A group of five diverse young people (three men and two women) are sitting around a table in a library or study area, smiling and looking at a laptop. The table has a laptop, a coffee cup, a pencil holder, and some papers with charts.

Reaching all young people

Case Study

BIS e.V. and GDLB

BIS
Netzwerk
für betriebliche Integration
und Sozialforschung e.V.

Gesellschaft **GDLB**
für duales Lernen Berlin
gGmbH



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the European Union

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Overview

- Focus: Inclusion
- Target Group: Young people with disabilities
- Goal: Foster empowerment and self-determination -
Support futures planning
- Methodology: Person-Centered Planning (PCP)

Target Group

- Young people with fewer opportunities (especially with disabilities) with little opportunities to participate in vocational orientation, vocational training or working life
- Ratification of the UNCRPD and introduction of the BTHG encourage young people with disabilities to take inclusive path - However, these young people also encounter structures that do not fulfil the claim of inclusion

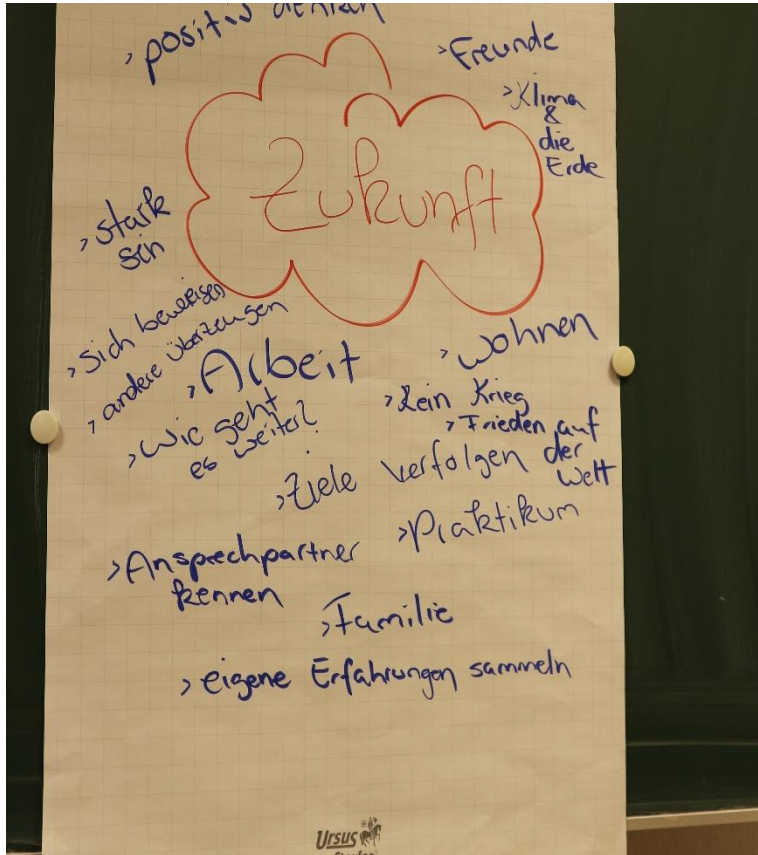
Our Goal

- To support people in their fight for their right to inclusion; make space for empowerment, as strength and perseverance is required
- Help youth envision their future, plan what steps they need to take to achieve it and identify what challenges they will face on the way
- Guiding principles: self-determination, resource and social space orientation
- Our course addresses these issues: Based on our findings we developed a workbook that (young) people can use to reflect on their future goals, needs, and strengths.

Person-Centered Planning Methods

- Method to help people plan their own future: Every person is able to plan their own future, no matter how much assistance they need
- Main principles:
 - Person-centered
 - Resource-oriented
 - Social space-oriented
 - Targeted toward self-determination
- Treat people like citizens and members of communities

The Educational Course



- Modular Course
- Between November 2022 – February 2023
- Usually Monday for 90 min.
- 12 people with disabilities (mainly learning difficulties)

Module Overview (Part 1)

- **Module 1:** Team welcomed participants and presented the program and an overview on the upcoming weeks. Both educators and young people brainstormed the idea and concept of the term future. Concluded with a team-building exercise.
- **Module 2:** Participants reflected on their life so far and visualized it as a path. („Lebensweg“).
- **Module 3:** Group brainstormed spaces that play an important role in their life and where they spend time.
- **Module 4:** Building on Module 3, participants talked about barriers and obstacles faced in everyday life. The joint discussion covered their rights and concrete possibilities to overcome some of the obstacles discussed.

