



Executive Agency, Education, Audiovisual and Culture



## **New Paths to Inclusion Network**

Final Report

Public Part

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# Executive Summary

What is needed to move towards transformative change in the ways that services for disabled people are organised and what kind of personal and organisational learning is needed to effectively facilitate this process? This has been the guiding question of a three-year project and process of discovery and creation. Looking at the future of social work and its ability to influence societal change, we believe that such questions are of fundamental importance, because we have reached a tipping point. Traditional organisations providing services for people with intellectual and other disabilities are proving increasingly out-dated. They may provide temporary comfort, but not lifetime independence, and often enough they do not take or are not organisationally capable of taking the individual's needs and wishes into account.

In the light of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and its call for transformation from an institutional to an individualised and community based support model, their one-size-fits-all approach seems to be neither desirable, nor sustainable. This diagnosis has been and still is the starting ground for the activities of the European New Paths to Inclusion Network project that has brought together 19 organisations, service-providers, universities and research centres from 13 European countries plus Canada (Marsha Forrest Centre) as a Third Country Partner. Together we have embarked on a journey of personal and organisational change, which proved to be not an easy task. Breaking the mould of known activities and outcomes, and venturing into the unknown can be very difficult, as it offers both untold and unseen possibilities, but also holds a great risk of failure. In this respect, we believe that the New Paths to Inclusion Network was an innovative project. It empowered organisations to find and create change from within, following the guidance of an internationally acclaimed theoretical and practical framework of co-discovery and co-creation – Theory U developed by Otto Scharmer and colleagues at the Massachusetts Institute of Technology and its affiliated presencing institute ([www.presencing.com](http://www.presencing.com)).

As “New Paths to Inclusion Network” we have built our Network and its activities upon the experiences of the predecessor LdV-TOI “New Paths to Inclusion” (NPI) project which was carried out from 2009-2011. The main output of this project had been the development of a modular and inclusive training course in person centred planning (European Training Course on Inclusion) to improve Vocational Education and further trainings capacity to stimulate organisational change (see [www.personcentredplanning.eu](http://www.personcentredplanning.eu)). Person Centred Planning is a value driven family of process-oriented approaches to empower people (with disabilities) to live a self-determined life. It connects fundamental beliefs about inclusion with practical ways of making changes in individual lives happen and to steer developments towards person centred organisations providing high quality services and support in the community. Nevertheless working towards Inclusion has shown us and others that still a substantial amount of learning has to be made in relation to a range of key challenges.

In the context of the politically (UNCRPD, EU Disability strategy) declared priority of transforming the disability service sector from an institutional to a community based support model, we have chosen to address three key issues and associated questions, which have considerable implications for questions of re-equipping organisations and its workforce with the necessary knowledge, values and skills in order to be able to actively include people with disabilities as contributing citizens in work, education, leisure, life and relationships in the community. These keys to Inclusion and driving questions are:

- 1) **Developing person-centred organisations:** What do organisations need for a sustainable implementation of person-centred approaches that leads to transformative change?
- 2) **Fostering community inclusion and development:** How can service-providers become more connected and responsive to the community and thus co-create new possibilities for people with disabilities to become active and contributing citizens?
- 3) **Providing inclusive spaces of training and learning for all:** How can we improve vocational training courses as well as other formal and non formal learning settings to effectively include diverse groups of learners, including persons with intellectual disabilities, for the benefit of all?

Over the course of our three year learning journey we have developed and followed an experimental project design, which was modelled after the main movements of Theory U:

- Going down the U: "Observe, observe, observe" exposing ourselves to new learning experiences and searching for new ways of understanding (Sensing).
- At the bottom of the U: "Retreat and reflect, allow the inner knowing to emerge". Going to places of stillness where knowing can surface. Reflecting and sharing on what you have learned from a deep place of listening. Asking, "What wants to emerge here?" and „how can we become part of the story of the future rather than holding on to the story of the past? (Presencing).
- Going Up the U: Act in an instant." Explore the future by doing. Acting quickly on this learning through trying out various new Prototype ideas to actualize the emerging future and move it into the centre of our practice (Realizing).

Having gone through the process, partners can now share their learning, and guide others on the journey to a better life for all.

