

## Employability and Homelessness

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#### Editorial

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Welcome to the first edition of "Employability and Homelessness"!

FEANTSA's new newsletter will provide you with information about interesting employment initiatives for homeless people, latest information resources as well as events on this topic from across Europe. "Employability and Homelessness" is FEANTSA's response to the growing interest in approaches that tackle homelessness by combining housing and employment support in a holistic way. While the focus of the newsletter will be on

homelessness, the information will also be useful for people working with other multiply disadvantaged groups.

We extend our warm thanks to all contributors to this edition. FEANTSA is continuously looking for interesting initiatives, reports or events in your country. You can submit information in all main EU languages but we kindly request a short summary in English or French. For more information, please contact the editor, Silke Paasche:

[silke.paasche@feantsa.org](mailto:silke.paasche@feantsa.org)

## Sharing Experiences

### Getting ready for the Open Labour Market

#### Supported Employment for People experiencing Homelessness in the Laundry of the Hungarian Maltese Charity Service

Mosolygó Attila, Programme Manager, Laundry of the Maltese Charity Service, Hungary

##### 1. Project Background

The Hungarian Maltese Charity Service began its first integration-aimed employment programme in 2006 with the help of the OFA, the National Employment Foundation. Based on this experience we started a new project in 2007, which operates on a significantly bigger scale and aims to achieve long-term professional and financial sustainability.

##### 2. Aims and Target Group of the Project

As in the previous project, the target group consists of unemployed homeless people who are likely to cope with the challenges of the open labour market and find work after receiving intensive psycho-social support. However, one of the weakest point of this project is probably that it only targets a

likely to succeed. Therefore people affected by some of the most characteristic problems of homeless people, such as addiction or serious mental health issues, are less likely to participate in the project.

The main aims of the project are described in the table (Table 1).

##### 3. Tools and Methodology

The staff of the project consists of two people: the programme manager and the mentor. The manager is responsible for the overall management of the project, the internal evaluation and revision, if necessary.

The mentor works together with the participants of the projects, both individually and as a group.

The main responsibilities of the mentor are:

- **Preparing participants for supported employment:** Before starting the supported employment programme, the mentor assesses the skills and competencies of every participant. This is very important in order to avoid potential conflicts and misunderstandings at a later stage of the process.

- **Providing housing support:** The mentor is also responsible for assessing the housing needs of every participant and to look for adequate housing solutions.

In particular for people who move to a subtenancy, counselling is important.

Table 1		
Aims	Short-term	Long-term
Considering the target group	<ul style="list-style-type: none"><li>Sustainable employment of 10 people</li></ul>	<ul style="list-style-type: none"><li>Preparation for the labour market, skills development</li><li>Enabling at least 5 people to be employed in the open labour market at the end of the project</li></ul>
	<ul style="list-style-type: none"><li>Promoting the participants' integration at a workplace</li></ul>	<ul style="list-style-type: none"><li>Raising the aspirations of participants on entering the labour market</li></ul>
Considering the organisation	<ul style="list-style-type: none"><li>Creating new posts, serving the needs of the organisation by the new services</li></ul>	<ul style="list-style-type: none"><li>Starting a service that is competitive</li></ul>

carefully selected group of homeless people. Some people experiencing homelessness are excluded due to the definition of homelessness used. What is more, special attention has been paid to select the candidates who are most

- **Liaising between employee and employer and providing in-work support:** Supporting people to find their place in a group is essential here, as the work is done in a relatively small place with a large number of people. Working in a group is a new situation for most of the participants and it is a possible source of conflicts and problems.
- **Preparing participants for the open labour market:** Important for the individual development of participants are not only explicit plans for the future or specific skills but rather a better self-confidence and greater awareness of individual capacities. This will allow the person to make positive plans for the future.

Obviously the mentor can easily encounter problems which are beyond his limits of competence and will require help from external professionals, such as psychologists and lawyers.

#### 4. Ensuring Sustainability of the Project

During the planning phase of the project, it was important to ensure its long-term financial, organisational and professional sustainability.

We needed a programme that was capable of existing independently in all the three dimensions mentioned above. The internal laundry service was a good solution. A laundry has long been needed within the organisation and provided a chance for the employment of an adequate number of people while being financially sustainable.

