



# COGNITION & INCLUSION

## NEWSLETTER 3

### THE LEARNING SKILLS OF ADULTS WITH LEARNING DISABILITIES

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ENJOY THE READ!

# EDITORIAL

## *State of the Art of the project and presentation of the tool to evaluate the mindset of the professionals (IO2)*



*by project Coordinator,  
Johan Warnez  
groep Ubuntu x8K*

*One of the main objectives of the project:*

*in what way does the belief system of professionals have an impact on the employability of adults with an intellectual disability?*

The C&I-project already is in its final stage. During May and June, national meetings are planned to present the intellectual outputs of the project.

The first intellectual output, a **critical analysis of cognitive approaches that intend to train adults with an intellectual disability to acquire transversal skills**, is already available on the C&I and the partners websites. Based on these approaches and on critical content of the analyses, three outputs are going to be finalised by the end of the project.

One output - **an assessment tool to define the orientation of the clients mindset**, being a growth or rather a fixed mindset - is actually in a try out stage. This tool is important as it may predict the (quantitative and qualitative) efforts that the client is going to do to realize successful or unsuccessful employment. The goal to develop this tool is very ambitious, as it has never been done before... and this is for obvious reasons related to the intellectual disability of the person who has to reflect on hypothetical situations. But, we are optimistic! Another output also is in the same stage of try out. It inventories conditions on organizational level for competent professionals who have to train and support the adults towards successful employment. Results of both try outs will be presented and discussed during the upcoming Portuguese Evora meeting, to be held end of March and organized by the University of Evora.

One other final output is almost ready for distribution. This output probably was the main objective of this project. **In what way does the belief system of professionals have an impact on the employability of adults with an intellectual disability?**

*All the tools produced by the project will be presented during multiplier events and available for interested stakeholders*

This output, again, is an assessment tool to be used in different HR-applications. **What are the beliefs of the professional on employability, quality of life and learning potential of the persons they are supporting?** It may be clear that a professional who expresses restrictions on their clients' ability to work or their potential to acquire transversal skills (e.g. problem solving) will not find the same outcome compared to a colleague who is presuming competence or success. This tool will be available after the Evora meeting on the websites of the partners and of ENSA.

**All these tools will be presented during multiplier events, organized in all countries involved.**

In this newsletter, you will find initial information on these meetings. We hope to welcome you!



# INSIGHT ABOUT THE TOOL TO EVALUATE THE MINDSET OF THE ORGANIZATIONS

## 3RD INTELLECTUAL OUTPUT OF THE PROJECT, IO3

*by Irecoop*



*by Stefania Porchia,  
Università Ca'  
Foscari -  
Dipartimento di  
Economia*

This output is related to evaluate the mindset of the Organization, meaning its ability to create an environment and organizational methods that support the professionals in the implementation of activities, aiming at developing transversal skills for the service users. The view is to develop their self-determination, work autonomy and social inclusion.

In order to check the mindset of the Organization, we worked into two assumptions:

1. the orientation of an organization towards paths of support to transversal skills must appear in the documentation of the Organization. In particular, they must be included in the vision, mission, service charter, quality policy, personnel development policy of the organization, according to the country of reference. It is necessary to identify concepts that are on line with the mindset we are looking for;
2. the possibility for professionals to work in a way that supports transversal skills for the occupational and social inclusion of people with disabilities can only be realized if the management of the organization has the same cultural orientation.

Therefore, two specific detection tools were put in place:

1. a checklist articulated into different thematic areas, which helps in the analysis of different documents in order to verify whether or not the concepts connected to the mindset are present;
2. a self-administered questionnaire addressed to the organization's management, in order to verify its cultural orientation in the field.

Both these instruments aim to build an incentive for understanding how your own organization is situated in relation to the possibilities of developing transversal skill in persons with disabilities.

Furthermore, the development of these instruments (checklist and questionnaire) can be used by the management of the organizations to highlight possible elements of improvement and change in a logic of pursuing the development of supportive and inclusive organizations targeting persons with disabilities.



# INSIGHT ABOUT THE TOOL TO EVALUATE THE MINDSET OF LEARNERS

*by Nahru: National Association of professionals working with people with disabilities*



by Petya Grudeva

This intellectual output is related to the mind-set of the learners with intellectual disability (ID).

