



## Services to people with disabilities in the mainstreaming environment in Europe

### EPR survey

The survey items are designed to gather information about services to people with disabilities in the mainstreaming environment offered by members of EPR. In this study we are interested in learning about programmes and good practices that support inclusion of persons with disabilities in the mainstreamed environment in any of the following areas: early intervention, education, vocational training and employment, housing services and social care. Please note that, for each of these areas, we are only looking for **practices that support inclusion**.

By 'mainstreamed environment' we mean the common society, that is, environments that are not segregated or targeted to special groups. A regular school, the open labour market or a community facility that is opened to the general public are examples of 'mainstreamed environments'.

If your organisation offers several of these programmes or services, please select the one you consider more innovative or most successful and complete the survey. If you would like to provide information about an additional programme/service you can also do it by completing another survey (maximum two programmes/ services).

There may be some items in the survey that are not applicable for the selected programme or service. In these instances, please indicate "not applicable".

Although the term "programme" is used in this survey, it can be replaced with "service" or "practice" in all occurrences.



## Organisational Information

**Name of the Organisation:** EKON Association

**Country where the organization is located:** Poland

**Title of the Programme/Service/practice:** Complex social and vocational skills assessment as a supporting practice in vocational rehabilitation

**Contact Information (Include the name and relevant contact data for the primary contact person who can provide technical expertise regarding this Programme):**

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Study Criteria	Description of the Study Criteria
<b>I. Programme Information</b>	
<b>I (a) Goal of the Programme/service</b>	<b>State the goal of the Programme/Service in clear terms.</b> -Effective occupational rehabilitation -Complex assessment of a disabled person's potential, competencies, predispositions and limitations
<b>I (b) Outcome Measures of the Programme</b>	<b>State the Outcomes Measures for the children/adults involved.</b> -Number of clients -Percentage of clients that joined open labour market after assessment and gaining foundation support -Percentage of clients that completed whole assessment session -Percentage of clients that positively assessed whole programme (based on anonymous client feedback survey) <i>Outcome measures may be qualitative or quantitative. There may be organisational outcomes that are used to measure the outcome performance. These measures may include number of clients, length of time in the Programme, level and types of participation/community engagement..</i>
<b>I (c) Theory used for the Programme</b>	<b>State the theoretical principles that underline the programme/service.</b> -Complex assessment/development center methodology (used as a groundwork) -International Classification of Functioning, Disability and Health



This study receives financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020). For further information please consult: <http://ec.europa.eu/social/easi>

	<p>(especially vocational rehabilitation core set, used as assessment framework)</p> <p><i>Examples may include rights-based approach; person-driven planning; family-driven planning; self-determination. Please specify whether theoretical principles specifically include community participation and engagement with mainstream society.</i></p>
<b>I (d) Year Programme was initiated and milestones in development</b>	<p><b>Identify the date when the Programme started.</b>  <b>February, 2015 (pilot assessment started: four types of assessment models were developed, analysed and improved);</b>  <b>August, 2015 (first clients were assessed and counselled).</b></p> <p><i>Support information may include milestones, turning points, main changes to improve the practice. Please specify whether these developments increased community participation and engagement of your clients in mainstream society.</i></p>
<b>I (e) Staffing patterns of the Programme</b>	<p><b>Identify the number of staff by titles and responsibilities.</b>  Psychologist (two full-time employees) – conducting interviews, psychological tests, in-basket exercises, work trials and simulation exercises, providing psychological support);  Career counsellor (one full-time employee) – conducting interviews and career tests, providing counselling and creating individual career path;  Diagnostitian (one full-time employee) – conducting work trials and technical work trials;  Physiotherapist (one full-time employee) – assessing physical capabilities and disabilities, providing education and advice about exercise and movement;  Case manager (one full-time employee) – organizing and coordinating team work, scheduling tasks, collecting and finalizing reports;</p> <p><i>This information will describe the number of staff positions, position titles, position qualifications, and percentage of full time equivalency for each position.</i></p> <p><i>Please specify staff roles directly related to promoting community participation and engagement of your clients in mainstream society.</i></p>
<b>I (f) Physical location of the Programme</b>	<p><b>Describe the Programme's location(s).</b></p> <p>Human Capital Assessment Centre in Warsaw, 5th Mortkowicza St. The location with convenient access from the City Center, also for people with physical disabilities.</p> <p><i>This information may include a description of multiple sites Accessibility and access to transportation may be included.</i></p> <p><i>Please specify whether the physical location of your programme contributes to the goal of community participation and engagement of your clients in mainstream society.</i></p>
<b>II. Client Information</b>	
<b>II (a) Targeted clients</b>	<b>Identify the admission criteria including age, gender,</b>



admitted	<p><b>disability, and any other qualifying characteristics.</b></p> <p>Adult people with disabilities expressing willingness to work.</p> <p><i>This information includes number of clients admitted on an annual basis. Identify if they are admitted on the basis of specific sociodemographic characteristics.</i></p>
<p><b>II (b) Number of clients currently in the Programme</b></p>	<p><b>Identify the number of current clients in the Programme.</b></p> <p>170 persons</p> <p><i>This information provides the actual number of clients by the selection criteria identified in the “Target Programme clients” study criteria. Cite the time period for this data.</i></p>
<p><b>II (d) Involvement of the Family members</b></p>	<p><b>Describe how the family members are oriented to and involved in the Services provided</b></p> <p>ICF Methodology assumes assessment of environment factors, which can be motivating and supportive or on the contrary, negatively impact person’s participation in social and vocational life. Further to assessment, in development program it can be necessary to work with person’s family.</p> <p><i>This information describes specific approaches that involve the family members in the services. This may include involvement in planning and developing the outcome measures.</i></p>

