

Erasmus+ for all: Breaking barriers to inclusion and diversity



Florence Dupraz



MOBILITAT
I COOPERACIÓ
INTERNACIONAL
Clau de l'èxit educatiu
de la formació professional

VET mobility project officer- Spanish National Agency SEPIE (2007-2024)

Spanish National VET Team (2021-2024)

International political framework on inclusion



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Sustainable development goals
UN, 2015

...transformation in culture, politics and practice in all educational sectors, formal or informal, to be able to include needs and identities of each individual students; altogether with a compromise to remove barriers...



The European
Council
2017

“Education and culture are key to building inclusive and cohesive societies” and in that light, the EC called on [EU stakeholders]... to take forward with a view to “stepping up mobility and exchanges, including through a substantially strengthened, inclusive and extended programmes”.

VET European political framework



Vocational education and training promotes equality of opportunities

17. VET programmes are inclusive and accessible for vulnerable groups, such as people with disabilities, low-qualified/skilled persons, minorities, people with migrant background and people with fewer opportunities because of their geographical location and/or their social-economically disadvantaged situation; Targeted measures and flexible training formats prevent early leaving from education and training and support the school-to-work transition;
18. VET programmes are accessible through digital learning platforms, supported by tools, devices and internet connection, in particular for vulnerable groups and people in rural or remote areas;
19. Targeted measures promote gender balance in traditionally 'male' or 'female' professions and address gender related and other types of stereotypes together;

Rules on "Inclusion & Diversity"

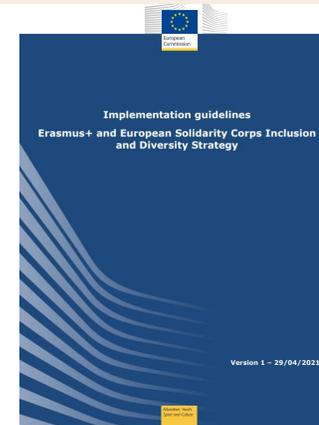
Erasmus+ 2021-2027 regulation
and programme priorities



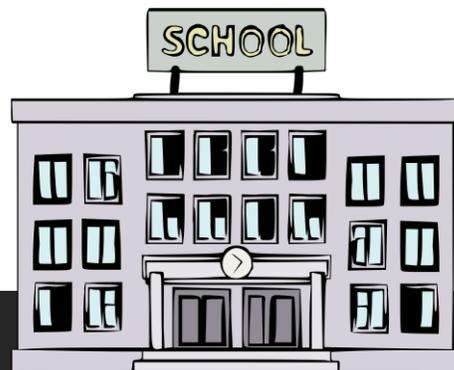
The motto of our European Union is: **'United in diversity'**. Our task it to live up to these words, and to fulfil their meaning

President von der Leyen, European Parliament, 17 June 2020

Erasmus+ Inclusion and diversity strategy
Implementation guidelines



National Agency Inclusion and Diversity strategy



Your organisation's strategy and measures

Erasmus+ programme priorities (2021-2027)

Inclusion &
Diversity

Digital
Transformation

Environment &
Fight against
climate change

Participation in
democratic life,
common values & Civic
engagement



The Erasmus+ and ESC I&D strategy

Practical cross-cutting guidelines for all educational sectors, drawing on former experience and good practice (Youth and Leonardo da Vinci programmes):

Mobility is a powerful tool for inclusion!!!

