

Agencies and Employers were important target groups for the Success DP, as it was crucial to let these stakeholders know that they were important partners, and that the partners were doing something important together. The DP made all of the actors feel that they were involved in all parts of the process, by communicating experiences and progress at different stages of the project. The DP tried to eliminate fears and myths in a way that respected employers' experiences. It provided information about the support that employers could get from various authorities, explained that neither employees nor the employers would be left unsupported, made the employers realise that the problems that people have are complex and often relational, and finally advised on how the workplace could be made more accessible and inclusive, and thereby also more attractive to all employees.

There were four main outcomes of the project:

- Increased co-operation between the responsible bodies improved the matching of individual needs with services, decreased the passive waiting time for the individuals and made the planning and coordination more effective;
- The support for employers opened up new job opportunities for people with impairments or on long-term sick leave, as well as helping the employers to get things done – the gradually decreasing financial support to the employers lowered the threshold to getting a job;
- The availability of a personal co-ordinator made it easier for the participant to come to clearer decisions and to initiate the necessary measures;
- People on long-term sick leave actually accessed proper training or part time or full time jobs.

In addition, over 50 % of the target group in Örebro district managed to find a job or became involved in a training course after a reasonably short time in the project. This was a very promising outcome, particularly as most of these people had previously been considered as being "hopeless cases." They had been on long term illness or unemployment benefits for up to 10 years and were seen as being almost ready for an invalidity or retirement pension. The preliminary analysis of the cost effectiveness of the DP's activities, as well as the results of the self-evaluation process established by the external evaluator, were also very promising

There is a growing concern in Sweden about the problems of long-term sick leave and of the future financing of social security schemes. Thus, there was great interest in the work of Success as it offered a coherent philosophy that combined these financial benefits with a focus on the individual's own needs.

Name of DP	Success
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