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# 1. Project Objectives

The New Paths to InclUsion Network has been a European project that has brought together 19 organisations, service-providers, universities and research centres from 13 European countries and Canada as a Third Country Partner. Our overarching objective has been to stimulate and facilitate the transformation towards inclusive and person-centred support services for persons with disabilities in Europe.

The "New Paths to InclUsion Network" has built on the experiences of the LdV-TOI "New Paths to Inclusion" (NPI) predecessor project which was carried out from 2009-2011. The main output of this project has been the development of a modular and inclusive training course in person centred planning (European Training Course on Inclusion) to improve Vocational Education and further trainings capacity to stimulate organisational change (see [www.personcentredplanning.eu](http://www.personcentredplanning.eu)).

Person centred planning is a family of process-oriented approaches to empower people with disabilities to live a self-determined life in the community. Through extensive international research (ROBERTSON et. al. 2006) Person centred approaches have proven to be innovative and evidence based ways of connecting fundamental beliefs about inclusion with practical ways of making changes in individual lives happen and to steer developments towards person centred organisations providing high quality services and support in the community.

Through the work of the predecessor project Person-centred planning was significantly advanced especially in the German speaking countries in Europe, with the training course having been taken up and offered at over twenty locations in Austria and Germany. A further important outcome was celebrated in 2012, when the Network on Person-centred Planning in German speaking countries was officially launched at a conference in Linz ([www.persoenliche-zukunftsplanung.eu](http://www.persoenliche-zukunftsplanung.eu)) and subsequently became a registered charity under ther German "Vereinsrecht" now hosting about 300 individual members and 60 member organisations from different countries in Europe.

With the New Paths to InclUsion Network we have brought these developments to an even broader and deeper scale both in terms of spanning a Network including 13 European countries and by developing and adapting innovative approaches to address key open challenges. Our goal has been to equip organisations, service-providers and persons with disabilities with the knowledge, values and skills necessary to make sure that citizens with disabilities can actively participate in education, work, leisure, life and relationships in their community whilst incorporating personal and organisational learning strategies to initiate organisational change from within. What we have been doing and will continue to do is an important and challenging task in many ways because:

- ... persons with disabilities have the RIGHT to person centred support that enables them to live in the community.
- ... the European Union and most Member States have ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). In this way, they have committed to making sure that persons with disabilities can get the support they need to live independently and participate actively in their communities.
- ... a high proportion of disability services are still provided on an institutional basis, in segregated environments which are isolated from the community and diminish peoples' opportunities to live meaningful and self-determined lives.
- ... the transition from an institutional to a community-based support paradigm and model requires organisations and professional workers alike to re-think the way support provision and organisational cultures and practices in services for persons with disabilities are designed, organised and delivered.

The guiding questions of our Network have been:

- How can we make sure that support services respond to the individual needs of persons with disabilities and help them live included in the community?
- What kind of personal and organisational training and learning is suitable to facilitate this transformative process?

The open challenges that we have been addressing are framed as keys to achieve New Paths to Inclusion:

### **Key 1: Developing person-centred organisations**

What do organisations need for a sustainable implementation of person-centred approaches that leads to transformative change?

### **Key 2: Fostering community inclusion and development**

How can service-providers become more connected and responsive to the community and thus co-create new possibilities for people with disabilities to become active and contributing citizens?

### **Key 3: Providing inclusive spaces of training and learning for all**

How can we improve vocational training courses as well as other formal and non formal learning settings to effectively include diverse groups of learners, including persons with intellectual disabilities, for the benefit of all?

Looking back we can now see how our two guiding assumptions have been vital for the success of our project, namely that first these questions and open challenges are of utmost importance for re-equipping the existing workforce (at all levels of organisations) with the necessary knowledge, values and skills, and that second in order to create change training has to be accompanied with proven strategies to guide organisational change efforts.

