



Co-funded by the
Erasmus+ Programme
of the European Union



GOOD PRACTICE COLLECTION

“Upload Your Dreams”
Erasmus+ KA2
2019.





Introduction

The Good Practice Collection was one of the outputs of the UPLOAD YOUR DREAMS Erasmus+ Strategic Partnership project. (<https://uploadyourdreams.eu/>)¹

The mission of the partner organization² is helping their clients' inclusion into the society in general and particularly into the labor market, increasing the chance of their employability.

Accordingly, the project partners provide services for vulnerable young people often with disadvantaged background who have difficulties entering the labor market and need extra help, special methods to prepare for and keep the job.

So partners work on the mission to help these disadvantaged vulnerable youth, but since they have slightly different target groups in a different environment, they developed different answers for their problems and difficulties.

When the partner organizations started the project work (Upload your dreams), in the framework of the first part of the project, they shared their Good Practices that were particularly successful in the local society, community. The Good Practice Collection is the result of the practice sharing project phase.

¹ **Project title:** Upload your dreams; **Key Action:** Cooperation for Innovation and the Exchange of Good Practices; **Field:** Strategic Partnership for youth; **Main objective:** Development of Innovation
Call and round: 2016/3; **Project duration:** 01 March 2017 – 31 August 2019.

² Salva Vita Foundation, Budapest, Hungary;
ICEI Istituto Cooperazione Economica Internazionale, Milan, Italy;
De Groene Kans vzw, Diksmuide, Belgium;
Hisa! drustvo za ljudi in prostore so.p., Maribor, Slovenia

Shared and listed methods and practices



ICEI Istituto Cooperazione Ecomica Internazionale, Milan, Italy

1. YEP Young Enterprise Program (<https://youngenterpriseprogram.com/>).
2. 4Ways Project
3. Urban intercultural responsible tourism – Mygrantour



Hisa! društvo za ljudi in prostore so.p, Maribor, Slovenia

4. Rajzefiber Touristic Walks, nanoturism
5. Events in public space
6. Printmaking Art Center



Salva Vita Foundation, Budapest, Hungary

7. Supported Employment Program for disabled jobseekers
8. Work Experience Program
9. JOB for you, DREAM for me! (Job Shadowing)
10. Shop with Heart
11. Employers' Award



De Groene Kans, Diksmuide, Belgium

12. Social Enterprise: kitchen (bio jam and syrup making) & green workers
13. Day Care center
14. New project: cafe, petting zoo, garden (pick for yourself), vegetarian garden, tent



GOOD PRACTICE 1

ICEI Istituto Cooperazione Ecomica Internazionale

Milan, Italy

1. GENERAL INFORMATION

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|--|---|---|
| Title | YEP Young Enterprise Program  | |
| Type | <input checked="" type="checkbox"/> Project <input type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _ | |
| Country(ies) & City(ies) | Milan (Italy), Lisbon (Portugal), Madrid (Spain) | |
| Level of intervention | <input checked="" type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | November 2016 – October 2018 | |



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| Webpage | https://youngenterpriseprogram.com/ |
| Attachments | Slides presenting the project YEP at the 2 nd Transnational Project Meeting of the Upload Your Dreams project (Milan, November 2017) |

2. DESCRIPTION

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| Aims and objectives | <p>GENERAL OBJECTIVE: promotion of new and innovative practices, based on non-formal education, aiming at supporting the work inclusion of youth with fewer opportunities.</p> <p>SPECIFIC OBJECTIVES:</p> <ul style="list-style-type: none"> a) Strengthening the skills and knowledge of participating organisations and providing new and effective methods and tools to inform, train and support business ideas promoted by vulnerable youth; b) Establishment of a multi-stakeholder partnership with complementary competences, so as to favour the creation of a “enabling environment” for aspiring young entrepreneurs; c) Testing of training and incubation programmes targeted to youth with fewer opportunities. |
| Target group(s) | <p>YEP main target groups are:</p> <ul style="list-style-type: none"> ✓ Young people (18-30) with fewer opportunities, including migrants, NEETs, single parents, unemployed, disabled, with low educational background, etc. ✓ Staff of public and private organisations working with young people and/or entrepreneurship |
| Main activities | <p>Main YEP activities are:</p> |



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| | <ul style="list-style-type: none">➤ Information and communication campaign on entrepreneurship, targeted to young people, especially those with fewer opportunities;➤ Stakeholders' engagement and networking, involving public and private organisations working with young people and/or in entrepreneurship, such as local and national authorities, business incubators, NGOs, universities, etc.➤ Entrepreneurship training courses for young people with fewer opportunities: about 80 young people were trained overall in the 3 partner countries on how to start and manage a business and to acquire or strengthen their soft skills (working in group, motivation, communication, etc.)➤ Incubation of the best business ideas by the young people taking part in the training courses: 15 business ideas and 17 young people attended an incubation programme, aimed at supporting them in implementing their ideas, including mentoring, in-depth training, support for networking and access to funds, etc. For more information on the business ideas of the “YEPpers”: https://youngenterpriseprogram.com/yeppers/.➤ 3 “Intellectual Outputs” (English, Italian, Spanish and Portuguese), to support organisations and practitioners in promoting entrepreneurship of young people with fewer opportunities https://youngenterpriseprogram.com/download/:<ul style="list-style-type: none">• IO1 “Not-for-profit organisations and youth entrepreneurship: how to support young people with fewer opportunities”• IO2 “Empowering young people through entrepreneurship: a Trainer’s Toolkit”• IO3 “Starting up how to incubate businesses from young people” |
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| | <ul style="list-style-type: none"> ➤ 6 Multiplier Events held in the 3 partner cities, at local and international level, to disseminate and share the Intellectual Outputs developed ➤ 3 Short-term joint staff training, one in each partner city, to promote the exchange of experiences, good practices, methods, etc. among the partners and improve the knowledge, skills and competences of their staff in promoting and implementing youth entrepreneurship programmes and initiatives. |
| <p>Methodology</p> | <p>The YEP methodology is based on:</p> <ul style="list-style-type: none"> ✓ fostering local multi-actor stakeholder partnerships, with complementary skills and experiences (local and national authorities, business incubators, NGOs, universities, etc.), so as to create a “favourable” environment for young entrepreneurs, especially those with fewer opportunities; ✓ the use of non-formal education methodologies and direct engagement of young people in the activities; |
| <p>Innovation</p> | <p>YEP is innovative in that:</p> <ul style="list-style-type: none"> ✓ It adapts and tests traditional entrepreneurship training and incubation programmes to and with young people with fewer opportunities (who for the most part have a lower level of knowledge, skills and competencies, as well as self-esteem and self-confidence, compared to their peers); ✓ It establishes multi-stakeholder collaboration as key in entrepreneurship training and incubation, to create a “favourable” environment for young entrepreneurs; ✓ It focuses on competence development and non-formal education/training, in line with the 2017 European |



