Funding Vocational Training and Employment for People with Disabilities

Guidelines for Good Grantmaking Practice

Fundación ONCE

European Disability Forum

2003

The European Year of People with Disabilities
Grantmaking for vocational training and employment for people with disabilities should focus on projects and programmes that:

1. Use education and vocational training as instruments to improve employability

2. Raise awareness among employers and placement services about the realities that people with disabilities face in the labour market

3. Encourage adaptation of the work environment

4. Take advantage of new sources of employment and employment from home

5. Promote the shift to mainstream employment

6. Improve the quality and competitiveness of sheltered employment

7. Engage social agents in raising employment levels of people with disabilities

8. Seek the advice at all stages of people with disabilities themselves
Funding Vocational Training and Employment for People with Disabilities: Guidelines for Good Grantmaking Practice

A guide to good grantmaking practice for independent funders working in the field of vocational training and employment for people with disabilities

These guidelines are excerpted from the book-length EFC Orpheus Programme publication, Funding Vocational Training and Employment for People with Disabilities in Europe, which contains in-depth profiles of 105 funders in the field, along with these “Guidelines for Good Grantmaking Practice”. To order the full publication, please contact the European Foundation Centre library at the address below.

European Foundation Centre (EFC)
51 rue de la Concorde
1050 Brussels
Belgium
Tel.: +32.2.512.8938
Fax: +32.2.512.3265
E-mail: efc@efc.be
Web: www.efc.be
www.fundersonline.org
Project Partners
European Foundation Centre
51 rue de la Concorde - 1050 Brussels - Belgium
tel.: +32.2.512.8938 • Fax: +32.2.512.3265
e-mail: efc@efc.be
web: www.efc.be • www.fundersonline.org

Fundación ONCE
Sebastián Herrera nº 15, 5º - 28012 Madrid - Spain
tel.: +34.91.506.8888 • Fax: +34.91.539.3487
e-mail: dae@fundaciononce.es
web: www.fundaciononce.es

The EFC-Fundación ONCE project benefits from the expertise of:
The European Disability Forum
rue du Commerce 39-41 - 1000 Brussels - Belgium
tel.: +32.2.282.4600 • Fax: +32.2.282.4609
e-mail: info@edf-feph.org
web: www.edf-feph.org

© 2003 European Foundation Centre
All rights reserved. No part of this work may be reproduced or copied in any form or by any means (graphic, electronic or mechanical, including photocopying, recording, taping, or storage in information/retrieval systems) without the written permission of the publisher. Material has been compiled from sources believed to be reliable and every effort has been made to ensure accuracy. The material is for information purposes only, and no published statement is to be construed as a recommendation.
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction</td>
<td>5</td>
</tr>
<tr>
<td>Guidelines for Good Grantmaking Practice</td>
<td>9</td>
</tr>
<tr>
<td>Funder Contact Details</td>
<td>24</td>
</tr>
<tr>
<td>About the Project Partners</td>
<td>29</td>
</tr>
</tbody>
</table>
**Introduction**

Disability has widely come to be seen as a human rights issue in recent years, with priority being placed on the full integration of people with disabilities into society. Employment is key to this integration. It is now recognised that, for all citizens, quality of life, social well-being and personal fulfilment are generated by insertion into the mainstream job market.

These ideas were summed up in the Madrid Declaration, issued at the close of the European Congress on Disabilities held in Madrid in March 2002. The declaration emphasised that non-discrimination and positive action lead to integration. The event was jointly organised by Fundación Luis Vives, the Spanish Ministry of Employment and Social Affairs and Fundación ONCE, with the support of the European Commission and the European Disability Forum. The gathering brought together more than 500 representatives of all stakeholders (non-governmental organisations, European Union (EU) Member States governments, EU institutions, trade unions, business associations, academics and civil society) in order to examine EU disability policy.

Facilitating integration is everyone’s responsibility, but when people with disabilities are involved there is a need to remind public authorities that a new paradigm must be found; that intervention can be conducted in holistic ways that ultimately bring great benefit, not only to people directly affected by disabilities, but to society as a whole.

