

CALL FOR APPLICATIONS

BE THE DRIVER OF CHANGE!

The *European Association of Service providers for Persons with Disabilities* (EASPD) invites **front-line managers** and **social entrepreneurs** working in the service provision for persons with disabilities to apply for becoming **mentees - the Disability Leaders of Tomorrow** (D-LoT project)

WHAT

EASPD has developed the *Disability Leaders of Tomorrow (D-LoT) project* to facilitate the capacity of the disability service providers in Central and Eastern Europe. 15 mentors and 15 mentees¹ will be selected to implement an innovative tailored training programme for service providers and managers in the disability sector in Europe which will run from **May 2015 to May 2017**. The programme includes:

1. **e-Learning platform:** the platform will contain a training programme of 10 modules covering the most important learning outcomes for managerial positions in the disability service provision sector. The online platform provides the mentees with the opportunity to be flexible in how they plan their schedule, so they can combine their day work with the training. The mentees will complete all 10 modules, while being supported by their personal mentor who will also monitor their progress in the accomplishment of the modules.

In addition, the platform will host a **knowledge centre** with useful information on topics such as the right to employment, inclusive education, inclusive living, quality of services or user's involvement.

2. **Webinars:** to complement the learning experience the mentees will participate in series of webinars. Both mentors and mentees will have the opportunity to learn and discuss recent developments on international and European policies, to find out about funding opportunities and to get to know the latest trends in the sector (models of good practice and innovative approaches from all over Europe). The mentee will have to have completed 80% of the online training and work with the mentor on the identification of local challenges to be able to actively contribute to the webinars discussion.
3. **Job shadowing:** The mentee will have the opportunity not only to learn, but also to experience and personally apply the approaches used in the day-to-day practice in one week job shadowing hosted by the mentor in his/her organisation.
4. **Pass it On projects:** upon completion of the above mentioned activities, the mentee will have to organise at local level a similar set of training activities. The mentee will have the chance to receive a 'challenge grant' and be assisted by the mentor in the design of those activities on how to best pass on the acquired knowledge.

The mentee will also attend the **kick off** meeting and a **workshop on creative thinking and entrepreneurship** to be organised together with EASPD Annual Conference in Salzburg (21-23 October 2015). A **closing ceremony** will be organised in Brussels in May 2017. Travel and subsistence costs for participation in these events will be covered.

For detailed description and timeline of all actions, please read the detailed project description enclosed to this call!

¹ (1 mentor-mentee per country. Eligible countries: Bulgaria; Croatia; Greece; Hungary; Latvia; FYROM; Moldova; Serbia; Slovakia; Slovenia; Turkey; Ukraine; Czech Republic; Poland and Romania)

WHY

The mentees will benefit from the participation in an innovative and tailored capacity building programme and it is envisaged that the improvement of their **leadership and management skills** will lead to **more resilient and efficient organisations** able to lead the **innovation on disability service provision** in line with UN CRPD framework. Why apply?

- ✓ To enable the implementation of best practices in the day to day work of your organisation and their transmission in the disability service provision in your country
- ✓ To be recognised as leading expert on disability service provision in your country and Europe
- ✓ To further develop your knowledge on the latest developments in the sector and meet a variety of relevant actors from different countries
- ✓ To enhance networking skills and knowledge of models of good practice
- ✓ To take part in training activities and to receive and put in place new knowledge and approaches thanks to the connections with other mentees and mentees, who will offer new, fresh and creative thinking
- ✓ To become a mentor yourself and replicate the impact of the project in other local organisations through your *Pass it On* project
- ✓ To participate in *D-LoT Alumni Network*, which will be created to ensure the continuity of the connections and to boost the cooperation opportunities between the organisations that have taken part in the project

WHO

- ✓ Front line-managers employed in service provider organisation in the country OR social entrepreneurs wishing to setup or already having established services for persons with disabilities in the country
- ✓ Professionals with experience and involvement in service provision for persons with disabilities
- ✓ Professionals with a good command of English as a working language
- ✓ The candidates should be on a payroll in a service provider organisation. Candidatures from volunteers or trainees working in service provider organisation will be only exceptionally considered.
- ✓ Availability to participate in all project's activities and events

HOW

1. Fill in the Application Form

Before completing the form, please review the project description. In your application you need to:

- Explain the actual needs and challenges in your organisation and how you can implement improvements in the service you are leading (or delivering). Without the need to define a full and detailed implementation plan, as this will be part of the knowledge gained throughout the project, you need to prove your authority and readiness to implement changes in your organisation.
 - Commit to passing on the knowledge and explain how you will do it. As a mentee, you will have to develop a project proposal on how to transfer the gained knowledge; this proposal should contain a minimum set of activities:
 - To promote the online platform where all the training materials will be available
 - To develop an “at work mentoring scheme”, where they can train their co-workers
 - To design other activities, as specific external trainings (for new mentees) and dissemination events at local level.
2. Prepare a short Curriculum Vitae (CV) demonstrating the required expertise and knowledge
3. Sent your application to KHSIMA@KEYSTONEHUMAN SERVICES.ORG by **2 August 2015**

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