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| | <p>Commission's Final Report "Taking the future into their own hands. Youth work and entrepreneurial learning;</p> <p>✓ It tests a new way of supporting and accompanying young people, the "social tutoring".</p> |
| <p>Results & impact achieved</p> | <p>Main results of YEP are:</p> <ul style="list-style-type: none"> • participating organisations have strengthened their skills and knowledge and acquired new and effective tools to contribute to the inclusion of vulnerable youth in the labour market • 80 young people have been trained and 17 have attended an incubation programme to put into practice their business ideas. In doing so, young people have acquired and strengthened their knowledge and skills, both at technical level (on how to start and manage a business, financial literacy, marketing, etc.) and in relation to the transversal competences (motivation, working in group, communication, resilience, etc.) • A multi-stakeholder cooperation has been fostered in each partner city, promoting the exchange of methods, tools, experiences among public and private organisations working with young people and/or entrepreneurship; • An innovative and effective methodology to support entrepreneurship of vulnerable youth has been tested and disseminated • At local/regional level, in the partner cities, entrepreneurship education has been promoted among young people, especially those with fewer opportunities, and public and private stakeholders have been made aware/informed about new methods and tools to foster the socio-economic inclusion of vulnerable youth, via new approaches in youth entrepreneurship. • At European level, a contribution has been made to the European debate on socio-economic inclusion of vulnerable youth and on youth entrepreneurship as a way to foster this. |



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| <p>Partners & stakeholders</p> | <p>Main partners and stakeholders in YEP were:</p> <ul style="list-style-type: none"> • MILAN: City of Milan (partner), Foundation Welfare Ambrosiano (partner), Comunità Nuova (partner), City of Milan (partner), Foundation Brodolini (partner), Impact Hub Milan (partner), FabriQ (partner) • LISBON: ALCC (partner), City of Lisbon (partner), High Commission for Migration (stakeholder), CASES Antonio Sergio Cooperative for Social Economy (stakeholder), Nova University of Lisbon (stakeholder) • MADRID: Foundation Action Against Hunger (partner), Employment Agency of the City of Madrid (partner), Reas Madrid (stakeholder), Puentes Global (stakeholder). |
| <p>Total budget</p> | <p>Euro 207.157,00.</p> |
| <p>Funded by</p> | <p>EACEA, Programme Erasmus+ KA2 strategic Partnerships in the field of Youth In Milan, the project was also co-funded by Cariplo Foundation and Giulini Foundation.</p> |



GOOD PRACTICE 2
Comunita' Nuova (New Community) & Amici Di Edoardo
(Edoardo's friend)
Milan, Italy

1. GENERAL INFORMATION

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| Title | Quattro Vie / Four Ways | |
| Type | <input type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) | |
| Country(ies) & City(ies) | Milan (Italy) | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) |
| Period of implementation | Since 2012 | |
| Webpage | www.amiciedoardo.org/index.php/progetti/progetto-quattrovie | |

2. DESCRIPTION

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| Aims and objectives | Providing integrated training – employment opportunities to young people with a diversified social, economic and cultural background |
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| <p>Target group(s)</p> | <p>Young people aged 17-25, including NEETs youth referred by the City of Milan's social services.</p> |
| <p>Main activities</p> | <ul style="list-style-type: none"> ➤ Outreach education, to reach out to young people in an “informal” way” and including, among others: open activities for young people in and around the Youth Centre (cultural activities, etc.) and a help desk to support youth in job seeking (drafting CV, etc.) ➤ Arts & Crafts: free training workshops for youth aged 17 – 25 years old. At the end of the training, some of the participants have the opportunity to do a 6-month traineeship. Training has been implemented for the following jobs: tailor, bike repairer, sound technician, graphic designer, window dresser, mechanic, carpenter, baker, pastry chef. ➤ Start – enterprise: training course held by business and bank managers, business consultants and psychologists on how to start and manage a small enterprise. ➤ “Fourth way”: the managers/tutors who held the start-enterprise courses support those young people who managed to open their business, on issues such as business planning, marketing, etc. Moreover, Amici di Edoardo provides a small grant to the most promising start ups which are opened by the participant to start - enterprise |
| <p>Methodology</p> | <ul style="list-style-type: none"> ✓ An integrated and systemic approach – but also flexible - for the labour inclusion of young people with fewer opportunities ✓ Use of non-formal education methodologies and focus on both technical and soft skills |
| <p>Innovation</p> | <ul style="list-style-type: none"> ✓ The labour market demand is identified together with the employer(s) themselves: the training courses are then promptly set up on the basis of the specific requests of the employer(s) ✓ Training courses are held by professionals themselves, in a non-formal setting, and often in the specific workplace |



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| | <ul style="list-style-type: none"> ✓ Attention is paid to the artisan shops/workshops: young people are trained on this kind of jobs, in view of them taking over the shops from the older managers |
| Results & impact achieved | <ul style="list-style-type: none"> ✓ More than 500 young people involved and supported ✓ More than 20 vocational training courses organised ✓ About 150 young people attended those courses. About 40 of them carried out a traineeship and 20 were hired at the end of their traineeship ✓ About half of the participants to the start - enterprise training courses managed to open their own small business |
| Partners & stakeholders | <p>The project is carried out with the engagement of several local stakeholders, such as employers, City of Milan's social services and office for alternative criminal sanctions, Educational Day Care Centres, etc.</p> |
| Funded by | <p>Own funds & various public – funded projects</p> |

GOOD PRACTICE 3

ICEI Istituto Cooperazione Ecomica Internazionale

Milan, Italy

1. GENERAL INFORMATION

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| Title | Youth urban intercultural tours | |
| Type | <input checked="" type="checkbox"/> Project <input type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) | |
| Country(ies) & City(ies) | Milan (Italy), in the framework of the project “Social Day” (www.socialday.it) The “Migrantour” experience is carried out across Europe by a group of public, private and not-for-profit organisations: www.mygrantour.org/en/ | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) |
| Period of implementation | October 2017 – May 2018 | |
| Webpage | https://www.icei.it/en/blog/2018/04/18/social-day-new-citizens-from-local-to-global/ (http://www.icei.it/icei/project/social_day/) | |
| Attachments | Slides presenting the project Youth urban intercultural tours | |

