

KA210-SSP-YOU

# InclusiON of Disabled People

Work Package 4:

# JOB SHADOWING

“We Learn From Each Other”



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## About the Activity:

The activity aims to enhance the competencies of both target group 1 and target group 3 for working with people with disabilities and to design and implement activities that promote interaction between young people with and without disabilities.

## Objectives of the Activity:

To support the development of competencies for youth workers and educators;  
To strengthen the collaboration between the organizations and institutions that will send their participants for job shadowing;  
To enhance the quality of activities carried out by the organizations through the introduction of new tools, methods, and practices.



## Results of the Activity:

A series of job shadowing experiences conducted,

Two youth workers from each organisation have been able to gain insights of best practices and challenges of the visited countries in terms of disability conditions,

Narrative reports from the job shadowing participants, including materials presented during their experiences, published on the project website and Facebook page,

Improved understanding among representatives of the target groups of the realities in the participating countries and the approaches to working with young people with and without disabilities.



# Job Shadowing in North Macedonia

A youth worker from German organisation and a youth worker from Turkish organisation were hosted in Skopje, North Macedonia in order to realise job shadowing in partner country.

Here are their observation:





## REPORTS BY GERMAN YOUTH WORKER

Skopje, Macedonia

14.07.2024-20.07.2024



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## Visiting a Primary School with a resource Center “Dr. Zlatan Sremets-Skopje”

Ninth-year school of training and education of students, in which the objectives and tasks of the Curriculum and adapted programs of primary education for students with disabilities in mental development, autism and multi-disability are carried out.



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Orientation and  
Introduction to the Team

Observation at Work  
with the Children

Get to Know Each Child  
and Their Needs



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## Developing Fine Motor Skills



Developing fine motor skills in disabled children involves targeted activities and strategies to enhance the small muscle movements of the hands and fingers.

These skills are crucial for daily tasks such as writing, buttoning clothes, and using utensils.



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## Sensory Stimulation



It is a therapeutic approach used to help children with disabilities improve their sensory processing and overall development. This method involves providing a variety of sensory experiences to stimulate the child's senses, including sight, sound, touch, taste, smell, and movement.



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## Psychomotor Re-education

It is a method that is applied to all developmental disorders. It is a way of stimulating children's development using movements. Through psychomotor reeducation, general exercises are applied for: Experiencing subjective and objective space, experiencing time, defining bodily integrity, independence of movement, passive movements Impulsivity control, lateralization on self and others, organization of cognitive functions, etc.



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## Visiting “ICF School”

Youth workers visited the “ICF School” in Skopje, a Center for Functional Assessment and Support of Children and Youth. The Center is applying a new model of assessment of children with disabilities, based on the International Classification of Functions, Disability and Health (ICF). Prof. Pretis, a UNICEF consultant on this process, emphasized the strong commitment, high professionalism, and deep understanding of the ICF philosophy of the team members around Goran Petrushev.



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Exercises for recognizing the body pattern and perceiving the parts of the face in oneself.

This is how the child exercises praxis and the ability to recognize the part of the face by touch without looking and placing it in the appropriate place on the face.



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# GOOD PRACTICES IN NORTH MACEDONIA



## REPORTS BY TURKISH YOUTH WORKER



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# Association Lastovica



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## Association Lastovica

Lastovica is an association that helps young and disabled children in Skopje. This association, which is especially specialized for children, provides early diagnosis, education, rehabilitation, speech therapy, as well as psychomotor therapy and sensory training with a rich variety of materials.