Therefore, independent funders, including foundations and corporate funders, can play a crucial role in fostering the basic socio-cultural and moral autonomy of the disabled person, and helping to create a more open society that embraces people with disabilities. This entails a commitment to changing society’s perception of disabled people and opening the doors to full participation in society and the job market.
Foundations are unique in that they, in contrast to the state, can focus much more on holistic solutions to problems. They can experiment with innovative ways of social intervention and give examples of successful strategies. Through partnerships, foundations are able to mobilise other private entities outside of the philanthropy sector, such as corporates, mutuals, associations and cooperatives. Foundations are able to act even more effectively when they cooperate with public bodies to form public-private partnerships.

The EFC Orpheus Programme has explored the field with a view to identifying potential players for collaborative action and analysing trends and gaps in initiatives towards support for people with disabilities. Fundación ONCE, the EFC Orpheus Programme and the European Disability Forum have determined the present set of guidelines for good grantmaking practice for independent funders to make a difference in ensuring equal opportunities for training and employment for people with disabilities.

**A new model**

Foundations have been pivotal in providing support for research, health care and medical innovations in the area of disabilities, yet they have been slow, if not resistant, to respond to the social and political changes that have arisen as a direct result of those achievements.

The realm of disabilities issues has seen a trend toward shifting from a medical model of health care, and a social model of assistance and protection, to a model that promotes empowerment and full participation in the community. Rather than locating the problem as the disability within the person,
the new paradigm looks at the nexus between the individual with a disability and the environment. From this perspective, the problem is not a person’s inability or disability, but the political, social, attitudinal, architectural and environmental barriers that s/he encounters.

Disclaiming the medical model, however, is not the same as rejecting the need for funding for health and medical issues. The difference is that, when people with disabilities are not seen solely through the prism of the medical model, health-related issues take their place as just one of many areas of concern in the lives of people with disabilities today.

New perspectives replace the simple goal of self-sufficiency with the necessity for total self-determination, value interdependence over complete independence, and prize the personal connection and the notion of community over physical autonomy.

These views redefine the field of disability funding towards supporting leadership training, community development, advocacy, self-determination and other projects fostering economic and social independence. They are addressing people with disabilities as members of society with the potential for productivity and real participation in the life of the community.

Along with this, solutions must also focus on the physical, legal, social and attitudinal elements of the societal environment, a key part of which is employment, that affect people with disabilities.
Innovative funding approaches

Foundations, including community foundations, and corporate giving programmes have the opportunity to impact the disability movement as they look at funding innovative projects that support the empowerment of citizens with disabilities. New programmes supporting people with disabilities should be conceived as a process, from an interdisciplinary perspective, the ultimate goal of which is the person’s fulfilment. Education, vocational training and employment are recognised as central to social integration for all citizens, including those with disabilities.

This new funding approach requires knowledge for evaluating proposals that reflect a movement away from traditional models towards emerging models of disability policy. The new models include relevant areas of action for governments, funders, social agents, and employers.

It is hoped that the guidelines included in this publication will help independent funders in taking this new approach.

About the EFC-Fundación ONCE Project

This publication is part of a larger cooperation between the EFC Orpheus Programme and Fundación ONCE entitled “Partnership for Vocational Training and Employment for People with Disabilities in Europe”. The project aims to stimulate discussion and increase awareness by gathering knowledge and convening key stakeholders to pave the way for further cooperation among funders in the field during the European Year of People with Disabilities 2003 and beyond.
Guidelines for Good Grantmaking Practice

Fundación ONCE and the EFC Orpheus Programme, with the additional expertise of the European Disability Forum, have noted the following broad categories of guidelines for good grantmaking practice for independent funders in the area of vocational training and employment for people with disabilities. An analysis of the grantmaking activities of the funders included in the full publication from which the present guidelines are excerpted, Funding Vocational Training and Employment for People with Disabilities in Europe, led to the identification of concrete examples of funders’ grantmaking activities that illustrate various facets of these broad guidelines. For more information on the funders cited, please see their profiles in the full publication or see their contact details in the list at the end of this booklet.