2. DESCRIPTION

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| <p>Aims and objectives</p> | <p>GENERAL OBJECTIVE: promoting the active citizenship of young people and their opportunities to enter the labour market</p> <p>SPECIFIC OBJECTIVES:</p> <ul style="list-style-type: none"> • Supporting young people in developing “technical” and “soft skills”, thus improving their employability • Raise awareness among young people on the causes and characteristics of migration and the prejudices, stereotypes and fake news surrounding migrants, and promote their role as active citizens; • Providing teachers with new and effective work – based learning methods, to use with their students |
| <p>Target group(s)</p> | <p>Main target groups are:</p> <ul style="list-style-type: none"> ✓ Young people aged 15 – 18, including migrants, attending high school; ✓ Teachers of secondary high schools. |
| <p>Main activities</p> | <ul style="list-style-type: none"> ➤ Training of young people on topics related to migration (e.g. causes of migration, stereotypes, prejudices and fake news about migrants, etc.) as well as on sustainable and responsible tourism. ➤ Training of teachers on topics related to migration and effective methods and tools for work – based learning, promote their students’ employability and active citizenship, as well as to how integrate all this in the curriculum of the subjects they teach. ➤ Creation by the young people of a responsible tourism route aiming to discover the culture, places, history, contribution to the city, etc. of the local migrant population: a group of young students carried out desk and field researches and later created a 2-hour route in the neighbourhood where their school is located. The route aims to discover the culture, places (of trade, worship, socialization, etc.), the history, contribution to the |

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| | <p>city, etc. of the local migrant population, including by meeting with local representatives (imam, shopkeeper, etc.), presenting and discussing habits and customs, presenting data and information, tasting traditional food, etc.</p> <p>➤ Implementation of the route: the young people themselves played the role of tourist guide and guided the audience (classmates, teachers, local associations, migrants, unaccompanied minors, etc.) throughout the route.</p> |
| <p>Methodology</p> | <p>The methodology is based on:</p> <ul style="list-style-type: none"> ✓ use of non-formal education methodologies and direct engagement of young people in the activities; ✓ learning by doing /WBL, so that young people can improve their skills, knowledge and competences and be more ready for the labour market ✓ the principles of responsible tourism, i.e. a tourism that is carried out according to principles of social and economic justice and with full respect toward the environment and cultures and which, among others, enable more meaningful connections with local people and a greater understanding of local cultural and social traditions and issues; ✓ fostering intercultural dialogue and combating prejudices, stereotypes and fake news. |
| <p>Innovation</p> | <p>This is the first time that a “Migrantour” is created and implemented by young people themselves – moreover, in a mixed group with Italian and migrant students – and across all stages of the tour – research, selection of the “stations” and creation of the route, guiding the audience, communication, etc.</p> |
| <p>Results & impact achieved</p> | <p>Main results are:</p> <ul style="list-style-type: none"> ➤ More than 200 young people have been trained and actively engaged on topics related to migration and stereotypes, prejudices and fake news surrounding migrants; |



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| | <ul style="list-style-type: none"> ➤ About 15 secondary school teachers have been trained on how to include intercultural dialogue in their subject's curriculum, and have strengthened their knowledge and skills in effectively supporting young people's active citizenship and competences; ➤ 7 young people, including migrants, have acquired/strengthened both their technical (how to create a responsible tourism route, etc.) and soft skills (working in group, public speaking, critical thinking, researching, leadership, etc.), and increased their active role at local level to foster intercultural dialogue and sustainable development ➤ The youth project was awarded a prize at the annual contest organised by the Chamber of Commerce of Milan. |
| <p>Partners & stakeholders</p> | <p>Main stakeholders are:</p> <ul style="list-style-type: none"> • Secondary school "C. Varalli" (language & tourism) • Viaggi Solidali, one of the main Italian responsible tourism tour operator and one of the promoters of the international "Migrantour" • Naga, not-for-profit association supporting migrants (legal issues, health, etc.) • Associations of migrants, e.g. National Association of Migrant Professionals and Entrepreneurs • La Cordata, cooperative hosting unaccompanied minors |
| <p>Funded by</p> | <p>Italian Development Cooperation Agency Education for Global Citizenship Programme</p> |



GOOD PRACTICE 4.
Hisa! društvo za ljudi in prostore so.p.
Maribor, Slovenia

1. GENERAL INFORMATION

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| Title | Rajzefiber Touristic Walks, nanotourism | |
| Type | <input type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Maribor, Slovenia | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | 26.3.2019 – 31.3.2019 | |
| Webpage | https://www.rajzefiber.si/en/festival | |

2. DESCRIPTION

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| Aims and objectives | <ul style="list-style-type: none"> - Development of heritage awareness - Introduction to creative industries |
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| | <ul style="list-style-type: none"> - Detecting possibilities of employment in the creative industries for youths - Development of creative communication skills for youths - Youth activation for employment opportunities |
| Target group(s) | Long term unemployed youths, youths who are about to/have recently finished formal education |
| Main activities | <ul style="list-style-type: none"> - Storytelling training - Product design training - Presentation of creative industries - Networking with possible employers |
| Methodology | <ul style="list-style-type: none"> - “hands on practise” - Regular meetings |
| Innovation | <ul style="list-style-type: none"> - Creative approaches towards guided tours of Maribor |
| Results & impact achieved | <ul style="list-style-type: none"> - 20 new thematic walks - 5 new regular walkers |
| Partners & stakeholders | <ul style="list-style-type: none"> - Youths - Maribor is the future project - Centre for creative industries |
| Funded by | House! so.p. |



GOOD PRACTICE 5.
Hisa! društvo za ljudi in prostore so.p.
Maribor, Slovenia

1. GENERAL INFORMATION

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| Title | Events in public space | |
| Type | <input type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Maribor, Slovenia | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Year round | |
| Webpage | https://www.vetrinjski-dvor.si/vilinsko-mesto/ https://www.facebook.com/ziva.dvorisca.9/ | |



2. DESCRIPTION

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| <p>Aims and objectives</p> | <ul style="list-style-type: none"> - Activation of degraded spaces - Awareness building of their habitat with youths - Non formal learning opportunities with youths - Building capacities for employment of youths - Networking with possible employers |
| <p>Target group(s)</p> | <p>Long term unemployed youths, youths who are about to/have recently finished formal education</p> |
| <p>Main activities</p> | <ul style="list-style-type: none"> - Hands on training - Workshops - Presentations |
| <p>Methodology</p> | <p>Mentoring with practical exercises</p> |
| <p>Innovation</p> | <p>Layard approach towards topics and gaining results</p> |
| <p>Results & impact achieved</p> | <p>Over the course of 9 years of activates of this program we count 3-5 employments of youths per year, as a result of the program. 2 out of those become self-employed and experts in their field.</p> <p>Degraded spaces become</p> |
| <p>Partners & stakeholders</p> | <ul style="list-style-type: none"> - Narodni dom Maribor - MKC Maribor - Muzej narodne osvoboditve Maribor |



GOOD PRACTICE 6
Hisa! društvo za ljudi in prostore so.p.
Maribor, Slovenia

1. GENERAL INFORMATION

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| Title | Printmaking Art Center | |
| Type | <input type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Maribor, Slovenia | |
| Level of intervention | <input type="checkbox"/> International <input checked="" type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Year round program | |
| Webpage | https://www.facebook.com/center.graficnih.umetnosti/ | |

