

Inspiring practices in greening services for persons with disabilities

2023



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This is a report of the European Association of Service providers for Persons with Disabilities (EASPD).

Author: Freddy JUSSIEN (Junior Policy and Project Officer at EASPD)

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List of abbreviations

EASPD: European Association of Service providers for Persons with Disabilities

ESG: Environmental, Social and good Governance

EU: European Union

NGO: Non-governmental Organisation

SDG: The Sustainable Development Goals

UDL: Universal Design for Learning

UNCRPD: Convention on the Rights of Persons with Disabilities

VET: Vocational and Educational Training

WISE: Work Integration Social Enterprise

Introduction

Climate change is a major challenge faced by contemporary society as demonstrated by the increasing number of environmental disasters with devastating consequences for the planet, its ecosystems, and its inhabitants. As in most crises, the most seriously affected by these consequences are people in a vulnerable position and/or in marginalised conditions/communities; among them, people with disabilities. Now more than ever, it is necessary to push for a transformation towards greener economies and societies, given the undoubtable awareness of the inextricable links between environmental and social objectives. Moreover, the green transition should be leveraged as an opportunity to empower persons with disabilities by increasing their awareness about environmental sustainability issues, improving their green skills, and enhancing their employability and future prospects. This is the condition to guarantee the full inclusion of people with disabilities in a greening society, where they are empowered to make independently their sustainable choices and actively contribute to environmental protection.

Care and support services, which are crucial in providing support to vulnerable groups, should play a key role in the green transition, making sure they transform themselves and adapt to the needs of the present and the future, and that people who rely on them are involved in this process.

In this context, service providers for persons with disabilities participate in the realisation of the objectives of the **European Green Deal** launched in 2020. This set of policies aims to reduce Greenhouse gas emissions by 55% by 2035 and to achieve carbon neutrality by 2050 while ensuring a just transition that leaves no one behind. **The Strategy for the Rights of Persons with Disabilities 2021-2030**, implementing the UN Convention on the Rights of Persons with Disabilities (UNCRPD) in the EU, stresses the necessity to create a climate-neutral and resilient society that is just and inclusive and involves persons with disabilities. Additionally, **The EU Care Strategy**, which aims at improving the quality and accessibility of care and supporting independent living and inclusion in the community, also highlights the need for care settings to increase their resilience to external shocks and better protect vulnerable people from the negative consequences of extreme meteorological events. Hence, service providers for persons with disabilities have the potential to enable and advance the just transition in all the areas related to the rights of persons with disabilities.

For this reason, EASPD has initiated work on how to support social service providers for people with disabilities in the green transition. Following a [2020 Research on the European Green Deal and Social Services showing the opportunities of the Green Deal for the different areas of services for persons with disabilities](#), [this collection of good practices aims to shed light on initiatives helping the care and support sector in its](#)

[green transition. It aims particularly to facilitate the exchange of experiences and good practices for the uptake of new knowledge. This collection also aims to create a strong evidence base for action. Therefore, all the practices selected under this call will be published on the E-Library of EASPD](#) and disseminated via different communication channels. Moreover, the practices will be used to enrich an [evidence-based position paper](#) on greening services for persons with disabilities that is currently being developed by EASPD.

Structure and methodological approach of the report

A best-case practice in the framework of this report is defined as a practice that is sustainable supporting the green transition, tackling issues related to climate change, and aiming at empowering persons with disabilities in the green transition (green criterion). The practice must also be the result of co-design taking into consideration the views, needs and wishes of people with disabilities (co-design criterion). Finally, the practice should be in line with the UNCRPD, respecting people with disabilities' choice and control over their lives and promoting their full inclusion in the society (rights-based criterion). It is worth mentioning that the report focuses specifically on the green practices and does not select practices based on an evaluation of the broader service. The latter being part of a broader work which EASPD contributes to significantly.

To meet the 'green criterion' the collection of good practices was focused on the following indicator areas:

- **Reducing the environmental footprint of service provider:** It can involve measures related to the energy efficiency of care and support facilities, management of waste, food and water, adoption of digital tools to reduce waste production, carbon impact assessment, environmental planning, and any other measure contributing to reducing the carbon footprint of service providers.
- **Adaptation measures to climate change events:** It involves all the practices that contribute to the resilience against the effects of climate change, including renovation of buildings, adaptation and evacuation plans, or any other activities that ensure an adaptation of the service to face climate change events.
- **Improving green skills and capacity of service providers:** It involves practices that equip the workforce with the necessary skills to reduce the carbon footprint and adapt to climate change while maintaining the quality of the service. Practices like training programs, capacity-building activities, and Environmental, Social, and good Governance models (ESG) can be reported under this category.
- **Empowering persons with disabilities in the green transition:** It involves activities that contribute to increasing persons with disabilities skills, knowledge, and awareness to better participate in the green transition. The initiatives reported can be about employment of persons with disabilities in 'green' jobs, specific training programs, knowledge and awareness raising through care, support, or leisure activities.