Grantmaking should focus on projects and programmes that:

1. **Use education and vocational training as instruments to improve employability**

This area includes:

- Supporting early education, which is seen as important in preparation for the job market.

- Promoting appropriate training for mainstream educators, teachers and trainers of people of all ages to help them provide quality training to both their non-disabled and
disabled students or clients. If needed, incentives should be offered for educational and training centres themselves to provide quality training that is suitably adapted for all students or clients. The installations, buildings, furniture, equipment, computer and communications facilities in the educational and training centres should be accessible and adapted to persons with disabilities. Procedures should take into account difficulties involving urban accessibility and transportation. Educators should take into account specific needs such as sign language, length of courses, and materials in Braille, among others.

- Helping educators develop training strategies for people with disabilities that will provide real tools to improve their employability, including pedagogic tools, and tools for orientation, counselling, and help in finding employment.
- Promoting the concept of lifelong learning among teachers, students, and society at large in an effort to persuade people that re-training for new careers or jobs is both possible and effective in equipping students with the skills necessary to thrive in an ever-changing, competitive environment.
- Adapting training programmes to encourage the shift from sheltered to mainstream employment.

Example 1 – Nederlandse Stichting voor het Gehandicapte Kind (Netherlands)

The programme Overbruggen (Building Bridges) was initiated by Nederlandse Stichting voor het Gehandicapte Kind and the umbrella organisation of 35 Schools for Special Education in the Netherlands, and the Association of Mytyl and Tytyl Schools. Since 1999, several secondary schools that educate young people with disabilities have been changed into tailor-made programmes in order to prepare them better for their future working careers. Based on their individual skills, preferences, and capabilities the students are taught the
relevant skills to ensure employability. This programme, with its individual approach, served to mobilise public authorities and other actors in the Dutch school system for special education, causing a radical change in that system. Schools outside of the initial programme have joined in and are now following the programme’s method, providing students with the appropriate tools and skills for their future careers and making it easier and more valuable for employers to hire them. As a consequence the employment rate for this group has risen considerably.

Example 2 – Deutsche Kinder-und Jugendstiftung (Germany)

The foundation supports the Early Job Orientation in Mecklenburg-Vorpommern programme which supports youths early in their career plans through the close cooperation between schools, associations and companies. The programme makes it easier for pupils to discover their talents and their inclinations early on. They learn to use existing resources to find out which requirements are necessary for what job, enabling them to make decisions about their future career. Although this programme is geared toward socially-disturbed youth, it can serve as an example for school-to-work initiatives aimed at young people with disabilities.

Example 3 – Fundación Psico Ballet Maite León (Spain)

The foundation’s training school focuses on training teachers and monitors to learn the methods employed by the foundation in its work with introducing disabled students to the performing arts. The aim of Psico Ballet teachers and monitors training courses is to provide complete psycho-pedagogic artistic training; to create artistically coordinated teams; and to spread the method and its innovative techniques. The complete Psico Ballet teacher training programme consists of different levels structured into two stages: initiation and specialisation within the fields of dance,
theatre, make-up, psychology; and/or applied teaching. The foundation also organises courses, conferences and sessions for professionals from both public and private centres on the topic of performing arts and disability.

2 Raise awareness among employers and placement services about the realities that people with disabilities face in the labour market

This area includes:

• Supporting research and analysis of the labour market and the identification of the specific needs of the disabled when seeking employment.

• Encouraging the monitoring of the situation of persons with disabilities in the labour market through continuous collection of statistical data.

• Promoting awareness of employability of disabled people among employers, including awareness of their high potential for productivity and their reliability, in an effort to dispel commonly held prejudices about the capacities of people with disabilities.

• Raising awareness among public and private employment services about clients with disabilities, urging these services to take into account all of their clients’ specific needs and circumstances, deficiencies and capacities along with the skills that they can further develop.