The Public Foundation for the Homeless and the National Employment Foundation took part in setting up the laundry service. While the Public Foundation provided the building, the National Employment Foundation contributed 26,7 M. Forint (approx. 95,000 euros), which were used for the technical equipment, operational costs and wages of the employees for one year. The Reckitt-Benckiser Ltd. donated a further 5 M. Forint (approx. 18,000 euros) which the Charity Service used to renovate the building of the laundry.

The Laundry is operating with 3-3 industrial washing machines and driers. The maximum washing capacity is approximately 100 kg of clothes per day. This capacity is used for the needs of our own institutions and for the cleaning of the donated clothes. We are planning to offer the remaining capacity to external institutions, preferably social and health institutions.

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## Addressing a twin problem: Worklessness and Homelessness

### The OSW Transitional Spaces Project, United Kingdom

The social and personal benefits of a secure home and meaningful employment are advantages that are taken for granted by the majority of people in the UK. A significant number of individuals, however, live in temporary accommodation and lack the skills or confidence to be economically active.

Accommodation problems and economic inactivity are not new problems or concerns for the homeless sector. In recent years a range of excellent work has been undertaken by public and voluntary sector organisations working in the field. However, given professional and organisational boundaries, together with the complexity of the problems faced by some individuals, previous work streams have tended to focus on one facet of disadvantage – accommodation or employment.

With funding from the Treasury's Invest to Save programme and London Housing Foundation, and sponsorship from Communities and Local Government, OSW's Transitional Spaces Project (TSP) is an innovative three-year pilot, helping 300 hostel and supported housing residents in London and Tyneside to find work and then move into independent accommodation in the private rented sector. TSP addresses the twin problems of endemic worklessness and a lack of move-on accommodation that are all too common when people are trapped on benefits within hostels and other forms of supported housing.

#### Participants

TSP is a work first model of resettlement. Therefore the project prioritises applicants who are close to entering or re-entering the labour market. Once an application form has been

received a member of the TSP team will call the applicant and conduct a telephone interview to assess if the project is right for them and if the applicant is sufficiently motivated to find work and move into the Private Rented Sector.

### **Stages of the Project**

There are four stages of the project and at the end of each stage a financial incentive is awarded.

Stage 1 is Financial Inclusion Work: It includes savings information, budgeting guidance, debt management advice and support, bank account opening, participation in relevant training including the financial inclusion workshop "Money Matters". In addition, a bank start grant of £50 is awarded at the end of this stage.

Stage 2 is Employability Work: It consists of job search advice, "better-off" calculations using a purpose designed computer software to demonstrate clients are financially better off in work than on welfare benefits, measurements of a client's progressive movement towards the labour market using OSW's Employability Map, interview tips and support, and, if appropriate, referral to pre-employments training schemes and job application support. A job start grant of £250 is awarded at the end of this stage.

Stage 3 is Tenancy Work: Accommodation search includes house hunting help, pre tenancy support and workshops, safety checks on property and landlord, benefits "run on" advice to ensure client's fully access their entitlement to housing benefit whilst in employment, and access to a six month package of resettlement support. A home start grant of £1000 is awarded at the end of this stage.

Stage 4 is Ongoing Support: Career development and tenancy maintenance work includes future action planning, meaningful occupation and floating support through outreach into a client's own home, ongoing financial support and money management advice. At the end of this stage and after at least 6 months in their new property and job the successful TSP client will receive their graduation grant of £500 and will have completed their TSP journey

### **Employment**

There are no specific companies that we work with as clients will complete job searches via the internet and job publications. Therefore different forms of employment are very much the individual choices of the project clients. The coaches work with the clients and provide job search advice and offer job application support and the client receives ongoing support from their coach once they have secured employment.

### **Housing**

We have an In-House Property Coach who is building up a portfolio of good quality private landlords that have properties at affordable rents. The Property Coach supports clients with their accommodation searches and viewings, and ensures that the properties have the relevant safety checks, i.e. gas certificate. The Property Coach will also go through the tenancy agreement with the client to ensure it is legal and that the client understands what he/she is taking on, and also the responsibilities of the landlord. Clients are also provided with a Private Rented Sector advice pack which enables clients to move on to their next property without the support of the TSP coach. The Property Coach also provides post tenancy support for at least 6 months, which helps the client sustain their tenancy.

### **Results of the project**

In a recent review undertaken by Alan Cripps<sup>1</sup> some 15 months into delivery, it was clear that there is a pool of people that can benefit from the project and importantly all the indications are that there will be a substantial financial saving to the UK government if performance continues as currently.