All in all the main objectives that our partnership has successfully addressed have included:

- To provide a contribution for the European Learning, Development and Networking framework for social transformation through practicing, documenting and disseminating innovatory project elements, which in itself are modelled after the logic of future oriented social innovation. Most of our learning has been documented on our Online Knowledge-centre available at: <http://www.personcentredplanning.info/index.php/knowledge-home>
- To build a shared foundation for the development of a sustainable European Network through (re-)training of staff members from diverse organisational levels as well as of people with disabilities, in all countries of the Consortium where no structured VET formats on person centred approaches have been developed: An approx. number of 750 people (among them approx. 200 people with disabilities) that have been trained to date as a direct outcome of the New Paths to Inclusion project (2009-2011) and the New Paths to Inclusion Network, including managers, service workers, teachers, social workers, persons from the public administration, guardians, parents of people with disabilities and self Advocates with disabilities.
- To support organisational capacity on their way of becoming more Person-centred organisations: All organisations participating in the New Paths to Inclusion Network have gone through a considerable organisational change process. Out of the project partnerships three organisations Balance from Vienna (Austria), APEMH from Luxembourg and Leben mit Behinderung Hamburg, have documented their activities and learning in three Case studies available at the Online Knowledge centre:

<http://www.personcentredplanning.info/index.php/knowledge-home/96-koc/multiplication-course/key-1-developing-person-centred-organisations/stories-of-organisational-change>

- To organise Learning journeys to innovative examples of achieving community inclusion in Europe which are documented at our Online Knowledge centre at:  
<http://www.personcentredplanning.info/index.php/knowledge-home/203-koc/multiplication-course/key-3-community-inclusion/reports-of-sensing-journeys>
- To valorise the learning experiences in a Curriculum and European Multiplication Course addressing the three keys to Inclusion documented at  
<http://www.personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course>
- To develop a Best Practice Handbook on Inclusive Training & Learning available at:  
[http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Handbook\\_2015\\_11\\_18.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Handbook_2015_11_18.pdf)
- To provide a one-stop Online Knowledge Centre for all interested stakeholders in gathering knowledge, good practices and updated information on the provision of person-centred planning, Community Inclusion, Inclusive Learning, Organisational Change and Theory in English, as well as the project languages Croatian, Czech, French, German, Italian, Portuguese, Romanian, Slovak and Spanish.
- To support the national Networking partners in building sustainable national Networks operating as “Communities of Practice”, whilst also providing the necessary European Networking infrastructure for a strengthening of alliances between the VET and service sector working towards Inclusion.

## 2. Project Approach

Our New Paths to Inclusion Network" project has taken the impetus of the EU's 2020 strategy of "ending business as usual" seriously. The challenge of transformative change requires new ways of thinking and behaving and demands an approach that is discontinuous with the past. To this end the project has developed and followed a project design that was modelled around a model for achieving transformative Social Innovation – the U-Theory developed by OTTO SCHARMER and colleagues at the Massachusetts Institute of Technology ([www.presencing.com](http://www.presencing.com)).

Theory U stands for an understanding of Social Innovation that calls people to move outside their familiar assumptions and patterns of behaviour that re-produces current reality. Instead Theory U offers a series of practices and social techniques that foster Social Innovation by learning from the best possible future possibilities that can emerge (= Presencing). To enable organisations to develop this kind of capacity, Scharmer developed the U-Process methodology as a set of interrelated steps, fields of learning and corresponding tools, with three of the central capacities having provided the framework for the project. In short, these three phases and its associated guiding questions can be described as follows:

### **Sensing: Engage stakeholder in immersive learning opportunities to transform perception**

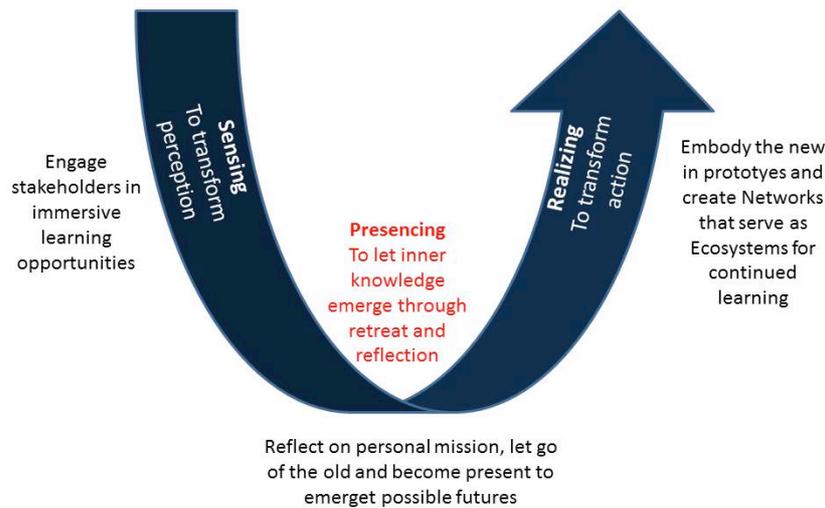
- How can we find new ways at looking at familiar topics and issues with fresh eyes?
- How can we see our own role and contribution in reproducing current patterns and power-over relations?
- Where are places of potential and learning that we can attend that might open up possibilities of redirecting our attention?