To identify the good practices, a [call](#) was launched on the EASPD website and distributed via the EASPD newsletter and EASPD Member Fora. The call included a survey of 10 questions regarding the 'green

criterion’, the methodology used for co-design and co-production, the impact of the practice, its financial support, the sustainability, and replicability. EASPD assessed and selected the practices that are in line with the UNCRPD. As explained above, for this collection of practices it was only assessed whether the practice itself is in line with the UNCRPD, and not whether the service itself is.

Professionals representing 11 organisations across Europe responded to the survey. Following the screening process, it was decided that all the 11 practices collected met the selection criteria to be included in this report. A table showcasing the geographical distribution of these best practices is presented below.

	Country	Number of selected practices
1	Spain	3
2	Finland	1
3	Malta	1
4	France	1
5	Greece	2
6	Israel	1
7	Austria	1
8	European project	1

Table 1: Organisations included *in the European Inspiring Practices report*

It is worth mentioning that no practices have been collected from Central and Eastern Europe. In this regard, more research is needed to understand why and what are the specificities and the practices in terms of greening services for persons with disabilities.

The selected practices with their key elements are presented below.

Selected promising practices

Accesibilidad Cognitiva: Accessibility model to tackle environmental issues in the design of buildings and environments – Spain

Organisation: Asociación para la Comprensión Fácil de Entornos y Edificios (ACFEE).

Website: <https://seguridadespacialcognitiva.org/>

Description of the organisation: The Asociación para la Comprensión Fácil de Entornos y Edificios (ACFEE), translated 'Association for easy understanding of environments and buildings' offers a set of research on architectural projects to facilitate the autonomy of people with cognitive and intellectual disabilities and older people. The studies conducted by the organisation aim to assist persons with disabilities in their daily living environments, day centres and residences, reducing dependence on human and technological support. This accessibility model is based on studies made on the neurology of spatial behaviour and the creation of specific design instruments to take on the challenge of making improvements and spatial adjustments in spaces for people with orientation and cognitive problems, and older people with cognitive impairment and dementia. It started in 2016 and it is still ongoing.

Target group of the practice: Professionals and services working with people with sensorial, cognitive and intellectual disabilities, and older people with and without cognitive impairments and dementia.

Practice description: Accesibilidad Cognitiva proposes solutions regarding the design and adjustment of accessible spaces by taking into consideration the environmental the dimension. To build spaces that are sustainable and resilient, the model considers issues related to insulation, favouring lighting, ventilation and natural cooling and heating, avoiding excess heating or air conditioning devices, the use of natural and non-polluting resources and the use of local suppliers and materials. Additionally, the ACFEE offers cognitive and sensory accessibility trainings for service providers addressing issues related to the green transition. For example, the association proposes a methodology to assess whether the use of ceiling fans has a negative impact on people with a sensorial impairment like, in some cases, people with autism. This methodology goes beyond energy efficiency regulations and other technical regulations which do not differentiate whether people are disabled or not.

Approach used for the co-design: The added value of the methodology resides in the creativity and the collaboration of users on how they want and imagine the final spaces. Persons with disabilities are consulted in the pre-design, production, and evaluation of their living spaces.

Impact and main outcomes:

- Improvement of the capacity of services providers in designing both accessible and sustainable spaces.
- Improvement of people's daily living conditions including their physical, emotional, and psychological state in schools, care centres, residences. Significant improvements are observed in terms of reduction of the level of stress thanks to the improve of ventilation, the reduction of external noise, and the management of artificial and natural light.

Challenges: Convincing professionals and institutions of the importance of architecture in the physical, mental, and psychological health of people with cognitive and intellectual disabilities and older adults.

Financial support: Through projects implemented by organisations interested in the design methodology and incomes from the training of professionals.

Initiatives to sustain the practice and its impact:

- Dissemination activities of the practices and projects using the model, such as the Madrid City Council.
- 12 scientific publications.