2. DESCRIPTION

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| | <ul style="list-style-type: none"> - Development of heritage awareness - Introduction to creative industries |
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| <p>Aims and objectives</p> | <ul style="list-style-type: none"> - Development of creative communication skills for youths - Youth activation for employment opportunities - Introduction of new approaches towards graphic design |
| <p>Target group(s)</p> | <p>Long term unemployed youths, youths who are about to/have recently finished formal education</p> |
| <p>Main activities</p> | <ul style="list-style-type: none"> - Presentations - Workshops - Lectures |
| <p>Methodology</p> | <p>Layerd workshops with lectures and hands on practice</p> |
| <p>Innovation</p> | <p>Connectivity of theory and practice in a fun and creative way</p> |
| <p>Results & impact achieved</p> | <p>Youths have shown to upgrade their portfolios and CVs. 2 participants per year find employment as a result of attending this program.</p> |
| <p>Partners & stakeholders</p> | <p>MKC Maribor GT22 Zavod Mars</p> |



GOOD PRACTICE 7. Salva Vita Foundation Budapest, Hungary

1. GENERAL INFORMATION

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| Title | Supported Employment (SE) Service for disabled jobseekers | |
| Type | <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Hungary, Budapest and pest county | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Ongoing There is a continuing need for the SE service in Hungary and in Budapest from the clients, their families and the employers. | |
| Webpage | https://salvavita.hu/ | |

2. DESCRIPTION

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| Aims and objectives | Supported Employment is a highly personalized methodology, unique employment service that provides tailored-to-the-needs |
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| | <p>support for both the employers and those (often disabled) clients with reduced working capacity looking for a job.</p> <p>The goal is to enable disabled people to achieve long-term employment and the employers to hire valuable and reliable workers.</p> <p>Since the SE provider help both the client and the employer, it is a model for a partnership strategy.</p> <p>The main principle behind SE service that anyone can be employed if they want paid employment and sufficient support is provided. The model is a flexible and continuous process, designed to meet each person's individual needs – and those of their employer. The Supported Employment Model can also be used to support job retention for people who are working but need a little bit of help.</p> |
| <p>Target group(s)</p> | <ul style="list-style-type: none"> • Disabled adult / jobseekers • People / jobseeker with reduced working capacity • Employers • HR professional • Co-workers / colleagues |
| <p>Main activities & Methodology</p> | <p><i>Main steps of the service:</i></p> <ol style="list-style-type: none"> 1. <i>Contacting, contracting</i> <ul style="list-style-type: none"> • first contact by phone or in person • first interview • program presentation, introductions • signing contract, agreement 2. Vocational Profiling <p>This is a “getting to know you” process where a job coach helps the jobseeker to identify his/her goals, learning needs,</p> |



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| | <p>individual skills and talents. Carers, family members or support workers can be involved if the person wants them to participate. The job coach assesses the strengths and limits of the client, and define the areas which need improvement for successful employment.</p> <p>It enables the job coach and the client to identify the type of occupation that best suits the jobseeker's skills and preferences.</p> <p>3. Preparation</p> <p>Preparation goes according to individual needs, so varies from client to client. It could be group training, personal counseling etc.</p> <p>4. Job finding</p> <p>After successful preparation, the job coach tries to find the right person for the right job, which means he/she assists the clients to find a position that matches his/her preferences and capabilities.</p> <p>This involves the employment worker and client working together to find local vacancies and opportunities.</p> <p>This stage is designed to help clients overcome traditional recruitment and selection barriers, which can be too formal and seldom result in offers of employment.</p> <p>Job Analysis is usually carried out by the job coach. This thoroughly investigates all aspects of the job on offer and the workplace, including health and safety. The Job Analysis might give pointers towards ways of carving together parts of different job descriptions that suit the client's talents, abilities or creating a new job description that is appropriate for the new worker and cost effective for the employer.</p> <p>This stage allows the job coach to gain an excellent understanding of the job and the employer. This will improve the likelihood of success and can enable a strong and lasting relationship to be built with a new employer.</p> <p>5. On the Job Support</p> |
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Job coaching is an essential part of Supported Employment. The job coach is there at the workplace during the first period of employment and assist the new employee to learn his/her tasks and help to bring about a smooth integration.

Generally, the aim is to secure employment and training that means that a client learns on the job. Most people develop skills faster in real work situations than in artificial environments.

In many cases, clients will be job coached on site at the employer's premises to learn specific tasks and work routines. This 1-to-1 support can be gradually faded as the client grows in confidence and learns the job. Over time, the employment worker will identify natural supports in the workplace to ensure there is on-going support for the client from workmates and supervisors.

On the job support will depend on the plan agreed with the client and the employer and it will be reviewed regularly to ensure it is consistent with changing circumstances and the developing needs of the client.

Any kind of support is individually tailored and targeted and could include induction, training, regular reviews and workplace mentoring.

6. Follow-up

The job coach provides ongoing support / consultancy / mediation at any time during employment – according to the needs of the employer or employee.

This whole process requires partnership with employers: Job coaches cooperate with employers in finding appropriate job vacancies for disabled clients: provide information about the capabilities of disabled workers, train potential employees, provide up-to-date information about the subsidies available for the employment of people with disabilities, and assist in solving potential problems that may arise during employment.

Employers who have used our supported employment services include small enterprises with a few employees, as well as



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| | <p>multinational corporations in the fields of manufacturing, trade, social services, health care and education.</p> |
| <p>Innovation</p> | <ul style="list-style-type: none"> • Every person with any kind of abilities or difficulties can find the right position. • All motivated and willing job seekers have a place in the labor market. • The Supported Employment method considers both the jobseeker and the employer as clients. |
| <p>Results & impact achieved</p> | <p>Results:</p> <ul style="list-style-type: none"> • more disabled people or jobseekers with reduced working capacity are employed • the number of applicable workforce increases <p>Impacts:</p> <ul style="list-style-type: none"> • more satisfied disabled people • the quality of life of disabled people (and their families) improve • stronger social integration of disabled people • workplace diversity with its all positive effect and contributions increases • more inclusive workplaces and society • economic benefits for both the employer and the society |
| <p>Partners & stakeholders</p> | <p>Employers, HR professional at the companies. The type of partner required varies from client to client. They could be:</p> <ul style="list-style-type: none"> • Family members • Social workers • Doctors, specialists • Psychologist, psychiatrist • Family support services • Etc. |



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| Total budget (if known/possible) | The needed budget varies depending on the number of clients and the service elements provided to them. |
| Funded by | The financing of the service is not continuous. The service is usually financed from tenders and grants. Hungarian Government, Ministry of Human Capacities has funded the program for many years. |

ANY OTHER COMMENTS

Salva Vita adapted the methodology of Supported Employment (developed in the U.S.) to the Hungarian situation, and remodeled it in accordance with the special needs of people with various disabilities in 1996.