Module Overview (Part 2)

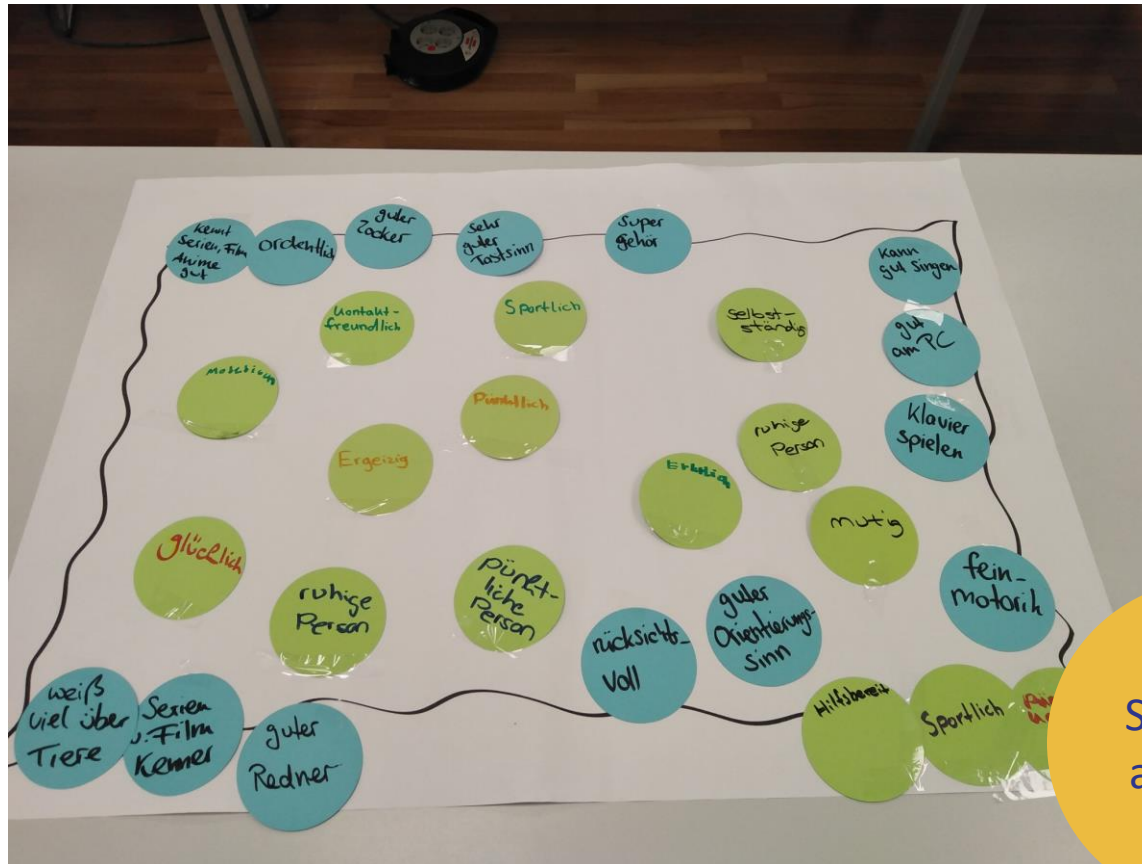
- **Module 5 and 6:** Participants talked about each young people's individual strengths and skills.
- **Module 7:** Team discussed existing individual support systems, visualizing the people in their lives using playmobile figurines.
- **Module 8:** Conclusion with a future celebration. Method brings together results of previous modules. Group discussed participants' biographies, dreams and ideas for the future, skills and strengths brought by each and what they need to realize their dreams. Two educators familiar with participants joined the future celebration.

Course Impressions



Biography
work

Course Impressions



Strengths
and skills

Course Impressions



Circles of support

Course Impressions

UNTERSCHIEDLICH STARK

Die Geschichte...

