

'The Missing Link, increasing social inclusion by the engagement of experts by experience.'

Project framed in Live Long Learning, Leonardo da Vinci Transfer of Innovation. September 2009-September 2011.

European partners:

Four partners in psychiatry and mental health care:

FOKUS, Germany Bremen
IGPB, Amsterdam Netherlands
Fontys University, Eindhoven Netherlands
GIP, Sofia Bulgaria

Three partners in poverty and / or migrants.

De Link, Flanders Belgium
Moinho, Lisbon Portugal
BZF, Budapest Hungary

General coordination: The Link: Lutgarde Goossens.

Financial Coordination: FOKUS: Jörg Utschakowski.

The project in a nutshell.

The project includes four major parts: a start and basic document, a training section, an employment section and a study of the effects of the various products and the theoretical and scientific foundation of the value of experiential knowledge.

These objectives have grown from the needs and expertise of all partners

In the first phase we start with a summary of what already exists in the various projects. In all countries we have a definition of social inclusion and of the Expert by Experience (EE) are. We have training programs for EE. We have a description of the jobs of the EE's. In all countries there are organizations where they are employed and knowledge of the statutes in which they are employed.

Each country makes an inventory of all these topics. From these inventories is a summary of the common essence of the definition of EE and social inclusion, training programs, the job profile, employment places, the level and position in these organizations. This is our starting document.

In the training section we have 4 topics.

In the preparation meeting, we discovered that there are several problems in the lack of training of both trainers: professional experts and EE's who work together in tandem. We want to tackle this problem through "train the trainer programs" to develop the EE's, the professional experts and the tandem.

We develop an evaluation tool for the tandem. This instrument has two objectives. First, this guide is a tool for the tandem to stimulate their reflection on the impact of their interventions in the context of growth of excluded people. This instrument will also be a means of reflection on the complementarities of the functions of an EE and a professional expert in employment. This will give us more knowledge about the complementary role of both functions.

Working with life stories and research at their exclusion experience is a crucial element in the learning of the students in their training. Here we develop a **personal assessment tool** so they are allowed to submit their own growth and empowerment, so they can follow and maintain their growth.

The last part is an **exchange program between students and trainers** in a number of partners. These results may lead to an improvement of the training and employment for all partners.

All instruments are designed tested and evaluated by the different partners. After the discussion with all the partners this tools will be updated.

In the **employment section** we have 3 topics.

The concept and methodology of expert experience is still new. Furthermore, the employments of EE's are new to the organization. To increase the employment opportunities for EE's and to support the organizations in this, we need some specific tools. We develop a **methodology for experienced experts to bring it in organizations**. In addition we formulate the **organizational conditions** and the necessary **organizational changes** that must happen for a successful employment of EE's in the organization.

Finally, we develop **coaching programs** for the EE in the workplace, colleagues and the organization.

All instruments are designed tested and evaluated by the different partners. From the decisions of the joint assessment, these tools updated.

The **research and theoretical foundation part** consists of three topics.

First we evaluate all products from the **impact of EE** in the practice of social inclusion. Furthermore, we describe the **theoretical foundation** of knowledge to the unexplored experience exclusion and inclusion processes.

At the end we investigate the possibility of a further perspective of this project, namely the creation of a **European Research Centre of Expertise and Experience** in Europe.

Product Forms.

Besides a specially designed website there will be also a film of the project. In addition, significant results are published in various journals. The overall project is described in a final report.

Lutgarde Goossens