### III. Programme Activities, Services and Intervention

<p><b>III (a) Activities during the Programme targeted to the clients</b></p>	<p><b>Describe the Programme activities that are targeted to the clients.</b></p> <p>Assessment session plans are chosen according to possibilities, education, physical and mental capabilities of our clients; we use four standard assessment procedures: for production employees, technical employees, services employees and office workers.</p> <p>After completed assessment sessions we create individual, complex report on strengths, abilities, competencies, development options.</p> <p>We create individualized career path with detailed plan.</p> <p>We provide our clients with counselling and psychological support.</p> <p>We contact our clients with companies and organizations willing to hire people with disabilities.</p> <p><i>These activities will be different according to the Programme. For example an Inclusive Education Programme may include support to the design of individualized educational plans, ongoing support to the educational and medical needs of the child, disability awareness-raising activities for the school community, among others.</i></p> <p><i>Describe if all clients go through the same activities or if programmes are individualised based on the clients’ needs.</i></p> <p><i>Please specify how activities developed contribute to the goal of community participation and engagement of your clients in</i></p>
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	<i>mainstream society.</i>
<b>III (b) Activities involving the family members</b>	<p><b>Describe the services and involvement of the family members and other close friends and support persons working with the client.</b></p> <p>-No family involvement at this stage of vocational assessment.</p> <p><i>This information will describe services that are provided with and/or for the family members. This may include modifications of the home, support social and recreational activities in non-education and non-work experience activities, and addressing issues of living independently.</i></p>
<b>III (c) Activities involving community partners</b>	<p><b>Describe services or activities that involve community partners.</b></p> <p>We contact our clients with employment agencies and employers.</p> <p>We collaborate with NGOs that specialize in vocational activation of people with disabilities (we share our reports and career plans with).</p> <p><i>This information will include descriptions of how education institutions, vocational and apprentice training, employers or other community service organisations, etc. are involved in an ongoing basis on your Programme.</i></p>
<b>III (d) Activities targeting community partners</b>	<p><b>Describe services or activities targeting community partners.</b></p> <p>We actively take part in conferences and meetings, both domestic and international; we are connected with many NGO initiatives and employers (mostly big retail chains).</p> <p><i>This information will include descriptions of activities or practices that your organizations sporadically undertakes in order to raise disability awareness or develop linkages with education institutions, vocational and apprentice training, employers or other community service organisations.</i></p>
<b>IV. Public Authority/Legislative Information</b>	
<b>IV (a) Legal Basis for the Programme</b>	<p>Identify the legal framework of the programme.</p> <p>The act of rehabilitation and employment of persons with disabilities.</p> <p><i>This information should include, if available, the rationale for this legislative Framework.</i></p> <p><i>Please specify whether the legislation contains specific references to the goal of community participation and engagement of clients in mainstream society</i></p>
<b>IV (b) Funding base</b>	<p><b>Identify the source(s) of the funding for the Programme (i.e., the government agency providing the support), the percentage of expenses it covers, the rate of co-payment per client if existent, and the length of time for the funding.</b></p> <p>Own financial sources and private/business funding.</p> <p><i>Please specify whether there is funding targeted to support the goal of community participation and engagement of clients in</i></p>



	<i>mainstream society</i>
<b>V. Programme Directions</b>	
<b>V (a) Challenges with the Programme</b>	<p><b>Identify challenges to develop the social participation and inclusion of your clients in mainstream society.</b></p> <ul style="list-style-type: none"> <li>-poor social awareness of the challenges faced by people with disabilities</li> <li>-unemployment rate in Poland</li> <li>-complicated procedures in financing government-supported employment programs</li> </ul> <p>This information may include organisational and individual challenges. These challenges can be organisational, structural, person and/or community related challenges that your Programme faces to improve social participation of your clients in mainstream society.</p>
<b>V (b) Opportunities with the Programme</b>	<p><b>Describe the opportunities that are available for the students and the organisation for developing and implementing the Programme.</b></p> <ul style="list-style-type: none"> <li>-creating and developing new services for people with disabilities;</li> <li>-implementing ICF standards and best practices;</li> <li>-internship programme for students and graduates;</li> </ul> <p>This information should include organisational, structural, person and/or community related opportunities that your Programme has to improve social participation of your clients in mainstream society. .</p>
<b>V (c) Suggestions for strengthening the Programme</b>	<p><b>Identify specific recommendations that will benefit other organisations that are replicating the Programme.</b></p> <p>We use best practices in evaluation and vocational rehabilitation;  We know how to implement ICF standards;  We know how to connect ICF with assessment/development center methodology;</p> <p>This information may include “lessons learned”, practices that have applications for other Programmes, areas of change if replicating the Programme and changes in outreach, recruitment and services with the clients and their families and their community.</p>
<b>V (d) Additional Programme comments</b>	<p><b>Please give additional information to explain what makes this practice/service/programme particularly interesting or successful.</b></p> <p>Implementing ICF standards in Poland (pioneering activity)</p>