Replicability: The methodology can be implemented in any space dedicated or welcoming people with intellectual disabilities, including support and care centres, living residences and public buildings. And its cost is minimal since it does not require complex spatial transformations, just following the methodology of designing cognitively accessible spaces.

Person who submitted the practice: Berta Brusilovsky (President of the ACREE)

2. Fabric Republic: Clothing management system run by vulnerable people - Greece

Organisation: IASIS

Website: <https://www.iasismed.eu/>

Description of the organisation: The Civil Non-Profit Company IASIS is a human-centred NGO that was founded in 2005 and has as main objectives to provide psychosocial support, to combat the social exclusion of vulnerable groups of the population and promote equal opportunities. The organisation provides psychological services, psychiatric care in the community, psychoeducational interventions and promotes mental health. Its action is based on the principles of Social Psychiatry and Psychosocial Rehabilitation, the standards of Psychiatric Reform and the World Health Organization.

Target group of the practice: Socially vulnerable people (persons with mental health issues and/or persons in a situation of poverty), including persons with disabilities.

Practice description: [Fabric Republic](https://www.fabricrepublic.gr/en/)¹ is an innovative and comprehensive clothing management system that is run by people in vulnerable situations including persons with disabilities, and is focused on sustainable development. The goal is the optimisation and modernisation of cyclical management of excess clothing contributing to the collective development of social and ecological consciousness for a Zero Waste reality. The clothing management system involves recycling, reusing, and upcycling.

Approach used for the co-design: Fabric Republic is a social cooperation that is directly run by socially vulnerable people, including persons with disabilities. Employing vulnerable people, like persons with

¹ <https://www.fabricrepublic.gr/en/> and <https://www.facebook.com/fabricrepublic.gr>

disabilities, the project allows persons with disabilities to play an active role in the green transition and as such boost their participation and inclusion in the community.

Impact and main outcomes:

- Donation of clean clothing to solidarity organisations and people in need.
- Active contribution to the circular economy of clothes.
- Employment of socially vulnerable people through the Housing and Reintegration Program.
- Awareness raising of the public through promotional activities.

Challenges: Finding initial funding to start the project.

Financial support: Funded by the Stavros Niarchos foundation (first year) and own contribution.

Initiatives to sustain the practice and its impact:

Through donations, sponsors but also through the online commercialisation of the upcycling products.

Replicability: Employing vulnerable people in an economic activity that addresses circular economy, the IASIS's model can be implemented by any Work Integration Social Enterprise for persons with disabilities and would like to take on an environmental issue. It is a promising inclusive initiative that creates meaningful jobs for persons with disabilities by actively engaging them in the green economy.

Person who submitted the practice: Athanasios Loules (Project Manager at IASIS)

3. The Inspire Mosaic Project – Empowering children with disabilities through green art - Malta

Organisation: Inspire Foundation

Website: <https://inspire.org.mt/>

Description of the organisation: Inspire is a non-profit organisation that is dedicated to supporting the health and well-being of individuals with disabilities and their families. At the forefront of Inspire's mission is the importance of empowering and providing person-directed forms of support that align with the UNCRPD, which in turn helps to prepare individuals with a disability for full participation and inclusion in the society. Inspire provides a one-stop-shop model for services, avoiding duplication, enhancing service delivery, and increasing cost-effectiveness, which contributes to long-term sustainability and added value. The organisation is also committed to providing the highest possible standard of quality services by creating an environment that fosters innovation and performance. The mission of the organisation includes the following goals: to have a program which will meet the needs of the families; to have the family as a partner and set goals together; to share knowledge through educational activities.

Target group of the practice: Service beneficiaries and volunteers together with children from various other NGOs in Malta supporting persons with disabilities.

Practice description: The Inspire Mosaic Project had a two-fold purpose. Firstly, to enable children aged between 5-15 years with a range of abilities to create two large mosaics from recycled materials, as well as to educate these children about recycling and the environment through a separate activity led by [WasteServ Malta](#). Secondly, it aims to foster a sense of community amongst the various non-profit organisations for disabled children as the project mingles and shares information within the partnership. This project is an opportunity to raise awareness of children with disabilities to empower them in the green transition through art and community work.

Approach used for the co-design: The Inspire Mosaic Project was developed with a large network of stakeholders working with children with disabilities and sustainable development: Inspire Malta, Action Planet Initiative, The Caritas Malta Epilepsy Association, ADHD Malta, Down Syndrome Association Malta, CRPD Malta, Quality Schools International (QSI), Mary Portelli (Mosaic Artist), Malta Ltd, Spazzju Kreattiv. Children with disabilities were at core of the project collaborating to work on the mosaics and share moments, knowledge, and creativity.

