

DESCRIPTION OF THE PRACTICE	
<b>1. Title of the practice</b>	
- 'T21BÜNE' -	
<b>2. Organisation responsible for the practice</b>	
T21BÜNE Betriebs GmbH, a sub-company of 'I Dance company', Vienna, Austria, Commissioned by the Vienna Social Fund (Fonds Soziales Wien – FSW)	
<b>3. Contact person(s)</b>	
E-mail	<a href="mailto:policy@esn-eu.org">policy@esn-eu.org</a>
<b>4. Summary of the practice</b>	
<p>T21BÜNE Betriebs GmbH is a sub-company of 'I Dance company' in Vienna, founded in 2008. Commissioned by the Vienna Social Fund (Fonds Soziales Wien – FSW), it aims for social inclusion and access to mainstream employment of people with learning disabilities, in a step-by-step method and through cultural activities and training. Vocational training activities are organised with a view to having clients pass the exam, allowing them to become qualified actor/actress (called 'Paritätische Bühnenreifeprüfung' in German).</p> <p>Integration in the labour market is not limited to jobs in the cultural or art sector. For instance, jobs as an office manager or assistant are possible.</p>	
<b>5. National/regional/local context of the practice</b>	
<p><u>Regional:</u></p> <p><a href="#"><i>Gesetz zur Förderung der Chancengleichheit von Menschen mit Behinderung in Wien</i></a> (Chancengleichheitsgesetz Wien – CGW) - Law on the promotion of equal chances for people with disabilities in Vienna.</p> <p>The CGW is only valid in Vienna. It defines which services people with disabilities are legally entitled to and which services are offered on a voluntary basis by Vienna as a Federal State.</p> <p><u>Federal:</u></p> <p><a href="#"><i>Nationaler Aktionsplan Behinderung 2012-2020</i></a> - National Action Plan on Disability 2012-2020</p> <p>Quotas for employers: Employers of 25 or more employees must employ 1 person with a disability per 25 employees. If this is not done, a compensation payment (the 'equalisation tax') is due. Unfortunately, it remains simple and inexpensive to avoid this requirement.</p>	
<b>6. Staff involved</b>	
The organisations involved are the T21BÜNE Betriebs GmbH and the I Dance company. The Vienna Social Fund is funding T21BÜNE Betriebs GmbH on an individual basis for each client.	
<b>7. Target group</b>	

People with learning disabilities from 15 years old, with a passion for dance and art, and who want to train and enter the labour market.

The recognition of disabilities is done through an examination by the Advisory Centre for Disabled Assistance of the Vienna Social Fund, who aims to identify the most suitable service for them. Approvals to access a given service are usually valid for 3 years (according to § 10 of the Chancengleichheitsgesetz Wien – CGW).

### 8. Aims of the practice

- social inclusion and access to the labour market of people with disabilities, especially in the cultural sector;
- vocational training with the goal of passing the exam to become a qualified actor/actress ('Paritätische Bühnenreifeprüfung').

### 9. Issues for social services

Service Integration/ Cooperation across services		Service Planning		Contracting	
Technology		Skills development (of the workforce)		Quality of services	
Others: inclusion in the labour market	x				

### ANALYSIS OF THE PRACTICE

### 10. Status

Pilot project (ongoing)	x	Project (ongoing)		Implemented practice (restricted areas)	x
Pilot project (terminated)		Project (terminated)		Widely spread practice/rolled out	

### 11. Scope of the practice

Describe the setting of the practice, considering the following criteria:

- *Micro level practice:* practice that involves individuals at local level
- *Meso level practice:* practice that involves organisations or communities
- *Macro level practice:* practice that involves large population groups

This practice involves organisations at the local level in Vienna: public social services in Vienna (Vienna social fund), T21BÜNE / I Dance company (third sector organisations), institutions from the cultural sector and private enterprises.

Institutions from the cultural sector provide venues and stages, and support in the course of theatre projects. Together with private enterprises, they also offer traineeships or volunteer programmes.

## 12. Leadership and management of the practice

*Description of the leadership of the practice, considering the following criteria:*

- *Collaborative management:* shared between large partnerships, often of central, regional and local representation
- *Organisational management:* by one organisation
- *Professional management:* managed by a single person
- *Shared management:* shared with no defined leadership

T21BÜNE's artistic director and project manager coordinate all aspects of the initiative. Annual reporting is provided to the Vienna Social Fund. Regular meetings are organised with its department of 'Beschäftigung & Tagesstruktur' ('Employment & sheltered day structure') to monitor the programme.

