

## WORK MEETING REPORT FROM ARAD, IN THE PROJECT 'SPSM – EMPLOYABILITY'

**Mihaela GAVRILA-ARDELEAN, Ph.D**  
"Aurel Vlaicu" University of Arad, Romania  
[miha.gavrila@yahoo.com](mailto:miha.gavrila@yahoo.com)

**Laurence FOND HARMAND, Ph.D.,**  
Luxembourg Institute of Health  
**Gabriela KELEMEN, Ph.D.**

"Aurel Vlaicu" University of Arad, Romania  
[gabrielakelemenuav@gmail.com](mailto:gabrielakelemenuav@gmail.com)

**Catalin NACHE, Ph.D.,** Fondation Agapsy  
[cnache.agapsy@gmail.com](mailto:cnache.agapsy@gmail.com)

**Michel PLUSS, Fondation Trajets**  
[M.Pluss@trajets.org](mailto:M.Pluss@trajets.org)

**Jean-Michel STASSEN, Article 23 asbl**  
[jeanmichel.stassen@article23.eu](mailto:jeanmichel.stassen@article23.eu)

**Abstract:** *In the first week of March, 2016, at a round table in the location 'Aurel Vlaicu' University of Arad, Romania, there was a conference of specialists involved in the project Insertion Employment of Persons with Mental Disorders (SPSM - Employabilité). Under this innovative research project, to improve the employability of people with mental disabilities, came together: researchers, professors, doctors, psychologists, responsible for public health and social workers from the five participating countries: Romania, Luxembourg, Switzerland, France and Belgium. During the three days of work, the next program was done:*

- *The debriefing of the previous transnational meetings and the deepening of the competence referential, produced after previous meetings;*
- *Work of the Steering Committee and focus group with professionals and guests (collective and transversal needs). We have analyzed and have concluded the steps of the training program for employment specialists as they were set by the project team meeting in Arad. The training of specialists in employment of people with mental disorders will be run in the next stage of the project.*

**Keywords:** *project, specialist meeting, training program, specialist in employment, people with mental disorders.*

In 7-9 March 2016, in Arad, the 'Aurel Vlaicu' University of Arad, Romania, held the transnational meeting of specialists involved in the project: *Employability SPSM*. Under this innovative research project to improve the employability of people with mental disorders, came together: researchers, professors, doctors, psychologists, responsible for public health and social workers, from five European countries involved: Romania, Luxembourg, Switzerland, France and Belgium. They have analyzed and have concluded the program to the employment specialist training.

During the three days of work the next program was done:

- Monday: 07.03.2016 - The debriefing of previous transnational meeting and deepening of the competence referential, produced after previous meetings;

- Tuesday: 08.03.2016 - Work of the Steering Committee and focus group with professionals and guests (collective and transversal needs);

- Wednesday: 09.03.2016 - Informal exchanges and visits to micro-enterprises and other institutions.

The guests at the meeting on Tuesday were:

- General Direction of Social Assistance and Child Protection Arad, [www.dgaspc-arad.ro](http://www.dgaspc-arad.ro);

- Psychiatric Hospital Mocrea, [www.spitalmocrea.ro](http://www.spitalmocrea.ro);

- Arad County Emergency Hospital, [www.scjarad.ro](http://www.scjarad.ro);

- People Development Foundation, [www.fdpsr.ro](http://www.fdpsr.ro);

- Neuropsychiatric Recovery and Rehabilitation Center Cuveșdia, [www.dgaspc-arad.ro/centre](http://www.dgaspc-arad.ro/centre);

- Recovery and Rehabilitation Center Petriș, [www.dgaspc-arad.ro/centre](http://www.dgaspc-arad.ro/centre);

- Center for Integration through Ergotherapy Tabacovici, [www.dgaspc-arad.ro/centre](http://www.dgaspc-arad.ro/centre);

- Protected House Mierlei, [www.dgaspc-arad.ro/centre](http://www.dgaspc-arad.ro/centre);

- Protected House Ceahlăul, [www.dgaspc-arad.ro/centre](http://www.dgaspc-arad.ro/centre);

- Protected Atelier Creativ.

Organization of exchanges:

1. Brief Presentation of the project. Expose of 10-15 minutes to say what they do in Romania in their context and questions to complete our training needs approach by Gabriela Kelemen

2. Analyzing the Romanian context, the needs of users for their professional insertion on the first labor market:

- Professionals of the health system, with a central role in treating people with mental health problems: psychiatrists, psychologists, occupational physicians, social workers, entrepreneurs;
- Representatives of civil society: Non Governmental Organization (NOG), social workers;
- Local authorities, which play an important role in developing policies and strategies programs for people with mental health problems.

