

Lifelong Learning Programme
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ENEVA

Enhance Efficacy Through Valorisation

First Danish national workshop, Grenaa 15 January 2009



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1. Description of participants:

House of Venture.

House of Venture is a unique social enterprise with a high level of social responsibility - a company working on normal market terms – only difference is that all employees are disabled people.



House of Venture sees the resources, and not the limitations, in people with a disability. With about 80 percent of the 90 employees working in light- and flexible jobs the average workday is different from a typical working day in the Danish labour market. Many of the employees have extensive experience and many competences from previous jobs, but - due to accidents or illness – they have had to slow down in their working lives.

The products that the various House of Venture in house companies offer are of a very high standard and cover below areas:

House of Venture Accountancy:

Bookkeeping, accountancy, and VAT accounts are some of the tasks that small companies have difficulties finding the time and competences for. They need not despair – in stead they can turn to House of Venture Accountancy for advice, help – or even make House of Venture their accounts department.



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Internet: www.cv2.dk · E-mail: info@cv2.dk

House of Venture Graphic Design:

This company works with ICT: Communication strategies, creativity, graphic design and marketing.

House of Venture Signs:

Makes billboards, car decorations, wall decorations/adverts, banners, logos etc. Is an expert in helping companies getting attention.

House of Venture pcs:

Works with various IT solutions from building a computer to data base development and network solutions. The company also services IT equipment and supplies aids for the dyslexic.

House of Venture web:

Home page solutions, from creating a home page from scratch to home page maintenance and updating.

House of Venture Call Centre:

The call centre is the latest addition to the in house companies. The call centre offers professional services within tele-marketing and CRM.

Representatives of the various House of Venture in house companies participated in the first Danish national ENEVA seminar. House of Venture started in Aarhus, but has now branches all over Denmark. House of Venture has been an important partner in a number of LdV projects coordinated by Danish ENEVA partner CV2.

2. Agenda

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| 9.00 | Registration and coffee |
| 9.15 | Welcome, Jens Højlund |
| 9.30 | Project evaluation and valorisation, Jens Højlund, Head of CV2 |
| 11.00 | Coffee break |
| 11.15 | Competence Assessment with particular focus on people with disabilities, Kjeld Søndergaard, Head of House of Venture Consultancy and Education Department |



- 13.15 Lunch
- 14.15 Monitoring Accessibility, Kjeld Søndergaard, Head of House of Venture Consultancy and Education Department
- 15.30 The ENEVA Portal, Jens Højlund, Head of CV2
- 16.30 Open discussion and conclusion, moderator Jens Højlund

Venue:

CV2, Djursland Business and Technical Colleges,
44, N.P. Josiassensvej
8500 Grenaa

Date:

15 January 2009.

Moderator of the day:

Jens Højlund, Head of CV2

3. Welcome

Jens Højlund welcomed the participants to the seminar and went on to say that the topic of improving the conditions for people with disabilities is a common interest for all the conference guests and that this has been a key factor in the many years of cooperation between CV2 and the House of Venture companies. Jens Højlund said that the ENEVA portal could be useful in this context, and that the aim of the seminar was to disseminate the outcomes mainly of the ENEVA project, but also other LdV projects on disabled people – which falls completely in line with the ENEVA portal philosophy.

4. Project valorisation



Jens Højlund started by defining “valorisation”, which is a relatively new concept in LdV projects. “Valorisation” can be described as the process of **disseminating and exploiting** projects outcomes with a view to optimizing their value, enhancing their impact and integrating them into training systems and practices at local/national as well as European level.

Dissemination is a key to good valorisation, and all projects are required to arrange for dissemination from the onset of activities. Information on how a project is developing and dissemination of the results to target groups are the essential tools for project valorisation. Dissemination involves ongoing production of clear, targeted information on a project’s achievements via appropriate means.