## 13. Engaging stakeholders in the practice

*Description of the engagement of stakeholders, considering the following criteria:*

- *Individual practice:* individuals have sought practice change
- *Network approach:* one or more organisations develop a network
- *Collaborative approach:* large collaboration with relevant stakeholders

See sections 12 and 14.

## 14. Involvement of service users and their families

*Description of the involvement of service users, considering the following criteria:*

- *Team involvement:* service users and carers were part of the practice team
- *Consultative:* a consultative body of users was set up for an ongoing dialogue and feedback • *Involvement in care:* person-centred approaches to care/support

This practice is based on encouraging personal development, maturity, confidence, and gradual progress. The programme is developed *with* them. It provides artistic, dancing and acting skills and the possibility to perform in a professional context (cultural festivals, roles in movies, theatre...).

## 15. Costs and resources needed for implementation

*Description of how the practice is financed, considering the following criteria:*

- *Within existing resources:* staff time and other resources are provided 'in-house'
- *Staffing costs:* costs for staff investment
- *Joint/Pooled budgets:* two or more agencies pool budgets to fund services • *Funded project:* external investment

The FSW funds individual places (11 in 2015), i.e., pays for a daily rate per client. Donations are also made by the private sector.

## 16. Evaluation approaches

Description of the evaluation method of the practice, considering the following criteria:

- *Multi-method*: use of both a qualitative and a quantitative approach
- *Single method*: qualitative or quantitative approach
- *Audit*: looks at data sources such as existing medical records, and/or other routinely collected service data.
- *Informal*: refers to in-house service evaluation using locally designed tools and/or collecting opportunistic feedback
- *No evaluation*
- *An evaluation is planned*

Evaluation is mainly quantitative and includes qualitative aspects:

- annual communication of documentation concerning the clients' support process, history, and results;
- semi-annual reporting to the FSW by T21BÜNE Betriebs GmbH;
- annual approval by FSW of the financial discharge of the programme;
- random checks on the programme and its results by the department of the FSW's "Beschäftigung & Tagesstruktur" (Employment & sheltered day structure).

## 17. Measurable effects of the practice and what it has achieved for...

Service users	n. a.
Formal caregivers	n. a.
Informal carers	n. a.
Organisations	n. a.
Other	n. a.

## 18. Anticipated or 'aspirational' effects of the practice and what it has achieved for...

*This category can include outcomes which are not documented, quantified or properly evaluated. They can include such elements as improved knowledge, quality, workforce, etc.*

Service users	Improved access to the mainstream labour market, especially in art and culture oriented jobs and careers; Access to state-recognised acting diploma; Participation in artistic productions; Access to labour market opportunities beyond the art and cultural sector through traineeships and volunteer programmes.
Formal care givers	n. a.
Informal carers	n. a.

Organisations	n. a.
Other	Enriching the cultural sector and society at large by bringing diversity.
<b>19. How the practice has changed the way the service is provided (lessons learned)</b>	
<p>This practice has providing openings for people with learning disabilities into the cultural sector and beyond.</p> <p>It has also provided employment and training paths for a group which struggled to access the labour market before.</p>	
<b>20. Sustainability of the practice</b>	
<p><i>Description of whether the practice is sustainable, considering the following criteria:</i></p> <ul style="list-style-type: none"> <li>• <i>Potential for sustainability:</i> practice was newly started or is ongoing/not yet mainstreamed. How could the practice be sustained (in terms of resources)?</li> <li>• <i>Organic sustainability:</i> service users have been empowered to take the practice forward • <i>Established:</i> the project has been operational for several years</li> </ul>	
N.A.	
<b>21. Transferability of the practice</b>	
<p><i>Description of whether the practice has been transferred, considering the following criteria:</i></p> <ul style="list-style-type: none"> <li>• <i>Transferred:</i> transfer to other regions, countries, service user groups, etc.</li> <li>• <i>Potential for transferability:</i> there is interest from the outside; elements of the practice have been taken up and used elsewhere; material for transferability (for ex. training material) has been developed</li> </ul>	
<p>This concept has the potential to be transferred elsewhere.</p> <p><a href="https://www.idancecompany.at/wirsind.php">https://www.idancecompany.at/wirsind.php</a></p> <p><a href="https://www.idancecompany.at/downloads/l_dance_company_Pressemappe_2015.pdf">https://www.idancecompany.at/downloads/l_dance_company_Pressemappe_2015.pdf</a></p>	