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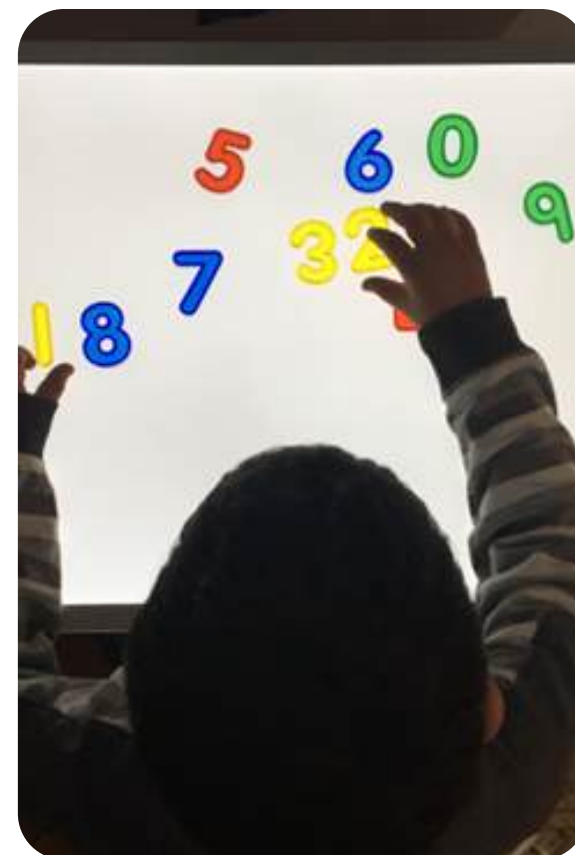


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## Sensory Stimulation Activities

Sensory stimulation activities are any activities that stimulate children's senses of touch, smell, taste, sight, movement and hearing.



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## Speech Therapy and Oral Exercise

Speech therapy treats communication issues with exercises to improve speech and language. Oral exercises strengthen muscles for better speech and swallowing. Both aim to enhance communication skills.



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# OURC "Dr. Zlatan Sremets"



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## OURC "Dr. Zlatan Sremets"

The OURC "Dr. Zlatan Sremec" in Skopje is a specialized school providing nine-year primary education for students with mental development disabilities, autism, and multi-handicap conditions. It follows a tailored curriculum developed by the Education Development Bureau, with special education teachers creating detailed annual and thematic plans to meet the individual needs of each student. This approach ensures a customized and supportive learning environment.







## Activity Rooms and Materials

Students are supported by a team of specialists, including special educators, teachers, psychologists, speech therapists, social workers, special educators and rehabilitation specialists. A caregiver is also involved in daily education to meet the children's basic needs.



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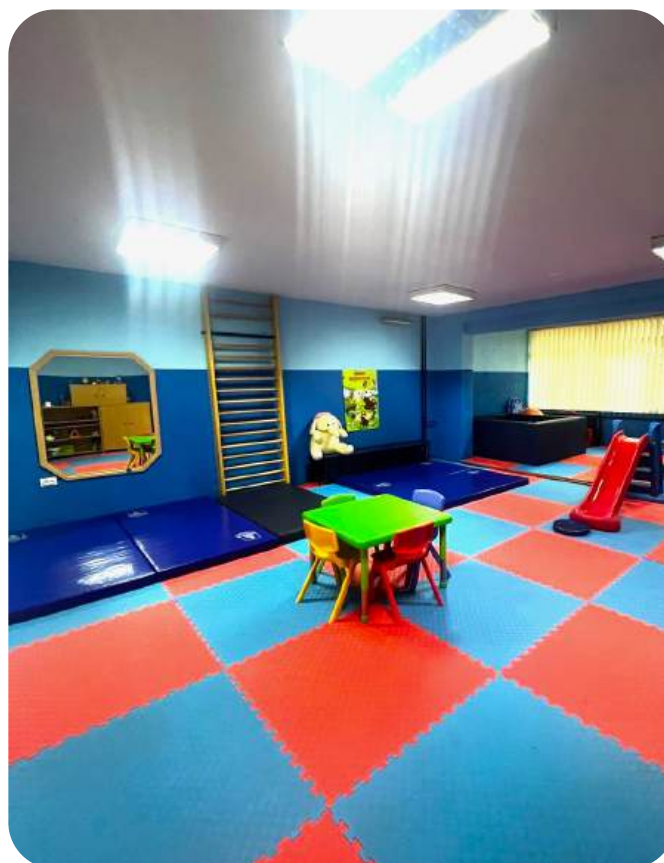


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# ICF Center Skopje



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## ICF Center Skopje

The ICF Center Skopje plays a crucial role in diagnosing children's disabilities and guiding families with essential information. A multidisciplinary team of doctors, psychologists, teachers, and rehabilitators begins the process by taking a detailed history from the parents while observing the child. The defectologist and psychologist then assess the child's abilities through various tests and activities. If the child becomes distressed, the team provides support in an observation room. After about an hour, the team convenes to discuss their findings and prepare a comprehensive report, which is available to the family in about two weeks.