This not only about financial issues ...
...but also about removing barriers, both visible
and invisible

The idea is to reach out to organisations
and individuals who believe that
Erasmus is not for them



Implementation guidelines

Erasmus+ and European Solidarity Corps Inclusion
and Diversity Strategy

Version 1 – 29/04/2021

Education, Youth,
Sport and Culture

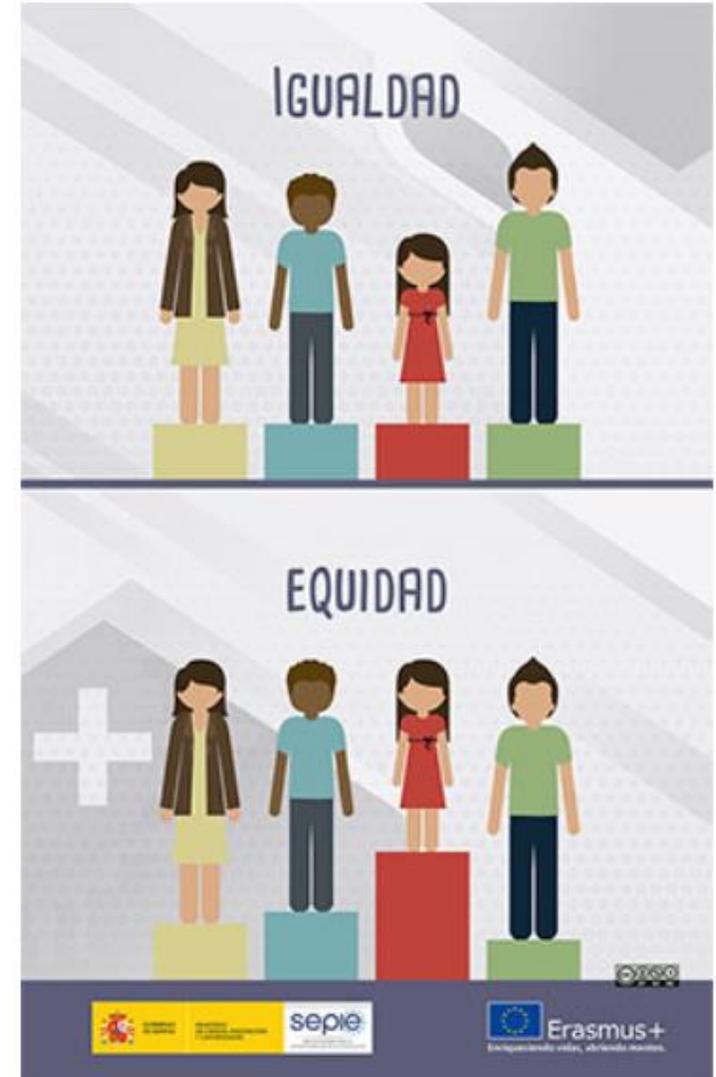
<https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>

Equality vs Equity

The concept of inclusion can be explained by reflecting on the difference between equality and equity.

Tending to promote equity is the main objective, as it takes into account the **different starting points** of each individual (backgrounds). It represents a different way of addressing the needs of individuals with fewer opportunities, leading to fair outcomes.

An equity approach provides tailored resources and opportunities that consider individual needs



Aims of the strategy

- Establishing a common understanding of who may be considered people with fewer opportunities
- Increasing commitment to inclusion and diversity (strategic thinking)
- Reducing barriers and helping potential applicants and participants to overcome these barriers.
- Focusing on inclusion and diversity at all stages of the project management: crucial criteria with regards to application and report assessment as well as for accreditation award.
- Increasing the visibility of inclusion and diversity and linking to good practice projects

Target groups in Erasmus+

standalone factors or combination among them

People with "fewer opportunities":

=> people who, for economic, social, cultural, geographical or health reasons, a migrant background, or for reasons such as disability and educational difficulties or for any other reasons, including those that can give rise to discrimination under art. 21 of the Charter of Fundamental rights of the EU, face obstacles that prevent them from having effective access to opportunities under the programme.



Beyond
discapacity

Target organisations in Erasmus+

Reaching out to:

- Organisations addressing the needs of students with fewer opportunities

Schools with specific VET programmes for people with fewer opportunities

VET with inclusive general programmes

- Small organisations
- Organisations with no experience in setting up a European project
- Grass-roots organisations

NAs, Educational authorities and VET consortia coordinators should **identify organisations who believe Erasmus+ is not for them**, in order to strengthen their management capacities

The 8 barrier categories



Disabilities

Physical, mental, intellectual or sensory impairments



Health problems

Severe, chronic illness mental health related condition



Economic barriers

Poverty, precarity, long-term unemployment, student needing to work...



