

Lorentz Centre Workshop Program: Included in Training and Work

Note: This programme is subject to change. Most recent update: 22 August 2017

Advance preparation

Readings and other material have been made available to participants in advance. These include the theoretical frameworks we want to use and information about the problems we want to address, including key data, and preparatory research and policy questions, so that everyone is ready to go on Day One of the workshop.

Participants have been matched by area of interest and expertise in advance of the conference, and supported to brainstorm ideas and content for panel presentations that cut across lines of national origin or area of work to concentrate on key topics that provide entries to the workshop themes:

- Matching individual skills and talents to appropriate VE and work opportunities by working collaboratively with disabled people
- Applying Universal Design for Learning (UDL) principles to vocational education and work placement
- Dealing with the issue of bullying in the context of vocational education (bullying within VE, ways to protect disabled people and promote resilience, and preventative strategies when moving people from VE into work)
- Work, “participation,” inclusion and preventing discrimination: developing policy and practice alternatives that work with the realities of both disabled people’s lives and the modern employment market

Through this activity we will begin to build an effective, international community of research and practice in participatory social policy (Beresford, 2016) before the workshop begins.

Our preference is to bring senior and junior academics together prior to the conference through online collaborative tools, and to foster effective working across discipline barriers during the workshop itself. Through this pre-conference process we are developing a vetted research base, and starting to delineate areas of research need that can be explored during workshop sessions.

Participants have created collaborative documents with their workgroups using GoogleDocs. These will be finalised during the workshop itself as key parts of our report.

Provisional workshop schedule: **Included in Training and Work**

Day One (Monday 28 August)

The first day will begin with introductions from the Lorentz Centre team and from the Executive Director of workshop convenor Disability Studies in Nederland, followed by a talk about participatory research, and clarification of the process we will be following. Participants will then deliver panel presentations based on their pre-conference collaboration about inclusive visions for vocational education and employment, and current research on overcoming barriers and best practices and/or policies. There will be particular attention to how we might address intersectional forms of disadvantage and discrimination.

This day is reserved for discussion of an agreed overall vision, answering the question, ***“What would truly inclusive vocational education look like?”***

9:30 Registration

10:00 Introduction to the workshop from the Lorentz Centre team

10:15 Introductory talk by Dr Alice Schippers, Executive Director, Disability Studies in Nederland: Introduction to theme and mission of the workshop

10:45 *15-minute break*

11:00 Sofie Sergeant and Henriëtte Sandvoort: Participatory research and learning on the job

11:30 Clarification of workgroup meeting arrangements, Dr Mitzi Waltz, Disability Studies in Nederland

11:50 Brief presentation from Amit Koikkarah Aji, ARISE Impact, about vocational education for blind students in India

12:00 ***Lunch: Meet your workgroup!***

14:00 Collaborative presentation 1 and discussion – Matching skills and talents with VE and work

14:40 Collaborative presentation 2 and discussion – UDL and VE/work placement

15:20 Collaborative presentation 3 and discussion – Bullying and disability in VE and work

16:00 *30 minute break*

16:40 Collaborative presentation 4 and discussion – Work, “participation” or inclusion policy/practice

17:20 Plenary discussion facilitated by Dr Mitzi Waltz, Disability Studies in Nederland: Mapping emerging research needs

18:00 **Cheese and wine party**

Day Two (Tuesday 29 August)

On this day we will begin with a talk from one or more senior policymakers, then break up into small facilitated groups to discuss dilemmas and solutions related to our mission of facilitating inclusive vocational education that leads to sustainable work. Groups will rotate at least once (morning/afternoon) so that everyone addresses at least two dilemmas. Groups will be asked to feed back at the end of the day, in a brief format, to answer the

question, ***“What policies and practices make inclusive vocational education possible and successful?”***

10:00 Talk from a senior policymaker about their perspective on key policy and practice dilemmas, and how these relate to the research base

11:00 Dilemmas and solutions, Round 1: Small, facilitated groups (4-5 members) will address a single policy/practice question in a structured, solution-focused discussion. There will be one hour to discuss the issue, and 30 minutes to collaborate on a research-based policy proposal to bring to the plenary. DSiN staff will act as facilitators and notetakers, allowing participants maximum scope to discuss and propose ideas freely.