• Supporting those placement services that find a good fit between supply and demand, which can be very successful in transforming a “disability” into an “ability”.

Example 1 – The Shaw Trust (UK)

The trust develops its range of innovative consultancy services to help employers recruit, train and retain disabled and disadvantaged employees. Its consultancy services include:

- Practical advice regarding minor adjustments to the working environment
- Assistance with reviews of Equal Opportunities Policies
- Help with the retention of employees who have become ill or disabled while employed
- Training in subjects such as disability equality, mental health awareness, employment law and the Disability Discrimination Act
- Development of progression plans enabling employers to fulfil their obligations under existing equal opportunities legislation and the Disability Discrimination Act
- The Shaw Trust Shield project provides free advice for employers in South Wales to assist them to retain valued employees who may be in danger of losing their jobs due to disability or long-term ill health.

Example 2 – Linkage Community Trust (UK)

The trust’s Employment Services works closely with the trust’s education and care services to develop links with businesses and organisations throughout the area of Lincolnshire, UK and beyond. The Employment Service focuses not only on the needs of the trust’s students and residents but also on the needs of businesses, giving them advice, support and training to overcome concerns about employing a person with disabilities. Social firms (real businesses set up to employ mostly people with disabilities), part-time work, supported work and self-employment are also being considered.

A specific programme of the trust’s Employment Services is the Progressing Opportunities for Work Through Education and Research (POWER) project. This is a partnership between
Business Link Lincolnshire and Rutland, Linkage Community Trust and Boston College. Partly funded by the European Social Fund (ESF), the project seeks to enable people with disabilities in Lincolnshire to enter or re-enter the labour market. The project provides services to both people with disabilities (beneficiaries) and to small and medium-sized enterprises (SMEs). Services to beneficiaries include: full diagnostic assessment of employment interests; interface with government departments on benefit related issues; and work placement. Services to SMEs include: training on disability related issues; training on legislation (Disability Discrimination Act); and access audits.

Example 3 – Stichting Start (Netherlands)

The foundation’s Get Down on It, Netherlands programme has produced a video about people with Down's Syndrome who work in regular jobs. The video aims to put an end to the prejudice that these people might be unfit for the regular labour market. When the video’s effects were studied, it turned out to have a positive effect on teachers and parents in particular.

3 Encourage adaptation of the work environment

This area includes:

- Improving physical access to the workplace, which primarily involves transportation issues.
- Adapting the work place to accommodate employees with disabilities.
- Improving disabled people’s access to information technology.
- Adapting the job itself, including among other things supporting part-time work, flexible work hours, and short-term contracts.
• Supporting research into new products and instruments that can be used to improve working conditions for persons with disabilities, enhance access to training, and increase the quality of employment, all of which guarantee equal opportunities in employment.

Example 1 – British Telecommunications (UK)

The company aims to make its workplace as accessible as possible. In particular British Telecom (BT) supports AbilityNet, which is based in one of its central London buildings. AbilityNet is a charity that brings the benefits of computer technology to adults and children with disabilities, both within BT and the communities in which the company operates. New BT people benefit from pre-recruitment assessments designed to ensure they have the most productive and comfortable equipment available as soon as they join the company. Existing BT people benefit from easier access to expert assessment and advice, and earlier provision of appropriate reasonable adjustments to their working environment. People in the community also have access to expert assessments and advice.

Example 2 – Fondation Suisse pour les Téléthèses (Switzerland)

The foundation helps to ensure the continued development of people with severe disabilities, which combine physical and mental disabilities, by putting modern technology at their disposal. People suffering from relatively minor disabilities, for whom the solutions offered by simple techniques are often adequate, also benefit from the activities of the foundation. The adapted technology developed and supported by the foundation is used for a variety of situations including:

• Augmentative and alternative communication
• Information technology and ergonomic access to computers
- Environmental controls
- Electronic control of the movements of disoriented people, such as sufferers of Alzheimer’s disease, for their own protection. This system can also be used by people who wish to summon help

The foundation also runs a variety of training programmes that complement the technology that it has developed. Additionally, the activities of the foundation help people receive the guaranteed social reimbursement of the Assurance Invalidité.

