. Alongside loss of the weekly welfare payment such as Disability Allowance, going to work will generally put someone over the income limit for a medical card, and entitlement to linked services such as free disability aids is also forfeit. The household benefit package, free travel, mobility allowance and rent allowance could also be lost by someone entering employment. The retention of secondary benefits to people with disability entering the workforce particularly those on low income rates needs to be given consideration.

For many people with disabilities in Ireland minimum wage is the standard when entering the work place. The back to work scheme that was previously in place was an incentive that encourage people to consider the full time employment option even though at the end of three years they were worse off financially by returning to full time employment. The reintroduction of this scheme would be useful to increase the numbers taking up full time employment.

Disability allowance payment could change to be a cost of disability payment and remain with the person regardless of employment status (possibly means tested) the loss of DA is a disincentive to people with disability to take up full time employment.

Back to Work Allowance

The withdrawal of the Back to Work Scheme in April 2009 has serious implications for Supported Employment Clients, in the past clients going into the work place would have relied on the Back to Work as a cushion which enabled them to maintain 75% of their benefits in the first year; this was reduced by 25% each year on a sliding scale. BTW gave individuals the confidence to take up employment as it did not reduce until they were settled into the workplace and experienced the benefits of employment.

Wage Subsidy Scheme

The WSS (Wage Subsidy Scheme) in its current form does not meet the needs of people with disability. The Wage Subsidy scheme should be combined with supports to employment such as using WSS in conjunction with the DA disregard and changing the current criteria of WSS to enable employers employing people with disabilities for less than 20 hours per week to avail of the scheme.

Multi Disciplinary Support Teams

Multi disciplinary support services do not address the employment needs of people with disabilities. Government should ensure that when employment is identified during the independent needs assessment for an individual with disability, an employment practitioner will be invited to the team that provide the integrated service to the person with disability.

Community Mental Health

Community mental health services have made substantial progress in recent years in providing care in the most appropriate setting for the client, the number of clients now receiving care in the community has increase substantially and many require the opportunity to further integration in terms of social and employment opportunities.

Work is a central part of most adult lives. Paid employment provides people with an income, with financial independence, with the opportunity to meet and socialise with colleagues and participate in the wider society, and the chance to make a worthwhile contribution. Mental health practitioners should be required to liaise with supported employment services and practitioners in their community.

Early Intervention

Early intervention programmes do not exist to bring children and young adults with disabilities from education to employment – research shows that one of the major influences on employment levels and earning capacity is the level of education achieved. Education can open more doors for people with disabilities into the world of work. Unfortunately, this research also shows there are fewer education opportunities for people with disabilities, which compounds their disadvantage in the employment arena. (Source: Disability Research Series 1 - Disability and Work, The picture we learn for the official statistics, NDA).

IASE suggest the Introduction of early intervention programmes in conjunction with the Department of Education, to ensure people with disabilities have equal access to employment and education.

FAS National Supported Employment Programme – Funded by Department of Enterprise, Trade and Employment

Although there has been a lot of positive change with the National programme such as the reduction of hours from 18 to 8 the criteria imposed is still restrictive. Reduction of working hours should open the service to more potential clients but the expectation the clients are “exited” after 18 months and will potentially be left in Employment without

ongoing support will deter people from entering the service. Coupled with the time scale of 18 months and the high ratio of case load this does not give staff the time to cater for individuals with higher support needs.

The need for ongoing support is important to ensure the job continues in the long term. The Martin report evaluation of the pilot supported employment programme in Ireland stated "96% of employers agreed with the statement that the ongoing support provided by the job coach after the employee had been recruited was a vital element of the programme.

The "Job Readiness" definition is very restrictive and subjective and requires closer examination. It is restrictive in that it excludes large numbers of people who (currently) do not meet one or more of the criteria. It is subjective as it may be interpreted differently when viewed from the perspective of the participant, the job coach, FAS and an employer. In a recent report commissioned by FAS, WRC refers to the fact that people who are not job ready need a Supported Employment Service not people who are job ready.

The sharp increase in caseload to 25 has shifted the focus from "supported employment" to that of a service that will have to "cherry pick" clients. The figure of 25 clients per job coach is unrealistic and much greater than established international norms.

ITALY

1. Name of National Organisation

ASSOCIAZIONE ITALIANA DEL SUPPORTED EMPLOYMENT (AISE)

2. Year of Foundation / Member of EUSE since .. (year)

1996 / 1996

3. Current number of members (organisations / individuals)

10

4. Main achievements of the National Association

AISE promotes the methodology of S.E. keeping in contacts with local and national Authorities in order to find solutions of the bureaucratic problems because of the legislation. The Association also promotes a new cultural approach toward the people with disabilities from the beginning as we believe in the importance of early intervention. Owing to an old tradition, but not only, sometimes it is very difficult to find out a regular job in the open labour market for people with disabilities, particularly for people with intellectual disabilities and mental disabilities, as thought by the methodology of S.E., it is used to set up cooperatives in order to give to the disabled, particularly the intellectual and mental disabled persons, an opportunity to let them feel belonging to the world of work.