12:30 *Lunch*

14:30 Dilemmas and solutions, Round 1: Small, facilitated groups (4-5 members) will address a single policy/practice question in a structured, solution-focused discussion. There will be one hour to discuss the issue, and 30 minutes to collaborate on a research-based policy proposal to bring to the plenary. DSiN staff will act as facilitators and notetakers, allowing participants maximum scope to discuss and propose ideas freely

16:00 *30-minute break*

16:30 Plenary discussion at which the results of the facilitated group discussions will be presented and further debated. As there will be 5-6 groups in each round, there will be 10-12 dilemmas and solutions to discuss during this time. Provisionally agreed solutions will have been quickly turned into slides to facilitate discussion. This session will also be facilitated. Where discussions have uncovered gaps in the existing research base, these will be noted for dissemination in the final report.

17:00 *Day Two ends—participants leave Lorentz Centre by bus for the dinner cruise.*

17:30-21:30 **Dinner on the water with Groene Hart Cruises** (<http://www.partyboot.nl>): Indonesian buffet dinner with a cruise of the Kager Lakes near Leiden.

Note: Participants will receive instructions and a map of where to meet the bus that will take us to the cruise ship.

21:30-22:00 Bus from cruise location to Lorentz Centre, hotel and Leiden Centraal Station (trains and buses)

Day Three (Wednesday 30 August)

Day Three will begin with a talk from an international DPO representative, highlighting issues that have emerged so far that dovetail with their own research findings, and noting any that have been missed; a talk from an organisation for people with disabilities and their network of family members and service providers, which organises bespoke training and inclusion services; and a talk from a prominent researcher on participatory policymaking. We will then employ various methods of feeding back and building on what we have learned so far to collaboratively propose, discuss, evaluate, and make a final **outline of policy, practice and research recommendations for governmental and non-governmental organisations and employers.**

By the end of the day, we will have experienced answering the question, ***“How can disabled people, researchers, educators and policymakers create collaborative policy?”***

10:00 Talk from Steven Kapp (US), Research Fellow in Disability and Neurodiversity, University of Exeter (UK), about involving and consulting disabled people at every phase of research, policymaking and practice.

10:30 Presentation by Miriam Hemelsoet and Sarah Willems from Konekt/LetsCo (Belgium): professional and expert by experience working together towards inclusive training and work

11:00 *15-minute break*

11:15 Making collaborative policy: A full-group session with Katherine Runswick-Cole on effective methodologies for putting disabled people at the centre of disability policy and practice

12:30 *Lunch*

14:00 Policy workgroups convene to work on specific areas. These discussions will be facilitated, with a focus on specific policy goals and language that will drive best practices.

15:30 *30-minute break*

16:00 Plenary discussion at which the interim results of the facilitated group discussions will be presented and further debated. Policies on which consensus has been achieved will be taken forward for inclusion in a first draft of the **outline of policy, practice and research recommendations**. This session will also be facilitated. Where discussions reveal gaps in the existing research base, these will be noted for dissemination in the outline presentation and in the final report.

17:00 *Day Three ends*

Day Four (Thursday 31 August)

Inclusive Vocational Education and work are part of a bigger picture: they contribute to creating an inclusive society where everyone contributes, everyone receives the support they need, and everyone belongs. Education and work can give meaning to people's lives, and provide people with a venue for contributing to their family, community, and society. On this day we will include a concentration on how improved VE and employment can have wider impacts on individual Quality of Life, social cohesion, community life and economic development.