Example 3 – Fondation Defitech (France)

The foundation runs a meeting centre where information technology (IT) can be used by people with disabilities, both children and adults, and their families. The foundation has made the IT infrastructure and managerial staff freely available. The centre can be accessed by any disabled person who wishes to acquire the basics of IT, and particularly begin to use the Internet. In a more playful spirit, some multimedia games are available for use, individually or in teams. The aims of this centre include:

- Adaptation recommendations: enabling greater access to information technology tools in order to increase the autonomy of disabled people
- Multimedia platform: discovering multimedia and the Internet in an adapted and user-friendly environment
- Initial education: permitting young children with motor disabilities to get the basics of using a computer
- Development techniques: making IT tools more accessible to people with disabilities by supporting the development of technical aids
Take advantage of new sources of employment and employment from home

This area includes:

- Encouraging new forms of employment through the social economy, local initiatives and activities related to new niches detected in the market.
- Promoting disabled people’s involvement in the new information-based labour sector, which is growing rapidly.
- Creating jobs for disabled people in new fields such as the environment, services linked to the community, and the development of local tourism. These fields of employment are particularly oriented towards creating jobs that are close to home in the context of micro-companies that cover specific needs in a given community.
- Supporting social or other agencies committed to providing employment enclaves or supported employment where needed. Many companies are now outsourcing services through subcontracts with third parties. These contracts’ flexibility provides excellent employment opportunities for persons with disabilities.
- Promoting teleworking, which is made possible by today’s information-based society.
- Promoting access to sources of financing for disabled people to create their own businesses.

Example 1 – Microsoft (US)

The company seeks to reduce the limitations, resulting from physical disability, which are placed on an individual’s potential for learning, communication, self-expression and contribution to society. Promotes a range of programmes across Europe which aim to use creative technology to
accommodate disabilities. Programmes include helping disabled people work from home.

Example 2 – Stichting Start (Netherlands)

The foundation’s More Together, Netherlands programme assists people with multiple sclerosis in setting up their own information and communication technology company as they regard themselves as having no prospects on the labour market because of the unpredictable course of their illness. The Start Company focuses on making websites non-discriminating in terms of disabled people, and offers work even if the employees are unable to work full-time.

5 Promote the shift to mainstream employment

Funders should look for innovative formulas that promote social economy organisations and firms that encourage self-help and integration of disabled people into the mainstream labour market, and those programmes that explore collaboration between the business community, temporary employment firms and organisations of disabled persons.

Example 1 – Theotokos Foundation (Greece)

The foundation’s Vocational Placement and Integration Programme helps young adults with learning disabilities who wish to work through the foundation’s vocational integration programme called ‘Ergaxia’, which means ‘value in work’. The programme is aimed at young adults over 20 years of age. The participants are helped by a placement team, whose goals are to place, train and maintain disabled workers in normal jobs. On-the-job training is emphasised, as well as long-term psycho-educational support of workers and employers. There are currently 85 young people working in normal jobs within their communities, and the foundation’s aim is to place, train and maintain 12 new young people every year in normal job settings.
Example 2 – Fundação Irene Rolo (Portugal)

The foundation’s Professional Integration Programme provides assistance by analysing the labour market of the region and providing the necessary training to employers and employees; providing a workplace or an internship to the students in training; personalising support during the training period and after the placement in the workplace (three years); and articulating the work developed by the Technical Support of Training in Enterprise (TAFE) with the remaining technical team of the foundation, the employment technicians of regional employment centres, with other centres of professional rehabilitation, and with public and private organisations.

Example 3 – Joseph Rowntree Foundation (UK)

The foundation is supporting a research project titled, ‘Disability and Employment: Strategies for Success in the Workplace’. The project aims to identify strategies that support continued employment for disabled people and to use the evidence gained to inform policy and practice in a variety of arenas and settings. Researchers work with disabled people in employment to identify the shared and different strategies that they use to succeed in everyday jobs and careers, to evaluate their success and to facilitate the sharing of these strategies. The project aims to identify the roles that their employers and colleagues have played in creating a non-disabling work environment and evaluate the success of these roles. An outcome of the project will be a Toolkit of Strategies for disabled people.

