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# Cooperation of the mentors with all stakeholders

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School-to-Work Transition for Higher education students with  
disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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# Introduction

In order to increase the awareness, quality, and impact of mentoring for people with disabilities cooperation with a variety of institutions is crucial to understand and involve the stakeholders concerned for the purpose of employment, training and support of PWD.

# Advantages of cooperation

- ✓ Create a network of professionals and volunteers to expand mentoring opportunities
- ✓ Facilitate mentoring opportunities for people of all backgrounds and abilities
- ✓ Honore excellence in mentoring

# Types of stakeholders

Potential stakeholders may be from national and/or local government, from private and/or public spheres:

1. Local governments and Municipalities
2. National Employment Services
3. Educational Institutions and Organizations, including vocational education, special education and postsecondary education, vocational training centers, etc.
4. Key business organizations and networks such as Chambers, Associations of Employers, Economic Development Agencies, etc.

# Types of stakeholders

5. Organizations for provide support to PWD, such as:
- Living Centers
  - Rehabilitation Agencies
  - transportation services
  - Mental Health Agencies
  - Developmental Disability Agencies
  - Child and Family Services

# Fields of cooperation

- ✓ Develop mentor and mentee trainings
- ✓ Set up a procedure for making mentor matches
- ✓ Create an evaluation and assessment plan for mentoring programmes
- ✓ Provide technical assistance of mentoring programmes
- ✓ Offer office and meeting space
- ✓ Elaboration of public relations activities
- ✓ Donate equipment and supplies
- ✓ Provide new ideas and tips

# Advantages of cooperation

- ✓ Increase the number of mentors nationally by creating awareness of the importance of mentoring for people with disabilities
- ✓ Strengthen mentoring opportunities for youth and adults with disabilities by developing the collaborative and technological foundations for connections between programs and creating a mentoring opportunity pipeline

# Advantages of cooperation with Disabled Peoples Organisations

The main characteristic of Disabled Peoples Organisations (DPOs) is that the leadership are persons with disabilities who set up an organisation representing the interests and demands of its members. DPOs have a mandate to represent the perspectives of persons with disabilities.



# Advantages of cooperation with Disabled Peoples Organisations

## Key roles and functions of DPOs :

- Represent the interests of persons with disabilities
- Advocate and lobby for the rights of persons with disabilities
- Ensure that the government and service providers are responsive to rights of persons with disabilities
- Some DPOs also provide information and other services to their members

# Employment Agency Services

In many European countries there are a number of support mechanisms available to employers who want to employ someone with a learning disability. Supported employment services provide specialised employment help for people with a disability. In particular, they will put employers in touch with candidates with a disability and can support those candidates through the recruitment process and beyond. A supported employment agency will work with both the individual and the employer to ensure success.

# Employment Agency Services

## In Serbia:

Activities related to employment, unemployment insurance, exercise of unemployment insurance rights and other rights in accordance with law and keeping records in the field of employment are carried out by the National Employment Service.

# Employment Agency Services

## In Serbia:

The term 'employment activities' refers primarily to: the provision of information on employment opportunities and conditions, mediation in employment, and implementation of active employment policy measures.

# Employment Agency Services

## In Serbia:

Active employment policy measures are activities aimed at promoting employment, namely:

1. Jobmatching services for jobseekers
2. Professional orientation and counselling on career planning
3. Employment subsidies
4. Support to self-employment
5. Further education and training
6. Incentives for users of unemployment benefits
7. Public works
8. Other measures aimed at persons seeking employment.

# Employment Agency Services

## In Montenegro

Employment Agency of Montenegro has been realizing continuously the public work "Personal assistant" in cooperation with the public and civil sector since 2009. In the period 2009 - 2015, about 700 persons were involved in the program that provided technical support and assistance in performing basic life functions for at least 700 persons with disabilities.

# Employment Agency Services

## In Montenegro

In 2016, at least 280 users (of whom 60% from the northern region), received services thereby enabling the employment for about 280 unemployed persons who are licensed as a personal assistant. For this purpose, the Employment Agency of Montenegro has allocated funds in the amount of € 441,193.50.