Social barriers

Social marginalisation, difficult family circumstances



Cultural barriers

Migrant or refugee background, ethnic minorities, language



Barriers linked to Discrimination

Related to gender, age, religion, beliefs, sexual orientation, ...



Barriers linked to Education and Training systems

Educational systems that do not fully consider individual needs



Geographical barriers

Remote areas, outermost regions, less developed areas

Cross-sectoral inclusion measures



- Special funding (same budget items and concepts in SE, VET and AE)
- Mechanisms to eliminate barriers/to encourage participants to overcome them
- Fostering diverse groups in the mobility activities to enlighten the experience

Specific budget rules in VET 2025

- All situations described do not automatically trigger any additional funding.
- It is up to the judgement of knowledgeable staff involved whether financial support will be needed or not.
- The NAs must approve the funding based on evidence, according to its strategy

Inclusion support for organisations	125€/participant
Inclusion support for participants	Up to 100% of eligible costs
Accompanying person(s)	Full travel and individual support grant
Preparatory visits (may include student with less opportunities)	680€/participant (regardless of duration)
Specific language financial support (apart from online language tool)	150€/participant
Specific reduced-duration learners short mobilities	Minimum duration is 2 days instead of 10 days
Blended mobilities	Add virtual activities to short physical period
Budget flexibility during project life	Budget redistribution to finance unforeseen costs
Expensive travel costs for participants and acc. persons	80% of eligible real travel costs

Project implementation measures

- Improving the image of Erasmus+: it is not only for radiant toothpaste-smile kids and for Higher Education.
- Dissemination activities involving former participants and reaching out to all students, families and local communities: **Erasmus is adapted to VET profiles and curricula (work-based learning).**
- Accessible and plain language promotional materials (avoiding complex technicalities and concepts).
- Selection of participants:
 - => transparent, fair and inclusive selection procedure, considering not only merit but motivation and personalised support to participants based on their needs.
 - => Measures such as a reserve of places for participants with fewer opportunities or establishing specific criteria for scoring merits may be used as per context.

Project implementation

- Mentorship and motivating activities, reinforced cultural and linguistic preparation
- Advancing the payment of the grant.
- Considering the involvement of students from specific VET basic programmes, choosing a relevant and adapted hosting VET Schools.
- Organising group mobilities, specially suited to vulnerable profiles
- Choosing hosting countries with an easy-to-speak language for students.
- Designing staff mobilities to comparable VET schools abroad (job-shadowing, training and courses), to learn methodologies and exchange good practices on Inclusion and Diversity.
- Sharing success and inspirational stories.

NA strategy on Inclusion and Diversity



ESTRATEGIA DE INCLUSIÓN Y DIVERSIDAD
PROGRAMA ERASMUS+ 2021-2027
SERVICIO ESPAÑOL PARA LA
INTERNACIONALIZACIÓN
DE LA EDUCACIÓN (SEPIE)

Versión: 15/12/2022



CSV : GEN-cE90-4994-1a22-2845-6e85-0828-d6e7-87f6
DIRECCIÓN DE VALIDACIÓN : <https://sede.administracion.gob.es/pagSedeFront/servicios/consultaCSV.htm>
FIRMANTE(1) : ALFONSO GENTIL | FECHA : 16/12/2022 11:32 | Sin acción específica

How to manage inclusion and diversity in School Education, VET and Adult Education mobility programmes.

http://www.sepie.es/doc/convocatoria/2023/estrategia_de_inclusion_y_diversidad_del_sepie.pdf

VET organisations from Spain may write to the VET inclusion officer:

