

ANNEX B – INFORMATION FOR RELEASE

From: [REDACTED] **On Behalf Of** Minister for Employability and Training
Sent: 27 October 2016 08:45
To: [REDACTED]
Cc: [REDACTED]

Subject: RE: Minister for Employability and Training - Submission - Possible Information and Best Practice Sharing Visit to Brussels

[REDACTED]

Thanks for your note on a possible best practice sharing visit to Brussels.

Mr Hepburn is content to agree to a programme being developed. He is keen that, if there are opportunities, that a some of elements of the programme go wider than just the employability focus. That is probably an opportunity – as suggested by Mr Russell's office – that we do some joint engagements with Mr Russell.

Let me know when in December is preferred and we'll get something in the diary, duration dependent on the programme.

Thanks,
[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 26 October 2016 12:46
To: Minister for Employability and Training
Cc: [REDACTED]

Subject: Minister for Employability and Training - Submission - Possible Information and Best Practice Sharing Visit to Brussels

PS/MINISTER FOR EMPLOYABILITY AND TRAINING

POSSIBLE INFORMATION AND BEST PRACTICE SHARING VISIT TO BRUSSELS

Purpose

1. To seek your opinion on a possible information and best practice sharing visit to Brussels.

Priority

2. Routine.

Context

3. Our aim is to deliver employment support that helps unemployed Scots find work – and stay in work – in ways that are coherent with, and contribute to, our wider principles of Fair Work, Social Justice and to help deliver our purpose of a socially-just, equal and prosperous Scotland. Our aim is also to work in a partnership approach to engaging partners in delivering services and, crucially, to stay focused on those on rely on them.

4. To this end we propose a series of meetings with senior representatives from the EU Commission, National/Regional Government's and EU wide think tanks to discuss our vision for future employment services, to hear from them on upcoming developments at the EU level and asking them to highlight best practice examples. This will inform our thinking in design and delivery of future service and will allow us the opportunity to share and test our aims and values, shaped by extensive consultation and a desire support people to move into sustainable employment.

Indicative Programme

5. A programme could be built up to include the following:
 - High level representative from European Commission – Commissioner Thyssen or Director in DG Employment, Social Affairs and Inclusion
 - MEP - Chair of the Employment and Social Affairs Committee (EMPL) or rapporteur on a file of interest
 - Flemish or Brussels Public Employment Service and/or Minister
 - Chair of the Network of European Public Employment Services
 - Brussels-based think tank active on inclusive growth/social policy – European Policy Centre /Bruegel
 - Relevant representative from Norway or Iceland to understand how they engage from outside the EU
6. Programme could be broadened to cover other relevant portfolio areas.

Timing

7. Flexible to suit, though visit in December would be ideal from a Programme Development and Implementation timetable.

Recommendation

You are invited to agree that officials may:

8. Further explore and build a visit programme, and if so;
9. Whether you wish this programme reflect broader aspects of your Portfolio, outwith future employability services.

From: [REDACTED]
Sent: 27 January 2017 15:06
To: [REDACTED]
Subject: EASPD Studies on Employment of persons with disabilities

Dear [REDACTED]

I am writing to you as follow-up to the meeting Mr Hepburn and you had with [REDACTED] last Monday.

[REDACTED] informed me that you would be interested in our study on the cost-benefits of developing more inclusive labour markets, as well as our work on this issue in the European Semester. I have attached both documents; which are also available on our [website](#).

Please do not hesitate to contact me if you have any questions or comments.

Kind regards,

[REDACTED]

[REDACTED]



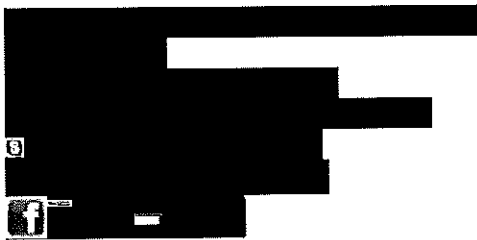
EMPLOYMENT FOR ALL - A GLOBAL PERSPECTIVE
14TH - 16TH JUNE 2017

SUPPORTED
EMPLOYMENT
BELFAST 2017
14TH - 16TH JUNE

Join us (and 600 participants) for the conference "Employment for all - a global perspective" - First World Conference on Supported Employment from the 14th to 16th June 2017.

Book your place [here](#).

EASPD- IMPROVING SERVICES ... IMPROVING LIVES!



The European Association of Service providers for Persons with Disabilities (EASPD) promotes equal opportunities for people with disabilities through effective and high-quality service systems. EASPD represents over 12,000 organisations. We work towards ensuring the full implementation of the UN Convention on the Rights of Persons with Disabilities and are accredited to the Conference of State Parties to the CRPD.

  
One pager - EASPD 2016 - ES Beyer study _
Developing More Incl Developing More Incl Economic Impact of In

From: [Redacted]
Sent: 25 January 2017 10:41
To: [Redacted]
Subject: EASPD: First World Conference Supported Employment 2017 and 10 best practices in employment support

Dear [Redacted],

Pursuant to your conversation with [Redacted], I hereby send you more information about our next conference on employment and information on models of good practices on employment.

The First World Conference on Supported Employment "Employment for ALL - a Global Perspective" will take place from the 14th to 16th June 2017 in Belfast. The conference will look at employment practices from around the world to try and ensure that the best practices are implemented. The conference will look at employment practices from around the world to ensure that the best practices are implemented with the aim is to create an equal platform for entry into employment for persons with disabilities.

It is co-hosted by EASPD and EUSE (European Union for Supported Employment) and organised by NIUSE – the Northern Ireland Union on Supported Employment. The conference is also being organised in partnership with World Association of Supported Employment, Canadian Association for Supported Employment, Disability Employment Australia and Association of People Supported Employment First (APSE).

Please find more information in the website: <http://employmentforall2017.com/> and in the flyer in attachment.

Find also in attach our publication 10 best practices in employment support for people with disabilities from our conference in 2015.

Kind Regards,

[Redacted signature]



10 best practices in employment support | Employment for all Save the Date.pdf

From: Luc Henau
Sent: 30 January 2017 09:49
To: Minister for Employability and Training;
Cc: Fons Leroy
Subject: promised information

Mister Minister, Dear guests,

As promised on our interesting meeting last Monday in Brussels in the office of Mr. Leroy, I send you some additional information:

- the powerpoint I used
 - an information package about DUOday
 - a short video presentation about our tranistion-programme in special schools:
- https://www.youtube.com/watch?v=6Mf_jtFSbng&t=1s

bezoek Schotse minister_23jan2017.p

I hope this information is usefull for your work in Schotland and for the further development of (supported) employment for the most vulnerable people in your beautiful country!

If ever you need more or other information, don't hesitate to contact us,
Yours sincerely,

Luc Henau
General director GTB Flanders





DUC

doedag voor men
arbeidsbeperking



De : [REDACTED]
Envoyé : lundi 16 janvier 2017 17:05
À : [REDACTED]
Objet : FW: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin
- Monday 23 January
Importance : Haute

Bonjour

On vient de se parler, j'espere!

Pour voir mon e-mail (en anglais) ci-dessous. Malheureusement, mon francais n'est pas tres fort mais je peux essayer de traduire si c'est plus facile.

Bien à vous

[REDACTED]

From: [REDACTED]
Sent: 16 January 2017 15:29
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin
- Monday 23 January
Importance: High

Dear [REDACTED]

I am e-mailing in connection with a request that I made through your colleague, [REDACTED] about the possibility of arranging a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, on Monday 23 January.

According to current programme, Minister Hepburn has some availability between 9-10 am or 4-5 pm. However, if Minister Gosuin had availability at another time, there is potentially some flexibility.

We would be happy to come to Minister Gosuin's office if that would assist, otherwise, we would be happy to host at our offices at Schuman.

As noted in my e-mail to [REDACTED], the Minister is keen to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland, and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

Best

wishes

[REDACTED]

From: [REDACTED]
Sent: 09 January 2017 14:31
To: [REDACTED]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

I thank you for your mail. I forwarded your question to have a meeting to [REDACTED] at the cabinet of Minister Gosuin.

