

EMSP 2014 Spring Conference

Launch of Believe and Achieve

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EUROPEAN
MULTIPLE SCLEROSIS
PLATFORM

Care where it counts – as you journey with MS

believe&achieve



EUROPEAN MULTIPLE
SCLEROSIS PLATFORM

**PROMOTING EMPLOYMENT
FOR YOUNG PEOPLE WITH MS**



EUROPEAN
MULTIPLE SCLEROSIS
PLATFORM

EMSP's vision and mission

A WORLD WITHOUT MS

ADVOCACY

- ✓ Ensure the voice and influence of people with MS is recognised
- ✓ Campaign for equitable access to high quality treatment, services and employment across Europe

KNOWLEDGE and EXPERTISE

- ✓ Share and promote evidence-based best practice
- ✓ Foster effective cooperation between people affected by MS, health professionals, policy decision-makers and researchers

RESEARCH

- ✓ Encourage and support high quality MS research and international MS research collaboration
- ✓ Support the collection, pooling and interrogation of essential MS data across Europe

IMPROVING THE QUALITY OF LIFE OF MORE THAN 600,000 PEOPLE WITH MS ACROSS EUROPE

European MS data collection for research and better outcomes:
EUREMS

Comparative survey of the national situation in 38 European countries:
MS Barometer

Online education supporting the crucial role of European MS nurses:
MS Nurse PRO

European Code of Good Practice in MS:
Defeating MS Together

Multi-media campaign to raise awareness of the impact of MS:
Under Pressure

Improving access to employment for young people with MS:
Believe and Achieve

How does MS affect young adults?

MS effects people's lives irreversibly and often compels them to re-assess and re-adjust key decisions.

Diagnosis and the symptoms of MS in early adulthood can have significant psychological implications. Education, career and life trajectory can all be affected.

Work life:
opportunities lost

Social and personal life: aspirations, mental health & family life seriously affected

Future: unable to access work, there is lack of financial independence and life experiences are negatively impacted

Tackling the challenges of Employment for young adults with MS

European youth unemployment

- 13% of people under 25 are Not in Education, Employment or Training (NEET).
- In 2008, the economic loss to Member States = €120 billion.
- Young people with disabilities are 40% more likely to become part of the NEET category.
- **EU Youth Employment Initiative** budget of €6billion for 2014-2020 is available to support people in NEET category.
- Funding is available to businesses through the Economic Social Fund and other streams at national level.



Spain	50.5
Greece	50.4
Portugal	35.4
Italy	31.9
Ireland	31.6
UK	23.5
France	21.7
Germany	8.2

Employment Survey

- Respondents aged between 18-35
- More than 1,200 respondents to the Survey
- 60% of people were working, 15% in university, 25% unemployed
- Fatigue affected 67%, Cognition problems 44% and psychological issues 22% of people at work.

Barriers to Work

- Fatigue, cognition, lack of employer support and psychological issues were four of the top barriers to employment
- *“Money is not everything but it helps you to live with less sorrows. A workplace without too much stress is for sure good for keeping health a long time.”*

EMSP Activities on MS & Employment

Development Of Best Practice (Sub-project 1)

- Short-term project (1 year)
- Co-financed by the European Commission (DG Justice) under the PROGRESS programme
- Development of a European Employers' Charter based on known best practice and recommendations from the B & A programme.

Believe & Achieve (Sub-project 2)

- Long-term project aiming at creating opportunities for young people with MS to access work placements and remain in their work place.
- Focus on their abilities. Support to maintain career aspirations and good health in the workplace

What people said [1]...

- *“We need to be provided with reasonable accommodation - slight adjustment in duties. I am very highly qualified which ensures flexibility.”*
- *“It is true that at lunch time I get very tired, but I prefer being at work than all alone at home”.*
- *“It's good for my mental well-being.”*
- *“It is very important because of the recognition I gain and because I am part of the 'normal' working community and that makes me feel good.”*

What people said [2]...

