

The D(iversity) M(anagement) E(xtended) project!

Youth unemployment is a growing concern throughout the European Union and deserves to be high on the political, social and economic agenda. Our society needs to invest in inclusive employment for all, also and especially the most vulnerable: early school leavers and youngsters with low education levels or physical/mental impairments. A common geographical or transnational approach is required to address this economic and social challenge. Traditionally, diversity management propagates an inclusive human resources management, covering the employer-employee relationship. In line with the objectives of the Lisbon Strategy and Europe 2020, DME elaborates on the transition process of guiding (vulnerable) students and unemployed young people towards the labor market.

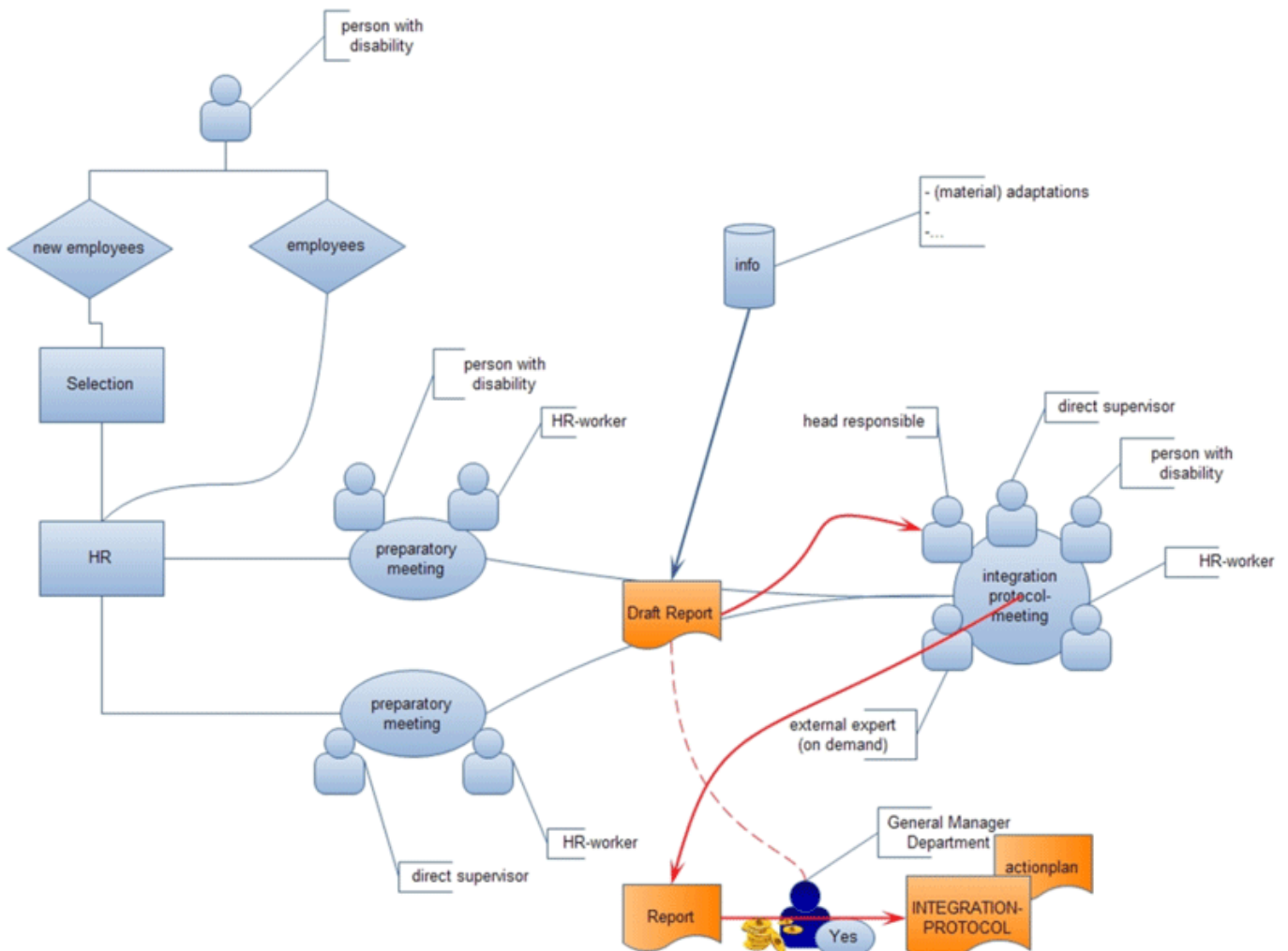


More information about the project?