The Cripps report shows that:

- There is a strong correlation between the achievement of an improvement in economic status such as securing a job or improving earnings, and rehousing;
- People who are going to benefit from the programme do it quickly with an average time on the programme of just over four months;
- 38 people had moved into the private rented sector or had returned to live with family or friends;
- 32 people had achieved a housing and job outcome.

<sup>1</sup> Transitional Spaces Project: Review of Emerging Trends, Cripps A. April 2008

According to the organisation's own monitoring tool OSW Link, thirty percent of TSP's clients are ex-offenders, of whom 40% have been in prison. Around a quarter have secured full time sustainable jobs and have moved into the private rented sector. For people under 25, the statistics are very similar, although an even higher number have moved into the private rented sector. Clearly for both these groups it

demonstrates the potential of the private rented sector as viable and appropriate affordable housing for homeless and vulnerable people.

For more information, please contact Debbie Hilton, Director of Service Delivery: [debbiehilton@osw.org.uk](mailto:debbiehilton@osw.org.uk) or visit OSW's website: [www.osw.org.uk](http://www.osw.org.uk)

### **L'insertion par l'emploi : l'exemple original des "Jardins de Cocagne" en France**

Michel Mercadié, Président de l'association Julienne Javel et Secrétaire Général de la Fnars, France

Créé à Besançon en 91 par l'association d'accueil, d'hébergement et d'insertion Julienne Javel, le Jardin de Cocagne est un outil original d'insertion par l'emploi: l'idée était d'associer la reprise d'une activité professionnelle par une personne accompagnée, à une activité socialement valorisante (le maraîchage biologique) et porteuse de sens : un contact direct avec une "élite" de consommateurs, des consommateurs-acteurs, à la recherche à la fois d'une consommation de qualité (légumes et fruits biologiques) et d'une démarche socialement positive et non marchande au sens capitaliste du terme. Le lien avec la production n'était pas l'achat au coup par coup, mais l'abonnement à des paniers hebdomadaires, dont le contenu dépend de la production.

Aujourd'hui, il existe en France une centaine de "jardins de Cocagne", groupés en réseau et définis par une charte de qualité et d'éthique. Sur le plan administratif, les "jardins" sont des "Ateliers d'insertion", structures permanentes du secteur non marchand, reconnues et encadrées par la loi. Les salariés en insertion relèvent du droit du travail et bénéficient d'un contrat spécifique, contrat à durée limitée (24 mois) et d'une durée hebdomadaire de 20 à 30 h. Ils sont payés au SMIC horaire et bénéficient des avantages de droit commun (formation, comité d'entreprise, représentation syndicale)

La sélection des salariés relève à la fois des

### **Inclusion through employment: An original example from France – "Jardins de Cocagne"**

Michel Mercadié, President of the Julienne Javel organisation and General Secretary of Fnars, France

In Besançon in 1991, the French housing and social support organisation 'Julienne Javel' created an original idea which links social inclusion with employment: the "Jardin Cocagne" (a 'garden of plenty'). The idea was to help people back into professional activity by doing something socially worthwhile - organic farming - and meaningful. Participants establish a direct contact with an "elite" type of customer who are looking to purchase quality produce (organic fruit and vegetables), whilst participating in a positive and non-commercial, non-capitalist approach. Goods are not bought item by item, instead customers subscribe to a weekly shopping basket whose content depends on the season.

Today, there are around 100 of these "jardins de Cocagne" in France, organised through a series of networks that adhere to a quality and ethical standards charter. On an administrative level, the "jardins" are classified as "social inclusion workshops" that have permanent, not-for-profit structures, and are recognised and bound by law. The employees under the scheme are contracted to work in accordance with labour law, and have a fixed contract of a maximum of 24 months, work between 20 - 30 hours a week and are paid the hourly minimum wage (the 'SMIC'). They are also entitled to standard legal rights such as training and the right to be represented by trade unions.

The selection process for choosing



services sociaux et du service de l'emploi qui les agréé: il s'agit de personnes "rencontrant des difficultés particulières pour accéder à l'emploi". En réalité, ce type de structure représente le 2e niveau d'outil dont nous disposons. (Le premier est l'AVA –l'activation à la vie active.) Mais ces ateliers d'insertion représente le premier outil dans le cadre du droit du travail, c'est à dire celui qui exige le moins de rentabilité individuelle.