- *“To have enough money to live is the most important thing when you have MS. Not having enough money leads to a physical stress situation an that is not good with MS. If money is good, you can afford MS! Otherwise its difficult.”*
- *“Having a purpose in life is always a good thing. It supports self esteem and a routine.”*
- *“I like to work. I'm doing meaningful work. I independently earn my living. I have very nice colleagues. I can laugh a lot. I love to laugh.”*

Believe and Achieve

Objective

Create work opportunities for young people with MS through partnerships with businesses across Europe. Pilot programme with 10 employers who will undertake to hire one young person with MS into their business on a paid internship placement for 12 months.

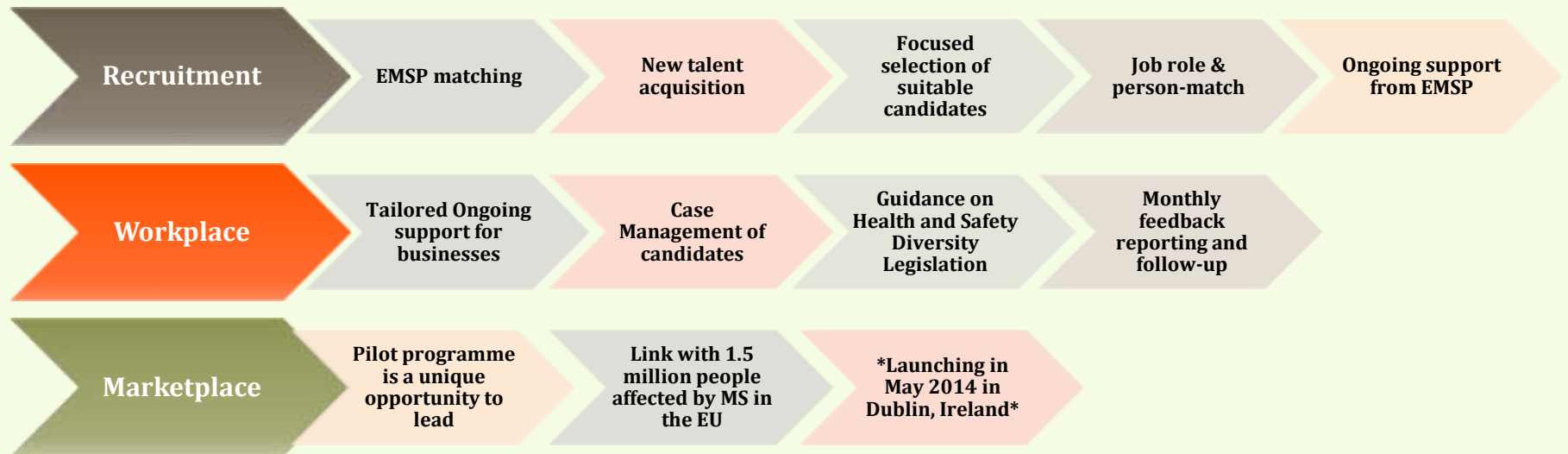
- **Raise awareness of employment issues for people with MS in Europe.**
- **Information and support for people with MS**
- **Provide employers with guidance on staff retention**

