

Activities and Results of DIMENSAAI

The activities and products within the project have been oriented to improve the employment of people with disabilities and active seniors from the beginning, by using mentoring approaches and to improve competences of trainers working with these two groups. Besides the two partners of the project, who work directly with these groups, Lebenshilfe GUV and Stadtmission Kiel, the project partners visited organizations, who work with this two target groups, during each meeting. On the 22nd of May two organisations from Ankara, who concentrate on people with disabilities, have been visited. The first one is the NGO, the only organisation where young orphans can spend some days and learn for their future profession together. The other visited organisation is a school for people with disabilities.



The participants of the final workshop “Supporting Diversity, Inclusive Education, and (Re-) Integration into Work of Older People and Those with Additional Needs”, which took place in Ankara on the 23rd May 2014, included people with disabilities, seniors, trainers, interested people in mentoring and diversity concepts and project partners. One of the objectives of the workshop was to demonstrate the competences and willingness to work of the two project target groups: People with disabilities and seniors. These target groups were very active during the conference. In one Working Group the discussed topics were the introducing mentoring and diversity concepts as a part of the curriculum and accredited it, Austrian approaches for supporting the employment of people with disabilities by mentoring, management of employing people with different disabilities in Turkey, strategies in this context in Malta. In the second Working Group some of the discussed problems were different forms of mentors, suitable for aged people, preparing social students to become a mentor, emphasize added values of the work of seniors and people with disabilities, integrative strategies in the organization for supporting diversity as an important aspect of human resource development.





Newsletter Issue 4

Diversity and Mentoring approaches to Support Active Ageing and Integration

In the following we summarize the project approaches, activities and results.

The main project concepts are:

- The employment of active older people and people with learning disabilities has the potential to improve the labour situation.
- Employers who are informed about diversity and mentoring concepts could appreciate the economic advantages of recruiting from this group of people, if they can be persuaded about their competences and reliability.
- Mentoring, which is a long established and well regarded technique for supporting the personal and professional development of individual has multiple benefits for employment and better social integration.

Activities done in the project to support these concepts were:

- Establishment of focus groups in all partner countries to discuss requirements for working places suitable for the target groups as well as the transfer, adaptation and test of the mentor training model.
- Holding diversity workshops for interested organizations and individuals. in health/ care sector .
- Development and use of a IT supported social network for information, communication and cooperative learning.
- Discussions with employers about the design of working places for seniors and people with disabilities.
- Dissemination and valorisation activities.

The products of the project are:

- Catalogue for competences for mentor'/diversity counsellor
- A mentoring program with transferable guidelines
- Handbooks for diversity counsellors and mentoring in partner countries.
- An IT platform supporting networking, on-line training, information exchange, collaboration.
- Curriculum for DC or mentor.
- Measures to create/design suitable working places for seniors and disabled people.
- Website, flyer and other dissemination material.

As a conclusion the approach developed and tested within the project DIMENSAAI facilitates the integration of people with disabilities and older ones into work in health and social care sectors. In these sectors there is unprecedented pressure and skill shortage. A lack of information about the potential and willingness of these people also makes businesses less willing to employ people with learning disabilities and older ones.

Mentoring programmes are well-established in many enterprises but there not really applied for the assistance of people with learning difficulties and aged ones.

For details about the project please visit our web-site: <http://www.dimensaai.eu>