### **Presencing: Letting a vision of an alternative future emerge**

- How can we find out what our true individual and collective purpose is?
- What is the best possible future that can come into being through us and our work?
- What is it that we need to let go of, so that we are individually and collectively open that something new can emerge?

### **Realizing: Acts fast through iterative phases of prototyping and explore and refine the future in action**

- How can we act fast on that learning to move into that future?
- How can we move through a series of trial and error sets (prototypes) and continue to refine what we are doing while we are doing it?
- How can we incorporate the new into the mainstream of our selves and our work?



In following the Theory U, our project aimed to guide social innovation activities through a shared observation of the social field, a commitment to the greatest possible improvement, and a goal of learning to bring that improvement into existence through rapid cycles of prototyping.

The **working programme** of our New Paths to InclUsion Network has been set up around this organising logic, under which specific working activities of the project along the three keys of achieving InclUsion as well as **transversal and process facilitating** work packages (European Coordination & Process Facilitation; Accompanying Research & Knowledge Facilitation; Dissemination/ Exploitation & Networking Facilitation) have taken place.

The **three thematic Work Packages** (WP 3-WP 5) have been designed around the **three Keys to Inclusion** and all followed the three-staged process described above.

- WP3: Implementing Person Centred Support and Organisational Learning (1<sup>st</sup> key to Inclusion)
- WP4: Community Inclusion and Development (2<sup>nd</sup> key to Inclusion)
- WP5: Inclusive Training and Learning (3<sup>rd</sup> key to Inclusion)

The work of these Work-Packages culminated in the series of three Multiplication Course Modules organised in the last project year and documented at the Online Knowledge Centre <http://www.personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course>.

Additionally, WP2 (European Inclusion Training) has built a shared foundation for the development of a European Network through transferring the NPI curriculum to Croatia, Portugal, Romania, Slovakia & Spain. With the support of the project partnership, the partners from Switzerland, Luxembourg and South Tyrolia also organised inclusive training courses in Person-centred Planning, bringing the European Inclusion Training now to a total of eleven European countries including Austria, Croatia, Czech Republic, Germany, Italy, Luxembourg, Portugal, Romania, Slovakia, Spain, Switzerland and concrete plans to continue offering the courses in all mentioned countries.

The **four facilitating Work Packages** have included:

- European Project Coordination and Process Facilitation (WP 1)
- Accompanying Research and Knowledge Facilitation (WP 6)
- Dissemination (WP 7)
- Exploitation and Networking Facilitation (WP 8)

In the past years especially Theory U, not least through its Massive Open Online Courses attracting approx. 100.000 participants, has become a cornerstone of worldwide initiatives for undergoing profound innovation and change in a multitude of different sectors as well as cross-sectoral initiatives. With our thoroughly documented learning and reflections, taking into account also all the difficulties, ambiguities and challenges involved in following through profound change efforts, the New Paths to InclUsion Network has paved the way for hopefully many more organisations throughout Europe to follow on its paths to co-creating New Paths to InclUsion in the disability services as well as related Non-for-Profit social sectors.

### 3. Project Outcomes & Results

The Outcomes & Results of the New Paths to InclUision Network are as follows.