Unfortunately AISE is not yet actively involved in working with Government to set up or to be consultant for the legislation of people with disabilities.

5. Current activities on national level

Participation to several meetings, round tables, conferences. AISE has also been involved in a research in which ICF was used as a tool to find specific jobs to people with disabilities.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

As afore said it is quite impossible to give such data as there is not a statistic collection on that topic. On the other hand it is more feasible to give the number of people with disabilities working in Italy. About 210.000 people with disabilities are working in public and /or private firms and in social cooperatives

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

In Italy there is not the tradition of sheltered workshops as meant in other Northern European countries. It is used to set up cooperatives in order to give to the disabled, particularly the intellectual and mental disabled persons, an opportunity to let them feel belonging to the world of work. Therefore people with disabilities work almost in cooperatives. It has to be underlined that cooperatives are not as "open labour market". In Italy there are about 7.000 cooperatives.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

As the whole number 16.3% of people with disabilities is employed. People with intellectual disabilities and mental disabilities are not considered as there is not a data collected by the National Institute of Statistics yet. (2000).

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

No certain number.

10. How long can a person be supported? Is there a time limit?

There is not any limit.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

It depends. Some municipal and Health Service money, sometimes when considered as "rehabilitation". By the Government. In cooperatives the workers are considered as "members" and receive money as year-end dividend, however most of the time they receive a "monthly rate".

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

National laws. Law 104/1994 and the latest most important is Law 68/1999. The Italian legislation states that any person (disabled, too) has the right to work, but there is not any methodology established.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

No. (see point 13)

14. What are chances and challenges of the future development of supported employment in your country?

Owing to the crisis both the national and local Governments are moving forward to make cuts on social environments, but not only. We as service providers are very much worried on what it could happen in the forthcoming period under this point of view.

Anyhow it has to be underlined that society nowadays is much more aware of the rights of people with disabilities to enjoy daily life and work too. We hope that the Un-Convention on the Rights of People with Disabilities, particularly art. 27 in this case, will push the entire society and the national and local Governments to set up a stronger path for the future working life of people with disabilities.

NETHERLANDS

1. Name of National Organisation

Nederlandse Vereniging voor Support

2. Year of Foundation / Member of EUSE since .. (year)

November /2004

Current number of members (organisations / individuals)

20

3. Main achievements of the National Association

Promoting supported Employment; supporting members; information and information exchange

4. Current activities on national level

Working on competences for job coaches as part of training programs; registration system for job coaches

5. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Due to good national legislation the number of people placed through Supported Employment is round 10.000. Professionals working in the field round 1.500.

6. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

All kind of organisations (public sector; private sector; organisation from the care sector)

7. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

See 6: round 10.000 people nowadays. Numbers are growing rapidly

8. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

There are no fixed numbers. In practice around 15 – 20 people.

9. How long can a person be supported? Is there a time limit?

There is a time limit for 3 years. This can be extended depending on the individual situation.

10. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

Funded based on mainstream funding, but individually tailored. For each person involved an action plan has to be provided.

11. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

IRO (individual re-integration program; PO (personal support system with a job coach).

12. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

See 12: Legislation is there since beginning nineties and is improved since.

13. What are chances and challenges of the future development of supported employment in your country?

Supported Employment shall get more attention. Special related to school leavers from special education.

NORTHERN IRELAND

1. Name of National Organisation

Northern Ireland Union of Supported Employment

2. Year of Foundation / Member of EUSE since .. (year)

1994 / 1994

3. Current number of members (organisations / individuals)

48

4. Main achievements of the National Association

- Funding for staff and running cost for National Association
- Hosting 8th EUSE (2007)
- Various Projects (Supported Employment – Home and Away, Supported Employment Training in Ireland, Supported Employment in Action)
- Recognised by Government Departments as representative organisation on Supported Employment

5. Current activities on national level

Development work, policy development, information and library services, conferences, seminars and workshops, staff training and development, membership services and networking at local and national levels.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Approximately 25 organisations

Number of professionals – information not available

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

Non Governmental Organisations

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

The target group – All areas of disability - physical, learning, mental health and sensory (visual and hearing) disability. The main target group are people with learning disabilities.

Numbers of people with disabilities served by Supported Employment is currently being updated and researched.