Do you already have an idea about the availability of Minister Hepburn that Monday ?

Best regards,

[REDACTED]

[REDACTED]

1



Think of the environment before printing this message

Contents of this e-mail and any files transmitted with it are confidential and form an unofficial notification, unless stated otherwise. E-mails are treated by the BRPS (formerly known as MBCR). Attention secured medium. More about your privacy and your rights www.brusselsirisnet/BRPS-disclaimer

Van: [REDACTED]
Verzonden: maandag 9 januari 2017 11:08
Aan: [REDACTED]
Onderwerp: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

My colleague in the British Embassy, [REDACTED] passed on your details and I wondered if you might be able to advise about the possibility of setting up a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, when Mr Hepburn is in Brussels on Monday 23 January? Or indeed whether it would be best for me to contact Minister Gosuin's office directly?

Mr Hepburn is in Brussels to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

We would be happy to host a meeting at our offices here at Schuman but could also attend at the Minister's office if more convenient.

Best wishes
[REDACTED]

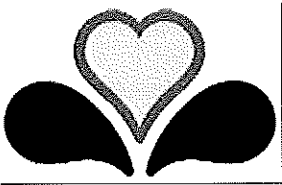
[Redacted]

From: [Redacted]
Sent: 20 January 2017 16:44
To: [Redacted]
Cc: [Redacted]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [Redacted]
Thanks for that.

From our side, please find attached the following documents:
- EU COMmission document re. Youth Garantie application in Belgium where you can find a focus on Brussels (document in English)
- EU semester 2016 document regrouping the Employment mesures developed in 2016 (document in French)/

Regads,
[Redacted]



[Redacted]



De : [Redacted]
Envoyé : vendredi 20 janvier 2017 16:39
À : [Redacted]
Cc : [Redacted]

Objet : RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Hello [REDACTED]

Apologies for the delay in responding.

I have attached the executive summary and full report of the Scottish Government's Labour Market Strategy, these set out how our labour market and wider social and economic policies interact to drive our ambitions for inclusive growth, creating a fairer society

This Strategy, set out by Mr Hepburn, provides a framework for our approach to the labour market, and describes the actions we will take to deliver our vision., and gives an overarching view of our thinking in this area.

[REDACTED]

[REDACTED]



00504798.pdf



SG Labour Market Strategy - Executive

From: [REDACTED]
Sent: 18 January 2017 17:48
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January
Importance: High

Dear [REDACTED]

As agreed, please find attached Minister Gosuin's biography in French.

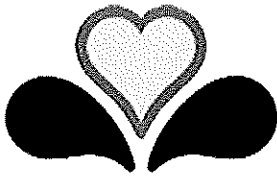
We will get back to you shortly with additional information re. themes that will be discussed next Monday (long term unemployment, support to youth in labour market, skills development)

From your side, may I ask you to provide us with the same documentation : biography of Mister Jamie Hepburn and relevant documentation re. themes ?

Don't hesitate to contact me or my colleague [REDACTED] should you need any further information.

Best regards,

[REDACTED]



[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

De : [Redacted] >
Date : mercredi 18 janvier 2017 à 13:04 >
À : [Redacted] >
Cc : [Redacted] >
[Redacted] >

Objet : RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [Redacted]

Many thanks for confirming the meeting.

Look forward to arranging with [Redacted]. If it was possible to discuss arrangements today, it would be much appreciated. I'm also copying in my colleague [Redacted] who is the lead contact in Scotland.

From our side, if you have a biography for Minister Gosuin in english and any other background information in relation to the policy of the Brussels-Capital Region Government in relation to employment and training that you could share, that would be very helpful.

We should also be able to attend with a colleague who can interpret between the Ministers.

Best wishes
[Redacted]

[Redacted]

From: [Redacted]
Sent: 18 January 2017 11:14
To: [Redacted]
Cc: [Redacted]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [Redacted]

Many thanks for your email and sorry for the delay in answering.

Following your contact with Mr Gosuin's assistant, [Redacted], I hereby confirm that Minister Gosuin is happy to meet Minister Hepburn and discuss employment and training matters on Monday 23 January 2017 at our offices.

My colleagues [Redacted]), in copy, will contact you in order to prepare the meeting.

Best regards,

[Redacted]



[Redacted]

De : [Redacted]
Envoyé : lundi 16 janvier 2017 15:29
À : [Redacted]
Cc : GOSUIN Info <info.gosuin@gov.brussels>
Objet : FW: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January
Importance : Haute

Dear [Redacted]

I am e-mailing in connection with a request that I made through your colleague, [REDACTED], about the possibility of arranging a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, on Monday 23 January.

According to current programme, Minister Hepburn has some availability between 9-10 am or 4-5 pm. However, if Minister Gosuin had availability at another time, there is potentially some flexibility.

We would be happy to come to Minister Gosuin's office if that would assist, otherwise, we would be happy to host at our offices at Schuman.

As noted in my e-mail to [REDACTED], the Minister is keen to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland, and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

Best

wishes

[REDACTED]

From: [REDACTED]
Sent: 09 January 2017 14:31
To: [REDACTED]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

I thank you for your mail. I forwarded your question to have a meeting to [REDACTED] at the cabinet of Minister Gosuin.

Do you already have an idea about the availability of Minister Hepburn that Monday ?

Best regards,



Van: [REDACTED]
Verzonden: maandag 9 januari 2017 11:08
Aan: [REDACTED]
Onderwerp: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

My colleague in the British Embassy, [REDACTED], passed on your details and I wondered if you might be able to advise about the possibility of setting up a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, when Mr Hepburn is in Brussels on Monday 23 January? Or indeed whether it would be best for me to contact Minister Gosuin's office directly?

Mr Hepburn is in Brussels to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

We would be happy to host a meeting at our offices here at Schuman but could also attend at the Minister's office if more convenient.

Best wishes
[REDACTED]

[Redacted]

From: [Redacted]
Sent: 19 January 2017 10:27
To: [Redacted]
Cc: [Redacted]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [Redacted]

Many thanks, I attach the biography for Minister Hepburn.



Document1.docx

Just to confirm that attendees for Monday will be:

Jamie Hepburn MSP, Minister for Employability and Training

[Redacted]

I will come back to you on the background material.

Best wishes

[Redacted]

[Redacted]

[Redacted]

From: [REDACTED]
Sent: 18 January 2017 18:48
To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January
Importance: High

Dear [REDACTED]
As agreed, please find attached Minister Gosuin's biography in French.



Didier
Gosuin_Bio.docx

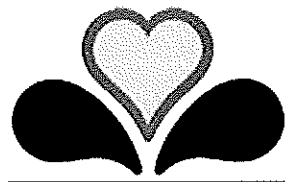
We will get back to you shortly with additionnal information re. themes that will be discussed next monday (long terms unemployment, support to youth in labour market, skills development)

From your side, may I ask you to provide us with the same documentation : biography of Mister Jamie Hepburn and relevant documentation re. themes ?

Dont hesitate to contact me or my colleague [REDACTED] should you need any further information.

Best regards,

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

De : [REDACTED] >
Date : mercredi 18 janvier 2017 à 13:04 >
À : [REDACTED] >
Cc : [REDACTED] >

Objet : RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

Many thanks for confirming the meeting.

Look forward to arranging with [REDACTED]. If it was possible to discuss arrangements today, it would be much appreciated. I'm also copying in my colleague, [REDACTED], who is the lead contact in Scotland.

From our side, if you have a biography for Minister Gosuin in english and any other background information in relation to the policy of the Brussels-Capital Region Government in relation to employment and training that you could share, that would be very helpful.

We should also be able to attend with a colleague who can interpret between the Ministers.

Best

wishes

[REDACTED]

From: [REDACTED]
Sent: 18 January 2017 11:14
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

Many thanks for your email and sorry for the delay in answering.