We have been working toward the creation of a tool (a scale/ indicators), with a number of items that focus on several domains such as Learning and cognition, Quality of life, Inclusion and employment opportunities:

- learning and cognition is linked to the believes of the adults with ID on their learning potential, effort, motivation, modifiability and others;
- the Quality of life provides an overview of autonomy and independent decision making of adults With ID, the utilization of their social network etc;
- inclusion and employment opportunities can provide an image of the adults` with ID attitudes towards inclusion and their beliefs regarding their employment opportunities, provided by the community.

The development of the tool has passed through several stages and steps aiming at the creation of an effective instrument for measuring the mind-set of people with ID who are one of the most heterogeneous group among the general cohort of people with disabilities. Therefore, the main challenge was to develop such universal tool which can be used by each person with ID with minimum intervention or support, on behalf of the professional who manages it.

To develop the tool NARHU as Intellectual Output leader started systemizing the relevant theories that support the development of the tool. The next step was to identify the domains which the tool will cover i.e. learning and cognition, quality of life, and Inclusion and employment opportunities. As prefinal stage, a number of items/indicators were designed to measure the system of believes/grow or fixed mind-set as defined by K. Dweck.

In the period October 2019 – January 2020, C&I partners from Bulgaria, Belgium, Portugal and Spain implemented wide scale piloting of the current version of the tool with 200 people with ID in total. In February the



*The tool is meant to be administered by an individual who supports the person with intellectual disability in completing it. This could be a psychologist, a social worker, a support worker, a caregiver, an occupational therapist, a job coach*

results from this testing of the tool will be summarized and analysed through psychometric analysis and factor analysis.

The current version of the tool consists of 3 levels:

- level 1: **meant for measuring the mind-set of people with mild intellectual disabilities;**
- level 2: **meant for measuring the mind-set of people with moderate intellectual disabilities;**
- level 3: **meant for people measuring the mind-set of people with severe intellectual disabilities.**

The tool is meant to be administered by an individual who supports the person with intellectual disability in completing it. This could be a psychologist, a social worker, a support worker, a caregiver, an occupational therapist, a job coach etc. Every item, used in level 2 & 3, appears with a picture aside which to help the answering person to understand better the context. Within the pilot phase of C&I project we recommended the administrating person to begin with Level 1 and then to continue with a lower level, corresponding to the functional abilities, demonstrated by the answering person with ID.

What is coming next is the finalizing of the tool based on feedback collected through the wide-scale piloting, quantification of the items and publishing the key/measurement scale of the tool and development of manual with instructions and interpretations. Annotation of the manual will be published in the next issue of the Newsletter.

# NEXT CONSORTIUM INTERNATIONAL MEETING EVORA, 25, 26 MARCH 2020 AND MULTIPLIER EVENT



*by Adelinda Araújo  
Candeias,  
Departamento de  
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Ciências Sociais,  
Universidade de Évora -  
Portugal*

This meeting will be hosted by the University of Évora, with the support of Local partners: Instituto Politécnico de Portalegre, Universidade da Madeira, APPACDM - Évora e Casa João Cidade - Montemor-o-Novo. During the meeting European partners will have the opportunity to visit APPACDM-Évora. C&I aims to raise awareness about the importance of transversal, cognitive skills in the training of adults challenged by a learning disability, this monitoring meeting will work towards assessing the impact of the mindset of the professional, the organizations and the adult with a learning disability on the effectiveness of the cognitive methodologies.

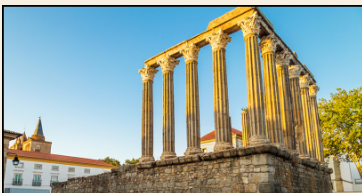
## **Dissemination of the project in Portugal**

On 1, 2 April (Faro, Algarve), the partners of University of Evora and Instituto Politécnico de Portalegre participated to the annual event of the IV Seminário Internacional de Desenvolvimento de Carreira e Aconselhamento (see <https://spualg.wixsite.com/internacional> ). This event wants to share innovative projects with schools, universities and other stakeholders to inspire and to support new initiatives in the field of Counseling and career Development. This year the focus was on 'development and well-being in professional and training contexts'. Cognition & Inclusion was selected to present the project, having the opportunity to share ideas and reflections with about 150 participants. It's always surprising to find a lot of people interested in 'mind set' and 'belief system' topics, especially when the goals to develop tools for assessment is mentioned.