# Employment Agency Services

## In Montenegro

Lessons-learned in the implementation of this program clearly indicate its multiple benefits, for both persons with disabilities and their parents, indicating the necessity of finding ways to realize the program continuously and ensure its sustainability.

*In the end of 2014, there were 1,942 persons with disabilities registered at the Employment Agency of Montenegro, out of which 1,364 were workers with disabilities.*



# Employment Agency Services

## In Bosnia-Herzegovina:

A Policy in the Area of Disability was adopted in 2008 by the Ministry of Human Rights and Refugees. A Strategy and Action Plan for the Equalisation of Opportunities for People with Disabilities 2010- 2014 was approved in the Federation of Bosnia-Herzegovina (one of the two entities in Bosnia-Herzegovina), as was a Strategy for Promoting the Social Status of Persons with Disabilities 2010-2015 in the other entity, Republika Srpska.

# Employment Agency Services

## In Bosnia-Herzegovina:

- Supported employment, particularly for those with mental health or intellectual disabilities and brain injuries provides employment coaching, specialized job training, individualized supervision, transportation, and assistive technology, and has been proven successful.

# Employment Agency Services

## In Bosnia-Herzegovina:

However, little progress has been made in implementing these policies (DAT-SEE). A Law on Vocational Rehabilitation, Training and Employment of Persons with Disabilities was adopted in 2009. Yet the country still lacks a coherent legal framework to advance disability rights more broadly and protect against discrimination.

Also there is lack of systemic approach to the keeping of records on persons with disabilities, and lack of database on them, particularly on civilians.

# Disabled People Organizations

## In Greece:

- National Confederation of Disabled People (ESAEA)
- Panhellenic Association of Paraplegic
- Panhellenic Union of Paraplegic & Physically Disabled
- Lighthouse for the Blind of Greece
- Panhellenic Association of the Blind
- Greek Federation of the Deaf
- NGO Disability NOW
- Rehabilitation Center For Social Support and Creative Employment of People with Disabilities "O SOTIR"

# Disabled People Organizations

## In Greece:

- Panhellenic Federation of People with Kidney Conditions
- Panhellenic Federation of Societies of Parents and Guardians of Disabled People,
- Panhellenic Federation Of Families For Mental Health
- Greek Federation of Thalassaemia

# Disabled People Organizations

## In Serbia:

- Mental Disability Rights Initiative of Serbia (MDRI-Serbia)
- Center for Independent Living Serbia
- National Organization of Persons with Disabilities of Serbia (NOOIS)
- Union of the Blind of Serbia
- Association for Assistance to Persons with Down syndrome
- Multiple Sclerosis Association of Serbia
- Association for Assistance to Persons with Autism of Serbia

# Disabled People Organizations

## In Serbia:

- Deaf Union of Serbia
- Muscular Dystrophy Association of Serbia
- Association of Paraplegics and Quadriplegics of Serbia
- Union of Associations for Assistance to Persons with Intellectual Disabilities
- Association of Labor Disabled Workers of Serbia
- Association of Cerebral Paralysis and Polio of Serbia

# Disabled People Organizations

## In Montenegro:

- Union of the Blind of Montenegro
- Association of Youth with Disabilities of Montenegro
- Association of Students with Disabilities
- Centre for Anti-discrimination "EQUISTA«
- NGO of persons with disabilities "Steps“
- Association of persons with physical disabilities of Montenegro
- Association of Paraplegics of Montenegro



# Disabled People Organizations

## In Bosnia-Herzegovina:

- ASSOCIATION OF PARAPLEGICS AND PATIENTS OF INFANTILE PALSY FEDERATION OF BOSNIA AND HERZEGOVINA
- Social Inclusion Foundation in BiH
- Association of Organizations for Persons with Intellectual Difficulties FBiH – SUMERO
- Association of the Blind of Republika Srpska
- Union of Association of Bee-Keepers of Republika Srpska