[Visit the webpage for more information!](#)

TOOLS : Integration tool - by JKVG

JKVG is the lead organisation of the DME project and recently constructed a custom-made procedure for the use of integration protocols for the City of Ghent. An integration protocol is a written document, containing commitments agreed upon by the (new) employee with a disability, his immediate superior, the HR representative of the company and often an external expert, e.g. on a certain disability. The integration protocol is co-signed by the most senior manager of a company. What exactly is agreed upon? Measures necessary to ensure a good start and optimal integration of the employee with a disability and measures needed to optimize his performance on the job. The drafting of the agreement is done by the HR department, that supports all concerned parties. One of the most important things of an integration protocol is that it allows discussing the disability of a (new) employee (as far as it has an influence on his on the job performance), in an early stage of his employment. Possible disability-related problems can be countered right from the start. The main goal is an adapted workplace from day one of the employment. An integration protocol contains agreements that should lead to an ideal working situation for employees with a disability. It makes it easier for all parties involved, to discuss the disability and all possible work-related problems and it can also be used as a supporting instrument, e.g. during performance and evaluation interviews. Two of many good reasons for implementing integration protocols, also in private companies! The illustrated integration tool can be found below...



The DME meetings

The first project meeting in December 2014 in Antwerp and was an opportunity for introduction and sharing the knowledge and experience among the partners organizations from Belgium, Netherlands, Bulgaria, Slovenia and Czech Republic. The detailed quality management plan was discussed. **The second project meeting** was held in Amsterdam, in May 2015. Partners discussed the tools to be developed during the 3 year cooperation. All tools will be continuously presented at the project website. An interesting discussion was held about legislation related to employing the handicapped persons and about presented examples of methodologies for inclusive employment in all participating countries. All partners will meet in Prague on the 7th of October 2015 to discuss all project work and activities so far and present achieved outputs. The main focus will be on the project website and reports done by all partners in the first months of the project, followed by planning future activities. **The 3rd project meeting** will be an opportunity to focus on development of the webtools which will be available at this website later.



The DME project & the Belgium partner Syntra West

Within Syntra West (a professional vocational training organisation) we intend to adapt our service and training methods to the diverse audiences of our trainings as much as possible. Sharing a common goal of becoming real professionals, our evening class, in-company training or day course students all require a different approach. Especially the latter group are relevant within the DME project context. Being a very diverse group of young and less young students, sometimes from disadvantaged backgrounds and vastly growing in number (up until 1,300 in 2015-16), our day course students are not served by lessons that are too theoretical. Luckily, Syntra West pays a lot of attention to active didactic approaches and active guidance, in order to serve each student on an individual basis.

Since the start of the DME project, we have developed three special work groups servicing our day course groups. **The first one** focuses on individual guidance of each and every student regarding their generic and technical competences. Continuous 360° assessments enable students to reflect on employers' and customers' expectations regarding their future performances on the labour market. In addition, the assessment results enable teachers to differentiate their lessons to the needs of the group. **A second work group** develops methods to coach teachers to integrate entrepreneurial skills in their lessons. As our motto is "More and better entrepreneurship", we enhance this spirit throughout the pathway of every student. Our teachers and trainers have a very special role to play in this respect, and therefore require special support, instruments and techniques, offered through the project. **Thirdly**, our internship work group focuses on better matches with internship providers (from small SMEs to medium sized and even large enterprises). The DME project supports our attempts to improve the database of and relationship with internship providers. Before the end of the project, we aim to have a database full of approved, validated and supported organisations, that are qualified to offer our students a real life, work-oriented training path that gives our students the best chances for their future careers.

