

SECTION A - DESCRIPTION OF THE EVALUATED/MONITORED PRACTICE

Name of the practice, original language	Angajarea protejata in Unitatea Protejata Autorizata "Util Deco"
English translation of the name of the practice	Sheltered employment in the "Util Deco" authorised protected units
Country	Romania
Description of the practice	<p>The practice aims at providing sheltered employment for disabled youngsters (including people with HIV/AIDS) aged at least 18. Participants are employed within the "Util Deco" protected units of the Alaturi de Voi (Close to You) Foundation (with three branches located in Iasi, Constanta and Targu Mures).</p> <p>The rationale behind the practice is that sheltered employment in an authorised protected unit can be used as a period of transition towards the free labour market for young people with disabilities.</p> <p>However, there is no time limit for being employed in "Util Deco": disabled people can work there all their lives, if they have no chance of working in the free labour market. Participants in the practice are regularly trained and supported to enhance their skills and keep their jobs, as well as to produce quality and competitive products and services that are sold on the open market.</p> <p>"Util Deco" uses the revenues obtained from the delivery of services and the sale of goods produced in the three centres for social purposes and for the further development of the workshops. Apart from the revenues received from sales, legislation exempts employers who hire disabled persons from payroll tax. Counselling, professional guidance, qualification and mediation services are provided to the disabled by the Foundation free of charge.</p> <p>In early 2013, there were 74 employees, including 36 youngsters with disabilities, working in the "Util Deco" authorised protected units in the three centres of Iasi, Constanta and Targu Mures. The number of participants with disabilities has increased from 15 in 2008 to 36 in 2013.</p>

	<p>More information about “Util Deco” can be found at: www.utildeco.ro (in Romanian; accessed May 2013).</p>
Type/classification	<p>Targeting</p> <ul style="list-style-type: none"> • Other: Youngsters with disabilities (including HIV/AIDS) aged at least 18 <p>Type of practice</p> <ul style="list-style-type: none"> • Individual counselling/guidance/mentoring/coaching • Group counselling/guidance • Training (classroom) • Training (work-based, including apprenticeship) • Work experience/work trials • Subsidised employment <p>Internal procedures:</p> <ul style="list-style-type: none"> • Management systems • Performance management/target setting • Staff training/development <p>Delivery methods</p> <ul style="list-style-type: none"> • Face-to-face contact <p>Contracted out</p> <ul style="list-style-type: none"> • Not at all <p>Partnership</p> <ul style="list-style-type: none"> • Public sector
Policy context	<p>The integration of persons with disabilities into the labour market is a priority in Romania’s labour market. It is regulated by Romanian law 448/2006 on protection and promotion of the rights of people with disabilities, which envisages the employment of disabled people on the free labour market, in sheltered employment or at home. According to the Romanian legislation, persons living with HIV/AIDS are considered to be disabled persons.</p>
Labour market context	<p>In 2012, fewer than 29,000 persons with disabilities were active on the labour market, representing 12.7% of the active-age (18–60) population with a disability (source: Statistical newsletter of the Romanian Ministry of Labour, Family, Social Protection and Elderly, December 2012, at: www.mmuncii.ro). The share of such people in the labour market is significantly lower than EU averages (which range from 18% to 54%).</p> <p>Based on the statistics provided by the National Institute of</p>