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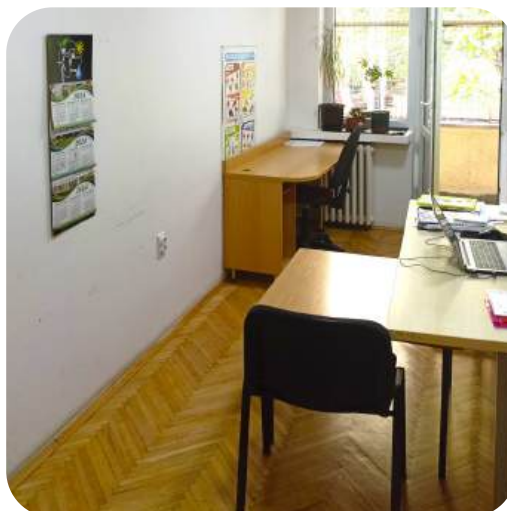
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## Doctor, Social Workers, Psychologist, Special Educators Room



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# Job Shadowing in Germany

A youth worker from Macedonian organisation and a youth worker from Turkish organisation were hosted in Dortmund and Hagen in order to realise job shadowing in partner country.

Here are their observation:



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## Schultenhof Farm

It is an inclusive workplace where individuals with and without disabilities collaborate. Youth workers worked together to cultivate organic produce and create amazing products.



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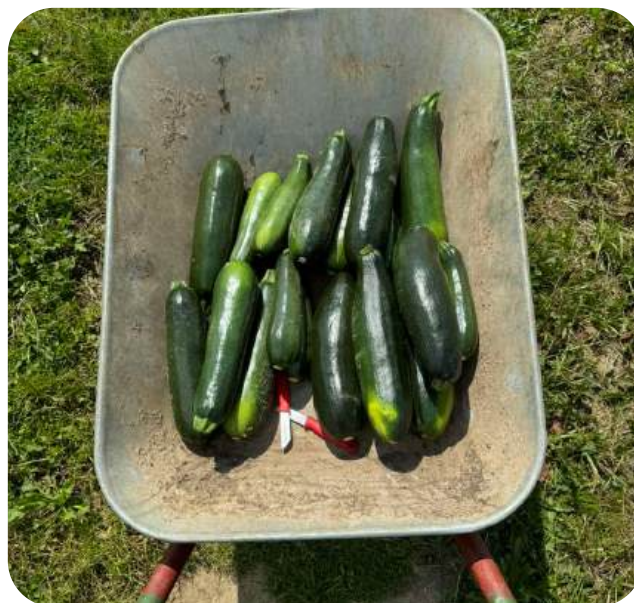






One of the highlights was harvesting vegetables alongside individuals with disabilities. Youth workers started early in the morning, with the fields covered in dew, and work together to pick fresh, vibrant produce. The teamwork involved in this activity fostered a strong sense of accomplishment. Everyone's contribution was appreciated, and working together not only brought in a big achievement but also showed that everyone had an important role.





Once the produce was harvested, they organized it for sale. This process involved sorting, cleaning, and packaging the vegetables, ensuring they were market-ready.

Seeing the end product of their hard work at the market stalls, ready for customers, was a gratifying reminder of the importance of every step in the production process.



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Beyond the fields, they engaged in transformative art and sports therapy sessions designed for individuals with disabilities in the farm.

In art therapy, they expressed their creativity through self-portrait drawing, sewing, and knitting.

