



Why RACE project?

People with disabilities are one of the groups most distant from the labour market. In comparison with the non-disabled job-seekers they are seven times more likely to face unemployment and social exclusion. In most European countries their employment rate is significantly low even when there is a shortage of candidates on the labour market. The underlying reasons for this situation are discrimination, prejudices and stereotypes. The RACE project aims at changing this mindset by creating a better social environment ensuring equal opportunities for work and enjoyment of rights for the people with disabilities.

Even though there are multiple EU and UN conventions, action plans, strategies and regulations dedicated to the improvement of the accessibility of the labour market for the persons with disabilities, the actual situation in the project partners' countries is far from meeting the conditions set in these documents.

One way to change this situation is through Supported Employment, applying the model 'place-train-maintain'. This model is much more inclusive than sheltered workplaces and is an efficient approach for avoiding the segregation of people with disabilities. It focuses on abilities rather than disabilities. The first step is to provide support to persons according to their individual needs, then-provide training and finally, advice and support the employers.

Supported Employment does not depend on the strength of the economy, and can be implemented in countries with high unemployment rates. The benefits of increased independence and inclusion are not limited to persons with disabilities alone, employers benefit as well and so does the society. Despite the obvious advantages of Supported Employment, few European countries actually have inclusive employment. Therefore its promotion and expansion is a prime necessity.

Goals of the project:

- ◆ Transfer of knowledge and European good practices; training materials, guidelines
- ◆ Raising corporate, public and political awareness on benefits of integrating people with disabilities into corporate workforce
- ◆ Enabling managers and key staff in companies, VET trainers and counsellors to implement this goal through training in pilot workshops and providing disability stakeholders and VET providers with the needed training materials
- ◆ Supporting Turkish policy making through provision of key materials, insights and expertise
- ◆ Achieving sustainability through a set-up of national helpdesk

For more information on the project, visit our website: www.employdisable.eu



Raising Awareness & Corporate Employment Opportunities for People with Disabilities in Turkey



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

CRM Consulting has ten years experience in vocational training and consultancy services. In many consulting interviews we experienced that the employment level of people with disabilities is rather low. Even in the few cases of employment, their integration is still a serious issue since employers do not know how to include them in the work place. Despite the existing regulations revolving around the social and economic inclusion of disabled people both at the national and local level in Turkey, the situation can be hardly described in terms of 'equal rights'.

There are many disabled people with vocational training or with university diplomas who cannot find a place to work. Consequently, there is an immediate need to focus on the connections between education, the outcomes in employment and social inclusion at large.

To do so, employment should not be considered a governmental issue alone, but it should be rather viewed as a 'common' awareness responsibility that concerns the whole employment sector, represented by human resources experts, VET trainers and policy makers.

'Supported employment' is one of the most recent methods which offers a model to avoid segregation of persons with disabilities, while enabling a higher degree of inclusion within the workspace. The model is 'place-train-maintain'. The benefits of increased independence and inclusion are not limited to the persons with disabilities only, employers benefit as well and so does the society.

Therefore, we decided to transfer and apply the EASPD-implemented projects, 'Pass it on' and 'Conversion' in Turkey and offer our full support to the RACE project which ultimately aims at a better employment rate for persons with disabilities in Turkey.

We are extremely glad that this project has been approved by the National Agency from Turkey and that we are collaborating with such experienced partners.

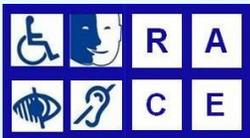
Kamile Canbay, CRM Consulting

The reference value that ASPHI's activities aspire to is: 'the disabled are citizens in their own right, with the right to live and work in the same society as everybody else'.

Resonating deeply with our aims and purposes, the RACE project can be considered a natural event in the history of ASPHI by marking a milestone in the journey towards its mission. Given our wide experience in the field of education, ASPHI will be responsible for the project in terms of transferring its 'Guidelines' aiming at the integration of persons with disabilities into the work environment. Altogether, this will presuppose collaboration in research, selection, adaptation and updates of teaching materials for the preparation of training programs based on pilot courses and e-learning. Furthermore, ASPHI will take in the promotion and organisation of the training program in Italy, whilst providing assistance for the adaptation of teaching materials to the specific situation in Turkey.

Last but not least, ASPHI's participation in the project also represents an important opportunity to strengthen relationships with one of the key players in the disability 'world', such as EASPD, and to build stronger relationships with other major international companies operating in Europe.

Dr. Renato Dicati, Fondazione ASPHI ONLUS



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Organisations involved

CRM Consulting

for a professional management

CRM Consulting is a training and consulting company with a broad experience in strategic planning and management, capacity development consultancy and project implementation at the level of national and governmental institutions, as

well as within the private sector.

