



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

PROJECT PARTNERS

**CRM Consulting,
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EASPD, Belgium



Dolunay, Turkey



ASPHI, Italy



Adecco France



MERIG, Austria



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Raising Awareness & Corporate Employment opportunities

The RACE Project has come to a successful ending. The path towards the realisation of its objectives became first visible with the implementation of the Supported Employment Pilot Trainings, organised in Italy and Turkey in February and March 2013. With the adaptation of the material -modular training program curriculum and methodological approach, presentations, tutor materials, exercises, supportive documents- from previous projects (Pass It On, Conversion, Atlas) and its translation in Turkish, English and Italian, the RACE consortium has definitely completed its goal.

Furthermore, thanks to the policy round tables held in Brussels and Ankara in 2012, a great variety of stakeholders has been successfully involved. These meetings represented the perfect occasion to present the project's objectives and engage into an active debate on the subject of employment of people with disabilities with Turkish and European stakeholders. These included trainers in Vocational Education and Training, counsellors for career planning/recruitment, service providers, line managers in companies and public authorities employing or seeking to employ people with disabilities.



Other results of the RACE Project are the creation of the "Good Practice Catalogue" and the "Electronic Employers Guide for the Effective Integration of Persons with Disabilities", and which can be downloaded as well from the project website. The catalogue presents a list of policy approaches and instruments on disability that will be taken into account in all of the stages of project implementation. It also provides recommendations on how to transfer disability sector knowledge to companies, how to raise corporate and public awareness on the benefits of integrating PWD into workforce, how to support both the Turkish policy makers and the targeted stakeholders through provision of key materials, insights and expertise. The employers guide establishes guidelines for employers interested in employing people with disabilities. The Guide provides a framework which aims to facilitate the employment and integration of persons with disabilities into a professional environment.

Last but not least, all partners organised Corporate Round Table meetings with employers in the course of 2013, and a final conference was organised in Istanbul to present the final results of the project and hand out a DVD in English, Turkish and Italian, containing project information and outcomes, and a video of a Turkish success story of an inclusive work environment. More information on these events can be found in this newsletter. During our stay in Istanbul, a final project meeting was organised to discuss the outcomes and possible future cooperation.

Enjoy the reading!

About the RACE Project

RACE Project is a LLP Transfer of Innovation Project started from November 2011. The aim of the project is to help VET trainers, counselors, managers, line managers and also policy makers comprehensively facilitate the active participation of people with disabilities (PWD) in the open labour market. It will focus on lifelong learning opportunities, additional training and ultimately, their integration in the inclusive employment. This shall enable people with disabilities to gain confidence and independence, both in a financial and personal sense, and by means of that, exercise equal rights.



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Completed Events

Two partner meetings

Policy round table in
Ankara Turkey

Policy roundtable in
Brussels Belgium

Pilot training in Turkey

Pilot training in Italy

Corporate Round table
in Turkey, Italy,
Belgium, France,
Austria

Final conference in
Istanbul, Turkey

Project Outputs



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EASPD Conference in Istanbul, 27-28 September 2013

The International Conference “Employment of persons with disabilities - Raising awareness & employment opportunities”, was organised on 27-28 September 2013 in Istanbul by the Ministry of Family and Social Policies of Turkey and EASPD, with the support of the RACE partnership.

The conference was opened by Commissioner Andor, the Undersecretary of the Ministry of Family and Social Policies of Turkey, representatives of the ILO and the Council of Europe, the President of the Assembly of European Regions and by EASPD’s President Franz Wolfmayr.



Figure 1,2,3,4: The International Conference- RACE Project Presentation

The conference tackled the main challenges preventing people with disabilities from enjoying fully their right to work: legislative frameworks, discriminative attitudes and lack of adequate support schemes. The current situation and future steps needed to facilitate access to the labour market for persons with disabilities were discussed. The focus was on the perspective of employees, looking at different approaches promoting employability, and on that of employers, by examining how they can be supported to successfully employ disabled people.

The topics were discussed by multi-stakeholders panels composed of persons with disabilities, policy makers, representatives of employees and employers, authorities and support providers.

The conference was a success story with the attendance of around 200 international and over 150 local participants working in a variety of different sectors such as researchers, academicians, experts, employers representing ILO, social service providers, representatives of authorities and persons with disabilities.

The RACE Project’s results and outputs were presented during the first day plenary, during the market place which took place the second day, and in three different project workshops.