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

This varies from organisation to organisation as well as target group.

10. How long can a person be supported? Is there a time limit?

Supported Employment in N Ireland is not mainstream funded (Government Funded). Organisations depend on a mixture of funding sources which may have restrictions on the length of time an individual can be supported. For example an organisation funded under New Deal for Disabled People Programme can only provide support for up to 6mths.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

Supported Employment in N Ireland is not mainstream funded (Government Funded). Organisations depend on a mixture of funding sources. The main source of funding is European Funding which is matched funded by the Department for Employment and Learning and/or local Health and Social Care Trust.

Other sources of funding include Lottery, Charitable Trusts and income generation.

The Government have a number of mainstream funded programmes which Non-governmental Organisations tender for such as Workable NI and New Deal for People with Disabilities. NGO deliver these programme using the Supported Employment model but these programmes do not meet the full Supported Employment model for example the criteria to access the Workable NI Programme is 16 hours (an individual must work 16 hours).

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

Disability Discrimination Act (1995)

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

The Disability Discrimination Act (1995) is anti-discrimination legislation and makes treating people with a disability less favourably than other people, without justification, unlawful in the following areas Employment, goods and services, buying or renting land or property, Education and transport. The employment provision under the DDA (1995) is not specific to Supported Employment but employment in general. Under the Employment provision it is unlawful for an employer to discriminate in:

- a. recruitment and selection including arrangements for deciding who should be offered employment, in the terms on which employment is offered, or by refusing or deliberately omitting to offer a person employment;
- b. the terms and conditions of employment;
- c. the opportunities afforded for promotion, transfer, training or any other benefits, or the refusal of those opportunities; and
- d. dismissing an employee or causing him/her any other detriment.

It is also unlawful for an employer to harass an employee or a job applicant for a reason which relates to a disabled person's disability.

14. What are chances and challenges of the future development of supported employment in your country?

Supported Employment is not a mainstream (government funded) programme in Northern Ireland. This is a key area the Northern Ireland Union of Supported Employment is continuing to campaigning and lobbying for. Although, Supported Employment is not mainstream funded the model is recognised by government departments as a successful intervention to assist people with disabilities and in particular people with significant disabilities to access and stay in employment. For example:-

- Department and Employment and Learning specialist programmes (Workable NI, New Deal for Disabled People etc) include key elements of the Supported Employment model such as job coaching and ongoing support. However, they have not embraced the full model by having restrictions on the criteria for access on to the programme i.e. must be able to work 16 hours or more. This is not in line with the principles of Supported Employment.
- Government Policies – Supported Employment has been recognised with in Government policies as a successful employment intervention for people with disabilities such as Department for Health and Social Services and Public Safety – Northern Ireland Review of Mental Health and Learning Disability (Bamford Review and Action Plan), Office of the First and Deputy First Minister Report on Promoting Social Inclusion Disability (2009)

Government Reform

Since the Labour Government came into administration in 1997 one of their main focus has been on the modernisation of the welfare state and increasing employment opportunities by tackling unemployment. This was known as the Welfare Reform. The Government has introduced new programmes such as New Deal and Pathways to Work. The Pathways to Work programme is aimed at people who are economically inactive i.e. individuals who are not in work or seeking work because of health difficulties, sickness or disability and claiming Incapacity and related Benefits (i.e. income support and Severe Disablement Allowance). The aim of the Government is to reduce the number of people who are economically inactive and provide support to find them employment.

In 2006 the Government launched a new strategy for the future direction of the Welfare Reform – “A New Deal for Welfare: Empowering People to work”. The aim of the strategy is to reduce by 1 million the number of people on Incapacity Benefit, help 300,000 lone parents into work and increase the number of older people in work. This has also included a radical reform of the Social Welfare System with the introduction of Employment and Support Allowance which will replace incapacity benefit and income support. This came in to place in Oct 2008. This has been one of the most significant changes to the Welfare system.

Although, the focus has been to move individuals off incapacity benefit and support people into work the Government is not still meeting the needs of people with disabilities and in particular people with significant disabilities. NIUSE continues to lobby for this.