### **The general framework of issues**

The World Health Organization shows this statistics: 'Between 1990 and 2013, the number of people suffering from depression and/or anxiety increased by nearly 50%, from 416 million to 615 million. Despite its enormous health, social and economic burden, mental disorders continue to be driven into the shadows by stigma, prejudice and fear' ([www.worldbank.org](http://www.worldbank.org)).

Gaston Harnois and Phyllis Gabriel show in their paper: *Nations for Mental Health, Mental health and work: Impact, issues and good practices*, that the right to work is a fundamental human right (Harnois, Gabriel, 2000). This is the right of all citizens, regardless of their health status. Mental Illness causes disability. The disability determinates handicap in inadequate social conditions.

The prevention of the handicap, which results from mental disorders, is treated in the article *Psycho-prophylaxis and Mental Health Education*, published in the *Agora Psycho-Pragmatic Journal*, in 2008. At the work place, it is very important to maintain the mental health of the company through prophylaxis mesures (Gavrilă, 2008).

The social support for integration into employment of psychiatric patients is achieved by involving all the people that come in contact with the patients: family, community, professionals (multidisciplinary team: physician, social worker, personal assistant, psychologist, team leader), (Honney, 2003). All labor market prospectors work together to find a suitable job available that outstands the patient's functional capacity, informing and educating the working staff to eliminate prejudice, stigma and discrimination against the psychiatric patients.

### **Research Objectives**

The main research objective of the 'SPSM' Project is to improve the employability of people with mental disabilities in the labor market. We are creating a curriculum for training specialists in professional integration. The employment specialist must improve their professional practice and skills in relation to the labor market. The curriculum will be applied in a training

course for specialists in all five partner countries of the project: Romania, Luxembourg, Switzerland, France and Belgium.

### Research Methodology

There were analyzed the established needs of the beneficiaries with mental disorders; employers and employment specialists.

As working instruments, they used three sets of grids that have been applied to these categories in each of the five European countries involved in 'SPSM' Project.

### Research results

The results of the investigations on the research and the meeting of the 'SPSM' Project were concluded by a program of training. This program will contain the steps that are presented in the table 1.

Table no.1. The program of the employment specialist's training

<b>Days</b>	<b>Program</b>	<b>Socio-economics factors</b>
Monday	Welcome - presenting the country context	Labor Law
Tuesday	Notions of mental disorder and aspects of psychiatric psychopathology	Professional position - role play: employer - mediator
Wednesday	Modernization of the inclusion factors—avoiding of stigma	Commercial and enterprise marketing
Thursday	Overview of the system and the occupational risks	Training of beneficiaries Coaching and interacting between team specialists members
Friday	Grid of qualities required for employment	The categorization of tools

The report of the specialists in Romania, through the SWOT analysis phase of the project, has the following results, as shown in the *Working Meeting Report from Luxembourg, Specialists in Mental Health, The Project SPSM-Employability* (Gavrilă, 2015):

- Strong points:
  - Adapt a flexible program concrete as the case of the person;
  - Collaboration Development Strategy between various sectors (social - health employment);

- Internal communication based on many of casuistry.
- Weaknesses:
  - Bureaucracy;
  - Focus on the file and not on the person;
  - The number of professionals' accompaniment is undersized.
- Opportunities:
  - Continuing training for employment counselors;
  - Develop a common vision (all actors included) on regional integration;
  - Creating a professional counseling service for people with a disability certificate;
  - Develop the business expert for this job;
  - Work in multidisciplinary teams.
- Threats:
  - The legislation is incomplete and focused on providing psychiatric services and less on social and employment;
  - The outdated and rigid mindset on social inclusion;
  - The financial benefits to employers are not available in the case of certified handicaps.

## Conclusion

Employment specialists have to be formed with a complex training curricula, through acquisition of medical, medico-social, social and labor law knowledge. These findings constitute the foundation for the next step in the project.

## References

- Gavrilă A., Mihaela, *Psychoprophylaxis and Mental Health Education*, in *Agora Psycho-Pragmatica*, 2008, vol.II, no.4, p.58;
- Gavrilă-Ardelean, M., *Working Meeting Report from Luxembourg, Specialists in Mental Health, The Project SPSM-Employability*, in *Journal Plus Education*, 2015, Vol. XIII, No. 2, p. 213-228;
- Gaston, Harnois and Phyllis, Gabriel, *Nations for Mental Health, Mental health and work: Impact, issues and good practices*, 2000, WHO, Geneva;
- Honey Anne, *The impact of mental illness on employment: Consumers' perspectives*, *Work*, 2003, 20: 267-276;
- Kelemen Gabriela; Laurence Fond-Harmant; Michel Pluss; Cătălin Nache; Jean-Michel Stassen, (2015). *Urgent needs for training, social integration and employability*, *Wulfenia Journal*, Vol 22, No. 10; Oct 2015, Austria.
- <http://www.worldbank.org/en/news/video/2016/04/14/making-mental-health-a-global-development-priority>
- [www.who](http://www.who).