In the workshops, certain topics related to the employability of persons with disabilities such as the role of employers and employees, innovative models promoting



access to the labour market and barriers that inhibit the transition process from schools to employment were discussed.



Figures 5,6,7: RACE Project Work-Shop and Information Table

During the first day of the conference, an official award was given to the Institute for Social Services (IFS) of Austria with their project Spagat and Passwerk, from Berchem, Belgium. The winners, as well as all participants of the award competition, proved that real working opportunities for persons with disabilities exist, provided the proper support and structures are put into place. The second day of the conference participants who had completed the RACE Project Supported Employment Train the Trainers Program, all received a certificate.



Figure 8: RACE Project Supported Employment Train the Trainers Program Certificate

The last evening the conference officially ended with a gala diner, offered by the Turkish Ministry, and attended by participants from around 30 different countries.

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Pilot training in Turkey

Pilot training in Italy

Corporate Round table
in Turkey, Italy,
Belgium, France,
Austria

Final conference in
istanbul, Turkey

Project Outputs

Module Curriculums

Training Materials

Employers' Guide

Policy Recommendation
Catalogue

Good Practice
Catalogue



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- Policy Recommendation Catalogue
- Good Practice Catalogue
- Project Folder
- Video/DVD

Corporate Round Table meetings in Turkey, Italy, Belgium, France and Austria

Different Corporate Round Table meetings with several employers from different economic sectors were organised in the partner countries between March and end June 2013. The meetings took place to, on the one hand disseminate the project results and on the other hand receive feedback from employers, experts and representatives from different organisations on the topic of employment of persons with a disability.

During these corporate round tables, problems and opportunities that can arise when employing persons with disabilities were discussed and good practices were shared. The experts offered practical solutions and provided answers to the different questions that popped-up during the discussions. In addition to the debate, the employers gave feedback and food-for-thought on the different products from the RACE Project. The results of these corporate round tables were presented during the international conference on employment for persons with disabilities in Istanbul, 27-28 of September 2013. The RACE Project team would like to thank all the employers and experts for their support and their constructive opinions on the employment of persons with disabilities on the open labour market.

The RACE consortium would like to take this opportunity to thank the participants of the corporate round tables for taking the time in their busy schedules to attend the meetings and share their experience.



Figure 9,10: Corporate Round Table in Belgium

From left to right : J. De Bruyn (Plastics Van Wauwe), T. Verhelst (Faculty Club), B. Moens (VOKA), S Staskowiak (EASPD), Z De Groote (EASPD), J. Vandelanotte (Open Knowledge Network - GTB), M. Van Dael (Lunch Garden), G. Van Os (Van Os-Sonnevelt bvba).



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Figure 9,10: Corporate Round Table in France

From left to right : Prof. Dominique Velche (Social Science Institute on Disability), Bruce Roch (Adecco Groupe France), Alain Masson (Sodexo), Leslie Dehandt (Accenture)



Ankara Corporate Roundtable, TR - Ford Automotive Inc., KORDSA Global Inc., Goodyear Tyres Turkish Inc., NOVA Plast Turkish Inc., Efe Tour, İŞKUR Kocaeli

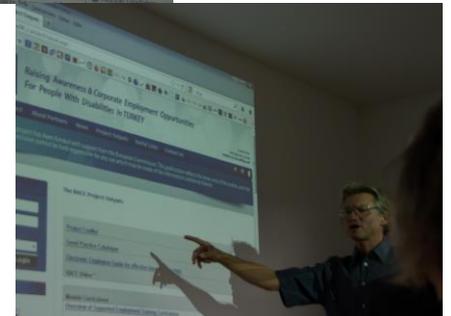
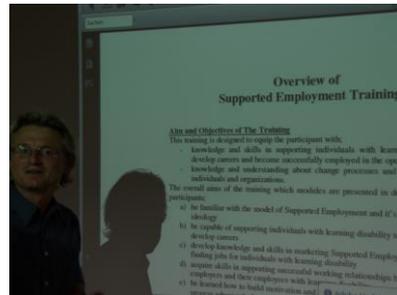
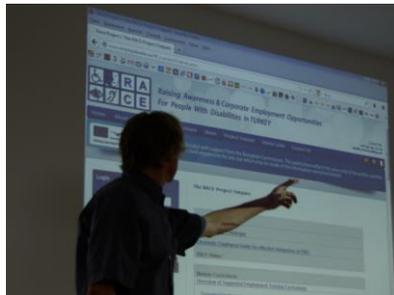


Figure 11, 12, 13, 14: Corporate Round Table in Austria