

Associated partners

In the project we also have 13 Associated partners. They have committed themselves to supporting the dissemination and sustainable implementation of the project results by informing their network partners about the project.



Project partners

Stichting Rea College Pluryn
The Netherlands



All About Quality Consultancy
The Netherlands



Frans Nijhuis Stichting
The Netherlands



Valakupiai Rehabilitation Centre
Lithuania



Istituto Don Calabria
Italy



Fundación Intras
Spain



Santa Casa da Misericórdia do Porto
Portugal



Promenaden Kongsvinger AS
Norway



dafür gem. GmbH
Austria



www.work4all-ep.eu



An increasing number of people face challenges entering the open labour market. This is especially true for people with disabilities and/or low level qualifications. They often face a future without realistic chances of participating in the world of work. For them it is difficult to find a job that matches their qualifications and competencies.



In the Work4all project, seven VET-providers and two expert partners from seven European countries work together with the aim of creating more employment opportunities for students with disabilities. This will be done by introducing and implementing the methodology of Inclusive Job Design and by encouraging service providers working with students with disabilities to develop specific competencies.

Inclusive Job Design: a paradigm shift

Up until now, strategies used by VET-providers to create more chances in entering and participating in the labour market, have mainly focussed on the individual student with a disability. Strategies focussing on the added value for the employer are rarely used or



even neglected. In this project, we believe that a new strategy, of focussing on the employer and focussing on the added value for the employer, will increase the opportunities for students with disabilities and those with low formal qualifications.

This new strategy of creating jobs that benefit employers, is called Inclusive Job Design. Inclusive

Job Design is a comprehensive term for an employer-oriented method to create sustainable employment for people with disabilities whose chances of competitive employment are limited, especially when they have a low level of qualification and limited competencies. The method of Inclusive Job Design implies the re-designing of work processes, analysing and splitting the job activities of existing jobs into various levels of complexity.

The aim of this method is to create a positive business case for employers and at the same time to create inclusive employment opportunities for students with disabilities. This requires a paradigm shift. VET providers need to learn to think from the perspective of employers and they need to learn this new strategy.

Products

The project will produce four tools for service providers who want to learn more about the method and who are interested in working with it.

- **Self-Assessment Instrument for organisations**

With this assessment tool partner organisations will be able to identify their strengths and issues, enabling them to improve the key factors for the successful implementation of the methodology of Inclusive Job Design within their organisation.



- **Curriculum for employment specialists**

The curriculum is meant for employment specialists - employees who have the responsibility to facilitate mediation in employment matters. During the project period, the curriculum will be tested and evaluated in the national contexts of the project partners.

- **Manual for employment specialists**

The manual consists of Guidelines for applying the Inclusive Job design methodology. It shows VET providers how to use the methodology for supporting companies to increase their efficiency and to create sustainable employment for students with a disability.



- **Guidelines and recommendations for VET providers**

This is a feasibility study on the implementation of Inclusive Job Design, assessing barriers and facilitators for the implementation of the Inclusive Job Design methodology in the partner countries.