Example 4 – Centrica (UK)

With the charity partners Carers UK and the Employers’ Forum on Disability, Centrica successfully applied in 1998 to become an ‘innovative scheme’ within the New Deal for Disabled People programme. The programme aims to help people with disabilities into employment; help them obtain
the necessary skills to allow them to work in telephone call centres; and to provide valuable research to improve the capacity of employers to place people with disabilities and carers into jobs. New Deal funding enabled the development of an assessment and work preparation programme into a transferable model of best practice for other employers and has led to valuable evaluation work, which has been widely shared.

Almost 90% of the successful candidates progressed and have been retained on permanent employment contracts. Following the success of the project launch, variants of the programme have been extended to other Centrica offices across Britain, and more than 130 people have been recruited. The programme has become a model that is transferable not only to other Centrica locations but also to other employers. In November 2001, ‘Recruitment that Works’, a guide to project-led recruitment, was launched. The guide reflects Centrica’s experiences with the programme and provides a framework for other employers who want to attract and employ people who are significantly disadvantaged in the labour market.

6 Improve the quality and competitiveness of sheltered employment

Sheltered employment centres are intended to provide training and temporary employment for people with disabilities, so that they may acquire the skills necessary to be employed in the mainstream labour market. However, for persons with severe disabilities who are unable to make the transition from sheltered employment to the mainstream labour market, special employment centres, sheltered workshops and occupational centres are effective instruments in providing these people with employment and in preventing their exclusion from the labour market altogether. Essential strategies in this field include adequately training disabled workers and their managers, and developing potential
employment in new areas to diversify the supply of these special work arrangements.

**Example 1 – Stiftung Kräizbierg (Luxembourg)**

The foundation’s Training and Professional Activities Services include the Emile Mayrisch Centre. The centre is a professional school that offers training to adolescents and adults aged 16 to 40 years in the following areas: gardening; pottery; stage layout; administration and office work; and silk screen printing. After their training the pupils have the guarantee to be able to find paid work in one of the five sheltered workshops of Centre d’Aide par le Travail of the foundation.

**Example 2 – Fondation Franco-Américaine (France)**

The foundation’s Structures for Protected Employment programme supports a protected workshop that provides employment to 60 workers. It develops activities in the areas of horticulture, maintenance and cleaning of offices. The workshop is organised into units comprising a small number of people, making the programme more flexible and adaptable.

7 **Engage social agents in raising employment levels of people with disabilities**

This area includes:

- Raising awareness among social agents and encouraging them to collaborate with the disability movement by promoting action that engages the business community, public authorities, and social economy organisations in developing employment opportunities for people with disabilities.
Engaging public authorities through collective bargaining to advocate for the adoption and implementation of non-discrimination clauses; implementation of active measures to promote hiring; compliance with existing quota systems; and creation of measures to ensure that the workplace is adapted to make it accessible for people with disabilities who will be, or have already been hired, among other areas.

Where appropriate, promoting alternatives to government hiring quota systems, allowing companies to make a financial contribution to employment funds for people with disabilities, provide indirect employment for persons with disabilities by contracting goods or services from sheltered employment centres, or make economic contributions to public service foundations that provide employment or training programmes for the disabled.

**Example 1 – Fundación ONCE (Spain)**

The foundation works to establish agreements and general frameworks for agreements with public and private institutions for the benefit of disabled people, facilitating their personal development and integration into society and into the employment world. Supports projects at a European level that allow the associative fabric to carry out actions that give rise to significant transnational experiences, as well as the improvement of training and employment structures in Spain.

