

## OUTLINE OF EUROPEAN SUPPORTED EMPLOYMENT STUDY

The following is an outline of the Approach and Methodology that was contained in the successful COWI/EUSE/AFI proposal in response to the invitation to tender VT/2009/028 received from the European Commission, DG Employment, Social Affairs and Equal Opportunities.

In performing this assignment there will be various challenges to be aware of and to handle when gathering, analysing and presenting data and results on Supported Employment and Flexicurity.

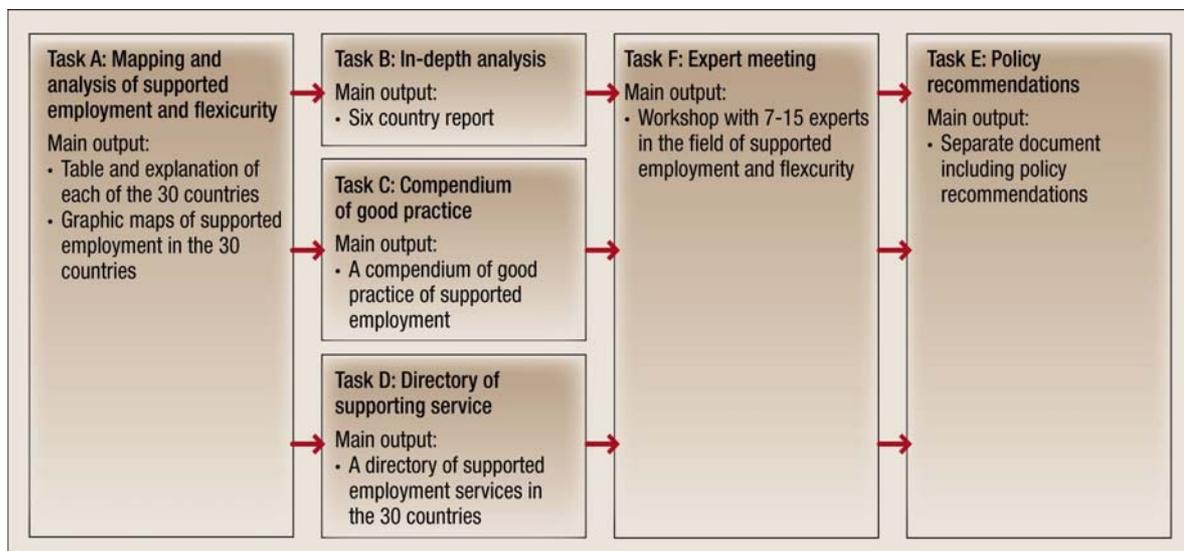
First of all, Supported Employment in itself often faces various challenges. Often there is no real public order for inclusion of people with disabilities - instead sheltered work places and/or inactivity (e.g. pensions) are more or less indirectly prioritised - and public administration take no interest in Supported Employment. At the same time employment services are not oriented to outcomes but on providing services (i.e. lack of individual approach). In addition, engaging employers in Supported Employment is a challenge (although financial incentives, as well as further knowledge on the requirements on the employer, can perhaps be helpful).

Secondly, there is a lack of open labour market terminology in European policies, statistics and reports, as well as there is a general lack of information on Supported Employment. Particularly (supported) jobs on the open labour market are not measured. Thus inclusion must be measured by monitoring exclusion - with indicators distinguishing between open and sheltered labour markets.

And last, but not least, Supported Employment can have different forms and expressions and be vested with different agencies in different countries.

Thus it is important to cover a variety of sources when looking for data and answers. For this reason we will obtain information from relevant ministries, research institutions, employer's organisations, employee's organisations and NGOs/civil organisations.

The approach/phases we will adopt will consist of six tasks which are summarised as follows:



## **Task A**

The purpose of Task A is to provide an overview of existing Supported Employment schemes and similar measures in the EU and EFTA-EEA countries and show what schemes and measures are achieving good results. This also includes highlighting where Supported Employment and similar measures do not exist.