## **Professional Seminar: Cognition & Inclusion**

On June, 2020 (Évora), University of Évora, with the support of Local partners: Instituto Politécnico de Portalegre, Universidade da Madeira, APPACDM - Évora e Casa João Cidade - Montemor-o-Novo with the special support of the Ministry of Social Security will organize a professional seminar to present the tools for assessment for professionals in the field of Inclusion of Citizens with disabilities. This event wants to share and disseminate the tools for assessment developed in C&I project.



# ANNOUNCEMENTS FOR THE INVITATIONS OF THE SEVEN SYMPOSIA OF THE COGNITION AND INCLUSION PROJECT

in Spain, Sweden, Finland, Portugal, Bulgaria, Italy and Belgium

*Title: “Fostering employment and social inclusion through cognitive skills”  
Events, workshops, training sessions. Availability of tools and manuals  
May - June 2020*



These Seven symposia will provide excellent opportunities for stakeholders to use the tools produced by the project namely: a review of cognitive approaches and methodologies to improve 6 competences of adults with learning disabilities, a tool to evaluate the mindset of the professionals on intelligence and cognition, inclusion, quality of life and employment of the target group, a tool to evaluate the mindset of the organizations to support the cognitive orientation of their professionals and another to evaluate the learners mindsets so that the methodologies result in a growth mindset.

The general goal will be to improve knowledge on cognitive approaches and sensitize organizations to use them. They will focus on the relations between cognition and inclusion and the added value of cognitive approaches for social inclusion, autonomy and employment.

Furthermore the know-how on specific methodologies will be improved and the tools developed during the project will be made accessible. Train the trainer workshops with the involvement of local expert groups from the different partners countries will be organized.

You are most welcome to join the seminars scheduled to take place between May and June 2020 and that will be held in Spain, Portugal, Sweden, Finland, Bulgaria, Italy and Belgium.

These multiplier events will be one day seminars targeting professional staff and management of national organizations and their networks, involved in inclusive support of adults with learning disabilities. In addition, sessions and workshops will be offered to professionals and VET managers to learn about the effective implementation of cognitive methodologies, to train transversal skills, and to approach adequate Human Resource policies.

Participants will receive tools and manuals and will have the possibility to get the all necessary instructions to easily allow their adoption in the labor context.



**Bulgaria:**

Bulgarian ME is scheduled for 30th May 2020 and will be held as one day event attended by minimum 40 professionals, who provide inclusive services to people with ID. Besides the senior level professionals among the attendees will be key decision makers in the field of social affairs and representative of social services providers interested in innovative cognitive approaches for boosting the inclusion and employment of people with ID. The main idea behind the event will be not just to demonstrate the final version of the tools and manuals, but also to provoke reflections and discussions on how the tools can be used as generator of change in the overall planning and delivery of services centered on the needs of the clients.

**Spain:**

- leader : Asociacion a Favor de Personas con Discapacidad Intelectual "Vale";
- Participation : Instituto Valenciano de Atencion Social Sanitaria. ENSA European Network for Social Authorities;

**Portugal:**

- leader : Universidade de Evora;
- Participation: Groep Ubuntux8k (Belgium), ENSA European Network for Social Authorities

**Sweden:**

- leader : Studieförbundet Vuxenskolan Väst (Kulturcentrum Väst)
- Participation: Groep Ubuntux8k (Belgium), ENSA European Network for Social Authorities

**Finland:**

- Leader: TAMPEREEN AMMATTIKORKEAKOULU OY
- Participation: Groep Ubuntux8k (Belgium), ENSA European Network for Social Authorities