- We have organised **four Thematic project meetings and an experiential presencing Meeting**, which gave the participants an overview and introduction of the U-Theory and process, and dedicated time for experiencing a range of practical sensing exercises (Dialogue Interviews, Social Systems Sculpting, Dialogue Walks, World-Café, etc.) all documented and translated in our Online Knowledge Centre. The research results of the projects accompanying research highlights from the perspective of project participants that project **meetings provided safe spaces** where some of the **most personal and organisational challenging issues** – which often are side-lined - when working on change **could be expressed and worked upon**. It became very clear to most members of the partnership that engaging in questions of Inclusion has to include but means more than just raising questions about accessibility and other technically relates issues. Working towards co-creating inclusive spaces as microcosms of the larger changes we want to see in our organisations, communities and society as a whole, **always involves deeply held personal and organisational believes and assumptions that must be surfaced and worked upon** if real progress towards achieving inclusion is to be made. This has resulted in a **working culture** that was characterised by **openness, trust and connections** between the network members – in a way, as was expressed numerous times, was **unprecedented in former (EU) projects**. As a vague indicator can be mentioned that almost at every meeting about half of the participants attended at their own costs – with many cross-organisational links and additional learning visits that have been organised throughout the project`s lifecycle and that have already been organised for upcoming years 2016/2017. John O`Brien has contributed his reflections on change along the way which ara available at the Online Knowledge Centre: <http://www.personcentredplanning.info/index.php/knowledge-home/154-koc/the-new-paths-to-inclusion-network/reflections-on-making-change>
- Each of the 12 participating Networking countries has developed a **National Dissemination & Exploitation plan** with a clear strategy for addressing and reaching the key target groups, which was updated at the end of 2014. All in all project partners have carried out a wide range of **dissemination activities**, which reached more than **10.000 people in face-face settings** (e.g. Workshops, Meetings, Conferences, Presentations, Events) and **over 50.000 people via diverse (social)-media (e.g. articles, Facebook, leaflets)**.
- Based on the national D&E-reports we have produced a **European Dissemination & Exploitation strategy** which included activities that have been and will be visible on a European level (WP 7), e.g. the project, its approach and outcomes were presented at Inclusion Europe`s annual Europe in Action conferences in June 2013 in Ljubljana, Mai 2014 in Belfast and Mai 2015 in Rome to approx. 500 participants.
- We have produced a **project leaflet** in all project languages, set up and launched a project **Facebook page** (currently 1.400 followers) a **project website** ([www.personcentredplanning.eu](http://www.personcentredplanning.eu)) and an **Online Knowledge Centre**. We have released **six project Newsletters** with detailed information about the overall and national activities that have been delivered to an increasing number of recipients – starting from 1.100 for the first three Newsletters to approx. 2.000 Newsletters for the latter three Newsletters.
- We have built a shared foundation for the development of a **European Network** by delivering the **European Training Course on Inclusion** in Croatia, Portugal, Romania, Slovakia & Spain. Additionally - with the support of our network - partners from Italy (Southern Tyrolia), Switzerland & Luxembourg have organised inclusive training courses in their country at their own costs. This makes an approx. number of **750 people** (among them approx. 200 people with disabilities) that have been trained to date as a direct outcome of the New Paths to Inclusion project (2009-2011) and the New Paths to Inclusion Network, including managers, service workers, teachers, social workers, persons from the public

administration, guardians, parents of people with disabilities and self Advocates with disabilities.