Following your contact with Mr Gosuin's assistant, [REDACTED], I hereby confirm that Minister Gosuin is happy to meet Minister Hepburn and discuss employment and training matters on Monday 23 January 2017 at our offices.

My colleagues [REDACTED]), in copy, will contact you in order to prepare the meeting.

Best regards,



[Redacted text block]

De : [Redacted]
Envoyé : lundi 16 janvier 2017 15:29
À : [Redacted]
Cc : GOSUIN Info <info.gosuin@gov.brussels>
Objet : FW: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January
Importance : Haute

Dear [Redacted]

I am e-mailing in connection with a request that I made through your colleague, [Redacted], about the possibility of arranging a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, on Monday 23 January.

According to current programme, Minister Hepburn has some availability between 9-10 am or 4-5 pm. However, if Minister Gosuin had availability at another time, there is potentially some flexibility.

We would be happy to come to Minister Gosuin's office if that would assist, otherwise, we would be happy to host at our offices at Schuman.

As noted in my e-mail to [Redacted], the Minister is keen to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland, and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

Best

wishes

[REDACTED]

From: [REDACTED]
Sent: 09 January 2017 14:31
To: [REDACTED]
Subject: RE: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

I thank you for your mail. I forwarded your question to have a meeting to [REDACTED] at the cabinet of Minister Gosuin.
Do you already have an idea about the availability of Minister Hepburn that Monday ?

Best regards,

[REDACTED]


national.brussels
ELS REGIONAL PUBLIC SERVICE

[REDACTED]



Van: [REDACTED]
Verzonden: maandag 9 januari 2017 11:08
Aan: [REDACTED]
Onderwerp: Meeting with Scottish Government Minister for Employability and Training and Minister Gosuin - Monday 23 January

Dear [REDACTED]

My colleague in the British Embassy, [REDACTED], passed on your details and I wondered if you might be able to advise about the possibility of setting up a meeting between Minister Gosuin and the Scottish Government Minister for Employability and Training, Jamie Hepburn MSP, when Mr Hepburn is in Brussels on Monday 23 January? Or indeed whether it would be best for me to contact Minister Gosuin's office directly?

Mr Hepburn is in Brussels to meet with EU partners to understand more about developments at the EU level in relation to employability support, to share some of the work that the Scottish Government has been taking forward in relation to new employability support powers being devolved to Scotland and to hear examples of how other member states and regions are delivering employability support. The Minister also has an interest across his wider responsibilities which include fair work, access to the labour market, skills and youth employment.

We would be happy to host a meeting at our offices here at Schuman but could also attend at the Minister's office if more convenient.

Best wishes

[REDACTED]

From: [REDACTED]
Sent: 20 January 2017 15:10
To: [REDACTED]
Subject: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

I have just received a reply from the European Disability Forum concerning their participation in the meeting of Monday.

I am sending you the revised fiche with the delegation.



Meeting with Scottish
Minister for Employment

Kind regards and have a nice weekend,

[REDACTED]

[REDACTED]

[REDACTED]

Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 48 pan-European networks of NGOs, Social Platform campaigns to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.



Find out more about Social Platform in our [new video!](#)

From: [REDACTED]
Sent: mercredi 18 janvier 2017 13:04
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

I am sending you the list of participants with names, roles and a short description of the organization.

On our [web site](#), you can find a description of Social Platform. You can also download our [strategic orientation](#) until 2020.

You can also watch a 2 minutes video about Social Platform.

I am also sending you some key policy documents concerning the topics of the meeting:

- [Position paper](#) on social standards
- [Position paper](#) on employment (it is a bit old, but still relevant; especially the first paragraph on accessible labour markets)
- [Position paper](#) on minimum wage
- Social Platform's [response](#) to the consultation on the European Pillar on social rights (especially domains and principles 1, 2, 3, 4, 11, 14 and 16)

- A Social Platform guide "Public procurement for social progress (in particular it can be interesting for you the chapters on reserved contracts and the one on social considerations – art 42 technical specifications – mainly accessibility requirements).

I hope you can find this information useful.

Kind regards,

[Redacted signature block]

Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 48 pan-European networks of NGOs, Social Platform campaigns to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.



Find out more about Social Platform in our [new video!](#)

From: [Redacted]
Sent: mardi 17 janvier 2017 17:34
To: [Redacted]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [Redacted]

Unfortunately, this will not be feasible for us as the Minister has other meetings now in a different part of Brussels. I hope that you and/or your colleagues are still able to attend at 10am?

I know there is the social pillar conference that day and I am sorry about the conflict.

Best wishes

[Redacted signature block]

[REDACTED]

From: [REDACTED]
Sent: 17 January 2017 16:33
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

I will send you everything in one go tomorrow, including background documents about Social Platform.

Even if I do not know if all participants of our delegation agree with this, would it be feasible for the Minister's agenda to meet during the lunch break?

As on that day there is an important conference organized by the European Commission, it might be preferable. Please just let me know if this is feasible or not.

Kind regards,

[REDACTED]

From: [REDACTED]
Sent: mardi 17 janvier 2017 16:02
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

Sorry for the delay. Yes the meeting will be at Scotland House, Rond Point Schuman 6.

Yes, the name, position and short description of the organisation will be fine, sorry! Do you also have some background information on the Social Platform too?

Best wishes

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 16 January 2017 18:35
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

So far I had the confirmation by 4 members. I am still waiting for the others to confirm.

Will the meeting be at Scotland House, Rond Point Schuman 6?

I am not sure if I can manage to send you the bios by Wednesday at noon, as I don't have them and will have to collect from members. Aren't the name and position and a short description of the organisation enough?

Kind regards,

[REDACTED]

From: [REDACTED]
Sent: lundi 16 janvier 2017 15:20
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

That's great thanks, [REDACTED].

If you are able to send over any background material you might have on Social Platform, and once confirmed, if you are able to send over the names and biographies, where available, of any of your members who are able to participate that would be great.

If possible, would you be able to confirm by noon on Wednesday to allow me to confirm to colleagues in Scotland?

Best wishes

[REDACTED]

From: [REDACTED]
Sent: 13 January 2017 15:52
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

I have contacted our members (5) and I will wait for their availabilities. I do not expect that all of them will be able to attend. If they can all attend, the Social Platform delegation will be composed by a representative for each organization, plus [REDACTED] and me (representing Social Platform Secretariat). Therefore maximum it will be 7 people.

Kind regards,

[REDACTED]

From: [REDACTED]
Sent: vendredi 13 janvier 2017 15:05
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

Yes, that would be great if any of your members that work on employability support services or members that are European networks representing the social economy were able to attend to give the Minister insight into what different stakeholders consider important for employability support and perhaps examples of what is or is not working in different member states and regions and relevant action at the EU-level.

With our Minister and other officials, I think our meeting room would hold another 6-8 people comfortably so if you think it would be any more than this then please let me know to see if we are able to accommodate.

Best wishes

[REDACTED]

From: [REDACTED]
Sent: 13 January 2017 14:35
To: [REDACTED]

Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED],

Thank you for contacting us. I will contact some members that work on employability support services: in addition to Eurodiaconia, also the European Disability Forum, the European Association of Service Providers for persons with disability, the European Platform for rehabilitation.

We also have members that are European networks representing the social economy. They both work for the inclusion in the labour market of persons with disabilities, long-term unemployed and other categories of workers suffering from a specific disadvantage. Would you be interested in meeting them too?

As [REDACTED] mentioned to you, most of our members will attend this high level conference. But I will try anyway to contact them.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]

Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 48 pan-European networks of NGOs, Social Platform campaigns to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.



Find out more about Social Platform in our [new video!](#)

From: [REDACTED]
Sent: jeudi 12 janvier 2017 18:51
To: [REDACTED]
Subject: RE: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

Thanks for getting back to me and suggesting your colleagues. It would be great if they were able to attend to share their insights on employability support services. Sorry about the clash with the Commission conference – an oversight on my part.

www.eurochild.org



From: [REDACTED]
Sent: mercredi 11 janvier 2017 17:22
To: [REDACTED]
Subject: Meeting with the Scottish Government Minister for Employability and Training - 23 January 2017

Dear [REDACTED]

Hope you had a nice festive break.