**Italy:**

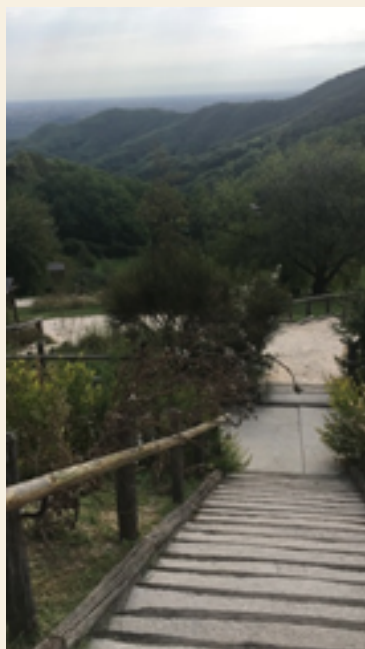
- leader: Istituto Regionale per l'educazione e Studi Cooperativi
- Participation : Groep Ubuntux8k (Belgium), ENSA European Network for Social Authorities

**Belgium:**

- Leader: Groep Ubuntux8k (Belgium),
- Participation: ENSA European Network for Social Authorities

# International consortium meeting of the Cognition and Inclusion project and study visits Abano Terme, 18-19/09/2019

*By Irecoop Veneto*



From the 18th till the 19th of September 2019 Irecoop Veneto , the training organization from Italy, has hosted the transnational C&I project meeting. According to the main topic and target of the project, importance has been given to successful social cooperatives that work with disabilities. Therefore the first day of the meeting has been hosted by the social cooperative “Nuova Idea” that has been present in Abano Terme since 1993.

The Cooperative manages rehabilitative services for people with disabilities and with psychiatric issues, collaborating with the Public Health Services. It has been underlined that partners have recognized as one of the success factors the collaboration between two areas of services that cooperative provides - the services for persons with disabilities and the services for the mental health. Both have slightly different focus and objectives. This collaboration has enabled innovative proposals to the local field and to the persons.

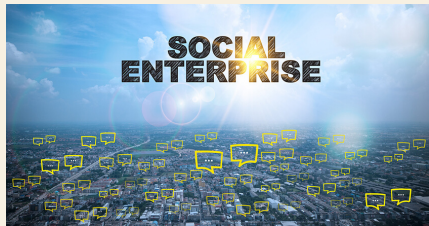


On the second day the group of partners moved to “Casa Marina”, an agro-tourism structure managed by the social cooperative Terra di Mezzo, that gives employment opportunities to persons with disabilities. This place is also the environmental education center of the Euganean Hills Regional Park, with its botanical garden.

During both days the project partners proceeded with the finalization of the project outcomes, agreeing on the next steps, tasks and deadlines. As always the exchange of practices and views has been most enriching.



# EU and partner news



## **A boost for social enterprises in Europe - new report available**

A new EU level synthesis report Social Enterprises and their ecosystems in Europe has just been published. It collates and interprets the key findings from 35 country reports covering EU Member States and other countries participating in the EU Programme for Employment and Social Innovation. The report brings together a comprehensive picture of different country traditions and key challenges across Europe, highlighting that public support measures need to reflect the different types of social enterprises and their needs.

The research was coordinated by the EURICSE research centre and the EMES network and involved more than 70 individual academics and the institutions they represent.

<https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=9534>

## **European Disability Forum and Oracle e-Accessibility Scholarship 2019-2020**

EDF and Oracle have launched the fourth edition of our scholarship for students with disabilities studying in the field of Computer Science, Computer Engineering, User Experience, or related fields enrolled at a EU university for the academic year 2019-2020.

<http://www.edf-feph.org/newsroom/news/apply-european-disability-forum-and-oracle-e-accessibility-scholarship-2019-2020>

## **Social inclusion: recent policy developments in Bosnia and Herzegovina, Finland, Germany and Slovakia**

Four new Flash Reports prepared by the European Social Policy Network (ESPN) are now available and provide information on recent social policy developments in Bosnia and Herzegovina, Finland, Germany and Slovakia.

<https://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=9499&furtherNews=yes>

## **Assessment of the Europe 2020 Strategy**

The Employment Committee (EMCO) and the Social Protection Committee (SPC) have jointly produced an assessment of the Europe 2020 Strategy - the EU's agenda for growth and jobs over the current decade.

<https://ec.europa.eu/social/main.jsp?langId=en&catId=1063&furtherNews=yes&newsId=9487>



### **2019 Annual Report of the Social Protection Committee now available**

The 2019 Annual Report of the Social Protection Committee (SPC) delivers on the Committee's core task to monitor the social situation in the EU and the developments in social protection policies in the Member States

<https://ec.europa.eu/social/main.jsp?langId=en&catId=1063&furtherNews=yes&newsId=9484>

### **Common provisions regulation: encouraging steps towards disability-friendly EU funds**

We welcome the agreement on parts of the text of a regulation that will apply to a number of key EU funds post-2021, as it includes crucial articles to advance the rights of persons with disabilities.