	<p>Infectious Diseases in 2012, there were 11,581 persons with HIV/AIDS, 70% of whom are youngsters aged 20–24 who were infected in Romanian hospitals between 1989 and 1992. These youngsters have reached working age, but often they do not have professional qualifications, as they were marginalised, stigmatised and excluded from education.</p>
<p>Activities</p>	<p>The following activities are carried out by “Util Deco”:</p> <ul style="list-style-type: none"> • Recruitment and selection process according to a set of qualification criteria. • Support for employed people provided by a multidisciplinary team of specialists (social workers, trainers/instructors, professional guidance counsellors, human resource and work security experts) to facilitate the work and social integration of people with disabilities. • Social and vocational evaluation process of youngsters with disabilities (integrated individualised plan). They are placed in a programme of counselling and professional guidance to identify their needs and to facilitate effective employment in a protected unit. The employment is based on a legal work contract under Romanian legislation. • Individual or group counselling and professional guidance are conducted on the basis of people’s abilities, work capacity and the available options. • Vocational training courses and regular support for participants are provided in the form of workshops, e.g. tailoring, hand-made binding, IT, handicraft, painting, production of decorative candles and document filing. • Provision of vocational, social and psychological support according to need. • Mediation on the free labour market is provided upon request. <p>Cooperation agreements with the public employment services (PES) of Iasi, Constanta and Mures counties were concluded to provide and disseminate information about the vacancies and subsidies for the employment of persons with disabilities.</p> <p>Each month the PES subsidises the Foundation with an amount stipulated by law for each person with disabilities employed for a period of 12 months (or 18 months in the case of young graduates with disabilities), provided the person is kept on in</p>

	<p>work for at least 2 years (or 3 years for graduates) after the subsidy ends.</p> <p>Monitoring of the practice is performed by each centre in the form of a report to the headquarters manager within the Foundation.</p>
Management and operation	<p>The operation of the structure is as follows:</p> <ul style="list-style-type: none"> • The Iasi “Util Deco” unit operates 5 workshops. • The Constanta “Util Deco” unit operates 3 workshops. • The Targu Mures “Util Deco” unit operates 3 workshops. <p>All activities are connected to the specific features of each workshop. On the one hand, there is training for participants; on the other there is production of services and goods. In early 2013, the three units employed 74 persons, 36 of whom were disabled.</p> <p>“Util Deco” was created as authorised protected units within the Alaturi de Voi Foundation in 2008. The organisation has its own management system and runs independent economic activities through its Iasi, Constanta and Targu Mures centres.</p>
Target groups/beneficiaries (if any)	Young people with disability, with a special focus on persons with HIV/AIDS and aged at least 18 years
Start date	2008
End date (actual or planned)	On-going
Gender dimension	No specific gender dimension
Products involved in or resulting from the practice	<p>“Util Deco” has produced several manuals – e.g. rules of operation, including rights and obligations of the employees according to the legislation and organisation policy; a manual on the provision of psychological support; a manual on social assistance.</p> <p>The manuals are available at: http://www.unitatiprotejate.ro/web/upload/doc_tup/Manual2012_preview.pdf (in Romanian; accessed May 2013).</p> <p>Several websites contain information related to the practice and have been updated within the practice:</p> <ul style="list-style-type: none"> • The website www.utildeco.ro describes the services and goods produced by the disabled (in Romanian; accessed

	<p>May 2013).</p> <ul style="list-style-type: none"> • The webpage www.unitatiprotejate.ro is a database with Romanian protected units (in Romanian; accessed May 2013). • The webpage www.ropes.ro is a database with vacancies targeted at disabled people, and it also contains useful information on the labour market (in Romanian; accessed May 2013). • A video presentation of the practice can be watched at: http://www.youtube.com/watch?v=kNbw66JbdtE (in Romanian; accessed May 2013).
<p>Outcomes of the practice (planned/expected and actual)</p>	<p>The main outcomes of the practice are as follows:</p> <ul style="list-style-type: none"> • In 2008, “Util Deco” operated 8 workshops located in the cities of Iasi, Constanta and Targu Mures, while 11 workshops were reported as being operational in 2013 (in line with the initial planning). • In all, 24 new jobs for persons with disabilities were created and maintained during 2008–2011; during 2011–2013 there were 36 in total (in line with the expected outcome). • Employment services provided to the clients were in line with expectations: they ranged from counselling and professional guidance, providing vocational education, mediation (if requested) and sheltered employment. • Counselling and professional guidance were delivered to 301 youngsters with disabilities during 2008–2010 (20% more than initially planned); such services were delivered to another 142 youngsters with disabilities during 2011–2012; the number reached 193 in 2013 (against 120 initially planned). • Some 168 youngsters with disabilities graduated from vocational education courses during 2008–2010 in the trades for which the Foundation is certified as a training provider; 279 participants graduated in 2011 (240 planned). • A further 185 persons with disabilities were recruited during 2011–2013 (against 176 planned), while 116 had already graduated out of the 150 expected by June 2013. • Three participants were placed on the open labour market in the timeframe 2008–2013, although one returned to work in a protected unit.
<p>Source of funding (tick all relevant sources)</p>	<ul style="list-style-type: none"> • National budget