Within the foundation’s work on professional training and employment, the foundation helped create the company MANCHALAN S.A. in 1999, along with Corporación Mondragón, Fundosa Grupo S.A. and Talleres Protegidos Gureak. This initiative demonstrates the commonality of interests and the potential in creating synergies in the social economy sector. The company, which produces products for plastic injection, cables, and industrial assembly, has an annual turnover of 2,130,000 euros and employs 185 staff.
of which 173 (94%) have disabilities. Most of these, 119, have a mental disability. Having such a high percentage of staff with a disability qualifies the initiative as a Special Centre of Employment.

Example 2 – Fundación Luis Vives (FLV) (Spain)

The foundation aims to provide support, advice, training and technical assistance to social action non-governmental organisations (NGOs). Following in the tradition of Luis Vives, the foundation’s purpose is to help encourage and enhance social action, supporting non-profit entities to improve their training, management, organisation and services.

FLV publishes a bimonthly magazine (‘ONG Social’) which focuses on issues of concern to social action associations and foundations. It is freely distributed to nearly 4000 NGOs throughout Spain and other European countries. Europa Info Social, a fortnightly electronic newsletter on EU social policy, is also freely distributed to several thousand NGOs. FLV also publishes periodically a series of reports (‘Luis Vives Reports’) on technical issues of particular relevance for social action organisations. FLV is currently publishing a series of manuals for NGO professionals and volunteers dealing with different issues.

Seek the advice at all stages of people with disabilities themselves

An expression often heard now from people with disabilities, and one that was confirmed in the Madrid Declaration (see page 5), is, “Nothing about us without us”. Funders should make sure that any programme they fund directly involves and consults people with disabilities themselves in all phases of the project, from planning to execution.
Funder Contact Details

Below are the contact details for funders whose programmes were cited as examples of good practice in this booklet.

**British Telecommunications plc**

BT Centre
81 Newgate Street
London, EC1A 7AJ
United Kingdom
Tel.: +44.20.7356.6678
Fax: +44.20.7356.5753
Web: [www.groupbt.com/Betterworld/Community/BTinthecommunity.htm](http://www.groupbt.com/Betterworld/Community/BTinthecommunity.htm)

**Centrica plc**

Millstream, Maidenhead Road, Windsor
Berkshire, SL4 5GD
United Kingdom
Tel.: +44.20.8658.8259
E-mail: community@centrica.co.uk
Web: [www.centrica.co.uk](http://www.centrica.co.uk)

**Deutsche Kinder-und Jugendstiftung**

Chausseestrasse 29
10115 Berlin
Germany
Tel.: +49.30.280.7000
Fax: +49.30.283.2202
E-mail: info@dkjs.de
Web: [www.dkjs.de](http://www.dkjs.de)
**Fondation Defitech**

Moulin du Choc  
1122 Romanel sur Morges  
Switzerland  
Tel.: +41.21.863.5591  
Fax: +41.21.863.5596  
E-mail: defitech@logitech.com  
Web: www.defitech.ch

**Fondation Franco-Américaine**

2 Esplanade Parmentier  
62608 Berck-Sur-Mer Cedex  
France  
Tel.: +33.3.2189.3333  
Fax: +33.3.2189.3349

**Fondation Suisse pour les Téléthèses**

Visiting Address  
Charmettes 10b  
2000 Neuchâtel  
Switzerland  
Tel.: +41.32.732.9797  
Fax: +41.32.730.5863  
E-mail: info@fst.ch  
Web: www.fst.ch

**Fundação Irene Rolo**

41 rua Feixinho de Vides  
8800 Tavira  
Portugal  
Tel.: +351.81.32.4800  
Fax: +351.81.32.4800  
E-mail: irene.rolo@clix.pt  
Web: www.fir.pt
**Fundación Luis Vives**

Plaza de Oriente 7, Bajo Izq.
28013 Madrid
Spain
Tel.: +34.91.540.0878
Fax: +34.91.541.9052
E-mail: luisvives@fundacionluisvives.org
Web: www.fundacionluisvives.org