While the agreement is only partial and provisional, it is encouraging to see clear wording on provisions regarding accessibility, non-discrimination and divestment from institutional care

<http://www.edf-feph.org/newsroom/news/common-provisions-regulation-encouraging-steps-towards-disability-friendly-eu-funds>

### **Save the Date Cognition and Inclusion final meeting, Belgium July 1st and 2nd 2020**

*by Johan Warnez, project coordinator*

The final international meeting of the Cognition and Inclusion project will take place in Belgium under the leadership of the project coordinator Groep Ubuntu. It will not only give an overview of results on the level of professionals and adults with learning disabilities, but also provide the basis for a set of recommendations for stakeholders, curriculum developers, policy makers (on all levels). This is intended to sensitize and show evidence of the relevance and the need for transversal skills training, whenever social inclusion and employment of people at risk is an ambition.



### **C&I tools presented during the annual conference on “Alternative and Augmented communication”. Sofia, 4-6/11/2019**

The annual international conference was held on Sofia, Bulgaria on 4-6.11.2019. It was attended by more than 260 participants from social affairs and education sectors. The three C&I tools were presented and leaflets were distributed.

### **Synergies with other projects and ENSA invitation**



### **ENSA and YOUTH CARE PLATFORM Project Development Workshop, 17/2/2020, 14:00 – 17:30 (lunch from 12:30), Kind & Gezin academy, Hallepoortlaan 27, 1060 Brussels**

The ENSA working groups Youth, Child & Family and the Youth Care Platform are organizing a project development workshop. This workshop aims to gather possible project partners around innovative project ideas for vulnerable children, youngsters and their families and networks.



### **Final Conference A Way Home project, 18/02/2020 – 9am – 5pm , Kind & Gezin Academie, Hallepoortlaan 27 1060 Brussels**

With the European A Way Home project, the regions of Flanders and Carinthia and the cities of Antwerp and Villach improved their after care policies for young people and build coalitions to end and prevent youth homelessness. Leaving out of home care – but also other moments of transition – put young adults too often in vulnerable situations. They face exclusion from care, sustainable housing, work, education, and have a higher risk to become homeless. It is time for action against this violation of the human’s rights: we need a cross-sectoral connection and engagement of all the stakeholders, both on policy level as on the level of organisations working directly with and for young people.

Contacts: An Rommel, [an.rommele@jongerenwelzijn.be](mailto:an.rommele@jongerenwelzijn.be)



## **ENSA General Assembly 2020, 25th-26th May 2020 Helsinki, HIMSS & HEALTH 2.0 European Health Conference**

### *INTEGRATED SERVICES & CARE*

The City of Helsinki together with ENSA, European network of Social Authorities, the Veneto Region, IS.R.A.A. Treviso (Istituto per Servizi di Ricovero e Assistenza agli Anziani), the Youth Care Platform and the ELISAN Network have the pleasure to invite you to the ENSA General assembly, that will take place on the 25th and 26th of May 2020, jointly with the HIMSS & HEALTH 2.0 European Health Conference (<https://www.himsseuropeconference.eu/>). The event is bringing together over 3000 healthcare stakeholders for the most influential digital health conference in Europe, in the setting of a truly innovative country: Finland. The topic that has been chosen this year is integrated services and care.



### **TRIADE 2.0**

### **TRaining for Inclusion of Ageing People with Disabilities through Exchange 2.0**

The project aims at promoting and enhancing the social inclusion of a new target group: ageing adults with intellectual disabilities (AAWID). Dealing with the double problem of “ageing” and “intellectual disability” is what makes the project innovative. The partnership will provide training on new competences to face the ageing process.

Leader: Instituto Valenciano de Atención Social-Sanitaria

Partners from: Spain, Belgium, Bulgaria, Italy (ENSA)

## ***Greetings from the Cognition and Inclusion partnership***

Further Information: <http://www.ensa-network.eu/cognitionandinclusion/index-c-i.html>

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