The second half of this day will focus on turning our findings and recommendations into an **outline of policy, practice and research recommendations** that we feel, based on the research presented and workshop discussions, will best drive inclusive and effective practice for disabled people in vocational education and work. This outline will be in the form of a PowerPoint presentation. It will form the basis of the full collaborative report, which will be completed after the conference.

By the end of the day, we will have clear, research-based answers to the question: ***“How can inclusive vocational education impact people with disabilities, communities and society?”***

10:00 Claudia Claes (HoGent): The UN Convention and Quality of Life; a rights-based approach on employment.

10:15 Inclusive education and Quality of Life: Introduction by Dr Alice Schippers and presentation by Drs Sofie Sergeant, Education Coordinator, Disability Studies in Nederland. Drs Sergeant will discuss insights from her Drawing Lab research project, which revealed that participants with disabilities emphasised work as a way to give something back to their families, communities and society. She will also introduce the Circle of Courage model (Villa and Thousand, 2000) and a new app that supports dialogue with people with disabilities.

10:45 Group discussion: Using the Circle of Courage model to create strength-based vocational education and work environments

11:15 *15 minute break*

11:30 Discussion groups:

- How can VE providers further disabled people's desire to contribute?
- How can workgivers be supported to recognise and benefit from disabled people's contributions?
- How can we develop research evidence about ways that experiences of inclusive education and work contribute to Quality of Life?

12:30 Lunch

13:30 Introduction to final goal by Dr Mitzi Waltz, Disability Studies in Nederland, including the methodology we will use to create the collaborative outline and report.

14:00 Plenary discussion of discussion group results, facilitated by Prof. Dr. Van Hove

15:00 *30-minute break*

15:30 Maurice Vermunt, LDC Business: Presentation on the role of specialist study/training/career advice and work-matching services

16:00 Presentation from Prof. Dr. Geert Van Hove: Why good education is always inclusive.

16:30 Workgroups convene to work on their sections of the **outline of policy, practice and research recommendations**. Guidelines will be made available regarding content and length of sections, including PowerPoint-based forms that can be used to input text, multimedia content and references. IT support and facilitation will be available to support this activity.

17:30 **Dance workshop** with Platform-K (Belgium), a dance company that fully includes people with intellectual disabilities – Lorentz Centre venue: **Snellius, 2nd floor, Rooms 407-409**. Platform-K will be exhibiting inclusion in action during training— you can watch and listen, or try a few things yourself!

18:30 *Day four ends*

Day Five (Friday 1 September)

Day Five will bring the workshop back to the reasons behind its goals: ***When we are successful in making vocational education inclusive, how do we all benefit?*** It will include perspectives from educators, employers, and learners.

10:00 Presentation from Judith Jansen, Senior Consultant, Handicap + Studie. Jansen will respond to the research needs and recommendations generated so far by workshop participants, and relate these to transforming support for students with disabilities in inclusive further and higher education, with particular attention to the impact on educators and students of successful programme changes and support.

- 10:30** Four research presentation section workgroups convene and complete work on their individual sections. IT support and facilitation will be available to support this activity.
- 12:00** *Working lunch*—final drafts of the **outline of policy, practice and research recommendations** presentation sections will be printed and posted for discussion.
- 14:00** Presentation by Diederik Weve about the benefits of inclusive practices at Shell.
- 14:30** *30-minute break*
- 15:00** Plenary discussion at which the results of the facilitated group discussions will be presented and further debated, with a focus on research priorities that have arisen from our collaborative work. The **outline of policy, practice and research recommendations** will be finalised. This session will also be facilitated.
- 17:00** Our final day will then be activated by an exciting multimedia presentation from Stichting Skyway, an organisation based in the Netherlands that works internationally in arts-based vocational education with young disabled people. Skyway is perhaps best known for its SENCITY productions: multisensory music events created by disabled young people for Deaf people and presented in venues around the world (see <http://www.stichtingskyway.nl/en/>).
- 18:00** *Workshop ends*

Outputs/results

The initial **outline of policy, practice and research recommendations** will be made available in PowerPoint form via the DSiN Website. Its availability will be publicised via a variety of channels. Participants are encouraged to use it in their own work.