Believe and Achieve

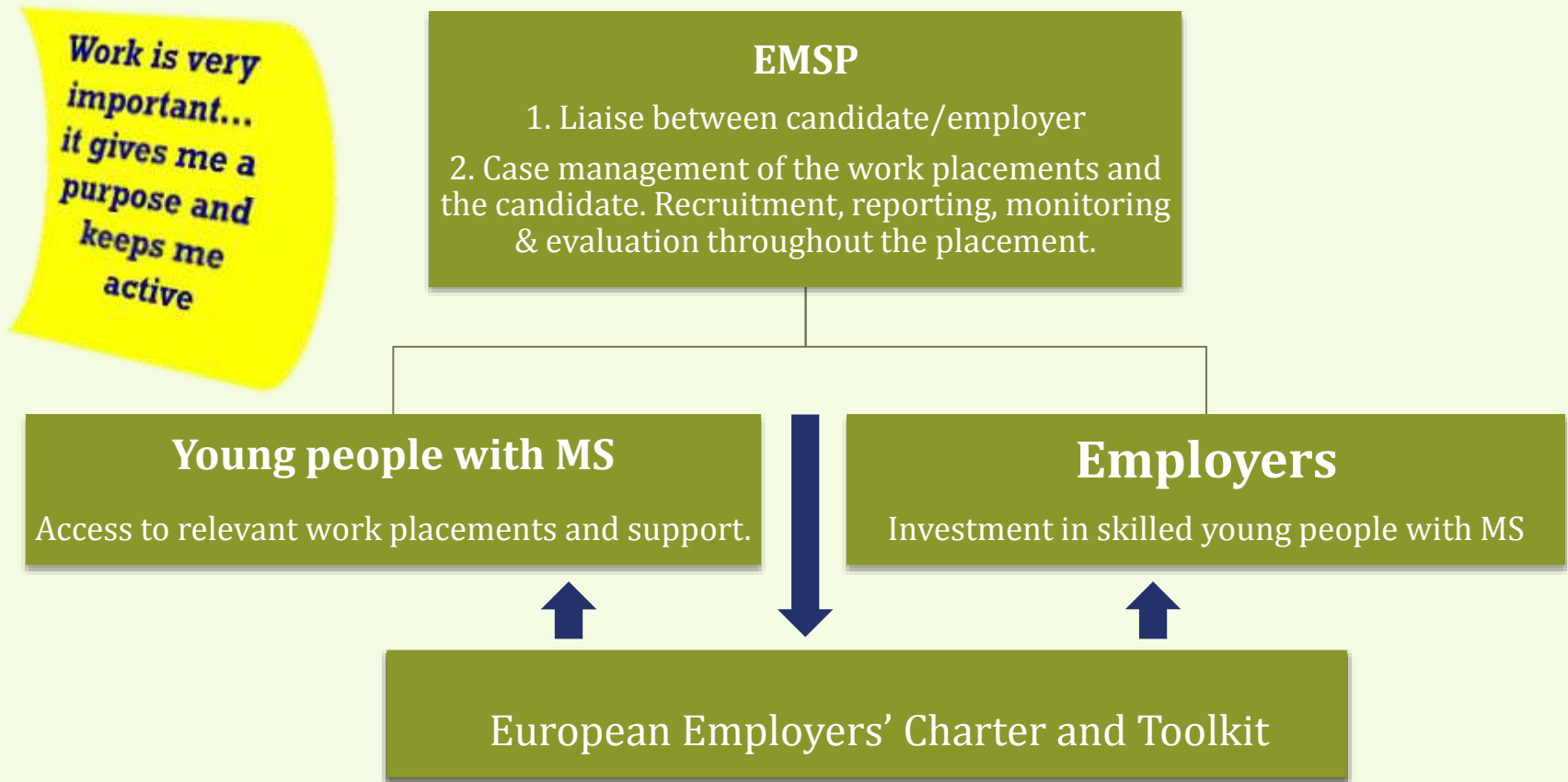
Keys to Success

- **Partner with businesses** to fit their business needs while providing unique opportunities
- Work with member organisations and the MS community to identify suitable candidates
- Development of an **Employment Charter** that focuses on the specific considerations for successful employment of people with MS or other neurological conditions
- Showcase **the societal benefits of tapping into the talent** of enthusiastic, capable young people
- Inspire confidence and boost the career experiences of young people diagnosed with MS

What does it mean for business?



EMSP's role



Mutual benefits

For Employers

- ✓ Talent Acquisition
- ✓ Extend reach in the Market
Place: Local and EU level
- ✓ Reputation Management
- ✓ Enhancement of equal opportunities work practices
- ✓ Corporate Social Responsibility
- ✓ Employers of Excellence