Plan B → BIS (Ausbildung nicht geklappt) ein paar Monate ohne Schule
 Pause wegen Corona
 keine Lust auf Werkstatt
 Krankenhaus
 Einzelhelferin konnte BIS
 Café Küche
 Praktikum in der Natur
 Es geht Richtung 10 bis 100
 übers Internet BIS gefunden
 gute Seele sein
 Typografie
 ZBK/Zirkus Sommerloch
 Zu BIS darf man auch kommen wenn noch nicht bewilligt ist
 Nur Zuhause ist da
 Viele Prisen
 Freizeitsportler
 Freizeitsportler
 Freizeitsportler

Julian

Was wir brauchen

Geld
 Geduld
 Coach ernst genommen werden
 Lehrer u. Lehrerinnen
 Menschen, die unsere Stärken sehen
 Experten Kollegen
 Chef u. Arbeitsort
 Zuhören
 dass zugehört wird

freier Geist
 kein Druck
 Assistenten
 Menschen die dich auftragen
 Jemand der hilft die Zukunft gut zu gehen
 Vorbilder
 dass man uns ausreden kann
 jemand zum Reden
 Freiwillige Leute
 dass zugehört wird

entfesseln
 Familie u. Freunde
 Assistenten

BIS

Wo soll es hin gehen?

Assistenztrainerin im Zirkus Sommerloch und auch wo anders
 im Café arbeiten
 Gastronomie
 ein fester Platz übernommen werden
 Geld
 Sicherheit bekommen
 gute Rückmeldung
 Vertrauen
 Tierfotograf
 Tierpfleger
 S. BARKOWSKI
 Ghodir AP

Die Träume
 im der Kita arbeiten
 Kämpferin für Inklusion
 Co-Trainerin im Verein
 Hauswirtschaft
 ein guter Arbeitsort
 Menschen die man koopt und mag / ein gutes Team
 Wohl fühlen
 eine Arbeit die Spaß macht, wo man gerne hin geht
 Selbstständig sein
 schon wohnen
 Urlaub
 Entspannte Art
 Ruhe pol
 gut sehen
 machen
 kann gut sein
 alle
 sie
 lustig
 rebellisch
 kann gut sein
 alle
 sie
 lustig
 rebellisch

Eure Talente, Stärken und Fähigkeiten:

fröhlich erwachsen
 kreativ
 glücklich
 Mutig besonders
 stark
 gut geschult
 leistungsfähig
 selbstständig
 steht für sich ein
 vertrauensvoll
 durchsetzungsstark
 ausgeglichen
 clever
 motiviert
 herzlich
 humorvoll
 engagiert
 ordentlich
 locker
 positiv
 hilfsbereit
 überzeugend
 reden
 lustig
 rebellisch
 selbstbewusst
 gut sehen
 machen
 kann gut sein
 alle
 sie
 lustig
 rebellisch



Results and Findings: Dreams and Wishes

Participants listed their dreams as the following:

- to be a fighter for inclusion
- to earn money
- to have work that is fun and a nice place to be
- to receive good feedback
- to have a good team of nice people around them
- to have a place where they feel a sense of belonging
- to become a professional: e.g. working in a café, being a coach, a photographer

Results and Findings: Dreams and Wishes

Some results named in the mapping of participant talents, skills and strengths:

- having a positive attitude, being happy, friendly
- ability to stand up for themselves
- being strong and courageous
- being self-determined
- being authentic
- being motivated
- being ambitious

Results and Findings: Dreams and Wishes

Participants listed their needs and demands as:

- People that listen to them and that they can talk to
- People that see their strengths
- People that support them, especially when things get hard
- Experts, coaches, teachers, colleagues and assistants
- Free spirit and no pressure
- Money
- To be taken seriously
- Things to be explained in an understandable way
- Role models

Feedback and Further Findings

- Participant feedback was generally very positive: Participants liked being asked about their skills and wishes and enjoyed the future celebration. Other methods received mixed feedback, e.g. using playmobile figures for circles of support. This demonstrates a need for a wider range of methods and variations.
- Another raised issue was privacy. Some people felt more comfortable working individually and not in a group setting. The team offered the possibility to work in a group or individually. This influenced our decision to develop the workbook that can be used on your own.
- Feedback and results revealed the course to be an empowering experience. Building on this, the team continued to develop a product that recreates a similar experience -> the workbook

The Workbook

- After completing the course, we turned the results and experiences into a workbook, or a tool that young people can use to think about their future, strengths and goals. The workbook can be used independently, however, it is also possible, and in some cases useful, to work together on it with youth workers. Thus the product is also relevant for youth workers.
- Current Status (27/03/24): First draft was developed and is currently being piloted. The first feedback was positive. The final result will likely be ready by the **end of April 2024**.

Sneak Peak: Workbook

- Five Main Chapters:
 - Who I am
 - Strengths, talents and skills
 - Dreams and wishes
 - Support and allies
 - Taking action
- Contains questions, prompts and exercises to help people reflect and plan their future
- Can be used print or digitally





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<https://access-youth.eu/>