Since then, the method has been used consistently to help people with disabilities find employment.

Salva Vita taught the methodology to many other NGOs, so the use of the method became widespread throughout Hungary.



GOOD PRACTICE 8. Salva Vita Foundation Budapest, Hungary

1. GENERAL INFORMATION

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| Title | Work Experience Program | |
| Type | <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Hungary, Budapest | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Ongoing There is a continuing need for the SE service in Hungary and in Budapest from the clients, their families and the employers. | |
| Webpage | https://salvavita.hu/ | |

2. DESCRIPTION

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| Aims and objectives | The Work Experience Program is a complex, after-school training program that aims at preparing young people with |
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| | <p>learning disabilities and/or autism for the employment in the open labor market.</p> <p>The program enables people with learning disabilities to prepare for employment with developing their skills, competencies and also prepare for adult and more independent life.</p> <p>It gives an opportunity for employers to get to know these people without any financial obligation.</p> |
| <p>Target group(s)</p> | <ul style="list-style-type: none"> • Adult / jobseekers / youngsters with learning disability and /or autism |
| <p>Main activities</p> | <p>Young disabled people start a several-month-long training program, when they work at various workplaces in the open labor market more times a week, and in the same time take theoretical classes. While working, they try out numerous semi-skilled job, learn new, practical skills, discover basic requirements, rules at work, get to know different workplace cultures, hierarchy, and interact with other employees, additionally through the process, they improve their discipline, orientation, social and communications skills. While attending classes as part of a group, they can discuss their new experiences with professional trainers, practice through role-plays, learn a lot about demands, requirements, accident prevention regulation at work, get to know techniques in connection with job-seeking. Moreover, they can be part of a group, consisting same young people, where they can make friends.</p> |
| <p>Methodology</p> | <p><i>Main elements of the program:</i></p> <ul style="list-style-type: none"> • Participants are unemployed or inactive people with learning disabilities and /or autism. • The training program usually lasts 2-3-4 months. |



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| | <ul style="list-style-type: none"> • The program includes predefined hours theoretical class-training and predefined hours vocational practice. • Participants go to work more (2-3) times a week (3-4 hours per occasion), and attend a one-and-half-hour class every week during the training section. • Attendants work as simple semi-skilled workers. • Participants do unpaid work at integrated work settings. • Attendants are working in small working groups: two trainees accompanied by a prepared job coach. Coaches are professional social-workers or special teachers who support the work, workplace integration of the training participants, and are trained for this job. • The working groups spend at least 4-6 occasions in one work place and then try out a new place and a new job/position. • During the training, they visit three or four different workplaces. <p>Jobs for example laundry, gardening, yardboy, warehouse work, shelf-filler in stores, labeling, document filing, office support, stationery-maker in post office, cleaning, catering industry jobs, work in a joiner's workshop.</p> |
| <p>Innovation</p> | <p>At the time of the introduction of the program, people with learning disabilities and/or autism did not appear at all in the open labor-market in Hungary.</p> |
| <p>Results & impact achieved</p> | <p><i>For disabled people:</i></p> <ul style="list-style-type: none"> • As a result of program participants are capable and willing to work. The program increases the motivation of the participant. • Useful work and the creation of value not only give great pleasure for the attendants, but also ensure their place in society. |



- By work, the personality, responsibility, self-reliance, working capacity and endurance of the participants improve.
- Getting to know various workplaces, types of works and work environments, they can form an idea about what they really would like to do. In this way, the program is a good tool regarding vocational guidance.
- Disabled youth acquire practical knowledge and experience in real work environments, therefore they have greater chance to find job in the open labor market.
- The participants can get references from employers.

For parents, family members:

- They can obtain a realistic image of the work capacity, views, and behavior of their child from the coaches' feedback. The program assists in accepting the makings and limits of their disabled child.
- They learn what type of work or tasks may be considered when looking for jobs for their child.
- They can form a realistic view of the employment opportunities for their child.
- They experience that their child may be offered integrated employment after the program, and by this he or she may have a more complete, adult life.
- Alleviates the separation process difficult for all parents.
- They experience the receptiveness of society.
- They may share the happiness, pride of their child felt for being able to do worthwhile work.

For employers:

- Employers have the opportunity to get to know people with learning disabilities at work without any financial commitment, learn about their capabilities and potentials, so that they can make a more informed decision about the employment of people with



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| | <p>disabilities later on.</p> <ul style="list-style-type: none"> • Employers conform to European Union standards, and promote the establishment of equal chances for people with disabilities. • By participating in program, the companies contribute to change the way people with disabilities are perceived by society. <p>For the local environment and society:</p> <ul style="list-style-type: none"> • The program promotes the social inclusion of people with disabilities by creating personal, daily connection between disabled and non-disabled people at different workplaces. • The colleagues of the workplaces, even the passengers on the public transportation will gain insight to the everyday life of people with learning disabilities. • The environment learns and recognizes the capabilities and human values of people with learning disabilities. |
| <p>Partners & stakeholders</p> | <p>Main partners:</p> <ul style="list-style-type: none"> • Employers - providing practical training place • Schools – recruiting <p>Other partners required varies from client to client. They could be:</p> <ul style="list-style-type: none"> • Family members • Social workers • Doctors, specialists • Psychologist, psychiatrist • Family support services • Etc. |



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| Total budget (if known/possible) | The needed budget varies depending on the number of clients and the service elements provided to them. |
| Funded by | The financing of the service is not continuous. The service is usually financed from tenders and grants. Hungarian Government, Ministry of Human Capacities has funded the program for many years. |

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| ANY OTHER COMMENTS |
| Salva Vita taught the methodology to many other Hungarian NGOs, so the method became known throughout Hungary. |



GOOD PRACTICE 9. Salva Vita Foundation Budapest, Hungary

1. GENERAL INFORMATION

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|--|---|--|
| Title |  JOB for you, DREAM for me! program | |
| Type | <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Hungary, nationwide Job Shadow Day as DuoDay program is carried out across Europe by a group of public, private and not-for-profit organisations | |
| Level of intervention | <input checked="" type="checkbox"/> International <input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> Regional | <input checked="" type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | 2015- 2019 Program implementation every year as a campaign | |
| Webpage | https://nekedmunka.hu/ | |