Challenges for Supported Employment

- **Economic Recession:-** Due to the Economic Recession the focus for the Government has moved from supporting people who are economically inactive (which includes people with disabilities) to assist them to find jobs to the increased numbers of people on Job Seekers Allowance. These numbers have increased due to increases in redundancies and businesses closing. This has also increased the numbers of people applying for jobs making the recruitment pool for employers much larger and more competitive for people with disabilities.
- **Change in Government:-** In May 2010 there will be a general election in the UK and there maybe a new political party in administration – Conservative Party. The Conservative Party will introduce new policies and practices if they are elected, which will be a much harsher regime than the Labour Government. Although, NI has a devolved administration changes in UK Government will have an impact on Northern Ireland as there is a tendency to duplicate strategies and policies.
- **Government Spending:-** Due to the economic recession all Government Departments have had to reduce their spending (Comprehensive Spending Review). This has had a direct impact on NGOs delivering services for Government Departments and Agencies as this funding has been cut to make saving.
- **Prime Contracting:-** Government Departments have changed their Procurement and Tendering Process by introducing Prime Contracting. This means instead of having a number of organisations providing services in a geographical area that there would be one organisation (depending on the size of the area). These organisations would be known as Prime Contractors who then would subcontract with private and non-governmental organisations to deliver the service in conjunction with them. This has had a dramatic impact in England, Wales and Scotland on small specialist NGOs who in the past would have provided services directly. In Northern Ireland Prime Contracting has not been introduced to the same extend as the rest of GB as yet!

NORWAY

1. Name of National Organisation

FAB, Forum For Arbeid med Bistand

2. Year of Foundation / Member of EUSE since (year)

/

3. Current number of members (organisations / individuals)

250 individuals

4. Main achievements of the National Association

5. Current activities on national level

- working with our great conference
- member contact the web site is also important
- FAB give statements in relation to actual matters when necessary

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

about 650

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

both governmental and private. In Norway it is the government that pays salaries for job consultants and we are working on getting the state pension for a period.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

it is difficult to say. but quite a few thousand. remember that there are over 600 job supervisor over the country who work in the SE.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

The people we work with in Norway all have some form of contract when we have provided them with practice in an employer.

10. How long can a person be supported? Is there a time limit?

three years is the maximum one can be with supported employment

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

All that we are working with support through public funds. This until they have been given permanent employment. This applies to those who have regular employment.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

In Norway there are clear rules for those who need help getting out of work will be offered supported employment through the initiative of our organization FAB has its members in.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

Working with the assistance (2000)

Working with the assistance shall provide appropriate and necessary assistance with the aim of integrating persons with reduced capacity for work in ordinary working life.

14. What are chances and challenges of the future development of supported employment in your country?

As we see it, the possibilities are still very good

PORTUGAL

- 1. Name of National Organisation**

- 2. Year of Foundation / Member of EUSE since .. (year)**
/

- 3. Current number of members (organisations / individuals)**

- 4. Main achievements of the National Association**

- 5. Current activities on national level**

- 6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field**

- 7. What are the main types of organisations that offer supported employment?**
(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- 8. How many people are (approx.) served in supported employment? What are the target groups?** (if available approx. percentage)

- 9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?**

- 10. How long can a person be supported? Is there a time limit?**

- 11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?**

- 12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?**

- 13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.**

- 14. What are chances and challenges of the future development of supported employment in your country?**

SCOTLAND

1. Name of National Organisation

Scottish Union of Supported Employment

2. Year of Foundation / Member of EUSE since (year)

1995 / 1998

3. Current number of members (organisations / individuals)

40 Organisations

4. Main achievements of the National Association

- Organised 5th EUSE Conference
- Created national dialogue with Scottish Government regarding Supported Employment
- Contributions to EUSE

5. Current activities on national level

- Lobbying of both UK and Scottish Governments
- National conference - annual
- Monthly Newsletter
- General meetings
- Website
- EUSE Presidency

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Difficult to assess as funding comes from a wide variety of sources. I would estimate around 100 projects/organisations delivering some form of Supported Employment either in whole or in part. The number of professionals would be around 300 - 400 (best guess figure)

7. What are the main types of organisations that offer supported employment?

Local Authorities, Voluntary Organisations, Disability Organisations

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

There are approximately 10,000 (best guess figure). This is very hard to estimate as there are no mainstream Supported Employment services. Client groups tend to be people with Learning Difficulties, People with Mental Health Issues, People with Head Injuries and People with Autism/Asperger's Syndrome

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

There is no standard. The norm seems to be between 8 - 14 but it varies considerably.

10. How long can a person be supported? Is there a time limit?

There are no guidelines

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

There are no mainstream Supported Employment programmes in Scotland but organisations/projects can attract money from a wide variety of sources: Scottish

Government, UK Government, Lottery Funding, Local Authorities, European Social Fund, Health Services

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

There are no regulations apart from a vague mention in Mental Health Care & Treatment Act (Scotland)

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

None

14. What are chances and challenges of the future development of supported employment in your country?

The Scottish Parliament published a paper in November 2006 which gave clear and positive recommendations to develop mainstream Supported Employment in Scotland. Unfortunately the recommendations have never been acted upon.