Our Minister for Employability and Training, Jamie Hepburn MSP, will be in Brussels on Monday 23 January and I wondered if you might be free on the morning of the 23rd for a discussion with him about the work of Eurochild and Social Platform, particularly in relation to employability support services. As you might be aware, from April 2017, the Scottish Government will take on responsibility of delivery for employability support programmes for the long-term unemployed and disabled people. As such, the Minister is keen to discuss the Scottish Government's approach with EU partners and hear about developments at the EU level and examples of different/innovative approaches from across the EU. He is also interested in hearing about developments across his wider remit which includes our delivery of our Labour Market Strategy and policy on fair work, youth employment and skills.

I understand that you might already have a meeting with the Scottish Parliament's External Relations committee that day so apologies if you are being bombarded with requests! I have been in touch with [REDACTED] too and so wondered whether you might be free to both attend at the same time, if that would suit, and if you have any other suggestions for additional attendees, then they would be gratefully received.

Best wishes

[REDACTED]

From: [REDACTED]
Sent: 30 January 2017 18:23
To: Minister for Employability and Training; [REDACTED]
Subject: Follow up meeting Monday 23/01 - information and links

Dear Minister, dear all,

Thank you for taking the time to hear our experiences at last Monday's meeting; it was good to meet you and we appreciated your openness.

Please find below a summary of our key recommendations in relation to employability and training including links both to the initiatives I referred to and others you may find useful.

General recommendations:

- Ensure skills and VET meet the needs of the labour market - good partnerships between employers and providers and regulators of education are essential and often needs are regional/local so local partnerships or skills analyses are important.
- Training programmes must support the development of soft and transversal skills
- Networks of employers active in promoting diversity and employing a diverse workforce, particularly at local level, can encourage and support new employers to decide to take on people with disabilities. Relationships are key and misunderstanding and prejudices can be broken down in a safe environment.
- Networks for employers to and partnership initiatives can be promoted/supported by government.
- Ensure access to support services for young people people with disabilities in mainstream secondary education; specialist VET providers should support access to mainstream education and training
- Individual person-centred learning pathways are necessary
- Support in the transition from education to employment is particularly important
- Work needs to be done to improve the quality of apprenticeships and other work-based learning programmes (EPR recently submitted a proposal for an EU-funded project on this)
- Customised employment, sometimes using "job carving" to create positions for people with higher levels of disabilities can be very successful (see Ripple in the Water initiative which is a broad programme promoting employment of people with disabilities)
- The model of supported employment can be very successful but the job coaches must have sufficient support themselves
- It is important employers understand their obligations (e.g. reasonable accommodation) to people with disabilities but also what support services are available for them to enable people with disabilities to have an accessible work environment and retain employment
- The social model of disability can help change opinions on disability - the environment and society are disabling and can be changed
- Work done by organisations such as the Business Disability Forum, Barclays and BT to promote the value of diversity can be drawn from

A video and presentation on the successful web portal Por Talento to support the employment of people with disabilities that one of our Spanish members co-created (first mentioned by the EDF representative) t, connecting employers to talent and supporting job applicants.

DUOday which aims to break down prejudices and provide opportunities through a simple one-day job shadowing initiative.

Reintegrate project supporting employers in relation to return to work, and how workplace policies to support this can benefit all employees.

Finally, <http://p2p.intras.es/> a project training people with mental health difficulties to mentor others, based on the recovery approach and a short animation on mental well-being we had developed.

Please let me know if you have any questions or would like further information on any of the above recommendations or initiatives.

Best regards,

[Redacted signature block]

[Redacted contact information block]



Building capacity for people excellence with service provision disabilities

From: McManus C (Claire)
Sent: 17 January 2017 12:02
To: [Redacted]
Subject: RE: Bio

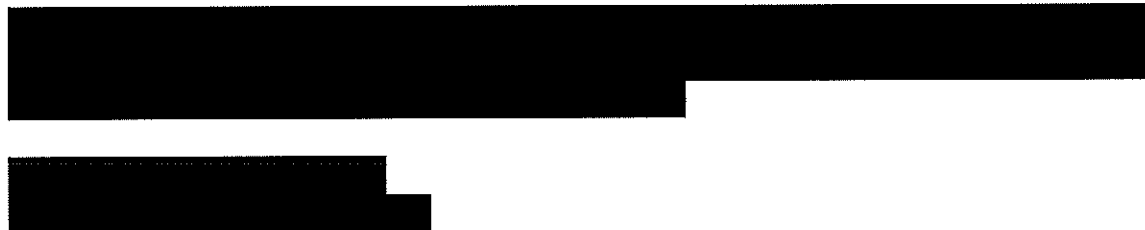
Dear [Redacted]

This sounds like a very interesting programme and just what the Minister would like to see.

We would be happy to attend the site visit in Anderlecht and then proceed to VDAB HQ for the meeting. I'm not sure if the presentation will be at the site visit or at the meeting with Mr Leroy but we would be interested to see the presentation also. Grateful if you could confirm provisional timings to accommodate this programme and many thanks for arranging.

Happy to discuss on the phone also if it would be easier.

Best wishes
[Redacted]



From: [Redacted]
Sent: 16 January 2017 20:27
To: [Redacted]
Subject: Re: Bio

Dear [REDACTED]

In order to follow-up on the request of the Minister to visit a project, we could organise a short trip to our training facilities in Anderlecht (a suburb of Brussels) to get some on site experience in one of the programs mostly attended by long term unemployed job seekers. Afterwards, we can give a presentation regarding specialised training programs for people with disabilities and have the meeting with Fons Leroy (either in Anderlecht or at VDAB HQ - depending on your preferences).

Could you please confirm if this proposal suits you and the visit to Anderlecht would be feasible for the Minister? We can make further practical arrangements then.

Best regards,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

2017-01-16 15:36 GMT+01:00 [REDACTED] >:

Hi [REDACTED]

My colleague [REDACTED] (in CC:) will contact you about this.

Met vriendelijke groeten,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

----- Forwarded message -----
From: [REDACTED]
Date: 2017-01-13 11:58 GMT+01:00
Subject: RE: Bio
To: [REDACTED]

Dear [REDACTED]

The Minister will have some free time from 11.00-13.00 if that would be suitable to visit a project. He would be keen to visit some training programmes/projects for the unemployed, particularly for long-term unemployed and disabled people, but in general, he would be keen to understand the Flemish approach to employability support programmes for the unemployed and to see some of this in action.

He will have access to a car so we can travel a little, if required.

Best [REDACTED] wishes

|

[REDACTED]

|

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 13 January 2017 11:17
To: [REDACTED]
Subject: Bio

Dear [REDACTED]

Dear [REDACTED]

Please find some basic information regarding VDAB in attachment.



Key figures 2015
ENG.pdf

Best regards

[REDACTED]

2017-01-18 18:37 GMT+01:00 [REDACTED]

Dear [REDACTED]

That is excellent. Many thanks for arranging.

If you have any additional information on VDAB in english that you could send tomorrow, it would be much appreciated.

Best wishes

[REDACTED]

[REDACTED]

|

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: 18 January 2017 18:15
To: [REDACTED]
Subject: Re: Uitnodiging: Schotse minister van Werk Mr Hepburn op ma 23. jan 2017 14:00 - 15:00 (CET) [REDACTED]

Dear [REDACTED]

Here is the confirmed program:

- 11:30 - 12:30: visit to VDAB training facilities

Address:

Bergensesteenweg 1440

1070 Anderlecht

Next to IKEA

Parking available

Contact:

[REDACTED]

- 13:30 - 14:00: presentation about specialised training and guidance services for people with disabilities; by Luc Henau, managing director of GTB

Address:

VDAB HQ

Keizerslaan 11

1000 Brussels

Reception can contact [REDACTED] to guide you to the office of Fons Leroy on the 5th floor

! If you want to use parking inside the building, please contact [REDACTED] in advance

- 14:00 - 14:45: exchange with Fons Leroy, Head of the Flemish Public Employment Services and Chairman of the European Network of Public Employment Services

Best regards,

[REDACTED]

Op 18 jan. 2017 om 12:50 heeft [REDACTED]
> het volgende geschreven:

Dear [REDACTED]

Just to confirm that I have received the calendar request and accepted for the meeting with Mr Leroy but I received an error from his e-mail so thought I would just let you know.