2. DESCRIPTION

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| <p>Aims and objectives</p> | <p>JOB for you, DREAM for me! program is a special open day aiming to give opportunity for disabled people and employers to meet personally, to get to know each other and to mutually gain experiences.</p> <p>In details, the aim of the program was bringing people with disabilities and employers together for one day to:</p> <ul style="list-style-type: none"> • promote equal employment opportunities and acceptance of disabled people in the everyday life, • reduce fears, prejudices and false information regarding disabilities by organizing personal meetings between them, • highlight the positive contribution people with disabilities can make at work, • increase the chances of disabled people for work in the near future. |
| <p>Target group(s)</p> | <ul style="list-style-type: none"> • Disabled people • Employers • Whole society as this is an awareness-raising program <p>People of all ages, sexes, and with any kind of disabilities can take part in the program.</p> <p>Host employers may also operate either in private, non-profit or public sector.</p> |
| <p>Main activities & Methodology</p> | <p>In the course of this day, disabled participants explore the world of work by 'shadowing' someone (the so-called workplace mentor) in the workplace as they go about their normal working routine. In other words, disabled participants work together with an employee of an interesting workplace for (half) a day in an interesting job chosen by the participants, therefore they can closely observe these every-day activities and tasks.</p> |



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| | <p>The meetings of the disabled people and workplaces are organized by NGOs, whose professionals prepare the participants and employers for the personal meeting before the JOB for you, DREAM for me! Day.</p> <p>The disabled participants arrive at the workplace with prepared mentors (professionals or prepared volunteers of the ngo-s), who provide support on site, throughout the day, and help build the relationship between the two parties, if necessary. Mentors get acquainted with the participants and the workplaces in advance, they help if needed for a successful day or might just observe from the background how the "dream day" is going.</p> <p>It is not a specific aim of the JOB for you, DREAM for me! Day to find a job at the given workplace for the participants. However, in the long term, it is expected that in some cases, real employment may be offered, as it has already happened over the past four years. It is also possible that the employee will not be a disabled participant of the program, but the experiences will open the employer's eyes to hire disabled people in the future.</p> |
| <p>Innovation</p> | <p>The JOB for you, DREAM for me! program is held with great media coverage every year, because it is highly intended:</p> <ul style="list-style-type: none"> • to make the program and its goals well-known to the public, • to increase the opportunities of disabled people in all areas of life, • to increase social awareness towards disabled people. <p>The intense media campaign helps the civil organizers and the investors get the message out to the Hungarian society and the disabled people:</p> <ul style="list-style-type: none"> • Make relationships with disabled people and give these people a chance to introduce themselves. • We encourage all disabled people to believe in their dreams. |



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| | <p>The JOB for you, DREAM for me! Day starts with a press conference (as part of the media campaign) in Budapest (and also local press conferences in the countryside in parallel), where organizers invite participants, employers, investors and media representatives, journalists and TV channels. After the conference, the JOB for you, DREAM for me! Days (usually one week) start. The media representatives have a chance to follow one of the disabled participants to the workplaces so the “dream day” can be presented as it actually happens.</p> |
| <p>Results & impact achieved</p> | <p><u>Disabled people can:</u></p> <ul style="list-style-type: none"> • gain an insight into the world of work, • take a look at an environment that was a dream for them, • learn more knowledge and information about the jobs/positions/professions they are particularly interested in or would like to work in, • get help in their career choice, • learn more about job requirements and employers’ expectations, • introduce themselves, their capabilities, necessities, special requirements during the event, • even live an old childhood dream. <p><u>The host employers and the involved staff of the workplace can:</u></p> <ul style="list-style-type: none"> • learn about the disabled visitor’s personal characteristics, abilities and interests, furthermore the special circumstances, capabilities and necessities due to the disability, for which they had no, or barely any personal experience, • see and learn the person behind the disability, • promote and encourage an inclusive workplace, and are able to demonstrate their commitment to equal employment opportunities. |



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| | <p><u>The most essential impacts of the program</u></p> <ul style="list-style-type: none"> • The program effects the local environment and the whole society at the same time: thanks to the personal meetings, the acceptance of disabled people will increase locally, and with the help of the media attention focusing on the event, people' approach towards disabled people can change. • The program creates real cooperation, a civil network between the civil organizations organizing the JOB for you, DREAM for me! program in Hungary. The option of joining the event is open to every ngo-s that would like to work on the social acceptance of disabled people, to help them have equal rights and to create an inclusive society. • The program develops year on year, while still keeping its fundamental principles. • New relations can form between the non-profit and the for-profit area; dialogues and experience sharing can start between these two parties, which can result in common programs. • Organizations keep in touch with the participant employers, disabled people and supporters, so the program creates long-lasting cooperation regarding even other services. • The civil organizations (their work, activities and clients) are seen more clearly through the JOB for you, DREAM for me! program introduced by the media, their local support can grow. • NGO-s working for disabled persons' interests and their social integration get a new tool to achieve their own goals. • The program effects the local environment and the whole society at the same time. |
| <p>Partners & stakeholders</p> | <ul style="list-style-type: none"> • Hungarian Government, Ministry of Human Capacities |



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| | <ul style="list-style-type: none">• Equal Opportunities of Persons with Disabilities Non-profit Ltd.• NGOs nationwide: https://nekedmunka.hu/category/videki-szervezok/• International DuoDay network |
| Total budget (if known/possible) | varies every year depending on the number of participants and the size of the program |
| Funded by | <ul style="list-style-type: none">• EEA and Norway Grants (2015-2016)• Ministry of Human Capacities and Equal Opportunities of Persons with Disabilities Non-profit Ltd. (2017-2020) |



GOOD PRACTICE 10.
Salva Vita Foundation
Budapest, Hungary

1. GENERAL INFORMATION

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| Title | SHOP WITH HEART Design Date – social design project for disabled people | |
| Logo |  | |
| Type | <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Hungary | |
| Level of intervention | <input type="checkbox"/> International <input checked="" type="checkbox"/> National <input type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Ongoing from 2013 | |
| Webpage | https://www.segitovasarlas.hu/english https://shopwithheart.net/ | |

2. DESCRIPTION

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| <p>Aims and objectives</p> | <p>In Hungary ten thousands of disabled people work in so called sheltered workshops in a protected environment. For many of them it is a real help since they will probably have difficulties meeting the criteria of the open labour market. At the same time it also means that in these workshops they work separately from other members of society. The world outside does not even know, that such workshops exist, what kind of people work there and what they produce.</p> <p>The aim of the Shop with Heart program is to promote and market these products thus showing the public that disabled people do valuable work. We are convinced that if products made in the sheltered workshops are modern and of high quality and are presented in an attractive manner – it helps to change public attitudes towards disabled people in a positive direction. High quality products enhance the prestige of their producers.</p> |
| <p>Target group(s)</p> | <ul style="list-style-type: none"> • Disabled people • People with reduced working capacity |
| <p>Methodology</p> | <p>The structure of the Shop with Heart program – the brand</p> <p>In 2013 the Salva Vita Foundation registered the Shop with Heart trademark. Products made in sheltered workshops can receive the trademark in case the owner of the workshop applies for it. In the application the manager has to declare that</p> <ol style="list-style-type: none"> a) at least 30% of the workshop employees have a disability b) the product was produced with the assistance of disabled people at least to a 50% degree <p>Today, 58 sheltered workshops use the Shop with Heart brand on their hundreds of different products.</p> |