- In order to support organisational capacity for implementing person-centred practices in a way that leads to on-going learning and organisational change as well as to improve VET`s ability to design training formats that meet the structural needs of service providers in addressing experience based solutions, we have piloted and documented three **On-Site Sensing programmes** at three premises of partner organisations of the consortium. The learning from these sensing Workshops is documented in our Online Knowledge centre with a paper on "Thoughts how to start organisational change" : [http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Thoughts-on-how-to-get-started\\_Sensing-Workshops.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Thoughts-on-how-to-get-started_Sensing-Workshops.pdf)
- We have searched for **innovative cross-sectoral approaches in the field of Community Inclusion and identified European Best Practise Sites**, documented at our Online Knowledge centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/204-koc/multiplication-course/key-3-community-inclusion/best-practices-examples-of-community-inclusion>.
- Together with partners from the project we have organised and documented three Sensing Journeys. Each Sensing Journey was attended by 6-8 members of our Networking organisations.
- We have developed an **Easy to Read questionnaire** to document the experiences that learners with and without intellectual disabilities have made in the five European Training courses. In Our **Online Handbook of How to create Inclusive Spaces of learning** we have collected, tested and documented Best Practice approaches in accommodating to different learning styles and produced guidelines on designing inclusive Training sessions. Our Handbook is available at our Online Knowledge centre at: [http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication\\_Course/Handbook\\_2015\\_11\\_18.pdf](http://www.personcentredplanning.info/images/OnlineKnowledgeCenter/Multiplication_Course/Handbook_2015_11_18.pdf).
- In order to increase the evidence base of the sustainability of our Curriculum, and the sustainability of our other project activities our project partner the University of Hannover has conducted a **thorough accompanying research** taking a close and critical look at all three keys to Inclusion. Our **research Report** is available at our Online Knowledge centre at: [http://personcentredplanning.info/images/OnlineKnowledgeCenter/New\\_Paths\\_to\\_InclUsion/researchreport-fin.pdf](http://personcentredplanning.info/images/OnlineKnowledgeCenter/New_Paths_to_InclUsion/researchreport-fin.pdf).
- In order to create sustainable local, regional and national "Communities of Practice" our partners have organised **Networking Platforms** that were attended by over 650 participants. **The Swiss Network** was exemplarily chosen by the Zero project – a global initiative in cooperation between the ESSL foundation, the World Future Council and the European Foundation Centre (<http://zeroproject.org>) – at the 2015 annual Zero project conference at the United Nations headquarter in Vienna in front of over 2.000 participants **as one a worldwide best practices to achieve independent living and political participation of people with disabilities**.
- Partners of the project have organised **conferences and final events** on the issue of Person-centred Planning, Community Inclusion, Supported Decision Making, Theory U and Organisational change informing over 2.000 people directly about the project, its innovative approach and results.
- We have supported the setting of the **necessary infrastructure for a continued and sustainable Network** through the foundation of the Network of Person-centred Planning. During the time of the project duration and supported by the European project the Network became a registered charity after the German Vereinsrecht. The statues of the Network allow for a broader European span and exchange of perspectives. The Network currently has 300 individual members and 60 organisational members. In the years to come the Network will be **the central organisation providing for future European Networking opportunities – under the header of the now widely established brand "New Paths to InclUsion"**.

- We have valorised, evaluated and made available our learning experiences through the development, organisation and documentation of a three module **European Multiplication Course, with each module addressing the learning, best-practices and potential implications and future prototypes for each of the three** keys to Inclusion. The overall rationale, the course design, Training Materials, Stories, Additional Reading and a range of tools are all available at our Online Knowledge Centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/84-koc/multiplication-course>.
- Partner have brought forth, tested, refined & documented interesting **Prototypes** on the different keys to Inclusion which are partially available as generative stories in our Online Knowledge Centre at: <http://www.personcentredplanning.info/index.php/knowledge-home/88-koc/stories>.
- Each participating Country has produced a **national Sustainability and European Sustainability report** and developed strategies on how the work of the New Paths to InclUsion Network will continue after the end of the project.
- We have organised a **series of Final Events in Vienna and Brussel**. From the 4<sup>th</sup> – 7<sup>th</sup> of November the **Final Project Conference**, following an experimental and inclusive design, **The Network-Day**, bringing together the project consortium, associated partners and other interested stakeholders as well as a two day **large group workshop** facilitated by John O`Brien and Beth Mount attracted more than 270 participants in Vienna. On November 19 we have organised a **high level policy workshop at the European Parliament** to bring the projects learning and recommendations for a future development of policies directly to EU policy makers. The policy seminar was attended by 70 participants, including Members of the EU parliament and the EU commission. The conference design, presentations and policy recommendations are available at our Online Knowledge centre.
- We have **collected and developed a whole range of materials**. In the **Online Knowledge centre** VET providers, organisations, self-advocates, families, policy makers and independent change makers in the field of disability and social services now find the largest online available source of information on
  - Person-centred Planning (including the New Paths Curriculum, Tools and Methods, Quality Standards for trainers, Stories of Application),
  - Organisational Change (Multiplication Course, Application Stories, Training and Process Facilitation Materials),
  - Community Inclusion (Multiplication Course, Examples of Good Practice, Guidance to Organise Sensing Journeys),
  - Inclusive Learning and Creating Inclusive Spaces of Learning (Multiplication Course, Training Materials, Handbook in Easy to Read, Evaluation sheet),
  - Theory U (Introduction in Easy to Read – adapted tools and stories of application) as well a
  - thorough and detailed documentation and reflection about our processes and further resources.

## 4. Partnerships

The rationale for setting up the project consortium has been to seek the participation of most of the Ldv-TOI project "New Paths to Inclusion" core partners and to extend it by organisations with a complementary expertise in the related and described key areas of achieving Inclusion as operative and as Networking partners.