SPAIN

1. Name of National Organisation

Asociación Española de Empleo con Apoyo (AESE) / Spanish Association of Supported Employment (AESE)

2. Year of Foundation / Member of EUSE since .. (year)

1993 / 1993

3. Current number of members (organisations / individuals)

115 (70 / 45)

4. Main achievements of the National Association

- a. To be only one voice on SE in Spain.
- b. To be respected by both the public and private sector on the disability field as a moral authority in SE.
- c. To have influenced the approval of the new regulation on SE in 2007.
- d. To have organised nine national conferences in Spain in 18 years.
- e. To conduct workshops all over Spain and give presentations on SE at regional and local level.
- f. To give training courses on SE for professionals or practitioners in presence format and on line.
- g. To have an internal scholarship programme to improve exchange of information among SE practitioners.
- h. To belong and have an active participation in EUSE.
- i. To disseminate information on SE through a regular newsletter and the website www.empleoconapoyo.org

5. Current activities on national level

Currently AESE maintains the previous activities e) f) g) h) i) plus the following –

- ✚ AESE has created **EMPLEA Foundation** a new organisation which has been joined by the most significant organisations in the Spanish disability sector. The aim of this new NGO is to improve labour inclusion through developing SE together with employers, universities, professionals and participants and their families.
- ✚ AESE has joined CERMI which is the top national body representative of people with disability in Spain.
- ✚ AESE and EMPLA Foundation and ONCE Foundation are organising the I National Conference on SE applied to People with Mental Health Problems, in Madrid, November 27th & 28th 2009.
- ✚ AESE will organise the 10th National Conference on Supported Employment in Ciudad Real, October 2010.
- ✚ EMPLA Foundation will be introduced at the 17th Autonomous Communities of Spain throughout the year 2010 organising one day meetings with employers and regional authorities.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

243 / 1,000

7. What are the main types of organisations that offer supported employment?
(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

Parents of people with disabilities' Associations, public agencies of social services (most of them municipalities), sheltered workshops (Special Employment Centres) very few but they are starting to apply SE, independent supported employment services.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

In accordance with Salamanca Community Integration Institute studies¹ 23,341 persons have been hired in the open labour market and served by supported employment agencies some time. This figure can be disaggregated in 14,159 persons with disabilities and 9,182 of other disadvantaged groups. Nowadays 7,547 persons are hired in the open labour market with supported employment services - 5,090 are people with disabilities and 2,457 belong to other disadvantaged groups.

	Have worked		Are working	
Intellectual disability	5.655	39,94%	2.298	45,15%
Autism & GDD	99	0,7%	20	0,39%
Physical disability (mobility)	1.911	13,5%	558	10,96%
Physical disability (organic)	706	4,99%	296	5,82%
Cerebral palsy	44	0,31%	25	0,49%
Visual disability	138	0,97%	56	1,09%
Auditory and communication disability	4.281	30,24%	1.380	27,12%
Psychiatric disabilities	1.110	7,84%	352	6,92%
Brain injury	29	0,2%	18	0,35%
Others	186	1,31%	87	1,70%
TOTAL	14.159	100%	5.090	100%

Persons with a disability

	Have worked		Are working	
Ethnic minorities	3.141	34,21%	415	16,89%
Drug abuse	1.005	10,95%	309	12,58%
Immigrants & refugees	1.744	18,99%	559	22,75%
Homeless	171	1,86%	100	4,07%
Ex offenders	729	7,94%	154	6,27%
HIV	225	2,45%	67	2,73%
Others	2.167	23,60%	853	34,72%
TOTAL	9.182	100%	2.457	100%

Persons of other disadvantaged groups

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

It depends on the target group.

In accordance with Spanish SE regulation the ratios are –

-  1/3 to support people with cerebral palsy, mental health problems, or intellectual disability assessed as ≥ 65 %.
-  1/5 to support people with cerebral palsy, mental health problems, or intellectual disability assessed as ≥ 33 % to 64 %.
-  1/8 to support people with physical or sensorial disability assessed as ≥ 65 %.

¹ Jordán de Urrías F. B. & Verdugo, M. A. (accepted in press). Evaluation and follow up of Supported Employment initiatives in Spain from 1995 to 2008. *Journal of Vocational Rehabilitation*

- ✚ There is not ratios fixed for other disadvantaged groups but in practice the agencies are supporting these groups with an average ratio of 1/8-12.

10. How long can a person be supported? Is there a time limit?

In accordance with Spanish SE regulation there is a time limit follow-up fixed up to 30 months but nobody controls the time in which an employee is supported so in fact people with disabilities are supported for years or for the time they need.