As discuseed, we might have to leave the meeting around 14:50 to attend another meeting at Schuman. Hope this is ok.

If you are able to confirm the details for the VDAB Anderlecht visit today also that would be much appreciated.

Many thanks for all your help with arranging this programme.

Best wishes

[REDACTED]

[Redacted]

|

[Redacted]

[Redacted]

From: laszlo.andor [mailto:[Redacted]]
Sent: 23 January 2017 14:25
To: [Redacted]
Subject: Re: Visit of Minister for Employability and Training - 23 January

Landed 3.05 can safely work.

Question:
Can I leave my luggage there at 4 which I could pick up at 5.30, or it is unpractical?

Sent from acer Liquid Z4

[Redacted] wrote:

No problem, Laszlo.

Just let us know if there are any difficulties.

[Redacted]

Sent from my BlackBerry 10 smartphone.

From: László³ Andor
Sent: Monday, 23 January 2017 12:05
To: [Redacted]
Subject: Re: Visit of Minister for Employability and Training - 23 January

Departure 15 min late...
But I should make it.
By 4 pm I should be at Charlemagne
to join Social Pillar conference.
LA

Minister for Employability and Training's meetings in Brussels – read out

Summary

On Monday 23 January, the Minister for Employability and Training, Jamie Hepburn MSP, held a series of discussions with key partners in Brussels in relation to employability. Discussions were held with:

- Representatives from pan-European networks of NGOs with an interest in employability and social justice issues
- The Chief Executive of the Flemish Public Employment Service, Fons Leroy, and his colleagues.
- The Minister for Employment for the Government of the Brussels-Capital Region, Didier Gosuin
- The former EU Commissioner for Employment, Social Affairs and Inclusion, László Andor.
- The Minister also visited a training facility in Anderlecht that provides vocational training and support to job seekers to move into employment.

The discussions provided an opportunity to highlight Scotland's approach to new employment support services being devolved, to understand how other member states and regions are delivering employability support and identify best practice examples and to hear from partners on the challenges and solutions identified across the EU and what EU-level measures are being brought forward or suggested to support these challenges. These discussions will assist to inform thinking around new employment support services and how the Scottish Government might continue to input into work at the EU-level.

Key messages included:

- The importance of a person-centred approach and matching skills and abilities of disabled and long-term unemployed job seekers to available jobs and training was highlighted. Such approaches can often be adapted to suit other disadvantaged groups.
- The importance of ongoing support after job start was also highlighted, as well as the benefits of working on the open labour market, where possible, rather than in a sheltered employment/supported employment enterprise.
- Capacity building and awareness raising amongst an employer's staff was noted as being important eg ignorance of what a disability is. It is important to ensure that physical and process accessibility is considered.
- It is critical to work in partnership across public, private and third sector, including with social partners, and integrate services, as much as possible.

More detailed read out and key actions from the meetings are given below.

Meeting with Social Platform and member organisations

Mr Hepburn met with Social Platform, the largest civil society alliance fighting for social justice and participatory democracy in Europe, and a number of its members who consist of 48 pan-European networks of NGOs. The members in attendance

had a specific interest in the provision of employment support services, particularly for disabled people, long-term unemployed people and other disadvantaged groups, and included representatives from:

- the European Association of Service Providers for Persons with Disabilities (the Coalition of Care and Support Providers in Scotland, CCPS, are members)
- the European Platform for Rehabilitation
- Eurodiaconia (a network of churches and Christian NGOs – Church of Scotland is a member in Scotland)
- the European Network of Social Integration Enterprises
- the European Confederation of Workers' Co-operatives, Social Co-operatives and Participative enterprises
- the European Disability Forum

The Minister outlined some of the Scottish Government thinking around employment support services: how SG employment support and that the programme is one of many ways in which we are seeking to deliver inclusive growth and reduce inequalities. The Minister invited comments from participants on success factors for employability support, particularly for long-term unemployed people and disabled people, drawing on their expertise and experiences. Key points made:

- EASPD outlined that a study across 30 European projects had concluded 4 key success factors in terms of interventions/programmes for employability support, under STAR acronym: have all **stakeholders** on board, bring forward **targeted** actions within mainstream legislative/policy frameworks, support must be **available** to employer and disabled person and should include not just physical accessibility but processes etc and support should be **research-based** – often measures can be ideologically driven rather than fact based.
- EASPD outlined another study which concluded that intervening to support inclusive employment is likely to be more financial beneficial in the long term for disabled people, governments and taxpayers and gives disabled people a better quality of life.
- EASPD also noted that the Commission are looking at incorporating some of these issues into the **Country Specific Recommendations** they issue as part of the European Semester process.
- It was noted that employment on the **open labour market** is much more favourable than working in a supported or sheltered employment enterprise or organisation (although difficulties persist in inconsistent definitions of supported/sheltered employment). Not advocating closing down supported employment businesses but more favourable if you can support people to work in open labour market.
- EASPD are co-hosting the **first world conference on supported employment on 14-16 June in Belfast** and invited the Minister to attend. Further info is in the attached e-mails from EASPD by way of follow up to Minister's meeting including some studies and best practice examples mentioned in the meeting.

- EDF also noted that they are hosting a **conference in Malta** on inclusive workplaces. More details [here](#).
- EDF also highlighted a **good example of a project in Spain** where disabled people are being matched to companies based on their existing skills and potential after training. EDF also highlighted **ILO studies** on supporting disabled people.
- EASPD also noted that what works with disabled people can also often be **adapted and tailored to other disadvantaged groups** eg homeless, immigrants, long-term unemployed.
- EASPD noted that **personalised approach** is important and that it should focus not on defect of person but at abilities. Businesses/organisations could be given support on job carving – reassemble a set of tasks to new job profile to suit abilities.
- *[Post-note correction, this should read “EASPD noted that **personalised approach** is important and that it should focus on the abilities of the person. Businesses/organisations could be given support on job carving – reassemble a set of tasks to new job profile to suit abilities”]*
- It is also important to have **ongoing support and skill development** post job start.
- EPR noted that they work with employers and one of the key success factors is **capacity building**. Norway is a good example in this regard, as they have many partnership arrangements with big companies like McDonalds and IKEA and they have trained people who work with the companies to build capacity and awareness amongst staff.
- Role of the **job coach** is very important in this regard.
- A good practice example is a website that carries out **job matching** in Spain for disabled people – PorTalento. Info on European Commission website [here](#). PorTalento website [here](#).
- Another area where EPR support employers is their retention and health and safety policies, to encourage ongoing review of these to retain and support staff.
- In relation to **how to get SMEs involved**, the importance of personal and local community connection was underlined rather than policies that are centralised or pushed from above.
- **Duoday** was highlighted as an example – a day where disabled people or other disadvantaged groups can do job shadowing for the day to break down barriers between employers/disabled people.
- It was also noted that **public employers can also disadvantage** disabled people because they have very rigid employment methods.
- ENSIE highlighted that public procurement is a good mechanism to support businesses/organisations.
- In terms of job support, for ENSIE it is important for employee to have a contract, on the job training and social support – to be a more engaged citizen.
- Social Platform highlighted [their guide](#) to public procurement, particularly the provision on reserved contracts.
- CECOP-CICOPA outlined their approach to social cooperatives where workers are members and owners, based on an Italian model originally.

There are different models but one advantage is that the cooperatives can group together to form consortia to compete in procurement as a group.