The **operative partners** have been responsible to carry out the main working activities, which have been designed around a set of **thematic** (WP2-WP 5) and **process facilitating** (WP1, WP6-WP8) work packages.

- **queraum. cultural- & social research**, an experienced research and development organisation with long standing expertise in the coordination of European projects, has been responsible for the project coordination and the process facilitation.
- **QUIP – association for change (CZ)**, a training organisation, which has been developing and training social service providers in different aspects of social inclusion for many years and has a strong reputation in Central and Eastern European Countries, has been responsible for laying the shared foundation within all participating countries, as they have led WP2: "European Inclusion Trainings".
- **Nexus-Support (UK)**, a well established and respected training organisation in the UK, which has been developing high quality community based services for people with severe disabilities as well as offering a range of training programmes and consultancy, has taken the lead in WP3: "Implementing Person-centred Support and Organisational Learning" and piloted the On-Site Sensing Programmes.
- The **Fachschule für Sozialpädagogik Lensahn (DE)** is a College for Vocational Education of professionals working in the social services and has been involved in the Curriculum Development of the NPI project. Within our network they have been lead partner in WP4: "Community Development and Inclusion".
- **INNOVIA (AT)**, an innovative VET organisation, which has a long standing record of training people with disabilities to become peer experts as well as conducting sensitizing training for business companies and official bodies, has been responsible for WP5: "Inclusive Learning and Training".
- **The University of Hannover (DE)**, a university with 21,000 students with academic programmes in the natural sciences and engineering, the humanities and social sciences as well in law and economics, has been responsible for WP6: "Accompanying Research and knowledge facilitation".
- **Inclusion Europe (BE)**, the European Umbrella Association of Societies of Persons with Intellectual Disabilities and their Families having members in all EU countries, has been together with queraum jointly responsible for WP7: "Dissemination", as well as for WP8: "Exploitation and Networking facilitation". Making use of their experience in European programmes as well as of their established networks, Inclusion Europe has been promoting and facilitating the projects National and European Dissemination and Exploitation activities. Inclusion Europe also coordinated the participation of **The European Platform of Self Advocates (EPSA)**, which has supported the project to include in selected activities directly the perspectives of people with disabilities.

Furthermore the project consortium consisted of 11 **Networking partners**, both from countries which have been involved in the NPI project as well as from newly joining countries **to extend the foundation of the Network to a representative European dimension**.

The involved Networking partners are:

- Fondation A.P.E.M.H. (Luxembourg)
- Social Work Advisory Board (Slovakia)
- Arbeitskreis Eltern Behinderter (Italy)
- Association for Promoting Inclusion (Croatia)
- FEAPS – Confederación Española de Asociaciones en Favor de las Personas con Discapacidad Intelectual (Spain) now renamed Plena Inclusion
- Pentru Voi (Romania)
- Fenacerci – Federação Nacional de Cooperativas de Solidariedade Social (Portugal)
- Interkantonale Hochschule für Heilpädagogik (Switzerland)
- Verein BALANCE - Leben ohne Barrieren (Austria)
- Leben mit Behinderung Hamburg (Germany)
- Lebenshilfe Österreich (Austria)

These organisations represent a wide range of regional and national service and Umbrella organisations in the Disability Service and related VET field, and held a set of clearly defined roles and competences in the project, which have been based on their experience. They have participated and contributed to the development, training, dissemination and exploitation activities.

As an external adviser and project facilitator with experience in Theory-U, transformative change processes and person-centred planning the network has cooperated very closely with John O`Brien – one of the founders of person-centred planning – from the organisation Marsha Forrester Centre (Canada).

From the outset of the project **a wide number of associated organisations** have expressed their interest in the results, on-going information as well as their participation in the National and European networking activities.

## 5. Plans for the Future

A range of activities have been planned during the course of the project to ensure the Network's sustainability.