Information on the project and the dissemination of its results provide a vital basis for implementation and exploitation of project results and their incorporation into vocational training systems and practices. From that perspective, dissemination is a strategic tool of valorisation but it needs to be supplemented by specific measures for exploiting, using and assuring the sustainability of the project results. This is achieved through constant interaction between the project partners and a sample of potential users of the project results right from the start of the project when the proposal is drawn up and throughout its entire lifecycle.

To make a good valorisation plan one must explain how **during and after the end** of the project the results will be **disseminated and exploited** so as to make them “sustainable” (= once the project has come to an end, the results must continue to be deployed in different vocational training contexts). A valorisation plan must therefore necessarily set out in a balanced and accurate way the activities relating to dissemination and the activities relating to and facilitating exploitation of the results by the end and/or potential users and for the benefit of target groups clearly identified from the project design stage.

Jens Højlund ended his speech by showing a useful check list for valorisation:

VALORISATION PLAN = DISSEMINATION + EXPLOITATION

DISSEMINATION

- Do the activities proposed in the valorisation plan form a continuous process throughout the project?
- Do all the project partners share responsibility for valorisation?
- Are the activities for disseminating the results detailed, clear and quantified?
- Are the dissemination activities and means adapted to and suitable for the project goals and beneficiaries?



- Does the project provide for setting up an Internet site accessible to the public presenting the project's achievements? Is it planned to update the site after the project has been completed? How will access to the results be assured after completion of the project?
- Is there continuous interaction between project partners and end/potential users of the results?
- Is the dissemination to be organised at different levels? (i.e. local, national, European and sectoral level via efficient relays for promotion purposes, such as trans-national networks)

EXPLOITATION

- Are the exploitation activities detailed, clear and quantified?
- Are the end users involved in the different stages of the project and are they consulted regularly in the course of the project?
- Are the needs of potential users taken into account in the course of the project? Are they kept informed and involved in the activities?
- Has provision been made for passing on the project results to decision-makers and vocational training professionals?
- Does the project include a product test stage before finalisation with the end beneficiaries/users?
- Is it planned to update the results after completion of the project?
- On the whole, are the valorisation (dissemination + exploitation) activities clearly identified and quantified in the project budget? Are the valorisation activities in line with the proposed budget?
- Could the expected products be easily transferred to and exploited in other sectors/target groups/social and cultural environments?

5. Competence assessment with specific focus on disabled employees in companies

Kjeld Søndergaard presented a tool developed in LdV project VOCA Europe which is very useful in House of Venture recruitment and training activities:



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The competence assessment model is aimed at companies wanting to employ a person with disabilities or aimed at retaining a person, who has had an accident, in the workforce.

The competence assessment model consists of a web application to be used for competence assessment (the template) and a guide as to how to use the software (the model).

The aim of the competence assessment template is to assess the competences of companies wanting to employ a person with disabilities. The template pays attention to the physical and psychological environment of the company. The template is browser based in order to facilitate easy access to it. However it can also easily be administered in paper format.

The results of the competence assessment laid the ground work for the development of the monitoring tools.

The aim of the model is to help companies employ people with disabilities, but the model is easily adaptable to other groups traditionally having difficulties getting access to the labour market. The central purpose of the tool is to convey the idea that disabled people integrated within a working environment are not merely subjects to protect and to sympathise with; on the contrary, employment opportunities, removal of architectural barriers, and the creation of an inclusive working environment could give the company overall quality and organizational advantages.

The main purposes of the competence assessment are as follows:

- mutual sharing of useful methods aimed at positively carrying out disabled people's vocational integration procedures;



Figure 4: Competence Assessment entry page online

Voca Europe 2

Increased accessibility to vocational training and increased attachment to the labour market for disabled people through the VOCA Europe 2 mentor model (2005-2007)



COMPETENCE ASSESSMENT MODEL

Instruction handbook

During the first meeting with the General Manager use:

FORM 1.1

CHECKLIST 1.1

FORM 1.2

CHECKLIST 1.2

During the interview with the foreman use:

FORM 1.3

CHECKLIST 1.3

To test the employee feeling and to brief the result of the anonymous questionnaire use:

FORM 1.4

CHECKLIST 1.4

During the final interview with the General manager use:

FORM 1.5

To have a final assessment report in activities, facilities and motivations use:

CHECKLIST 1.5



- devising a tool suitable for use across European countries. Such a tool needed to be flexible and fully updated from different standpoints: cultural, technical, and legislative;
- implementation of integrating actions to enhance a fully targeted access of disabled people to the working experience through suitable vocational integration and reception pathways;
- promoting a positive cultural attitude towards the vocational integration of disabled people.