- JH mentioned concerns around self-employment/ZHC/precarious employment. CECOP-CICOPA advise that solutions exist eg labour code in France. Although noted that legislation is not a magic stick and need supporting infrastructure as well.
- EDF mentioned that they like the integrated/personalised approach as outlined in the recent EU Recommendation on the long-term unemployed but that public procurement processes can be a hurdle to such integration.
- They also mentioned recent multimillion pound programme in Wales on supporting those with intellectual disabilities.

Actions:

Officials to consider whether to scope out ministerial/official participation in Belfast conference.

Site Visit to VDAB (Flemish Employment and Vocational Training Service) Programme.

The training facility specialised in providing assessment and guidance and vocational training to referrals from the Brussels public employment service, Actiris. Job seekers can go into an Actiris office but can also register with Actiris online and it is not just for unemployed but might also be for those looking to switch career.

The trainers at the facility assess the person's abilities and needs, including language capabilities and tries to direct them into a suitable training course or initial language course which is a prerequisite for those with insufficient level of dutch/french, with different levels dependent on what training course they are following. They have specialised support for language learning. They also give advice and guidance on what to expect and what the person will need to do to complete the training including things like childcare, transport etc. VDAB supports cost of childcare. Once the person referred agrees to participate in training they sign a contract and can lose benefits if they fail to complete or are kicked off, as the training facility shares data with the welfare service.

At the end of the training the person gets a certificate and whilst not a recognised qualification it is recognised by many of VDAB partners as providing sufficient quality of training to carry out employment. Trainers can log in to the VDAB systems to check on job vacancies but trainers also have a well-developed network of contacts with whom she can liaise to sort out job placements and job starts.

In terms of ongoing training for the trainers, companies come in and keep them up to date, there are also many federations for sectors in Belgium so they donate money/resources/training equipment.

There is also ongoing support from the job coaches at VDAB after job start to help sustain employment.

Training/employment support in Brussels is complicated by the fact that VDAB provides the training, and although it is the Flemish Public Employment Service, Brussels is a bilingual region, so the facility in Brussels accommodates both french and dutch speakers, albeit in separate classrooms/spaces of the same facility. There is also a convention whereby any funding in Brussels requires pro-rata share for french and dutch speakers.

Meeting with Fons Leroy, Chief Executive of the Flanders Public Employment Service (VDAB) and Chair of the Public Employment Services (PES) Network and Luc Henau, Managing Director of GTB.

Fons Leroy explained a bit of the background of Flemish competence in this area which has developed from state reforms in 1989 (before that it was a Federal competence).

VDAB is essentially an arm's length government agency (like Jobcentre Plus network) and has a board where there is representation from the Social Partners (groups representing employees ie trade unions and employers). It was noted by Mr Leroy that a study of the PES network concluded that public employment services that are supported by social partners are more agile.

VDAB are the conductor of the labour market, interfacing between job seekers, training providers and employers and working with more and more partners.

Luc Henau gave a presentation on the work of GTB which is an NGO which specialises in providing support for disabled people and is significantly integrated in to VDAB's structure. For example, through board representation and advisors in VDAB's front facing centres, which is significantly important as it does not segregate disabled from non-disabled job seekers. GTB also have 6 user reps on their board. Today they are made up of 11 training centres, 1 integrated model sheltered and social workshop and 1 guidance service. Some stats from GTB:

- 2000 people a year through their training centres, 10,000 euro per person and 50-60% result in paid work
- 20,000 persons attend workshops, wage and support subsidies are used and includes industrial work, gardening and contract work. There is a low transition to employment.
- Through advisor network, they deal with about 8000 new customers a year, including individual mediation, screening and assessment, strong collaboration in work and care. This is 1350 euro per customer resulting in about 40% paid work.

GTB promote structural inclusion not just physical infrastructure but in meetings and structure of the PES.

The motto is that the support is as mainstream as possible and as specialised as necessary and Luc outlined the process of a disabled job seeker entering a VDAB office.

They also outlined some specialised programmes:

- TAZ, which is a special rehabilitation programme for those furthest from labour market, due to mainly mental or psychiatric problems, who benefit from a joint partnership approach between an empowerment partner and health/care partner which offers different types of support including things like support to leave the house, use transport etc.
- Another programme focuses on special education schools to support transition out of school into employment with a 60% success rate on average 600 students.
- A new programme will look at supporting rehabilitation for those recovering from sickness, where progressive implementation can be allowed. 3500 persons a year are covered with 40% success rate. One of the key strengths is bringing together different expertise.
- Minister noted this is a key ambitions for SG, to have more integration with other policy areas/services eg justice, health.
- FL noted that every prison has a VDAB counsellor.
- LH also commented that for those who are sick the evidence supports that it is better for individual to make early contact with them so that they are in the mindset of returning to work/focussing on rehabilitation.

LH also mentioned Duoday (which had been mentioned in the social platform meeting) as an important way of awareness raising about what a disability is and recognising it is not always about visible disabilities.

Future work is going to focus on additional issues included more active mediation: giving disabled job-seekers small tasks to focus on between appointments and online support. There will also be more focus on employer support and career service and career development. GTB may also potentially expand to cover other disadvantaged groups.

LH also explained that they use the ICF model rather than DSM. It focuses on the talent of the individual and what the individual can do and describes in terms of function/skills.

FL outlined more on the legal framework, how federal level decides who should be available for work, what a suitable job is and issuing of social security benefits, which can lead to complications in implementation where regional level has responsibility for training and employment support and feeding participation data back to federal level. VDAB are going to prepare a paper on state reform.

FL also mentioned a study that the University of Louvain carried out, that Austria is a good best practice example and that they could provide more info on WHO ICF model.

██████████ also gave a short intro to the work of the PES network and how they take forward policy discussions on specific policies such as youth guarantee, long term unemployed recommendation, refugee integration. They have 2 network meetings a year and exchange best practice. She also briefly outlined the benchlearning process which combines benchmarking and mutual learning. They

are working to improve/uniformise data collection and also carry out an assessment of each PES to feed back on each PES's strengths and weaknesses.

Action

Potentially more information will be available as VDAB prepare paper on state reform but could ask for more details on the models and studies referred to.

Meeting with László Andor, former Commissioner for Employment and Social Affairs

LA covered the investing in children platform from 2013 which identifies best practice in policies to improve outcomes for children.

LA covered the different employment support service systems in different countries outlining that in some instances public employers/public sector play a big role – Germany/Austria – while in others, NGOs and charities play a bigger role.

On Youth Guarantee, LA noted that this was not adopted by the UKG and noted that it has had some failings: failed to reach some NEETs as they had already lost contact with them, lack of quality offers – ZHCs being used and lastly, individual consulting was key.

The Commission has reported on progress and noted nobody was opposed to the concept although more money is always identified as a key issue.

On best practice examples, Finland and Austria were cited as inspirations for the Youth Guarantee. However, they already had strong and regional collaboration between employers and employees. LA underlined importance of making sure training content is valid and that labour market trends are assessed to inform provision etc.