	<ul style="list-style-type: none"> • European Social Fund • Self-funding from the economic activities run by “Util Deco” protected units
Main responsible body, type	Non-governmental organisation
Role of implementing body	<ol style="list-style-type: none"> 1. Provision of counselling and professional guidance, as well as of vocational education and training in the fields of tailoring, hand-made binding, IT, handicraft, painting, and the production of decorative candles and document filing; <ul style="list-style-type: none"> • Sheltered employment of disabled people in the three “Util Deco” protected units in Iasi, Constanta and Targu Mures cities, with constant vocational, social and psychological support in the workplace from specialised staff.
Other bodies involved in implementation of the practice as partners or contractors	<p>The local PES offices of Iasi, Constanta and Mures counties are responsible for registering youngsters with disabilities in search of a job on the database and for providing subsidies to those organisations that employ disabled people. They provide information about vacancies and other relevant information on a webpage dedicated to disabled people, www.jobdirect.ro (in Romanian; accessed August 2013).</p> <p>Each month the PES subsidises the Foundation with an amount stipulated by law for each person with disabilities who is employed for a period of 12 months (or 18 months in the case of young graduates with disabilities), provided the person is kept on in work for at least 2 years (3 years for young graduates) after the subsidy ends.</p> <p>The General Directorate for Social Assistance and Child Protection of Iasi is responsible for referring potential participants to the practice, and it provides transportation for disabled participants to the Foundation’s premises.</p>

SECTION B - IDENTIFICATION OF THE EVALUATED/MONITORED PRACTICE

Title of practice in original language	Angajarea protejata in Unitatea Protejata Autorizata “Util Deco”
Title of practice, English translation	Sheltered employment in the “Util Deco” authorised protected units
Geographical area of	Regional

implementation	
Contact details of the main implementing body	
Name of the organisation, original language	Fundatia Alaturi de Voi, Romania (ADV Romania)
Name of the organisation, English translation	Close to You Foundation, Romania
Web page	www.alaturidevoi.ro
Name of contact person	ACHITEI, Angela
Title of contact person	President
Email address	angela.achitei@alaturidevoi.ro
Telephone no.	+40 232 275 568 +40 745 609 209
Web reference	www.alaturidevoi.ro
Link to national reports in the Eurostat's LMP database in "CIRCA"	No link
Contact details in the Public Employment Service (<i>only if different from above</i>)	
Name of the organisation, original language	//
Name of the organisation, English translation	//
Web page	//
Name of contact person	//
Title of contact person	//
Email address	//
Telephone no.	//
Web reference	//
Practice referee	
Name of referee	NEAGOE, Anna Maria

Title of referee	Deputy Director
Organisation	General Directorate for the Protection of Persons with Disabilities within the Ministry of Labour, Family, Social Protection and Elderly
Email address	anna.neagoe@anph.ro
Telephone no.	+40 212 125 438 +40 212 125 439
Information about evaluation of the practice	
When was the practice evaluated?	<ul style="list-style-type: none"> • Evaluation published in 2011 covered the period 2008–2011 • Evaluation published in 2012 covered the period 2011–2012
Type of organisation carrying out the evaluation	External evaluator, private sector
Details of the organisation responsible for carrying out the evaluation	
Name of the organisation, original language	Assistance for Development Consulting S.R.L.
Name of the organisation, English translation	Assistance for Development Consulting S.R.L.
Web page	//
Overall evaluation methodology/methodology	<ul style="list-style-type: none"> • Outcome/effect evaluation using randomised controlled trial • Outcome/effect evaluation using other methods (e.g. analyses of statistical data, surveys, etc.)
Indicators in the evaluation	<ul style="list-style-type: none"> • Employment status before/after • Indicators of target groups' take-up of a measure • Other indicators, please describe: Number of workshops maintained and created; number of social economy units created (authorised protected units)
Main findings of the evaluation	The evaluation was carried out by a private company within the framework of two European Social Fund projects run by the Foundation. Evaluation methods also included qualitative interviews with the partners and the beneficiaries of services. A 3–5 day visit was made to each “Util Deco” centre in both evaluations to observe the implementation of the courses and the production of goods within the “Util Deco” workshops.