The **full report** will be based on the policy, practice and research recommendations presented at this event. It will be the result of continued collaboration after the conference, and will be completed by the end of October 2017. Versions of the full report will be submitted to Dutch, EU and international policymakers, employment sector organisations and DPOs. This will have particular relevance for informing ways of acting in accordance with the UN CRPD. We have already envisioned one concrete possibility: applying the results of this workshop in a project DSiN will conduct with the National Health Care Institute on Quality Standards regarding the UN CRPD. The focus will be on positive, research-based practices and policies for employers and VE providers, and the public practices and policies required to ensure these are enacted. There will be recognition that “one size fits all” solutions are not possible: that vocational education needs differ for individuals, specific groups of disabled people, specific industries, and economic conditions.

The full report will be formally presented to the Dutch UWV (benefits and work agency) at a special pre-conference workshop on 29 November 2017 (<https://disabilitystudies.nl/3rd-international-disability-studies-conference-art-belonging#Anker1>). All Lorentz Centre participants are invited to attend and participate in the UWV event.

The full report will also be available to all attendees of the **2017 Disability Studies in Nederland International Congress** in Amsterdam (30 November to 2 December 2017:

<https://disabilitystudies.nl/3rd-international-disability-studies-conference-art-belonging>). A panel discussion regarding further research needs will be part of this event. Lorentz Centre workshop participants will lead this discussion of recommendations developed at the workshop and the research needs that emerged from our work. The full report and a presentation will also be shared via the **Disability Studies Association conference (UK) in 2018**, with a focus on the type and form of further research needed to support the initiatives recommended, and to DPOs through international networks like Disabled Peoples International.

Current participant list:

1. Alice Schippers, Disability Studies in Nederland
2. Alma Akkerman, Vrije Universiteit Amsterdam
3. Amit Koikarah Aji, ARISE Impact (Netherlands/India)
4. Claudia Claes, University of Gent (Belgium)
5. Diederik Weve, Shell (Netherlands)
6. Edwin L De Vos, Disability Studies in Nederland
7. Elena Syurina, Vrije Universiteit Amsterdam
8. Evelien Westerbeek van Eerten, Handicap + Studie Expertisecentrum (Netherlands)
9. Geert Van Hove, Vrije Universiteit Amsterdam/Gent University
10. Hanna Peels, Middin (Netherlands)
11. Henriëtte Sandvoort, LFB Nederland
12. Ikenna Ebuenyi, Vrije Universiteit Amsterdam (Netherlands/Nigeria)
13. Irma van Slooten, UDL Nederland
14. Jacqueline Kool, Disability Studies in Nederland
15. Jolanda Huizer, ZonMW (Netherlands)
16. Judith Jansen, Handicap + Studie Expertisecentrum (Netherlands)
17. Karin van den Bosch, Personen uit het Autistische Spectrum/Disability Studies in Nederland
18. Katherine Runswick-Cole, Manchester Metropolitan University (UK)
19. Linda Nieuwenhuizen, UDL Nederland
20. Lujan Blankenstein, UWV Nederland
21. Margriet van Kampenhout, Argenta Consult (Netherlands)
22. Maurice Vermunt, WerkConsult (Netherlands)
23. Minne Bakker, Vrije Universiteit Amsterdam
24. Miriam Hemelsoet, KONEKT (Belgium)
25. Mitzi Waltz, Disability Studies in Nederland
26. Nicky Martin, London Southbank University (UK)
27. Sarah Willems, KONEKT (Belgium)
28. Selma van Huijzen, Hogeschool Rotterdam
29. Sofie Sergeant, Disability Studies in Nederland
30. Steven Kapp, ASAN (US), University of Exeter (UK)
31. Tsitsi Chataika, University of Zimbabwe
32. Valesca Lindenberg, Heinrich Heine University (Germany)

Some people above will only attend for part of the conference.