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| | <p>Salva Vita and its partners - based on the real need - assist the workshops in several areas, such as</p> <ul style="list-style-type: none"> • PR, communication, publicity • marketing (advertising in national media etc.) • product development (in many workshops the traditional product portfolio is no longer fashionable or attractive for today's customers) • new sales channels (online, national fairs etc.) <p>These are areas that can be operated in a much more cost-effective way under the new brand, coordinated centrally. The small workshops would not have the possibility to afford such costs on their own. The new brand and the central coordination are favourable for both the workshops and the funder.</p> |
| <p>Main activities</p> | <p>Activities of the program</p> <p>Shop with Heart program focuses on 2 major areas: PR/marketing /sales and product development</p> <p>1) Product development</p> <p>Since 2014 we yearly organise the Design Date event. We invite designers and sheltered workshops. This one-day event provides a possibility for both parties to meet and talk to each other. Following the short, moderated discussions best matching pairs can find each other and start to develop together one or more new products. It is an essential part of the program that the designer gets to know the workshop very well (facilities, equipment, employees etc.) so together they will be able to develop new products that will sure be realizable in that particular workshop.</p> <p>The prototypes of the new products will be evaluated by an expert jury. The best products we introduce at an exhibition (e.g. Budapest Design Week) and they will become part of the webshop portfolio. The income generated from the new products supports the operation of the workshop. At the same time the designer also receives part of the income – based on the individual agreement signed by the designer</p> |



and the workshop. The cooperation with a social workshop enriches his/her brand and he/she can also reach new customers.

We also know from the feedback of the workshops that the disabled employees of the workshops are very proud of the success of the products they produce.

The Moholy-Nagy University of Art and Design Budapest (MOME) is an important partner in the Design Date project. With their help we can include the new generation of designers into the world of social design. In the framework of the cooperation we gave a one-week social design course at the University and many designer students participate in the Design Date event every year. Professors of the University are members of the jury of the Design Date project.

2) PR/marketing/sales

We have developed a website (<http://www.segitovasarlas.hu/en/about-us/>) and a Facebook account (<https://www.facebook.com/segitovasar/>) in order to reach more and more potential customers.

We regularly use these online channels for PR, communication and marketing. (e.g. Facebook campaign around Xmas, Easter, Mother's Day, Teacher's Day, Valentine's Day etc.)

Since 2015 we operate the program webshop (<https://bolt.segitovasarlas.hu/>).

Although some of the workshops have their own website or online shopping possibility, it is absolutely unique on the Hungarian market to provide the products of many sheltered workshops under one brand in one webshop. It is a convenient service for the customers since they do not have to browse many websites looking for social design products.

Products for the webshop portfolio are chosen by the Design Date jury and external experts of the Salva Vita Foundation.

We have produced a commercial to advertise our webshop and broadcasted it on TV as well as on our YouTube channel. (https://www.youtube.com/watch?time_continue=2&v=WokQ_TQ3Yo).



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| | <p>We regularly publish ads and PR articles in magazines. We show the Shop with Heart products at national fairs. Around Christmas the Shop with Heart workshops attend Xmas Fairs organised by multinational companies for their employees.</p> <p>This way the Shop with Heart products can get to several exclusive places, and reach much more people than before.</p> <p>We can organise these appearances in a cost-effective way which is a big help especially for the small workshops in the countryside.</p> |
| <p>Innovation</p> | <ul style="list-style-type: none"> • Assessing the needs of the sheltered workshops. • Responding to real needs. • Providing the products of many sheltered workshops under one brand in one webshop. • Organizing Design Date (https://www.designrandi.hu/) to create modern and easy to sell products • Cooperation with universities, young designers • Organizing social design course |
| <p>Results & impact achieved</p> | <p>More and more workshops are using the brand and people, and more people, customers are get to know the high quality products made by people with disabilities.</p> |
| <p>Partners & stakeholders</p> | <ul style="list-style-type: none"> • Workshops using the brand (https://www.segitovasarlas.hu/muhelyek) • volunteer designers • Moholy-Nagy University of Art and Design Budapest (MOME) • HybridArt • IFUA Nonprofit Partner Közhasznú tanácsadás • Ministry of Human Capacities • Equal Opportunities of Persons with Disabilities Non-profit Ltd. • Others: https://www.segitovasarlas.hu/partnereink |



Co-funded by the
Erasmus+ Programme
of the European Union



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| <i>Total budget (if known/possible)</i> | varies every year depending on the tasks and the size of the program |
| Funded by | <ul style="list-style-type: none">• Ministry of Human Capacities• Equal Opportunities of Persons with Disabilities Non-profit Ltd.• Erste Bank |



GOOD PRACTICE 11.

Salva Vita Foundation

Budapest, Hungary

1. GENERAL INFORMATION

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| Title |  <p>LET'S FIND EACH OTHER The Disability-friendly Workplace Recognition</p> <p style="text-align: right;">Employers' Award</p> | |
| Type | <input checked="" type="checkbox"/> Project <input checked="" type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Hungary | |
| Level of intervention | <input type="checkbox"/> International <input checked="" type="checkbox"/> National <input type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Ongoing from 2010 | |
| Webpage | http://fbm.hu/about-us/ | |



2. DESCRIPTION

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| <p>Aims and objectives</p> | <p>Salva Vita, the Ministry of Human Resources, Hungarian Association for Excellence and American Chamber of Commerce in Hungary founded the award. It is given to companies that demonstrate an outstanding commitment to employing disabled people. The Award raises the reputation of the company demonstrating that it is a responsible employer.</p> <p>The Employers' Award has dual aims: on the one hand, using the Award Logo, it supports the bringing together of disabled job seekers and employers who are ready to employ them. On the other hand, it rewards employers which are committed to best practices regarding disability in the workplace. Receiving the award, the employer becomes entitled to use the Award Logo for 2 years.</p> |
| <p>Target group(s)</p> | <ul style="list-style-type: none"> • Employers <p>Any members of the business sector, the public sector and the scope of non-profit organizations may apply for the recognition. Small, medium and large businesses alike may be disability-friendly workplaces.</p> |
| <p>Methodology</p> | <p>The Disability-Friendly Workplace Recognition is based on continuous improvement. The applicant organizations need to determine short-term (to be implemented within three months) and medium-term (to be implemented within two years) developments which are about recruiting, employing and keeping people living with disabilities.</p> <p>Salva Vita Foundation founded this recognition to support interactions between people with disabilities and employers who are open to hiring them.</p> |