Task A will be undertaken in the following seven activities:

- A1: Desk study in 30 countries
- A2: Test of questionnaires on EUSE member countries
- A3: Pilot data collection in 3-4 easy-access-countries (e-survey)
- A4: E-survey in remaining countries
- A5: Qualitative phone interviews
- A6: Country visit
- A7: Analysis and reporting

Some of the above activities may not be undertaken if satisfied by earlier activities

## **Task B**

Task B will focus more in-depth on interaction between Supported Employment schemes and Flexicurity approaches compared to the previous task. This will be undertaken by an in-depth case study of six countries. And in this relation we will include knowledge of the latest research and key documents in the field.

On that basis, this task will comprise an analysis of six national policies including the underlying funding and distribution of responsibility of involved services and other relevant organisations, analysed in the framework of Flexicurity that are addressing the needs or are inclusive of the needs of persons with disabilities.

Output of the Task will be the following:

- B1: Selection of the six countries
- B2: Visit to six country visits to collect information
- B3: Analysis of the six countries

### **Task C**

Task C will identify and collect a compendium of examples of good practice in the field of Supported Employment.

Output of the Task will be the following:

- A compendium of examples of good practices of Supported Employment which will mainly build on the country study in the six countries included in the in-depth analysis of task B.

This will include the following as it is also expressed in the specifications to the tender:

- A presentation of the six national policies (Spain, Norway, Sweden, Slovenia, Czech Republic and Ireland) including the underlying funding and share of responsibility of involved services and other relevant organisations analysed in the framework of Flexicurity that are addressing the needs or are inclusive of the needs of persons with disabilities
- Nine positive employers' experiences with Supported Employment schemes
- Nine positive employees' experiences.

### **Task D**

The aim of Task D is to collect contact data on relevant services within the field of Supported Employment in each of the 30 countries. The purpose is that this information can support both employers and employees in relation to Supported Employment.

The output of this task will be a directory of supporting services which will be a stand alone document, and can be useful for the general public and for instance be published on a website. The directory will be sorted by country.

We propose that the directory of services include the following information for each service:

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| <ol style="list-style-type: none"><li>1. Name of service:</li><li>2. Description of the mission and aim of the service (5-10 lines):</li><li>3. Description of the functioning of the service (5-10 lines):</li><li>4. Address:</li><li>5. Link to website:</li><li>6. e-mail:</li><li>7. Telephone no.:</li></ol> |
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## **Task E**

The purpose of Task E is to draft policy recommendations on that basis of this study on Supported Employment and the findings of the study.

The output of Task E is policy recommendations which will be a separate chapter of the final report. The policy recommendations will focus on the following as expressed in the specifications to the tender:

- How Supported Employment schemes can be successfully introduced or their effectiveness improved, their usage increased;
- What role the EU level can play to increase the utilisation of Supported Employment in the Member States and EFTA-EEA countries (e.g. Legislation, funding through Structural Funds, priorities for the new disability strategy etc.);
- How integrated Flexicurity policies or specific measures can contribute to successful integration of persons with disabilities in the labour market;
- How the EC can comply with its relevant obligations under the UN Convention on the Rights of Persons with Disabilities, in particular in Article 27, and how it can help the Member States and EFTA-EEA countries to comply with theirs?

## **Task F**

The purpose of Task F is to organise and to participate in an expert meeting. The aim of the expert meeting is to discuss and verify the study as a whole and in particular the findings of the study with experts in the field of Supported Employment and Flexicurity as well as representatives of the Commission's services.

The output of this task will be the expert meeting itself and a short follow-up report on the conclusions of the meeting. This report will feed into the final study report, and will be attached to the final study report.

The activity of Task F will be:

- F1: Workshop

## Note

The six countries we suggested in the proposal were: Norway, Sweden, Ireland, Czech Republic, Slovenia and Spain. I have a meeting with the European Commission in January 2010 to finally decide the list of countries; other possibilities at this stage are Germany, Denmark and the United Kingdom. Moreover, the activities may be subject to change depending on findings and direction from the European Commission.

I will provide more information at the forthcoming EUSE Council meeting in London on 28 - 29 January 2010 and hopefully be able to answer any questions.

Michael J Evans  
President  
European Union of Supported Employment

8 December 2009