

Upcoming Events

- Corporate roundtables
- Final Conference

Third e-newsletter,
RACE Project, April 2013



Raising Awareness &
Corporate Employment
opportunities for
PEOPLE with DISABILITIES in
Turkey

PROJECT PARTNERS

CRM Consulting,
Turkey



EASPD, Belgium



Dolunay, Turkey



ASPHI, Italy



Adecco France



MERIG, Austria



Pilot Trainings in Turkey and in Italy

During the months of February and March 2013, the RACE project consortium organised the pilot course "Supported Employment Train-the-trainer" in Turkey and Italy.

The trainings were organized by CRM Consulting and Dolunay Association in Turkey and by Fondazione ASPHI in Italy.



The pilot course, which is one of the most important milestones of the RACE project, includes two training modules lasting three days: the first is devoted to the model of "Supported Employment" while the second deals with the "Change management" required for the adaptation of this model in organizations.

The trainings were organized in Istanbul (Turkey) and in Bologna (Italy) and they

received a high level of interest from the participants. In Istanbul, the module "Supported Employment" was delivered during the 21-23 February 2013 session while the session of 6-8 March 2013 was dedicated to the "Change Management" module. About 25 participants attended the training sessions. In Bologna the classroom training was held during two sessions, 6-8 March and 19-21 March 2013, attended by 16 participants.

The courses were attended by representatives from vocational education, human resources managers, managers and line managers from companies and public employment authorities, policy stakeholders, counsellors for career planning and recruitment. Among the participants there were also presidents of cooperatives and agencies who deal with integration of disabled workers in the workplace.



About the RACE Project

The RACE Project is a LLP Transfer of Innovation Project started in November 2011. The aim of the project is to help VET trainers, counselors, managers, line managers and also policy makers to comprehensively facilitate the active participation of people with disabilities (PWD) in the open labour market. This shall enable people with disabilities to gain confidence and independence, both from the professional and the personal point of view, and by means of that, to exercise equal rights.



Raising Awareness &
Corporate Employment
opportunities for
PEOPLE with DISABILITIES in
Turkey

Completed Events

Two partner meetings

Policy roundtable in
Ankara Turkey

Policy roundtable in
Brussels Belgium

Pilot training in Turkey

Pilot training in Italy

Project Outputs

Module Curriculums

Training Materials

Employers' Guide

Policy Recommendation
Catalogue

Good Practice
Catalogue

Project Folder

Upcoming Events

Corporate Roundtables

Final Seminar

The overall aim of the training courses is to offer guidance on supported employment to employers and VET providers in Turkey and in Italy. The training program consists of two modules, "Supported employment" and "Change Management", including the following learning units:



Supported Employment

- Unit 1- Supported Employment and it's Underpinning Ideology
- Unit 2- Supporting Individuals to Plan and Develop Careers
- Unit 3- Marketing Supported Employment to Employers
- Unit 4- Support in Job-Finding
- Unit 5- Supporting Successful Working Relationships

Change Management for Successful Supported Employment Applications

- Unit 1 - Understanding change
- Unit 2 - Stakeholder analysis
- Unit 3 - Dealing with the human side of change: resistance
- Unit 4 - Effective interaction in organizations
- Unit 5 - Managing stakeholders
- Unit 6 - Planning implementation: the Change Roadmap for Supported Employment



The classroom training used a variety of learning methods including group discussions, case studies, short assignments and face to face lectures. The rationale for combining different methods is to switch between theoretical concepts and practical applications in order to show evidence based solutions.

Measurement and evaluation of training

One of the main objectives of the pilot course is to assess the quality of the RACE-project outputs such as curricula, contents, learning materials, delivery systems, etc. For this reason the partner institute MERIG, implemented an ad-hoc measurement and evaluation system to get feedback from trainers/tutors and participants on the training programme. The evaluation system consists of questionnaires with multiple choice answers and open questions covering all aspects of the training activities. The feedback will be used to fine-tune and, if needed, to adapt the trainings in the final phase.

All information at

www.employdisable.eu



Raising Awareness &
Corporate Employment
opportunities for
PEOPLE with DISABILITIES in
Turkey

Next steps

Classroom sessions do not signal the end of the program of the pilot training. Activities will continue in the coming months. Students will be involved in the preparation of different projects and other materials of assessment of their knowledge and skills. The trainers and the tutors will remain available to assist and accompany the participants in these final activities and will provide their evaluation. At the end of the pilot training the students will receive a certificate of attendance,

Corporate roundtables

Next to the pilot course, the RACE consortium will organise corporate roundtable to take place in each partner country in spring 2013. The purpose of these events is to involve the corporate sector in order to exchange expertise, share practical solutions, learn about obstacles and fears of employers and present the project results.

The first roundtable was held in March 2013 in Turkey. Employers from different sectors gathered to discuss problems faced when employing people with disabilities and shared their experiences and practical solutions. This output will be used for the further development of the RACE Project outputs and will be presented during the final conference in Istanbul on 27-28 September 2013.



Final Conference in Turkey

The final conference of the RACE project will be held on 27th and 28th of September 2013 in Istanbul, Turkey. The conference will be organised together with the General Directorate of Services for Persons with Disabilities and Elderly People in Turkey.

All information at

www.employdisable.eu