Evaluation Report

Output 02: Mini-guide for Employers of Young People with Educational Needs/Disability

Report: SEN Employment Links
Output O2: Mini-guide for Employers of Young People with Educational Needs/Disability

The report describes the progress of work and outcomes of the SENEL partners collaborative effort on output 2: Mini-guide for Employers of Young People with Educational Needs/Disability. We offer quotes from the Application form and then continue with description of the works done and activities carried out. Draft project materials and contacts can be found at the project websites www.jamk.fi/senel.

Outcome 2	Self-assessment
The Mini-guide will: • Provide essential information and guidelines for employers and other stakeholders involved in making employment accessible for young people with SEN.	The information provides suggestions for enabling and encouraging business to employ young people with SEND. Discussions with partners showed that it is not possible or appropriate to cover every type of disability in the Guide. It was decided to direct employers towards links provided on our website to the appropriate authorities. These will be difference for each country. Country guides also provide country specific guidance e.g. in UK to Jobcentre +
• Be based on the needs analysis carried out prior to the commencement of the project and the best practices analysis carried out in O1.	The initial needs analysis included elements which help inform us in producing the guide. National policies were examined. The young people with SEND stories in the Mini-guide draw directly from the young people interviewed for O1 and their employers
• Help employers and related stakeholders (VET colleges and agencies (NGOs) supporting inclusive vocational environments and employment opportunities) to build inclusive cultures, policies and practices within an employment environment.	The Guide refers specifically to the three dimensions of cultures, policies and practices. These are firstly explained in general terms, and work competences of each young person given as diagrammatic profiles reflect these dimensions.
• Facilitate collaborative discussions and strategic planning of changes within organisations for the development of welcoming and inclusive environments for young workers with diverse needs.	Team discussions at international meetings/stakeholder meetings and multiplier and dissemination events came to a consensus that the most important this was to encourage employers to employ young people with SEND by presenting a positive image of successful employment and how very small adjustments could be used. It was also important to emphasise what support systems for employers existed. It was very important to have non-university partners to help with this, as they

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	had direct contact with and access the young people and their employers. Nevertheless barriers were encountered in some cases with obtaining permissions, and also in finding employers ready and willing to give interviews. The final versions are 'real' profiles and the young people were all happy to have their actual photographs used. Using the same young people as in O1 helped us solve problems of sample size. For example in England we started with about 10 possible young people but finished with only about 3. These sorts of barriers are often encountered in research studies.
• Will put emphasis on the individual employee with SEN/Disability, his/her positive added value to the organization, and the importance of well-being in relation to the specific needs of diverse individuals.	The Guide has been highly successful in providing a range of case histories of employees in diagrammatic form.
• Be available on the website.	The final piloting is taking place from September-December 2016. After this we anticipate that all versions will be available on the website.
• Be a printable PDF file, accessible through the project website.	The Guide piloted at E2 in June 2016 was printed on A4 paper in landscape. Feedback from stakeholders suggested that a booklet sized version (A4 pages with a centre fold to make and A5 Booklet when printed out.) will be developed and this is in the planning stage.
• Be published in English, Czech, Finnish and German to reach target audiences with limited access to the internet or preferring paper copies.	Translations are in hand. The original stories in Finnish, Czech and German, although provided in English, have required significant Anglicisation. Other feedback was that the first draft was in language too 'academic' for businesses.
Its dimensions are inspired by the original "Index for Inclusion" (Booth & Ainscow, 2002)	Also based on the earlier TILE project. Links for partners to access held on the project online communication platform.
The development of O2 will be carried out in four phases based on its structure. The final phase will be dedicated to the piloting of the whole tool. - Culture – responsibility of MU - Policy –Responsibility of UoN	The utilisation of the TILE project format facilitated the division of areas of responsibility. However in practice the partners worked together concurrently to inform the draft versions of O2 Mini-Guide that was produced for piloting. UoN took the lead in pulling together the discussions and developing the initial draft format.

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- Practice – responsibility of AL, UoN - Piloting – Responsibility of AGAPO, AL	
Piloting: - The draft of the tool will be translated to national languages of project partner countries (Responsibility of MU, JAMK, PFH) and piloted in all partner countries. - will involve further refinement of the tool in each partner country (responsibility of BSG, AGAPO, FAIDD, AL) - will use outcomes of piloting and feedback for finalizing of the tool (responsibility of AGAPO and MU). Each phase is strongly supported by all partners.	This is on-going and will be finalised once the piloting phase until October/November 2016 is completed. On-going feedback from partners and stakeholders has informed the Mini-Guide design. Email exchange has proved particularly effective for sharing draft versions of the Mini-Guide between partners.
After each phase, the leader will write an activity report including self-evaluation.	This is on-going with reports being sent to Project Manager to inform Interim Report writing.
Development work will be supported by transnational meetings M1 (culture and policy) and M2 (practice and piloting). The transnational meeting M1 will be organized in Brno by MU in early October 2015, and will contain: - an introduction to the theme (culture and policy) - visit to AGAPO o.p.s. and work sites of associated employers (Models of good practice for the Culture part of the Mini-guide) - workshop - good practices related to the theme, specialist SEND provision in employment mapped and further developed for the indicator list.	Successful M1 and M2 meetings were held. The range of discussions and content informed the development of the draft Mini-Guide for final piloting. Records of the meetings are held on project online communication platform. This part of the bid contains a typographical error as M1 was actually held in Finland and M2 was held in the Czech Republic (as per the remainder of the bid and the project GANTT chart). The M1 meeting allowed partners to reconvene (from TILE) but also oversee the successful introduction of a new partner from Germany. Successful visits were offered and followed up at the M1 and M2 meetings. Photographs were taken and shared between partners via the project online communication platform.
The transnational meeting M2 will be organized by JAMK in Finland in March 2016, and will contain: - an introduction to the theme (practice and piloting)	The M2 meeting continued to support the continued development of organisation and partner relationships. It also fostered a strong relationship with Mr Marek Juha, a local businessman who subsequently travelled voluntarily to the E2 meeting in England to present on the 8th June.

Outcome 2	Self-assessment
- Include a visit to local VET colleges and workplaces of associated employers, who will serve as models of good practice for the Practice part of the Mini-guide - Visits followed by a workshop where good practices related to the theme - Specialist SEND provision in employment mapped and further developed alongside the indicator list	Additional records of the M2 event are held on the project online communication platform. There was also continued discussion and final preparation of the Best Practices Exhibition which was launched at M2.

Northampton, 20th September 2016   Sheena Bell

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The Partnership