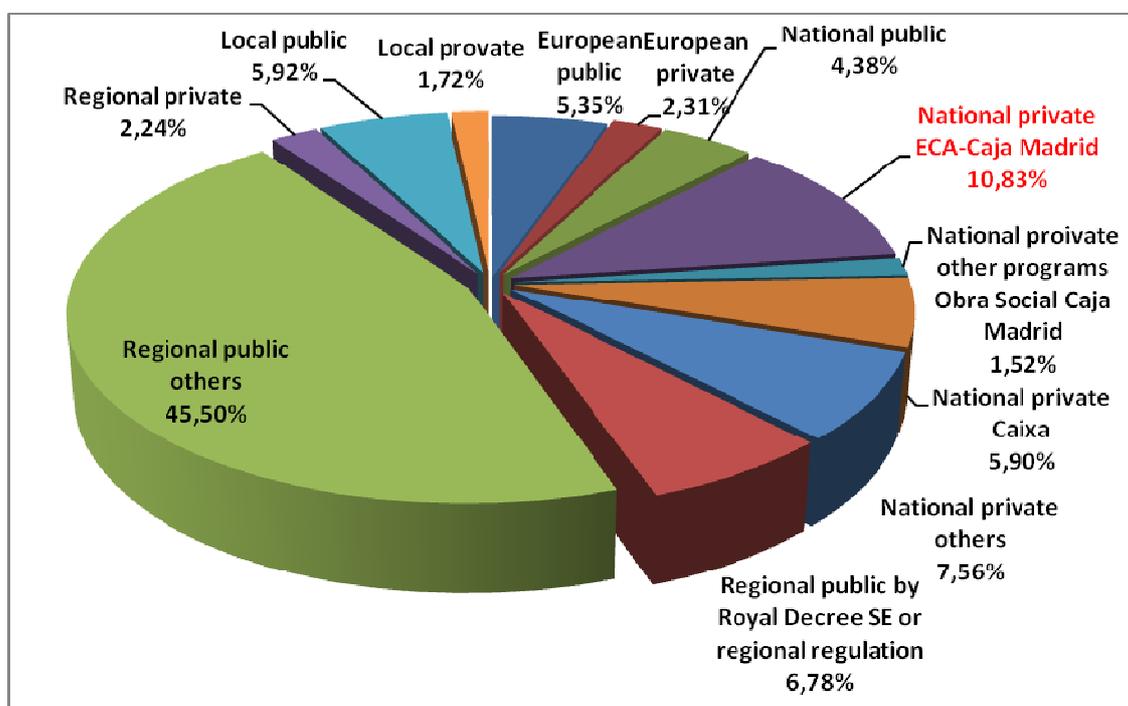
11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

In Spain there is not a personal budget system to fund Supported Employment services yet. There are several ways of funding Supported Employment services –

- ✚ Mainstream funding associated to the national regulation by the Ministry of Labour (not significant amount of money).
- ✚ Public tender system through 17 Autonomous Communities (the most significant amount of money). Here the money comes from Brussels, from the Central Government in Madrid and from the Autonomous Communities altogether.
- ✚ Private tender system by saving banks and foundations (significant amount of money).

Both public and private tender systems fund mainly SE personnel and other project expenses.

Herewith one can find the map of SE funding in Spain according to the studies of Community Integration Institute (Salamanca's University)



The private sector has different systems of funding supported employment services. Here you can find the funding system of Caja Madrid (an important saving bank in Spain) applied in his call for tenders. It is based on employment outcomes because to get the money the agencies have to present the labour contracts of their supported people.

Valuation of disability or exclusion by administration	New placement	Maintenance
Support level 1	Physical D. (33%-44%) Sensorial D. (33%-44%)	Physical D. (33%-44%) Sensorial D. (33%-44%)
	1.000 € (20% X € / year)	500 € (10% X € / year)
Support level 2	Intellectual D. (33%-64%) Mental health (33%-64%) Cerebral palsy (33%-64%) Autism (33%-64%) Sensorial D. (45%-64%) Physical D. (45%-64%) Social exclusion	Intellectual D. (33%-64%) Mental health (33%-64%) Cerebral palsy (33%-64%) Autism (33%-64%) Sensorial D. (45%-64%) Physical D. (45%-64%) Social exclusion
	2.500 € (50% X € / year)	1.250 € (25% X € / year)
Support level 3	Intellectual D. (65% or up) Mental health (65% or up) Cerebral palsy (65% or up) Autism (65% or up) Sensorial D. (65% or up) Physical D. (65% or up)	Intellectual D. (65% or up) Mental health (65% or up) Cerebral palsy (65% or up) Autism (65% or up) Sensorial D. (65% or up) Physical D. (65% or up)
	5.000 € (X € / year)	2.500 € (50% X € / year)

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

The Royal Decree 870/2007 on Regulation of Supported Employment (I attach a full copy in Spanish).