	<p>According to the first evaluation, conducted for the period 2008–2011:</p> <ul style="list-style-type: none"> • The qualification courses organised had a positive impact on increasing the abilities and competences of the disabled people, both to find a job in “Util Deco” and to join the labour market. • The evaluator concluded that the practice had not sought to monitor the number of graduates who found a job on the free labour market, as its target was for the placement of participants in the protected units. • The tailoring and IT workshops were considered the most useful for finding employment in the open labour market, whereas hand-made binding was mostly required for the “Util Deco” economic activity. • The three units of Iasi, Constanta and Mures took an integrated approach to promoting their products, supporting each other with commercial orders, irrespective of the place of production. This proved to be a sustainable and economically efficient approach. Increasing the number of non-disabled staff to compensate for productivity shortfalls was not regarded as an immediate solution; the proper use of existing staff, improving technology and formulating a sales strategy at the level of all “Util Deco” units could lead to an increase in productivity and further sustainability of the jobs. <p>According to the second evaluation report, conducted for the period July 2010–August 2012 during the project implementation:</p> <ul style="list-style-type: none"> • Adequate and upgraded equipment in the protected workshops had contributed to an increase in the trainees’ abilities and competences and to the success of the socially oriented business. • The integrated approach of service delivery to disabled people (counselling/vocational guidance and vocational education courses) had been successful in ensuring that participants were able to keep their jobs. • The high number of requests for vocational education was explained by the market demand and the desire of clients to improve their skills.
<p>Change in practice following evaluation</p>	<p>No changes</p>

Documentation of the evaluation	
Type of documentation	<ul style="list-style-type: none"> • Evaluation report issued in 2011 • Evaluation report issued in 2012
Reference	<p>Assistance for Development Consulting, 2011: Evaluation report of services delivered during the period November 2008–June 2011 within the project “Primul pas spre o viata independenta” [The first step towards an independent life] co-funded by the European Social Fund and run by the Alaturi de Voi Foundation, Romania during November 2008–October 2011, Romania http://www.ropes.ro/web/upload/documents/Raport%20evaluare%20externa%20servicii%20oferite%20in%20cadrul%20proiectul%20Primul%20pas%20spre%20o%20viata%20independenta,%202010%20-%20ADV%20Romania_1.pdf (in Romanian; accessed May 2013).</p> <p>Assistance for Development Consulting, 2012: Evaluation report of services delivered during the period July 2010–August 2012 within the project “Alianta pentru Dezvoltarea Economiei Sociale” [Alliance for the development of social economy] co-funded by the European Social Fund and run by the Alaturi de Voi Foundation, Romania during the period July 2010–2013 (ongoing), Romania http://www.ropes.ro/web/upload/documents/Raport%20evaluare%20externa%20servicii%20oferite%20proiect%20Alianta%20pt%20Dezvoltarea%20Economiei%20Sociale,%202012%20-%20ADV%20Romania_1.pdf (in Romanian; accessed May 2013).</p>
Monitoring evidence	<p>Quarterly technical implementation reports completed by the Foundation as a project contractual requirement with the Managing Authority for Human Resources Development describe the project activities, results, indicators performed during the reporting period, as well as the deviation from the initial plan and tasks/results to be performed in the next reporting period.</p> <p>The data considered for the practice was based on the final technical implementation report issued in November 2011 within the framework of the first ESF project and the intermediate technical implementation report issued in April 2013 within the framework of the second ESF project.</p> <p>Technical implementation reports are confidential and are not available to the public.</p>