Thanks to the DME project, Syntra West will thus be able to share assessment methodologies, active didactic methods to boost entrepreneurship and intrapreneurship in future work force, as well as a guide on the different steps to engage with employers to achieve result-oriented internships for each student.

On August 21, 2015, Syntra West organised a full day of seminars and workshops for day course teachers on relevant topics as 'activating teaching methods', 'appropriate language use in training', 'creativity' etc.

The DME project & the Czech partner Euroface Consulting

Project Diversity Management follows the main activities of Euroface Consulting and supports their expanding:

- **Consulting and educational services**
 - Networking, including international partnerships and long-term cooperation aimed at improving of the quality of education
 - Providing consultations on the preparation and grant management
- **Support cooperation between educational and business sector**
 - Support development and cooperation between educational organizations (schools and other educational institutions, training centres) and companies (small and medium-sized companies, industrial companies)
 - Participation in EU programs aimed at enterprises assistance for human resources development and employer's training (including support for the creation of new jobs opportunities)
 - Providing employment consulting and personnel services (e.g. information, motivation, consulting seminars and workshops about labour market, employment and balance diagnostics, etc.)
- **Support lifelong education**
 - Creation and realization of lifelong learning courses (for company employees, teachers, job seekers and adults interested in further education)
 - Realization of company training
 - Development and dissemination of e-learning and other forms of lifelong education
 - Participation in programs of lifelong learning, membership in the Association of Adult Education Institutions of the Czech Republic, active partner in international projects aimed at the adult learning
- **Support equal opportunities**
 - Cooperation with organizations specialized in equal opportunities of women and men at the labour market and organizations supporting healthy disabled persons in entering the labour market
 - Preparation and realization of the projects focused on creating the conditions for balance of family and working life

- Training in the implementation of gender policies in companies, flexible forms of work, realization of equal opportunities audit focused on internal company processes from a gender perspective

The DME project

With the counselling we help people who are disadvantaged on a labour market to find a new job or to get some new work experience that would be suitable for them and their disability or disadvantage (incomplete education, low age, lack of working experience, etc ...) We also provide the option of retraining in various fields. On the contrary, we provide wage subsidies for those employees who give a job to disadvantaged people and we try to show them all the benefits associated with the employment of disadvantaged persons. DME project with its content is suited to our activities freely and they are followed up.

The project DME will expand our service to the concept of diversity management focused on Zlin region where we also co-operate with labour offices on a long – term basis.



A Czech example

One day a lady came to our office for counselling. She said she has always worked but is currently unemployed and that she has been unsuccessfully trying to find a job or participate in retraining program for a long time. The client had an eye condition since childhood, which means that she is blind on one eye and in recent years her condition deteriorated and the other eye got very bad as well. She could not intently focus to look at anything for more than five minutes, which was also the reason for the dismissal from her last job. For the same reason her potential employers refused a job offer. The lady also heard a verdict by the eventual successful completion of retraining course to be a social worker which she was interested in. She was told that she can attend, but she will not pass the final exam, because of fail at general healthy conditions. Finally she tried to apply for a disability pension because of the influence of her disability to all job positions she applied for. Medical commission, which decides on a disability pension, however, said to our client that her impairment is not sufficient to grant any degree of disability pension. After a period of consultation with us, we were actively trying to find this lady a job and we really met only with rejection, we managed to secure the required detailed medical tests, which showed that the eyesight is in such a state that it must be considered as sufficient for admission full disability pension. We assisted the client reassessing her health state medical board, which had a full disability pension allocated. The client is now secured for the future, however, if she gets more lucky, the labour market remains open but now with no stress that she'll have no money to live.

The DME project partners

JKVG - Leadpartner



FOUNDATION PRO WORK



SYNTRA WEST



EUROFACE CONSULTING S.R.O.





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