En contrepartie de l'embauche de ces personnes, l'association employeur reçoit de l'Etat le remboursement presque total des salaires versés. Elle est agréée pour un nombre de postes de travail déterminé et reçoit également des subventions de fonctionnement des collectivités territoriales, voire du FSE.

En effet, la vente de la production ne représente que 20% des recettes. En revanche, l'accompagnement social et professionnel entraîne des dépenses fortes. Le taux d'encadrement (il s'agit du rapport entre le nombre d'encadrant et le nombre de salarié en insertion) est d'environ 15%. En effet, la mission de l'association est double : accompagner les personnes, c'est à dire repérer avec elles tous les obstacles à l'emploi (santé, logement, comportement, problèmes administratifs, mobilité...) et tenter d'y apporter une solution, et en même temps organiser la production, la vente et la gestion administrative et financière. Au total, on estime que le coût total par poste coûte aux pouvoirs publics entre 16 et 18 000 euros (déduction non faite des coûts économisés et des recettes fiscales induites), c'est à dire un coût identique à de l'hébergement d'insertion sans accès à l'emploi.

Qui sont ces salariés? Une majorité de bénéficiaires du RMI (revenu minimum d'insertion), des chômeurs de longue durée, des personnes sous main de justice, des handicapés, certains entrant dans plusieurs catégories.

Que deviennent-ils à l'issue de leur contrat? 35% trouvent un emploi, 18% entrent en formation qualifiante, 27% sortent sans solution professionnelle (abandon, problèmes de santé, changement de lieu de résidence, prison....) les 20% restants relèvent de sorties atypiques. Cela montre à la fois l'intérêt de la

participants involves both social services and employment services. A typical employee is described as someone who is in "particularly difficult circumstances to access the labour market". This type of scheme is actually our second type of employability service. (The first type is AVA (activation à la vie active) – a form of life skills training.) However, the social inclusion workshops are the first tool within the framework of labour law and the one that requires the least productivity of the employee.

In return for employing these people, the state reimburses the organisation (employer) for an amount almost equal to the total wage. The organisation provides employment for a certain number of posts and receives grants from regional government that are administered through the European Social Fund (ESF).

In fact, the sale of the produce only accounts for 20% of the total revenue. On the other hand, the professional training and social support are expensive. The support ratio (the ratio between support staff and employees) is approximately 15%. The organisation's goal is essentially two-pronged: firstly, to support people and help them dealing with obstacles to employment (helping with matters of health, housing, attitude, mobility and administrative problems) and secondly, to manage the organisation's output through sales, financial and administrative management. It is estimated that each job costs the public authorities between 16,000 and 18,000 euros (not counting the costs saved that would otherwise be spent on other services and tax receipts) - the same amount that it would cost them to house one person without such employment.

So, who are these employees? Most of them receive the 'RMI' benefit (the minimum benefit given to those with no other source of income), have been unemployed for a long time, have been in trouble with the law, have disabilities, or fit into several of these categories.

What happens at the end of their contract? 35% go on to find a job, 18% go into vocational training, 27% leave without any prospects (they drop out, they have health problems, they move, they end up in prison etc), and the 20% that are left end up in

formule et son insuffisance. Nous devons pouvoir utiliser d'autres outils d'insertion, moins exigeants (relevant de l'aide sociale et non du droit du travail) ou plus durables. Or ni les pouvoirs publics, ni l'opinion publique n'ont encore admis l'idée qu'une personne puisse demeurer en permanence dans un emploi aidé. L'idée que l'emploi "normal" est l'emploi marchand est encore forte. Mais l'effondrement du mythe du marché fera peut-être évoluer les mentalités.

Un dernier point, selon les critères européens, les "Jardins" sont des Services Sociaux d'Intérêt Général (SSIG); ils sont des outils de cohésion sociale et en partie d'accès à l'emploi "pour les personnes qui en sont les plus éloignées"; ils sont transparents, contrôlés par les pouvoirs publics et ne peuvent donner lieu à une utilisation abusive des deniers publics! Il serait temps que la Commission européenne admette qu'ils ne relèvent pas des règles des marchés publics!

unclassifiable situations. This reveals how worthwhile the scheme can be, while at the same time pointing out its inadequacies. We should be able to use other, less strict or longer lasting, tools for social integration that come from social support instead of labour law. Neither the public authorities nor public opinion support the idea of someone staying in supported employment permanently. The view that 'regular' employment means being a trader or shopkeeper is still widely held, though the collapse of this myth may change people's way of thinking.