6. Monitoring Accessibility

Kjeld Søndergaard went on to present useful monitoring tools developed in a LdV project – VOCA 2.

The monitoring tools are tools e.g. a Mentor can use in the work with companies wanting to employ a person with disabilities. The monitoring tools consist of a web application to be used for monitoring and reporting and a guide as to how to use the web application.

The aim of the monitoring is to follow the process of transmission in the companies wanting to employ a person with disabilities. The tools pay attention to the physical and psychological developments in the company. The template is browser based in order to facilitate easy access to it.

Outcomes

Browser based web application (template) and printed model to be used for the monitoring and reporting of companies employing a person with disabilities.

The aim of the model is to assist companies make adaptations necessary to employing people with disabilities, but the model is easily adaptable to other groups traditionally having difficulties getting access to the labour market.

The questionnaire

From the point of view of a Company, “ Accessibility “ is defined as a set of measures and actions implemented by the organization , in order to provide people with disabilities with adequate work conditions – physical , social and psychological – promoting their well being and quality of life .

The full list of criteria is as follows:

1. Awareness and social marketing



2. Knowledge of and application of legislation
3. Recruitment and selection
4. Induction, training, adjustment to work
5. Physical accessibility and technical help



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6. Accomplishment and improvement of accessibility

7. Final questions

Companies in the EU are invited to make a self evaluation by means of this instrument in order to obtain, in the future, a Certificate of Accessibility pertaining to people with disabilities.

To obtain as objective an evaluation as possible of every indicator, a scale of four levels as follows must be used:

- 3, means total fulfilment
- 2, means partial fulfilment
- 1, means almost no fulfilment
- 0, means no fulfilment.

It is recommended that this questionnaire be answered by the Entrepreneur or by the Human Resources Director.

Procedures and actions	In full	In part	Almost nothing	Nothing at all
The company engages the Management at the highest level in the implementation of a policy of equal opportunities for the disabled				
It provides the manager with adequate training and it develops specific counselling actions about equal opportunities for disabled people				
It develops actions with the working partners of disabled workers so that they will have the necessary knowledge of key				



questions about disability.				
In the actions of training of colleagues, chiefs of staff, Human Resources Directors and Company managers, there are specific training modules on how to deal with and be with disabled persons.				

7. Presentation of the ENEVA Portal

Jens Højlund went on to present ENEVA, which is a thematic action within the LLL initiatives and aimed at persons with disabilities. It offers a strong tool for the valorisation of the results achieved in the framework of EU LLL programmes and seeks at the same time to attract important stakeholders in the EU not only to use but also to support the portal, which again will start a process of inclusion of people with disabilities into not only mainstream society, but also into the labour market. Furthermore, ENEVA aims at offering a “logical framework” to help researchers and decision makers to analyse and compare solutions, experiences, methods and proposals.

The way ENEVA aims at obtaining all these goals is by creating a devoted portal that can be perceived as a support service linked to the Commission databases to facilitate stakeholders’ search for well documented results to be used in for example the legislative process or for research. “Stakeholders” here must be very widely defined – from legislators, politicians to researchers, disabled people, NGOs, and people employed in the service sector and working with the disabled. ENEVA must be regarded as a dynamic tool open to impacts from all stakeholders.

8. Open discussion and conclusion

The day was ended with a lively debate on above issues. The participants agreed that ENEVA is an important step in the process of inclusion of people with disabilities not only into society but also into the labour market.