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

The specific regulation came in 2007 and had a positive effect on disability sector because clarified the concept, the scenario and the most important agents or stakeholders mainly the job coaches that previously worked without an appropriate legal coverage.

14. What are chances and challenges of the future development of supported employment in your country?

Nowadays the most important chance and challenge that face the development of SE in Spain is the real involvement of the big and powerful organisations in the disability sector in applying SE with the same interest and endeavour than they developed before the Employment Special Centres all over the country. AESE has invited all these organisations to join EMPLEA FOUNDATION to develop SE altogether with new energy. We shall see in the near future if we succeed in this enterprise.

SWEDEN

1. Name of National Organisation

SFSE (Svenska Föreningen för Supported Employment) eng. Swedish association for S-E

2. Year of Foundation / Member of EUSE since .. (year)

1995 / 1997

3. Current number of members (organisations / individuals)

72 in total, 32 organisations and 40 individuals.

4. Main achievements of the National Association

- SFSE shall work for gathering and spreading knowledge regarding Supported Employment. SFSE shall also promote organisations/people in the labour market as well as in other social firms/activities to use and develop the method.
- Broad the areas of use for Supported Employments.
- Inspire by arranging and information of good conferences and education on the topic.
- Prerequisite conditions of establishing networks
- Practise exchange of experiences and gather knowledge that supports disabled persons way to a worthy life.
- Develop the webpage in order to spread knowledge
- Following the international work by representing and taking part in EUSE.

5. Current activities on national level

- Website.
- National conference every year
- Network meetings
- Meetings for specialists
- Research projects
- Lobbying and influencing in different forums in order to increase the use of S-E.

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

There isn't any gathered information regarding this. However we can estimate that there is around 150 initiatives whereof 68 of those are in the same organisation, Arbetsformedlingen, but in different geographical locations. The initiatives vary in how close to the description of S-E they are. An estimation would also say that around 800-1000 professionals are working in the field.

7. What are the main types of organisations that offer supported employment? (e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

The largest provider is out of question arbetsformedlingen which is a state employment agency. There is also sheltered workshops in municipalities, vocational training providers in municipalities, private companies and foundations.

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

This is also out of our knowledge, but again an estimation should say around 20.000 persons during a year.

Target groups are:

- All kind of disabled persons such as
 - Intellectual disabilities
 - Mental illnesses
 - Physical illnesses
 - Deaf and hearing impairment, blind people.
 - Neuropsychiatric illnesses
- Extra-Nordic immigrants
- People with social medical disadvantages such as drug problems, criminals etc.

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

This can vary a lot between the different initiatives.

It does depend on the target group but also on how, so to speak, the method is used and what kind of organisation that takes care of the activity.

The number vary from 7 or 8 persons ongoing up to 25 t 30 persons.

10.How long can a person be supported? Is there a time limit?

Some organisations has got a time limit. The largest actor arbetsformedlingen has set the limit to 1 year after the person has been employed. (In total with all the processes that could be around 2 years)

Other organisations have no limit or longer time limits.

11.How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

There is all sorts of funding and often several funding systems in the same initiative.

For example European and other project-funding, tender systems, state funding, municipalities funding.

12.Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

No regulation that aims specifically at S-E service.

13.If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

14.What are chances and challenges of the future development of supported employment in your country?

S-E is more and more on the political agenda in different forums. One challenge is to meet up in those forums in order to establish the concept. Another challenge is to get more information on which organisations that are working with S-E and try to spread knowledge about the method.

SWITZERLAND

1. Name of National Organisation

supported employment schweiz

2. Year of Foundation / Member of EUSE since .. (year)

2008 / 2009

3. Current number of members (organisations / individuals)

44/21

4. Main achievements of the National Association

Supported Employment schweiz is still new and small. So it had its main impact probably on social organisations by conferences, newsletter and influencing training programs in supported employment.

5. Current activities on national level

- Organization of Conferences and Workshops
- Publishing a Newsletter
- Website (soon...)
- A working group on quality standards

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

Supported Employment and Job-Coaching are very popular terms used by many (governmental as well as private) organisations and projects. It is both difficult, to know them all and to decide if they really offer a service that may be seen as supported employment. We will soon send a questionnaire to our members, to know more about their projects, but there are many more who are not members (yet).

On March 18, 2010 the government department of inner affairs will hold an international conference on "Mental disability and work: breaking the barriers." The president of supported employment schweiz will participate in that conference. We expect a broader public discussion within Switzerland on supported employment.