Inclusion.fp@sepie.es

Good practices in Spain - Annual dissemination event

Getting to know the different inclusion issues addressed by Erasmus+ mobility and cooperation projects in VET

https://www.youtube.com/watch?v=8BkVFiqI-SI&list=PLb0EixtLMC4hKXIkDLEN_GoSq6opjzwCO

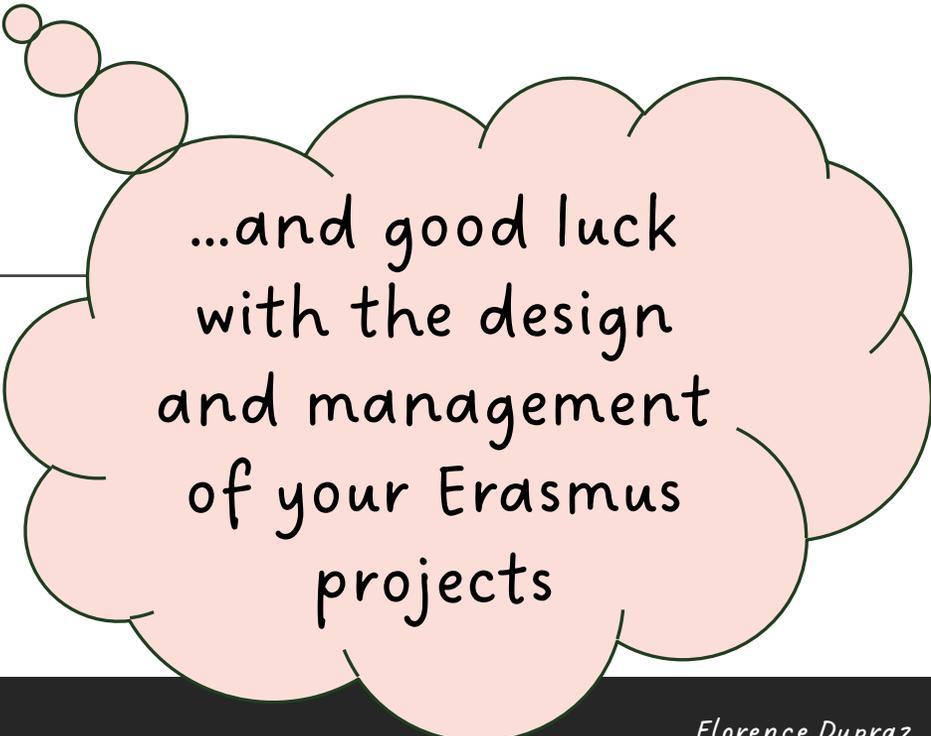
The poster features a red header with logos for the Spanish Government (GOBIERNO DE ESPAÑA), Ministry of Universities (MINISTERIO DE UNIVERSIDADES), sepie (SECRETARÍA DE POLÍTICA EDUCATIVA), U+E23 (PRESIDENCIA ESPAÑOLA CONSEJO DE LA UNIÓN EUROPEA), Erasmus+ (Enriqueciendo vidas, abriendo mentes.), UNIÓN EUROPEA, AÑO EUROPEO DE LAS COMPETENCIAS, and NATIONAL VET TEAM SPAIN. The main title is 'ERASMUS+: UNA FORMACIÓN PROFESIONAL SIN LÍMITES'. Below it, the location and dates are 'Bilbao / 4 – 6 julio 2023'. At the bottom, it says 'En colaboración con:' followed by 'RESUMEN' and the logo of the Basque Government (EUSKO JAURLARITZA GOBIERNO VASCO) with the text 'HEZKUNTZA SAILA DEPARTAMENTO DE EDUCACIÓN'.

SALTO Inclusion and Diversity Resource center



<https://www.salto-youth.net/rc/inclusion/inclusionstrategy/>

Thanks for your attention



...and good luck
with the design
and management
of your Erasmus
projects