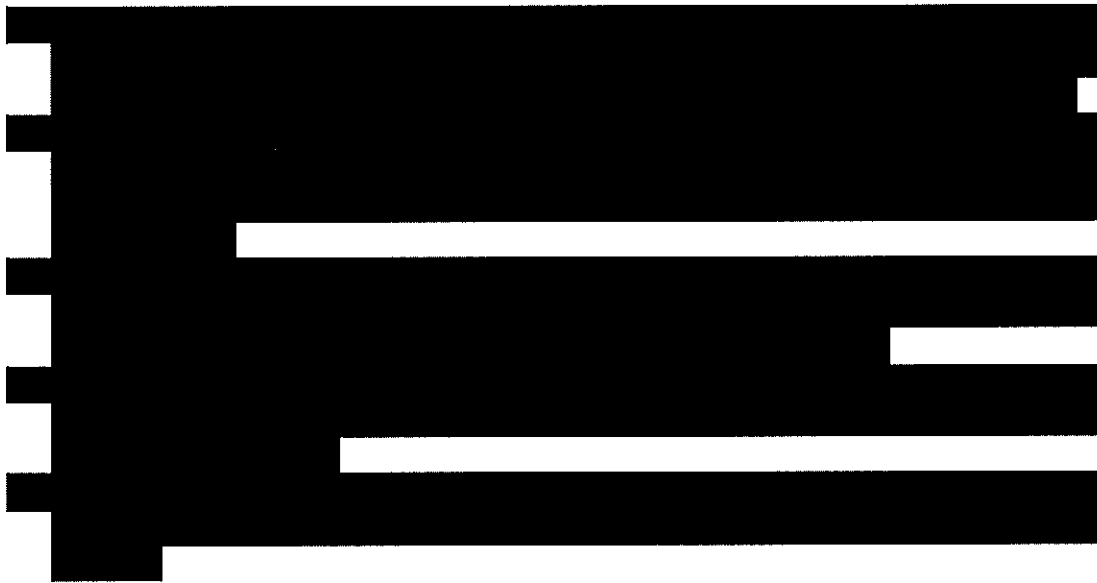
LA mentioned some projects which he found interesting in UK including Princes Trust project in Scotland and a project supporting offenders in Manchester.

Meeting with Didier Gosuin, Brussels-Region Minister for Economy, Employment, Training and Health

[REDACTED]

[REDACTED]

[REDACTED]



JH outlined measures SG is using and has used including wage subsidies, money to LAs to work with employers and funds to third sector to reach out to young people. JH covered SDS/apprenticeship model including work on tackling inequalities and work to make better links between school and work as part of overall DYW strategy. On regional groups, JH noted the importance of them being chaired by an employer and outlined Opportunities for All work, the EMA and activity agreements to support those at risk.

JH offered to host a visit from DG if he would like to learn more about SG approach.

Action

Officials may wish to include this offer in letter from Minister.



socialplatform

Social Platform Delegation Meeting with the Scottish Minister for Employment 23 January 2017

	<p>Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 48 pan-European networks of NGOs, Social Platform campaigns to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.</p>
	<p>The European Association of Service Providers for Persons with disabilities (EASPD), a non-profit NGO in the disability sector, promotes the views of over 12,000 social services and their umbrella associations. There are over 80 million people with a disability throughout Europe. The main objective of EASPD is to promote equal opportunities for people with disabilities through effective and high-quality service systems.</p>
	<p>The European Platform for Rehabilitation (EPR) is the network of service providers to people with disabilities committed to excellence and innovation through mutual learning.</p> <p>EPR offers numerous opportunities to network with leading service providers from across Europe. EPR members are committed to high quality service delivery in the fields of vocational education and training, employment reintegration, medical rehabilitation and social care. EPR activities go beyond traditional mutual learning exchanges. EPR members co-create and pilot innovative products, tools and methods to better meet the needs of clients, employers and funders.</p> <p>Through its public affairs activities, EPR enables service providers to contribute to the social and disability debate and to the strengthening of the social service sector.</p>
	<p>Eurodiaconia is a European network of churches and Christian NGOs providing social and health care services and advocating social justice. Together our membership represents the needs and unique experiences of 46 national and regional organisations in 32 countries. <i>Diakonia</i> is Greek for service and in the biblical sense, this means service for and with people in need.</p>
	<p>The European Network of Social Integration Enterprises (ENSIE) was officially established in 2001. ENSIE takes for its objective the representation, maintenance and development within the European Union of networks and federations for work integration social enterprises.</p> <p>ENSIE's objectives:</p>

Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 49 pan-European networks of NGOs, we campaign to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.

- to reinforce the power of the actors in economic social integration enterprises through the interchange between the member organisations,
- to stimulate co-operation and partnerships by promoting proper practices, research results, new applications,
- to organise the exchange of information on the legislative national and local policy levels between member organizations,
- to represent the network and to promote all of its activities on all pertinent European levels,
- to elaborate on the contributions and propositions in order to participate in the definition of a European policy against social exclusion,
- to develop a close and solid collaboration with other European networks active in the social economy with the objective of obtaining synergetic results.

██████████
██████████
██████████

CECOP – CICOPA Europe is the European confederation of industrial and service cooperatives. Founded in 1979 in Manchester, it affiliates 26 members in 15 European countries including organizations promoting cooperatives and national confederations or federations of cooperatives representing 50,000 enterprises employing 1.3 million workers.

CECOP – CICOPA Europe is the voice of:

- 35,000 WORKER COOPERATIVES: characterised by the fact that the majority of their staff are members-owners.
- 12,000 SOCIAL COOPERATIVES : employing 270,000 workers, are specialised in the provision of services of general interest (social or environmental services, education, culture) or in the reintegration, through work, of disadvantaged and marginalised workers (persons with disabilities, long-term unemployed, ex-prisoners, addicts etc).
- 2,000 WORKER OWNED ENTERPRISES (Sociedades laborales): these are not cooperatives, but are very similar by the fact that worker-members jointly own and democratically control the enterprise. They only exist in Spain.
- 1,000 COOPERATIVES OF SELF EMPLOYED PRODUCERS: cooperatives established among self-employed producers of goods or services (truck drivers, taxi drivers, masons, journalists, graphic designers, consultants, doctors, lawyers etc) in order to cooperativize common inputs or services (marketing, accountancy, administration services, offices, machinery etc).

██████████
██████████
██████████

The European Disability Forum (EDF) is an independent NGO that represents the interests of 80 million people with disabilities in Europe. EDF is the unique European platform which brings together representative organisations of persons with disabilities from across Europe.

EDF was created in 1996 by its member organisations to ensure that decisions at the European level concerning persons with disabilities are taken with and by persons with disabilities.

Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 49 pan-European networks of NGOs, we campaign to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.

Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Mr László Andor

(sent via e-mail: [REDACTED])

27 February 2017

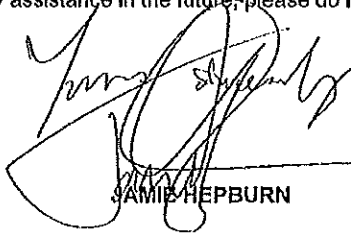
Dear László

Thank you for taking the time to update me on your work in the European Commission, and for sharing your knowledge and experience of employability support, during my visit to Brussels on 23 January 2017.

I was interested in your assessment of the Youth Guarantee and of the different models for providing employment support across Europe, including the different roles played by public, private and third sector country to country. It was very helpful to hear where you think these models have worked best, and I was particularly heartened to hear your positive comments about the Prince's Trust project in Scotland.

These are all important issues as we move towards a Scottish programme of employment support from 2018, and I look forward to continuing to work with partners in Europe to share knowledge and learning, as Scotland moves towards the kind of inclusive, effective and responsive support our people want to see.

If I or my officials can be of any assistance in the future, please do not hesitate to get in touch.



JAMIE HEPBURN

Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Luc Henau
Managing Director
GTB
Kongestraat 7
9000 Gent

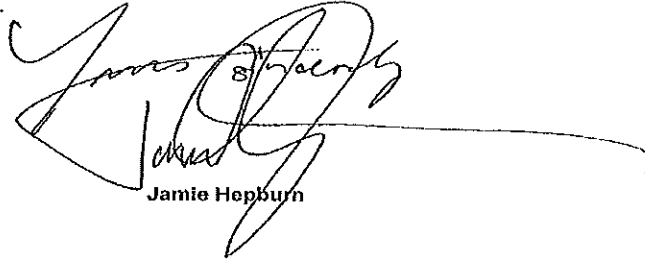
28th February 2017

Dear Luc

Thank you for the presentation that you delivered on the work of GTB and for the follow up discussion during my recent visit to Brussels on 23 January 2017.

I was interested to hear how GTB assists job seekers who have a disability and how you integrate your provision with VDAB. These are important issues that we are considering as we move towards a Scottish programme of employment support from 2018.