SECTION C - CLASSIFICATION OF PRACTICE	
C.1 Target group(s) (where relevant)	
Not targeted	
Jobseekers	
All unemployed	
Long-term unemployed	
Employed (threatened by redundancy)	
Youth	
Older jobseekers	
Persons suffering from physical disability or illness	
Disabled (physical)/Disabled (mental/psychological)	
Men	
Women	
Other (specify): young disabled people living with HIV/AIDS	X
Job changers	
People seeking training	
Employees	
Out of work: adult	
Out of work: youth	
Employers	
All employers	
SMEs	
Others, specify:	
C.2 Type of practice	

C.2.1 Practices related to management or servicing of clients	
Registration, identification of client needs and matching	
Registration of clients	
Registration of vacancies	
Identification of clients' needs	
Matching services	
Active labour market policies and supports	
Individual counselling/guidance/mentoring/coaching	X
Group counselling/guidance	X
Training (classroom)	X
Training (work-based, including apprenticeship)	X
Work experience/work trials	X
Subsidised employment	X
In-work support for persons with reduced working capacity	
Vocational rehabilitation	
Provision of jobs: public works/community/voluntary sector jobs	
Support for self-employment/business start-up	
Treatment of physiological or psychological difficulties or support for such treatment	
C.2.2 Practices related to labour market information and internal procedures	
Labour market information (LMI)	
Collection of LMI (demand, supply or both)	
Analysis of LMI	
Dissemination of LMI	
Internal procedures	
Management systems	X

Performance management/target setting	X
Contract management	
Staff training/development	X
Procedures for systematic contact to employers	
C.3 Delivery method(s)	
Delivery methods involved (where known and/or relevant)	
Surface mail	
e-Services	
Mobile e-services (apps for smartphones/tablets)	
Mass media (television/radio)	
Phone/SMS	
Face-to-face contacts	X
Not applicable (internal procedures)	
C.4 Contracting out	
Extent of contracting out of practice: The service is contracted out...	
In full	
Partly	
Not at all	X
Type of subcontractor(s)	
Public	
Private	
Third sector	
C.5 Partnership	
Type of partners (if any) involved in implementation of the practice	
Public	X

Private	
Third sector	

EXECUTIVE SUMMARY	
Title of the practice in the original language	Angajarea protejata in Unitatea Protejata Autorizata "Util Deco"
Title of the practice, English translation	Sheltered employment in the "Util Deco" authorised protected units
Country	Romania
Responsible body	Fundatia Alaturi de Voi, Romania (ADV Romania) Close to You Foundation, Romania ACHITEI, Angela angela.achitei@alaturidevoi.ro +40 232 275 568 +40 745 609 209 www.alaturidevoi.ro
Implementing body	Same as above
Source of funding	National budget European Social Fund Self-funding from the economic activities run by "Util Deco" protected units
Purpose and objectives	<p>The practice aims at providing sheltered employment for disabled youngsters (including people with HIV/AIDS) aged at least 18. Participants are employed within the "Util Deco" protected units of the Alaturi de Voi Foundation (with three branches located in Iasi, Constanta and Targu Mures).</p> <p>The rationale behind the practice is that sheltered employment in an authorised protected unit can be used as a period of transition towards the free labour market for young people with disabilities.</p> <p>However, there is no time limit for being employed in "Util Deco": disabled people can work there all their lives, if they have no chance of working in the free labour market. Participants in the practice are regularly trained and supported to enhance their skills and keep their jobs, as well as to produce quality and competitive products and services that are sold on the open market.</p> <p>"Util Deco" uses the revenues obtained from the delivery of services and the sale of goods produced in the three centres for social purposes and for the further development of the workshops. Apart from the revenues received from sales, legislation exempts employers who hire disabled persons from payroll tax. Counselling, professional guidance,</p>