CRM has a high level of competency in developing and adapting training materials and putting them into practice, by designing tailor made training programmes or by providing VET trainings for higher level graduates. Through the implementation of many projects within the labour sector, and by acting as a core partner in several EU projects, CRM has acquired significant experience in the re-organisation of social service processes for disadvantaged groups, including people with disabilities.



The European Association of Service Providers for People with Disabilities represents 10 000 service providing organisations across Europe and across disabilities. Our main objective is to promote the equalisation of opportunities for people with disabilities through effective and high quality service systems facilitating full participation and inclusion in society in an appropriate way for persons with a disability.

To achieve our goals, we are committed to user participation in the development and delivery of services, the implementation of governance principles and active lifelong learning opportunities for staff. The main focus of the work is always on the so called 4 A's: accessibility, availability, affordability and adaptability of services.

The aims of the RACE project resonate with EASPD's mission to use and develop best practices, to promote respect, inclusion, rights based on effective participation and full citizenship for those we support, therefore we are glad we have the opportunity to take part of it.



Dolunay Association of Adult Disability was established in Eskişehir, Turkey in 2007 by Nebi KILIÇARSLAN, a father of an autistic son. The main activities of Dolunay are focused in the field of vocational training and rehabilitation of people with mental disabilities. By developing and participating in projects, and reviewing best practices of other European countries we are striving to raise awareness on the issues of the students and adults with mental problems and improve the services and opportunities they have in our country.

For us the RACE project represents a perfect opportunity to widen our network and to establish new partnerships, but more importantly to work towards bettering the conditions of life for the disabled people in Turkey.

We will contribute with our expertise in vocational education and employment for the development and organisation of the pilot training. Given our well-established relations within the official state bodies we will also be able to provide a good input in the preparation of the catalogue for the policy makers in Turkey.



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Fondazione
ASPFI
Onlus



ASPFI – Foundation for the Development of ICT Systems for the Disabled is a non-profit foundation founded in 1980 that brings together various bodies and businesses aiming at promoting the integration of disabled persons in the academic, professional and social life by using information technology.

ASPFI's primary activities include: research and development of new ways of using ICT; projects that use ICT to benefit people with visual, hearing, physical, cognitive, mental-related disabilities; services such as professional training, teaching and rehabilitation software development; introduction of disabled workers into professional environments and advisory and information facilities.

In the RACE project ASPFI will provide experience and networks in transferring their existing guidelines for integrating people with disabilities into the workplace and will adapt study materials together with partners from Turkey to suit the specific environment of the Turkish labour market and corporate needs. Further we will be actively collaborating in dissemination and valorization activities by connecting to our networks of established partners and stakeholders and thus expanding the reach of the project.

Given our rich experience in the field of education, ASPFI has warmly welcomed the opportunity, provided by the RACE project, for translating and adapting relevant learning materials and implementing a pilot training for trainers, counselors, managers and policy makers.



better work, better life

Adecco Group has been committed to inclusion of people with disabilities since 1986, with recruitment being the key activity. In 2011, in France alone, more than 7,000 people with disabilities were employed in all types of positions in all industries. In fact for us, skills are the key argument to empower the career of all, including all people with disabilities.

We believe that people with disabilities should be recognized for their skills and have the right to act positively in their own career. We strongly support international cooperation as benchmarking is key to bringing new ideas and enforce innovation. Employment of people with disabilities deserves particular attention and specific good intentions: building solutions together with various stakeholders from different geographical horizons creates added value for our associates and colleagues with disabilities.

RACE goes hand in hand with our mission. As such, we are looking forward to facilitating the inclusion of our candidates with disabilities in the labour market, and secure their career paths. Over the RACE 2011-2013 period, we will promote access to the open labour market, help facilitate network opening for involved stakeholders, and hopefully make real stories happen.



The Multidisciplinary European Research Institute Graz (MERIG) is a private non-profit organisation founded in 2003. Our primary aim is to link researchers and institutions from diverse areas in order to pursue and support the common policy goals of the European Union.

We take part in many initiatives targeting the improvement of the vocational training situation in general and particularly in small companies. MERIG is deeply involved in training evaluation research and quality assurance and management of educational projects. Even though our focus is not exclusively upon the integration of people with disabilities, many of our projects directly or indirectly imply raising employment possibilities or providing better education and training of groups which are disadvantaged or rather distant from the 'regular' education and training system.

The RACE project, which directly focuses on better employment possibilities for people with disabilities and intends to transfer good practices to Turkey, reflects our interest in supporting vocational education and training for disadvantaged groups. Besides being involved in the process of transferring good practices MERIG also contributes to RACE with the know-how in evaluation, and is responsible for the respective work package.