According to European criteria, the "jardins" are Social Services of General Interest (SSGI). They are generally a means of creating social cohesion, partly through providing an access to the labour market for those "who are the furthest away from it". This means of employment is transparent, supervised by the public authorities and cannot in any way be considered as an abuse of public funds! It's about time that the European Commission admits that the "jardins" do not come under the rules of the public market!

## Information Resources

### **Access to Employment for People experiencing Homelessness: Recommendations for Member States and the European Union**

#### **FEANTSA Policy Statement**

Despite a growing interest of Member States and the European Union in promoting the employment of people furthest away from the labour market, existing employment initiatives often fail to reach out to the most vulnerable group, such as people experiencing homelessness.

This new FEANTSA Policy Statement highlights the shortcomings of existing initiatives and sets out recommendations to make employment policies more effective for people experiencing homelessness in the future.

The recommendations are based on the findings of the [FEANTSA Annual Report 2007 "Multiple Barriers, Multiple Solutions: Inclusion](#)

### **L'accès à l'emploi pour des personnes sans domicile: Recommandations aux Etats membres et à l'Union Européenne**

#### **Déclaration politique de la FEANTSA**

Les États membres de l'Union européenne promeuvent de plus en plus l'« activation » des personnes éloignées du marché du travail.

Néanmoins, les initiatives existantes en termes d'employabilité ne permettent en général pas d'atteindre les groupes de personnes les plus exclues de la société ni les personnes qui ont le moins de probabilité de trouver un emploi sans être aidées, comme les personnes sans domicile.

Dans ce document, nous mettons l'accent sur les lacunes des politiques d'emploi européennes comme nationales et présentons des recommandations en vue, à l'avenir, de rendre ces politiques plus

[into and through employment for people who are homeless](#)”, which provided an overview about the employment situation of people experiencing homelessness in 16 EU Member States.

In the statement, FEANTSA calls on Member States to develop employment strategies for people with multiple needs which are based on holistic and individualised support for the people and integrated into general employment policies.

What is more, the European Union should better take into account the perspective of multiply disadvantaged groups in their policies. The European Commission has a key role to play to facilitate effective transnational exchanges and mutual learning of the different stakeholders involved in the fight against homelessness.

[Full version of the statement](#)

efficaces pour les personnes sans domicile. Ces recommandations se basent sur les conclusions du Rapport européen 2007 de la FEANTSA: [«Obstacles multiples, diversité des solutions»](#) dans lequel on propose une vue d'ensemble de la situation en termes d'emploi des personnes sans domicile dans 16 États membres de l'UE.

Dans la déclaration, la FEANTSA invite les États membres à développer des stratégies d'emploi pour les personnes présentant des besoins multiples, basées sur un accompagnement holistique et personnalisé pour les individus, et intégrées dans les politiques d'emploi générales. Par ailleurs, l'Union européenne devrait mieux prendre en compte la perspective des groupes défavorisés dans leurs politiques. La Commission européenne doit jouer un rôle clé pour faciliter les échanges transnationaux et l'apprentissage mutuel des différents acteurs impliqués dans la lutte contre l'exclusion liée au logement.

[Version intégrale de la déclaration](#)

## **Making Work, Work: Recommendations for supporting Homeless People to gain and sustain Employment**

Report by the New Economics Foundation, UK

Many homeless people are keen to enter the world of work. Although financial rewards are rarely the primary motivation, they are frequently the deal breaker that stops someone taking or keeping a job. This is one of the key findings of a new report that Business Action on Homelessness (BAOH) commissioned the New Economics Foundation (NEF) to carry out. The research looks at the full range of factors preventing homeless clients from taking a job or staying in work, and what could encourage them to gain and sustain employment.

In a departure from traditional cost benefit analysis, NEF applied behavioural economics to work out if paying an incentive would make economical sense for the individual and for Government. What was innovative about NEF's approach was that they factored in the concept of 'loss aversion'. This established theory states that people value losses more than gains of a similar value.

Headline findings of the research include:

- Work doesn't always pay, with some people actually worse off in work than on benefits once work related costs and loss of passported benefits are taken into account.
- When the impact of loss aversion is factored in, the perceived financial risks undermine the rationale for taking up work.
- Clients are extremely motivated to work, with financial rewards rarely being the primary motivation but frequently acting as the deal breaker.
- Fears of debt and further homelessness act as a significant barrier to employment.
- There is a strong perception among homeless people that the benefits system is more of a hindrance than a help.
- High hostel rents and conditions are not always conducive to employment.