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| | <p>The logo can be used or displayed in all of a qualifying company's communications.</p> <p>The logo's message is that the employer is happy to receive applications from people with disabilities (can be used during recruitment), and committed to helping employees with disabilities.</p> <p>It also demonstrates that the organization pays particular attention to equal opportunity issues, employing people with disabilities, which raises the company's prestige and can be built into the company's CSR activities.</p> <p>The award is given year by year by the Ministry of Human Resources, the American Chamber of Commerce in Hungary, the Szövetség a Kiválóságért Non-Profit Association and the Salva Vita Foundation.</p> <p>The concept of the recognition is based on the European Foundation for Quality Management (EFQM) Excellence Model that promotes continuous improvement.</p> |
| <p>Main activities</p> | <ol style="list-style-type: none"> 1. Call for proposals 2. Evaluation of the proposals 3. Helping implementation 4. Assessment of implementation 5. Award Gala <p>Employers that improve their practice so that people with disabilities are constantly involved into recruitment, employment and retention practices can apply for the grant. To obtain the Recognition it is necessary to prove improvement in at least one area. The specific objectives are based on the situation and strategy of the organization.</p> <p><i>Possible areas of improvement:</i></p> <ul style="list-style-type: none"> • Raising disability awareness among managers of the organization • Preparing the staff to integrate people with disabilities |



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| | <ul style="list-style-type: none"> • Determining guidelines that help the organization to keep employees who become disabled • Making the recruitment process accessible for people with disabilities • Using the Disability-Friendly Workplace logo in the recruitment process • Systematic evaluation of the recruitment, employment and retention of people with disabilities, etc. <p>The logo communicates that the employer welcomes the application of disabled job-seekers for job openings. On the other hand, it tells to the employees of the employer that They will be treated fairly when their working capacity might decrease. According to our experiences staff is proud to work for a disability friendly employer and staff loyalty also becomes stronger.</p> <p>The logo can be used for internal and external job advertisements, application forms, in recruitment materials, as well as in commercials that are published on the Internet. It can also be used on websites, publications, papers, letters, reports, communications sites, etc.</p> <p>The Salva Vita Foundation introduced the Disability-Friendly Workplace Recognition in 2010. Employers that improve their practice so that people with disabilities are constantly involved into recruitment, employment and retention practices can apply for the grant. The award is given year by year by the Ministry of Human Resources, the American Chamber of Commerce in Hungary, the Szövetség a Kiválóságért Non-Profit Association (EFQM Hungarian Partner) and the Salva Vita Foundation.</p> |
| <p>Innovation</p> | <ul style="list-style-type: none"> • Encouraging employers to integrate people with disabilities • Successful awareness-raising program among employers, whole staff of the companies |



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| <p>Results & impact achieved</p> | <ul style="list-style-type: none"> • More and more disability friendly employer • More and more employer got Employers' Award |
| <p>Partners & stakeholders</p> | <ul style="list-style-type: none"> • Ministry of Human Capacities • Equal Opportunities of Persons with Disabilities Non-profit Ltd. • Award winning companies http://fbm.hu/dijazottjaink/ |
| <p>Total budget (if known/possible)</p> | <p>varies every year depending on the size of the program</p> |
| <p>Funded by</p> | <ul style="list-style-type: none"> • Ministry of Human Capacities • Equal Opportunities of Persons with Disabilities Non-profit Ltd. |



GOOD PRACTICE 12.

De Groene Kans Diksmuide, Belgium

1. GENERAL INFORMATION

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| Title | Day centre | |
| Type | <input checked="" type="checkbox"/> Project <input type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Belgium Diksmuide | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input checked="" type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | Ongoing | |
| Webpage | www.degroenekans.be | |

2. DESCRIPTION

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| Aims and objectives | Learning social skills and workattitudes |
| Target group(s) | MMPP, unable to have a regular job |



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|--|---|
| Main activities | Meaningful day activities: gardening, feeding animals,... |
| Methodology | Work-based learning |
| Innovation | Combination work and wellbeing / care |
| Results & impact achieved | Improvement in quality of living / day structure |
| Partners & stakeholders | GTB |
| <i>Total budget (if known/possible)</i> | / |
| Funded by | Flemish government |



GOOD PRACTICE 13.

De Groene Kans

Diksmuide, Belgium

1. GENERAL INFORMATION

| | | |
|--|---|--|
| Title | Social Enterprise: kitchen (production of bio jam and syrup) and green workers. | |
| Type | <input checked="" type="checkbox"/> Project <input type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Belgium Diksmuide, Ieper, Oostende | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input checked="" type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | On going | |
| Webpage | www.degroenekans.be | |

2. DESCRIPTION

| | |
|----------------------------|---|
| Aims and objectives | Learning social skills and work attitudes, technical competencies/ job training |
|----------------------------|---|



| | |
|---|---|
| Target group(s) | Long term unemployed Young People Migrants |
| Main activities | Kitchen work and green work: training and work experience |
| Methodology | Work-based learning |
| Innovation | / |
| Results & impact achieved | / |
| Partners & stakeholders | VDAB, GTB |
| Total budget (if known/possible) | / |
| Funded by | WSE Vlaanderen |



GOOD PRACTICE 14.

De Groene Kans

Diksmuide, Belgium

1. GENERAL INFORMATION

| | | |
|--|---|--|
| Title | Land van Vlierbos: café, petting zoo, garden (pick yourself), vegetarian garden, tent | |
| Type | <input checked="" type="checkbox"/> Project <input type="checkbox"/> Programme <input type="checkbox"/> Tool/Resource <input type="checkbox"/> Other (specify) _____ | |
| Country(ies) & City(ies) | Belgium Diksmuide | |
| Level of intervention | <input type="checkbox"/> International <input type="checkbox"/> National <input checked="" type="checkbox"/> Regional | <input type="checkbox"/> Local <input type="checkbox"/> Other (specify) _____ |
| Period of implementation (mm/yyyy – mm/yyyy) | 01/04/2019 -... | |
| Webpage | www.tlandvanvlierbos.be | |

2. DESCRIPTION

| | |
|----------------------------|--|
| Aims and objectives | <p>Starting a new activity to attract more employees and to show the organisation to visitors.</p> <p>The new activity is more public and also open for tourists and visitors.</p> |
|----------------------------|--|



| | |
|---|--|
| Target group(s) | Visitors: families, elderly people, cyclists, youth movements, volunteers Workers: social enterprise and day center |
| Main activities | Café, petting zoo, garden (pick yourself) and vegetable garden |
| Methodology | Work-based learning |
| Innovation | Catering industry in sheltered employment Garden (pick yourself) |
| Results & impact achieved | / |
| Partners & stakeholders | GTB, VDAB, Westtoer, Stad Diksmuide |
| Total budget (if known/possible) | / |
| Funded by | WSE, Fund Vinci, Stad Diksmuide |