For Young People

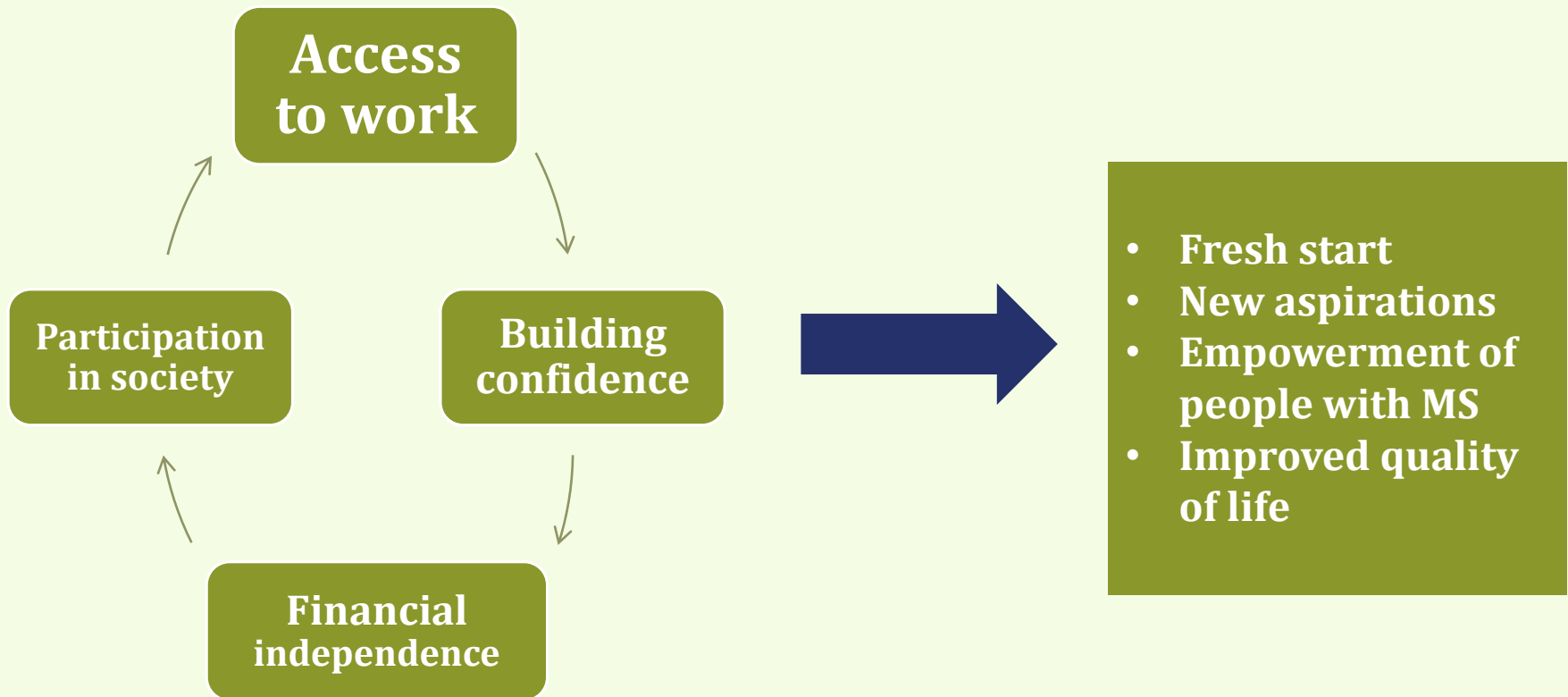
- ✓ Work opportunities adapted to their educational background
- ✓ Participation in society
- ✓ Career progression
- ✓ Transformation
- ✓ Financial independence

For employers



*« It is not about charity, but tapping into talent! »
(S. Pezaro)*

For young people with MS



Project timeline and outcomes

JAN–FEB
2014

- Consultation with young people with MS across Europe on education and employment.
- Set up of a consultation group

MAY
2014

- Official launch of the B & A project

MAY–JULY
2014

- Conclusions of the first work placement agreements
- First draft for a European Employer's Charter for MS

AUGUST–SEPT
2014

- European Employers' Charter for MS
- Development of a Toolkit for Employers

SEPT–DEC
2014

- Publication of success stories
- Develop guidelines to extend this Good Practice to other disease areas.

For more information

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