- The first few months in work are financially very difficult and often socially isolating for homeless individuals.
- There is a clear win-win of paying a financial incentive to homeless people which will counteract the impact of 'loss aversion' and at the same time deliver a net gain to Government.

Business Action on Homelessness is a campaign of Business in the Community in the UK. It works as a partnership between businesses, homeless agencies and the government and aims to break the vicious cycle of 'no job, no home, no job' by helping people to gain and sustain employment;

[Full version of the report](#)

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## FEANTSA Online Database: Employment and Homelessness

FEANTSA is currently developing a European [Database on Employment and Homelessness](#) on its website.

This online database provides easy access to relevant information resources, including national reports and research, as well as interesting practice examples of employment initiatives for people experiencing homelessness from across Europe.

FEANTSA will continue updating this website and welcomes all additional contributions in all

EU languages (please add a short description in English or French, if necessary).

For more information, please contact Silke Paasche: [silke.paasche@feantsa.org](mailto:silke.paasche@feantsa.org)

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## Sharing Good Practice at EU Level

### EU Peer Review Programme on Social Protection and Social Inclusion

The European Commission regularly organises peer reviews that allow Member States to present and discuss good practices in the areas of employment, social protection and social inclusion.

Several of these transnational exchange initiatives have focused on the labour market integration of disadvantaged groups. Although they usually do not specifically deal with people experiencing homelessness, they might still provide interesting information about practices and policies in different Member States.

Each Peer Review is hosted by one country. This country presents a good practice, a new

programme, a policy reform or a specific institutional arrangement and invites Member States and other stakeholders to comment on it and to discuss its potential transferability.

One peer review that specifically dealt with the employment of disadvantaged groups in 2008 was hosted by Belgium: [The Social Economy from the Perspective of Active Inclusion](#). This Peer Review looked at the social economy as a means to promote employment for people far and furthest away from the labour market.

For all Peer Reviews, visit the Programme website ([EN](#) / [FR](#) / [DE](#)).

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## Events

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### Homelessness to Employment: Homeless Link Conference

10 March 2009, Resource Centre, London

From engagement through to employment, this conference will guide you through the spectrum of activities that help homeless people move on with their lives.

Involvement in meaningful activity can equip an individual with the skills, motivation and 'personal space' needed to address the problems that have led to their homelessness.

They can rebuild self-esteem, personal relationships and quality of life. Informal learning activities can also lead to wide ranging improvements in mental and physical health for homeless people. For others who are more ready to move on, structured training and education courses can help them gain the skills they need to operate in the job market and find sustainable employment.

It is important that all activities are recognised as valid and that outcomes are measured both in terms of personal change ('soft' outcomes)

and educational and employment successes ('hard' outcomes).

The Home Office are supporting Homeless Link with this event as a joined up approach to service delivery and to help improve outcomes for clients.

More information about the conference and registration is available on the [Homeless Link website](#).

## FEANTSA Seminar: Local homeless Strategies

28 May, Committee of the Regions, Brussels

The seminar on local homeless strategies will be hosted by the Committee of the Regions in Brussels on 28 May 2009. The theme of the seminar will be about bridging the gap between EU ambitions on homelessness and local realities, with a focus on the impact of the economic crisis on tackling homelessness at local level (impact on profiles of homelessness, impact on budgets, impact on strategies). This

seminar will bring together 80-100 participants from across Europe, and in particular local practitioners working on homelessness who wish to gather information and benefit from transnational exchanges on this theme. For more information, please contact the FEANTSA office at [liz.gosme@feantsa.org](mailto:liz.gosme@feantsa.org) or consult the FEANTSA [website](#).



This Newsletter is supported by the European Community Programme for Employment and Social Solidarity (2007-2013).

This programme was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.

The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

To that effect, PROGRESS purports at:

- providing analysis and policy advice on employment, social solidarity and gender equality policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in employment, social solidarity and gender equality policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of the stakeholders and society at large.

For more information see:

[http://ec.europa.eu/employment\\_social/progress/index\\_en.html](http://ec.europa.eu/employment_social/progress/index_en.html)

The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

■ **European Federation of National Associations Working with the Homeless AISBL**

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