7. What are the main types of organisations that offer supported employment?

There is a very wide range of organisations, e.g. specialized employment agencies, supported employment in mental health services, sheltered workshops, vocational training providers, state employment agency, independent job coaches... (see question 6)

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

It is not yet possible to give any numbers, especially because the criteria, if a service may be called supported employment, are still rather unclear.

Main target groups are persons with mental health problems, there are still few organisations for persons with learning disabilities. But there are many organisations which offer vocational reintegration after illness or accidents and many of them use at least elements of supported employment. Zurich City has started with supported employment projects where the target groups are immigrants or people with traumata having asylum status.

9. Is there a certain number of persons an Employment Support Person has to support? Is it dependent on the target group?

This is up to the organisations.

10. How long can a person be supported? Is there a time limit?

This depends on the funding. There are some programmes which can support a person unlimited (for example psychiatric clinics or programmes with privat funding). Usually there is a time-limit between 0 to 6 months (sometimes with the possibility to

extend). There is a possibility of contract work used by sheltered workshops: persons work in a normal firm, get paid, but are still employed by the sheltered workshop and have no ordinary work contract. As soon as the firm employs the persons, there is no more money for support. This imperfect model of supported employment is still one of the few possibilities to finance unlimited support.

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

1. Although even state agencies use the term supported employment, there are no special laws or regulations for supported employment, but there are many existing regulations that can be used (e.g. vocational measures and integration measures by the invalidity insurance, labour market measures by the unemployment insurance).
2. Main funders are the federal office of social security, the cantons, the state secretariat for economic affairs, municipal social welfare offices, and private insurance companies (sickness benefit / pensions).
3. Projects with personal budget have just started running.

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

The current framework that serves as basis for supported employment services are:

- Art. 8 of the Swiss Constitution "No one shall be discriminated because of their...physical, mental oder learning disability.4 The law provides measures to avoid/ overcome the disadvantages of people with disabilities."
- Federal disability equality act (151.3) 13.12.2002
- Federal disability equality regulation (151.31) 19.11.2003
- Federal office for equality of people with disabilities since 2004

These Regulations have indeed much less effect for supported employment as comparable Regulations in EU or in USA. However, they may enable funding for pilot projects.

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

There are no regulations concerning supported employment specifically. (see 11)

14. What are chances and challenges of the future development of supported employment in your country?

Chances: Vocational integration is very popular, you hear and read a lot about support on the workplace and coaching. But this is mainly because government and parliament try to reduce costs of disability benefits. In a short rhythm we had several amendments to the invalidity insurance law, which propose new measures for vocational rehabilitation and integration.

Challenges: The goal of many politicians is not so much inclusion (Switzerland has not yet signed the UN Convention on rights of persons with disabilities) but the intention to save money. We are still far from a common understanding of 'supported employment' or 'job-coaching'. The practice in financing supported employment differs very much from canton to canton, nobody really knows what is going on.

WALES

1. Name of National Organisation

Wales Association of Supported Employment Agencies

2. Year of Foundation / Member of EUSE since .. (year)

1991/ 2009

3. Current number of members (organisations / individuals)

26

4. Main achievements of the National Association

5. Current activities on national level

- Provision of Supported Employment Services
- Equality Work with Employers
- Lobbying work with public bodies to create paid employment
- Lobbying work with local and national government on policy / funding

6. Approx. total number of S.E. initiatives in your country, if available approx. numbers of professionals working in the field

- Approx 30 agencies
- Approx 250 + professionals working in the field

7. What are the main types of organisations that offer supported employment?

(e.g. independent supported employment services, sheltered workshops, vocational training providers, state employment agency, independent job coaches...)

- Independent s e services
- Public bodies
- National Charities

8. How many people are (approx.) served in supported employment? What are the target groups? (if available approx. percentage)

Candidates : learning Disabilities; sensory impairment; physical disability; mental ill health; learning difficulties; acquired brain injury.

Numbers within own agency Paid employment 170 +

Courses 70+

Placements 200 +

9. Is there a certain number of persons an Employment Support Person has to support ? Is it dependent on the target group?

Varies between projects and activities

10. How long can a person be supported? Is there a time limit?

Varies between 30 days to unlimited, dependent on project and funding

11. How is supported employment funded? (e.g. mainstream funding, direct payment (personal budget), (European) project funding, success based funding, tender system)? Who are the main funders?

JCP, Local authority, charitable grants

12. Which are the more important regulations in your country that make possible to practice the Supported Employment Services?

Disability Discrimination Act , Equality and Human Rights Act

13. If there any legislation specific to s.e please specify in which year the Act was implemented and highlight the main achievements it contains.

No only recommendations

14. What are chances and challenges of the future development of supported employment in your country?

Funding and employment opportunities given the current global recession