- Many **cross-organisational links and additional learning visits** have been organised throughout the project's lifecycle and have already been organised for the upcoming years 2016/2017.
- Led by the German speaking Network a **curriculum development group** has been meeting for a period of about two years to further develop and conceptualise the **quality standards** developed by the Course Development team of the New Paths to Inclusion project. At the final event in Vienna (the Network day) there was an opportunity for course facilitators and developers from the European project to meet and exchange with the German speaking group – as a result there will be a further meeting in April 2016 in Bremen (Germany) with the participation of members from the New Paths to Inclusion Network. The results of this meeting will be translated into English and uploaded on the Online Knowledge centre.
- The Organisations that have started **organisational change efforts** in their organisation have co-organised **another sensing Journey in March 2016**. All in all a group of 30 participants will visit Buurtzorg in Holland, a home care provider based, which has revolutionised the Dutch home care sector in the past 7 years, growing from 3 to now over 12.000 nurses in an organisation that is built around self-organising teams and practising a person-centred and community focussed approach to care
- As a preconference to the 5<sup>th</sup> conference of the German speaking Network in October 2016 in Gießen Germany – members of the New Paths project and the German Speaking Network have invited Hans Meissner from the United states **for a two day workshop on the Evolution of services for people with disabilities**.
- Some partners have already started to look for **Mobility funding initiatives** to keep contact and exchange alive – to which funding sources are a necessity. One idea that was raised also to promote mobility exchange programmes for organisational self advocates with disabilities to promote organisational change and personal development and to further conceptualise and experiment with Theory U inspired approaches and settings in inclusive contexts for which the final conference in Vienna was a promising prototype.
- Apart from the German speaking Network and National Networks, the New Paths to Inclusion Network **has laid the ground for similar development in other partner countries**, e.g. our partners from the **Czech Republic and Slovakia** have organised two **cross-country Networking Events** during the course of our project and have started planning further cross-country Networking events.
- In March 2016 the boards of Fenacerci and Plena-Inclusion, the two umbrella (and project partner) organisations from **Portugal and Spain** supporting approx.. 150.000 people with intellectual disabilities, have scheduled a full day workshop to finalize the started conversation of the **establishment of a peninsular Network on Person-centred Planning**.
- Most of the regional and national Networks **will continue with an organic growth build around their current fields of energy/attention**. The implicit rationale behind creating sustainable communities of practice mostly follows the sequence creating meaningful change locally first and then spreading vertically across regions and organisations and sectors.
- As coordinating organisation and in cooperation with Inclusion Europe and the German Speaking Network queraum will assume responsibility for **maintaining the website and online Platform** for a minimum of two further years. **Partners have committed to continue to document learnings and upload more stories**.

## 6. Contribution to EU policies

The results of the “New Paths to Inclusion Network” hold many insights and implications to contribute to a range of high priority and high complexity issues that have been set out by the European Union.

The **EU Disability Strategy** states that about 80 million people in the EU have a disability, of which 20% require considerable support, whilst also acknowledging that these numbers are going to rise due to the demographic development with more people being in the need of high qualitative support. One of the main priority issues of the EU-Disability Strategy is to promote the **transition from institutional to community-based support as a human right**. This goal is currently being threatened by the **consequences of the financial and economic crisis**, with the most disadvantaged groups of disabled people being even more endangered to remain in institutionalised support arrangements producing limited outcomes and quality of life.

Thus the transformation of support services **demand a European coordinated response** in increasing the capacity of Vocational Education in meeting the needs of the service sector, consisting of over 10.000 organisations with more than 8 million employees (see [www.easped.eu](http://www.easped.eu)), which is currently undergoing **major structural adjustments**. In the past years especially Theory U, not least through its Massive Open Online Courses attracting approx. 100.000 participants, has become a cornerstone of worldwide initiatives for undergoing profound innovation and change in a multitude of different sectors as well as cross-sectoral initiatives. With our thoroughly documented learning and reflections, taking into account also all the difficulties, ambiguities and challenges involved in following through profound change efforts, the New Paths to Inclusion Network has paved the way for hopefully many more organisations throughout Europe to follow on its paths to co-creating New Paths to Inclusion in the disability services as well as related Non-for-Profit social sectors.

In some of our partner countries we already see, how person-centred terminology and practices are beginning to **influence local and national disability policy** – which to some extent can directly be attributed to the constant presence and persistence of the activities of the New Paths projects in the past 6 years. For example in Austria, now four out of nine provinces have passed legislations that directly support and explicitly mention the use of person-centred planning.

Members of the New Paths to Inclusion Network will continue to influence national and European policy development in the future to come. With the established links also to members of the European parliament and the EU commission we are very positive that our work will continue to boost a range of more inclusive and person-centred outcomes.