The sports therapy was invigorating, with exercises to enhance joint mobility, motor skills, and overall fitness. The joy and determination of the participants were truly inspiring.



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Youth workers stated: “Overall, our time at Schultenhof Farm was a testament to the incredible potential of inclusive workplaces and the profound impact of collaborative, therapeutic activities in nurturing skills and fostering community spirit. It was an eye-opening experience that highlighted the strengths and abilities of individuals with disabilities and the importance of creating inclusive spaces where everyone can contribute and thrive.”



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## DORTMUNDER U Museum

Youth workers visited the DORTMUNDER U Museum where they played different games and activities, like painting on paper as well as a big wall, cards, and legos, allowing them to think critically while also having fun. The museum serves a bunch of activities which people with fewer opportunities like disability can get involved.



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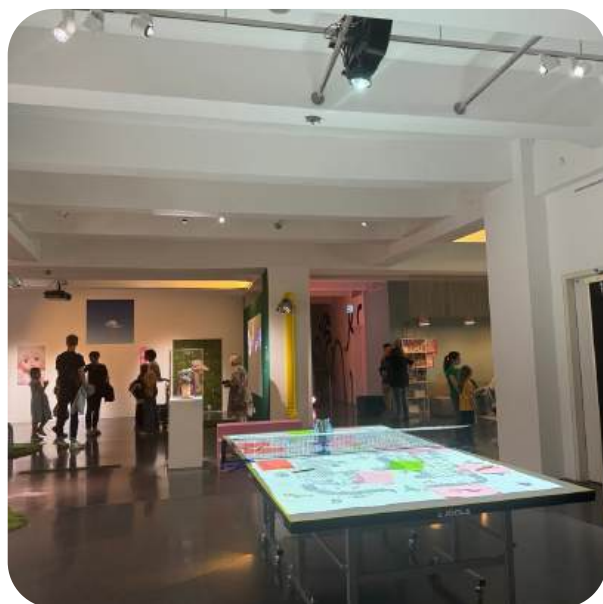


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The museum is designed and offers children from 5 to 12 years old to show their potential and creativity by drawing or reading books and doing activities they truly enjoy.



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# Job Shadowing in Türkiye

A youth worker from Macedonian organisation and a youth worker from German organisation were hosted in Muğla and Ankara in order to realise job shadowing in partner country.

Here are their observation:



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## Muğla Engelliler Derneği

It was a meaningful experience that truly highlighted the importance of community and support.

Muğla Engelliler Derneği ( Association of Muğla Disabled People) serve volunteering activities that disabled people and their families attend. They have both mental support and financial support given by their donators.

The activities include dance, music, having lunch together, talking circles and art&crafts.



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As part of youth workers' involvement in a KA210 project, they were participating in a job shadowing experience in the Muğla area, learning extensively about the experiences of people with disabilities in Turkey. They had the opportunity to visit the Muğla Engelliler Derneği, which provided valuable insights that they looked forward to bringing back to Germany.







## Kisa Bi' Mola/ A Short Break

A center specifically designed for children with special needs. The goal is to provide relief to families by offering them a short break while their children are lovingly cared for. Community and support are paramount here.



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## Offers and Activities

Creative Workshops: Art, crafts, and more to foster children's creativity.  
Music Therapy: Using music to support emotional and social development.



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Physical and Play Activities: Sports and games for physical fitness and fun.

Education and Learning Support: Individualized assistance to strengthen and enhance the learning process.

Phones and iPads are prohibited, as they are used enough at home. The only electronic device allowed is the Xbox, which can be used for active games.



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## Support for Parents

Parents can relax, knowing their children are in good hands.

Counseling and Support for Families: Professional help and advice for daily life with special needs children.

## Support for Parents

Accessible and child-friendly spaces designed specifically to meet the children's needs.

Specialized play equipment and learning materials to encourage playful learning and development.

Relaxation zones for rest and rejuvenation.



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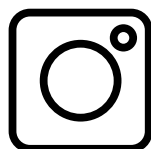
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