	<p>qualification and mediation services are provided to the disabled by the Foundation free of charge.</p> <p>In early 2013, there were 74 employees, including 36 youngsters with disabilities, working in the “Util Deco” authorised protected units in the three centres of Iasi, Constanta and Targu Mures. The number of participants with disabilities has increased from 15 in 2008 to 36 in 2013.</p> <p>More information about “Util Deco” can be found at: www.utildeco.ro (in Romanian; accessed May 2013).</p>
Activities	<p>The following activities are carried out by “Util Deco”:</p> <ul style="list-style-type: none"> • Recruitment and selection process according to a set of qualification criteria. • Support for employed people provided by a multidisciplinary team of specialists (social workers, trainers/instructors, professional guidance counsellors, human resource and work security experts) to facilitate the work and social integration of people with disabilities. • Social and vocational evaluation process of youngsters with disabilities (integrated individualised plan). They are placed in a programme of counselling and professional guidance to identify their needs and to facilitate effective employment in a protected unit. The employment is based on a legal work contract under Romanian legislation. • Individual or group counselling and professional guidance are conducted on the basis of people’s abilities, work capacity and the available options. • Vocational training courses and regular support for participants are provided in the form of workshops, e.g. tailoring, hand-made binding, IT, handicraft, painting, production of decorative candles and document filing. • Provision of vocational, social and psychological support according to need. • Mediation on the free labour market is provided on request. <p>Cooperation agreements with the public employment services (PES) of Iasi, Constanta and Mures counties were concluded to provide and disseminate information about the vacancies and subsidies for the employment of persons with disabilities.</p> <p>Each month the PES subsidises the Foundation with an amount stipulated by law for each person with disabilities employed for a period of 12 months (or 18 months in the case of young graduates with</p>

	<p>disabilities), provided the person is kept on in work for at least 2 years (or 3 years for graduates) after the subsidy ends.</p> <p>Monitoring of the practice is performed by each centre in the form of a report to the headquarters manager within the Foundation.</p> <p>The operation of the structure is as follows:</p> <ul style="list-style-type: none"> • The Iasi “Util Deco” unit operates 5 workshops. • The Constanta “Util Deco” unit operates 3 workshops. • The Targu Mures “Util Deco” unit operates 3 workshops. <p>All activities are connected to the specific features of each workshop. On the one hand, there is training for participants; on the other there is production of services and goods. In early 2013, the three units employed 74 persons, 36 of whom were disabled.</p> <p>“Util Deco” was created as authorised protected units within the Alaturi de Voi Foundation in 2008. The organisation has its own management system and runs independent economic activities through its Iasi, Constanta and Targu Mures centres.</p>
Target groups/beneficiaries, if any	Young people with disability, with a special focus on persons with HIV/AIDS and aged at least 18 years
Period of implementation	Start: 2008 Finish: on-going
Gender perspective and other equality issues	No specific gender dimension.
Products, if any	<p>“Util Deco” has produced several manuals – e.g. rules of operation, including rights and obligations of the employees according to the legislation and organisation policy; a manual on the provision of psychological support; a manual on social assistance.</p> <p>The manuals are available at: http://www.unitatiprotejate.ro/web/upload/doc_tup/Manual2012_preview.pdf (in Romanian; accessed May 2013).</p> <p>Several websites contain information related to the practice and have been updated within the practice:</p> <ul style="list-style-type: none"> • The website www.utildeco.ro describes the services and goods produced by the disabled (in Romanian; accessed May 2013). • The webpage www.unitatiprotejate.ro is a database with Romanian protected units (In Romanian; accessed May 2013). • The webpage www.ropes.ro is a database with vacancies