**Fundación ONCE**

Sebastián Herrera n° 15, 5º
28012 Madrid
Spain
Tel.: +34.91.506.8888
Fax: +34.91.539.3487
E-mail: dae@fundaciononce.es
Web: www.fundaciononce.es

**Fundación Psico Ballet Maite León**

Calle Vizconde de los Asilos 5
28027 Madrid
Spain
Tel.: +34.91.742.2320
Fax: +34.91.742.2905
E-mail: m.leon-mad@arrakis.es

**Joseph Rowntree Foundation**

The Homestead
40 Water End
York, YO30 6WP
United Kingdom
Tel.: +44.1904.62.9241
Fax: +44.1904.62.0072
E-mail: info@jrf.org.uk
Web: www.jrf.org.uk
**Linkage Community Trust**

Scremby Grange  
Spilsby  
Lincolnshire, PE23 5RW  
United Kingdom  
Tel.: +44.1754.89.0540  
Fax: +44.1754.89.0538  
E-mail: info@linkage.org.uk  
Web: www.linkage.org.uk

**Microsoft Europe, Middle East & Africa**

Community Affairs Manager  
Microsoft EMEA  
Coeur Défense  
Tour B, 37e étage  
100 Esplanade du Général de Gaulle  
92932 Paris, La Defense  
France  
Tel.: +33.1.7099.1000  
Fax: +33.1.7099.1030  
E-mail: inthecom@microsoft.com  
Web: www.microsoft.com/europe/inthecommunity

**Nederlandse Stichting voor het Gehandicapte Kind**

Van Miereveldstraat 9  
1071 DW Amsterdam  
Netherlands  
Tel.: +31.20.679.1200  
Fax: +31.20.673.1006  
E-mail: info@nsgk.nl  
Web: www.nsgk.nl
Shaw Trust
Shaw Trust Information Resource
Shaw House
Epsom Square
White Horse Business Park
Trowbridge, BA14 0XJ
United Kingdom
Tel.: +44.1225.71.6350
Fax: +44.1225.71.6334
E-mail: stir@shaw-trust.org.uk
Web: www.shaw-trust.org.uk

Stichting Start
P.O. Box 889
5600 AW Eindhoven
Netherlands
Tel.: +31.40.246.1850
Fax: +31.04.237.0515
E-mail: startfnd@start.nl
Web: www.start.nl/startfoundation

Stiftung Kräizbierg
Route de Zoufftgen
3958 Dudelange
Luxembourg
Tel.: +352.52.4.3521
Fax: +352.51.7721
E-mail: direction@kraizbierg.lu
Web: www.kraizbierg.lu

Theotokos Foundation
Mailing Address
Theotokou 2
Ilion
13122 Athens
Greece
Tel.: +30.1.231.4332
Fax: +30.1.231.4888
E-mail: mail@theotokos.gr
Web: www.theotokos.gr
About the Project Partners

The European Foundation Centre (EFC) is an international association of independent funders that promotes and underpins the work of foundations and corporate funders active in and with Europe. Established in 1989 by seven of Europe’s leading foundations, the EFC today serves a core membership of more than 200 members, associates and subscribers; 250 community philanthropy initiatives; as well as a further 50,000 organisations linked through a network of 42 information and support centres worldwide. www.efc.be

Fundación ONCE, which is a Funding Member of the EFC and sits on its Governing Council, aims to launch, or to cooperate in, programmes aimed at the integration of people with physical, mental or sensorial disabilities, without substituting action in areas of governmental responsibility. The foundation, based in Madrid, Spain, was formed from the Organización Nacional de Ciegos de España ONCE (the National Organisation for the Blind of Spain), which was established in 1938 to provide support to the blind in Spain. In 1988, ONCE decided to form a foundation dedicated to the social integration of all disabled people. www.fundaciononce.es

The EFC-Fundación ONCE project benefits from the expertise of the European Disability Forum (EDF), which is a European umbrella organisation representing more than 37 million disabled people in Europe. Its mission is to ensure disabled citizens’ full access to fundamental and human rights through their active involvement in policy development and implementation in the European Union. www.edf-feph.org