I look forward to continuing to work with partners in Europe to share knowledge and learning, as Scotland moves towards the kind of inclusive, effective and responsive support our people want to see. If I or my officials can be of any assistance in the future, please do not hesitate to get in touch.



Jamie Hepburn

Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

[REDACTED]
Social Platform
Square de Meeûs 18
B-1050 Brussels
Belgium

(sent via e-mail: [REDACTED])

— *JH*
February 2017

JH [REDACTED]

I want to thank the group for taking the time to update me on the work of Social Platform and their member organisations, and for sharing your knowledge and experience of employability support, during my visit to Brussels on 23 January 2017.

I was particularly interested to hear of the group's thoughts on what the success factors were for employability projects across Europe, to hear about the best practice examples highlighted and to get some insight into the group's thoughts in relation to supported business and good procurement practice. Thank you also for the additional resources that have been provided following the meeting.

These are all important issues as we move towards a Scottish programme of employment support from 2018, and I look forward to continuing to work with partners in Europe to share knowledge and learning, as Scotland moves towards the kind of inclusive, effective and responsive employment support our people want to see.

Thank you also for your kind invitation to attend the first world conference on supported employment, my officials will be in touch to follow this up, if I or my officials can be of any assistance in any other matter in the future, please do not hesitate to get in touch.

Jamie Hepburn
JAMIE HEPBURN

St Andrew's House, Regent Road, Edinburgh EH1 3DG
www.gov.scot



Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Ministre Didier Gosuin
Botanic Building
Bd Saint-Lazare 10 (12e étage)
1210 Bruxelles

(sent via e-mail: [REDACTED])

February 2017

Thank you for taking the time to share your knowledge and experience of employability support in Brussels, during my visit on 23 January 2017.

I was interested in your assessment of the Brussels Region labour market, and of your approach to tackling youth unemployment. I found it extremely helpful to share our approaches and priorities in this area, there is much we can learn from sharing best practice in this manner, and I would like to extend an invitation to you to visit Scotland and see some of the work we are doing through our youth employment strategy, Developing the Young Workforce. You may also be interested to see that we have recently published our second annual progress report on the strategy <http://www.gov.scot/Resource/0051/00511602.pdf>.

If I or my officials can be of any assistance in the future, please do not hesitate to get in touch.

JAMIE HEBBURN

Minister for Employability and Training
Jamie Hepburn MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000
E: scottish.ministers@gov.scot

Mr Fons Leroy
VDAB
Kelzerslaan 11, 1000 Brussel

(sent via e-mail: [redacted])

(cc: [redacted])

2nd February 2017

Dear Fons

Thank you to you and your colleagues for taking the time to update me on the work of VDAB, GTB and the PES network, and for sharing your knowledge and experience of employability support, during my visit to Brussels on 23 January 2017, as well as sending on the useful additional resources.

I was interested to see the personalised approach taken when I visited the VDAB training facility in Anderlecht, and to hear how VDAB interacts with organisations such as GTB in the support of those with a disability, and with Federal Government through the legal framework governing the relationship between employability support and social security provision.

These are all important issues as we move towards a Scottish programme of employment support from 2018, and I look forward to continuing to work with partners in Europe to share knowledge and learning, as Scotland moves towards the kind of inclusive, effective and responsive employment support our people want to see.

If I or my officials can be of any assistance in the future, please do not hesitate to get in touch.

Jamie Hepburn
JAMIE HEBBURN

Information within embedded documents:

With the financial support of the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020) EASPD – European Association of Service providers for Persons with Disabilities www.easpd.eu

European Semester & Employment of Persons with Disabilities Briefing – November 2016

"Despite the action taken at EU level, lack of equal opportunities in the labour market remains the most important challenge for persons with disabilities. Efforts should be enhanced to ensure focus on abilities instead of disabilities." European Commission: Annual Growth Survey 2017

I. EASPD Report - European Semester: Developing More Inclusive Labour Markets for All?

Key arguments:

- European Semester is a very relevant EU instrument when it comes to tackling the high level of unemployment of persons with disabilities
- The Semester already focuses on labour market policy with 20 Country Specific Recommendations in this field.
- Input on barriers to the labour market for persons with disabilities appears on an ad hoc basis in Country Reports, despite extent of issue in all EU countries.
- There are strong political, legal and economic arguments for focusing more on this issue in Country Reports
- Significant information already exists on the main barriers at national level, with Commission's own work on issue (factsheet on tackling long-term unemployment, ANED reports, etc), as well as national messages included in this report from: BU, CZ, FI, FR, GR, IE, PO, PT, SK and SP.

II. Study – The economic impact of inclusion in the open labour market for persons with disabilities – Prof. Stephen Beyer, Uni. of Cardiff

Study assesses literature review of cost-benefit analyses from a tax-payers perspective of the labour market inclusion of persons with disabilities. Study includes extensive and structured overview of relevant global literature (studies and research) in a period of over 30 years

Key arguments:

- Disabled people, government and taxpayers are likely to benefit financially in the long-term from greater investment in employment in the open labour market of persons with disabilities.
- There is a large variety of models which support persons with disabilities in work, training and employment, working with different publics and different objectives.
- In terms of models supporting access to the open labour market, supported employment and individual placement and support have proved to be effective in doing so and with high cost-benefit return for the tax payer.
- There is much variability in methods, model comparisons, national contexts and relative levels of benefits to these key stakeholders across studies. The weight of evidence is still positive in favour of inclusive employment.
- With most literature originating in the USA and the United Kingdom, additional research should be done to assess this issue in more detail from a European perspective, as well as on a country by country basis.

For more information, please contact [REDACTED]

<http://employmentforall2017.com/> This event has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020)

For information and registration please visit : <http://employmentforall2017.com/> or contact [REDACTED]

SAVE THE DATE!

Employment for ALL: A Global Perspective

First World Conference on Supported Employment

Belfast, Ireland: 14th to 16th June 2017 | Location : La Mon Hotel and Country Club

DESCRIPTION

The conference will look at employment practices from around the world to ensure that the best practices are implemented. The aim is to create an equal platform for entry into employment for persons with disabilities. The conference will discuss the implementation of article 27 of the United Nations Convention on the Rights of Persons with Disabilities, equality of opportunities, equality of rights, and ways to influence equality within policy but most importantly to change attitudes for a more inclusive Society across the Globe.

Themes

Hosted by the European Association of Service Providers for Persons with Disabilities and by the European Union for Supported Employment and organised by the Northern Ireland Union of Supported Employment (NIUSE) the conference explores 4 main themes:

- **Right to work:** Exploring the implementation of the United Nations Convention on the Rights of Persons with Disabilities in regard to employment and a more inclusive labour market.

- **Economy and Employers:** Exploring the changes in the global economic market (especially the digital revolution) and how they impact persons with disabilities and employers.

- **Tools and Methodologies:** Exploring the best practices on employment across the world.

- **Legal Framework and Policy:** Analysing the different legal frameworks enabling the employment of Persons with disabilities.

Links to additional information provided by EASPD:

[http://www.easpd.eu/sites/default/files/sites/default/files/easpd_2016 - es developing more inclusive labour markets for all.pdf](http://www.easpd.eu/sites/default/files/sites/default/files/easpd_2016_-_es_developing_more_inclusive_labour_markets_for_all.pdf)

http://www.easpd.eu/sites/default/files/sites/default/files/beyer_study_economic_impact_of_inclusive_labour_markets.pdf

[http://www.easpd.eu/sites/default/files/sites/default/files/EVENTS/2015/Zadar/eas_01-15 en ok.pdf](http://www.easpd.eu/sites/default/files/sites/default/files/EVENTS/2015/Zadar/eas_01-15_en_ok.pdf)

Link to implementation of Belgian Youth Guarantee document:

<https://www.vdab.be/synerjob/docs/Belgian%20Youth%20Guarantee%20Implementation%20Plan.pdf>

Link to Labour Market Strategy document:

<http://www.gov.scot/Publications/2016/08/2505>