	<p>targeted at disabled people and it also contains useful information on the labour market (in Romanian; accessed May 2013).</p> <ul style="list-style-type: none"> • A video presentation of the practice can be watched at: http://www.youtube.com/watch?v=kNbw66JbdtE (in Romanian; accessed May 2013).
Outcomes	<p>The main outcomes of the practice are as follows:</p> <ul style="list-style-type: none"> • In 2008, “Util Deco” operated 8 workshops located in the cities of Iasi, Constanta and Targu Mures, while 11 workshops were reported as being operational in 2013 (in line with the initial planning). • In all, 24 new jobs for persons with disabilities were created and maintained during 2008–2011; during 2011–2013 there were 36 in total (in line with the expected outcome). • Employment services provided to the clients were in line with expectations: they ranged from counselling and professional guidance, providing vocational education, mediation (if requested) and sheltered employment. • Counselling and professional guidance were delivered to 301 youngsters with disabilities during 2008–2010 (20% more than initially planned); such services were delivered to another 142 youngsters with disabilities during 2011–2012; the number reached 193 in 2013 (against 120 initially planned). • Some 168 youngsters with disabilities graduated from vocational education courses during 2008–2010 in the trades for which the Foundation is certified as a training provider; 279 participants graduated in 2011 (240 planned). • A further 185 persons with disabilities were recruited during 2011–2013 (against 176 planned), while 116 had already graduated out of the 150 expected by June 2013. • Three participants were placed on the open labour market in the timeframe 2008–2013, although one returned to work in a protected unit.
Evaluation	<p><u>The evaluation methods used</u></p> <ul style="list-style-type: none"> • Outcome/effect evaluation using randomised controlled trial • Outcome/effect evaluation using other methods (e.g. analyses of statistical data, surveys, etc.) <p><u>Indicators</u></p> <ul style="list-style-type: none"> • Employment status before/after • Indicators of target groups’ take-up of a measure • Other indicators, please describe: Number of workshops maintained and created; number of social economy units

created (authorised protected units)

Evaluation results

The evaluation was carried out by a private company within the framework of two European Social Fund projects run by the Foundation. Evaluation methods also included qualitative interviews with the partners and the beneficiaries of services. A 3–5 day visit was made to each “Util Deco” centre in both evaluations to observe the implementation of the courses and the production of goods within the “Util Deco” workshops.

According to the first evaluation, conducted for the period 2008–2011:

- The qualification courses organised had a positive impact on increasing the abilities and competences of the disabled people, both to find a job in “Util Deco” and to join the labour market.
- The evaluator concluded that the practice had not sought to monitor the number of graduates who found a job on the free labour market, as its target was for the placement of participants in the protected units.
- The tailoring and IT workshops were considered the most useful for finding employment in the open labour market, whereas hand-made binding was mostly required for the “Util Deco” economic activity.
- The three units of Iasi, Constanta and Mures took an integrated approach to promoting their products, supporting each other with commercial orders, irrespective of the place of production. This proved to be a sustainable and economically efficient approach. Increasing the number of non-disabled staff to compensate for productivity shortfalls was not regarded as an immediate solution; the proper use of existing staff, improving technology and formulating a sales strategy at the level of all “Util Deco” units could lead to an increase in productivity and further sustainability of the jobs.

According to the second evaluation report, conducted for the period July 2010–August 2012 during the project implementation:

- Adequate and upgraded equipment in the protected workshops had contributed to an increase in the trainees’ abilities and competences and to the success of the socially oriented business.
- The integrated approach of service delivery to disabled people (counselling/vocational guidance and vocational education courses) had been successful in ensuring that participants were able to keep their jobs.
- The high number of requests for vocational education was

	<p>explained by the market demand and the desire of clients to improve their skills.</p>
<p>Monitoring</p>	<p>Quarterly technical implementation reports completed by the Foundation as a project contractual requirement with the Managing Authority for HRD describe the project activities, results, indicators performed during the reporting period, as well as the deviation from the initial plan and tasks/results to be performed in the next reporting period.</p> <p>The data considered for the practice was based on the final technical implementation report issued in November 2011 within the framework of the first ESF project and the intermediate technical implementation report issued in April 2013 within the framework of the second ESF project.</p> <p>Technical implementation reports are confidential and are not available to the public.</p>