

The INVESTT project

2012 – 2015

[photo]

This is an Easy Read version of '**INVESTT (Inclusive Vocational Education and Specialised Tailor-made Training) Dissemination Paper**'

November 2015

How to use this document

This is an Easy Read version. The words and their meaning are easy to read and understand.

You may need help and support to read and understand this document. Ask someone you know to help you.

Some words may be difficult to understand. These are in **bold blue writing** and have been explained in a box beneath the word.

If any of the words are used later in the booklet they are shown in **normal blue writing**. If you see words in **normal blue writing**, you can look up what they mean in **A list of the hard words** on page XX.

Where the document says 'we', this means the INVESTT project.

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Introduction – about the INVESTT project

Disabled people should have a fair chance of getting a job, just like anyone else.

We wanted to help this happen.

What does INVESTT mean?

INVESTT stands for **Inclusive Vocational Training and Specialised Tailor Made Training**.

- **Inclusive** means everyone together.
- **Vocational training** means what you learn to get a job.
- **Tailor made** means special for each person.

Who was involved in the INVESTT project?

Lots of different groups have worked together on INVESTT.

They are groups who support disabled people or who teach in places like school, college or university.

The groups were from:

- **Austria**
- **Belgium**
- **Norway**
- **Slovenia**

The project was managed by **EASPD (European Association of Service Providers for People with Disabilities)**.

INVESTT was paid for by the **European Union**.

The **European Union** is a group of countries whose governments work together.

Why was the INVESTT project important?

Disabled people should have **inclusion**.

Inclusion means involving everybody, and giving everyone a fair chance.

When this happens disabled people can:

- learn and work with everyone else
- have real jobs.

The **United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)** says inclusion is important.

The **UNCRPD** says disabled people have the same rights as everyone else. It says what governments should do to make this happen.

The **European Disability Strategy** also says inclusion is important.

The **European Disability Strategy** is a plan that says what should be done to make sure disabled people in Europe can do things everyone else can.

BUT not many disabled people have real [inclusion](#).

We want to change this.

We want to make sure that disabled people can learn and work with everyone else.

What we did

We looked for new ways to help disabled people learn and work with everyone else.

This is good for everyone. Not just disabled people.

We used 2 big ideas.

1. Universal Design

Universal Design means making things and planning things so everyone everywhere can join in.

For example, this is how **Universal Design** can help disabled students and workers:

- **Buildings** - everyone can get around
- **Equipment** - everyone can use computers and books
- **Signs and language** - everyone can understand the information
- **How people teach** - everyone learns in the best way for them.

2. Reasonable Accommodation

Reasonable accommodation means making things and changing things so disabled people can be included.

Reasonable means

- not too difficult
- not too expensive.

Accommodation means changing:

- how we do things
- how we build things
- how we plan things
- how we behave to each other
- information, signs and words

Reasonable Accommodation can help disabled students and workers by changing the things they need to be able to learn and to work.

For example:

- a desk that moves up and down so that a wheelchair can fit under it
- putting information into Easy Read.

Everyone did things a bit differently because each country has its own laws and rules.

But everyone talked to

- students
- families
- special needs teachers
- other teachers
- and employers.

Everyone tried new ways to do things.

What we found out

Inclusion can happen but it needs a lot of work.

To make **inclusion** happen Governments must:

- make sure there are good laws and rules
- make sure there is enough money.

Inclusion should start at the beginning of education.

Then it is easier to do.

Everyone must be involved right from the start. This includes:

- all students
- all teachers
- families
- employers

We must listen to what people say.

We must tell everyone:

- what **Inclusion** means

- why it is important
- what they need to do.

Students need **Individual Education Plans**.

Individual Education Plans say what extra support a student needs to learn. It says what teachers need to do to plan and support the student.

The plans must

- be right for each student
- be easy to understand
- make sure students get **qualifications**.

Qualification means passing a test. If you have a qualification you have a better chance of getting a good job. Employers know that you are good at what you do.

There must be **a coordinator**.

A Coordinator makes sure everyone is working together.

Everything must be accessible. For example books, computers, buildings, transport.

We can try different things. Like visits and team teaching.

If things don't work we must change them.

We can use **case studies**.

Case studies are stories about real people. They show what can work.

We can take big steps or small steps, but let's get started!

More information

We had a conference to share these ideas.

We want to share them with everyone.

If you want to know more about the INVESTT project please get in touch:

Website: <http://www.investt.eu>

Email: info@investt.eu

Phone:

Easy Read project leaflet

We have an Easy Read leaflet that says more about the project. Ask us for a copy. You can also download it from our website:

<http://www.investt.eu/sites/default/files/css/Leaflet%20Investt%20-%20E2R.pdf>

Hard words

Case studies

Case studies are real stories about real people.

Coordinator

A Coordinator makes sure everyone is working together.

European Disability Strategy

The European Disability Strategy is a plan that says what should be done to make sure disabled people in Europe can do things everyone else can.

European Union.

The European Union is a group of countries whose governments work together.

Inclusion

Inclusion means involving everybody, and giving everyone a fair chance.

Individual Education Plan

An Individual Education Plan says what extra support a student needs to learn. It says what teachers need to do to plan and support the student.

Qualification

Qualification means passing a test. If you have a qualification you have a better chance of getting a good job. Employers know that you are good at what you do.

Universal Design

Universal Design means making things and planning things so everyone everywhere can join in.

Reasonable accommodation

Reasonable accommodation means making things and changing things so disabled people can be included.

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The UNCRPD says disabled people have the same rights as everyone else. It says what governments should do to make this happen.