Impact and main outcomes:

- Educating children and organisations about recycling and sustainability
- Developing creativity and collaborative work among children and organisations.
- Raising awareness of the society about sustainable development.

Challenges: Onboarding of participants but this was overcome through the collaboration with other entities.

Financial support: The Creative Communities Fund (funding stream of the Arts Council Malta)².

Initiatives to sustain the practice and its impact: Inspire Mosaics project was a short-term activity project with a lasting impact on all the participants. The mosaics are now gorgeous artwork that will last for years and are on display in seven locations - Inspire, QSI, The Down Syndrome Association, ADHD Malta, CRPD, Wasteserv, and Caritas. They were also on display at the Action Planet exhibit at Spazzju Kreattiv in St. James Cavalier from 16th February to 18th March, 2018. Hundreds of people saw them and were encouraged to try such recycling projects on their own.

² [Arts Council Malta - Funds - Creative Communities \(gov.mt\)](#)

Replicability: The methodology used in the project can be exported both locally and abroad. All that is required is access to recyclable materials, a desire to teach and learn about the environment as well as the value of reducing, reusing, and recycling waste. It could be an opportunity to involve all members of the community and to enable them to participate and engage at any level according to their various abilities through a process of active support.

Person who submitted the practice: Paula Doumanov (Chief Quality Officer at Inspire)

4. Rebooks and Dandasha: Involving persons with disabilities in the circular economy through vocational training - Israel

Organisation: Shakulo Tov Group.

Website: <https://iumodel.org/>

Description of the organisation: Shekulo Tov's Vocational Engagement Enterprises (VEE) is a person-oriented, community-based, transition-focused training model implemented through a circular, green economy approach. Originally designed for people with complex psycho-social disabilities, today, the model serves people with autism, intellectual, developmental, and physical disabilities. 4,200– out of them, 1500 are with independent employee-employer relations who receive the support of employment services, and 250 'service improvers' who take part in decision-making.

Target group of the practice: Persons with autism, intellectual, developmental, and physical disabilities.

Practice description: 8 VEEs of Shekulo Tov's deal directly with the 'green circular economy', representing 31 units. 2 units are reported in this report.

1. [Rebooks](#) is a chain of 25 second-hand bookstores, Israel's largest bookselling website, over 200 selling shelves in the community, and dozens of lending libraries in companies in train stations. Among others, service users acquire professional skills in inventory management, online customer service, onsite sales, and improved communication. Rebooks reuses over 550,000 books annually, saving 33,121 trees.
2. [Dandasha](#) is a chain of 7 second-hand boutiques for women's clothing. Most trainees are women; some have been sexually abused. They enjoy a safe place for practical training, including styling, customer service, shop window design, digital marketing, sewing, and repairs. It reuses 108,000 clothes annually, which saves about 800 million litres of water annually.

Approach used in the co-design: Each shop is staffed by service users who enjoy practical training that includes sales skills, customer service, inventory management, shop window design, digital marketing, and sewing and repairs. The services promote entrepreneurship of service users. 246 "Service Improvers" who are experienced persons from the management team carry out satisfaction survey processes, assess the relevance of training and rehabilitation using indexes to ensure social goals and quality of services.

Impact and main outcomes:

- Upskilling green skills including recycling and reusing materials enhancing the participation of trainees with disabilities participation in the green economy.
- Facilitating the transition to mainstream employment of people with complex disabilities.
- Involving the community at large and employers in the circular economy.

Challenges: The main challenge is the financial support since Shekulo Tov's, Vocational Engagement Enterprises (VEE), is not a social business nor a sheltered workshop, the training units are not profitable from the sales of the products.

Financial support: Through vocational engagement services contracts signed with the ministers of Health, Social Affairs, Defense, the Prison authority, and the National Social Security (75%) and sales (25%).

Initiatives to sustain the practice and its impact: The successful results in terms of integration of trainees into the open labour market allows continued funding and stakeholder support. Shekulo Tov's have been developing partnership with over 500 employers resulted to 95% of employed service users at free employment work full-time, earning at least the minimum wage.

Replicability: Rebooks is a model that is also operated in Catalunya by the [Grup Exit](#) organisation.

Person who submitted the practice: Ophir Peleg (Chief Global Officer at Shakulo Tov Group).

5. The implementation of the Environmental, Social and good Governance for service providers – France and Spain

5.1 ESG Practice from La Chrysalide de Martigues et du Golfe de Fos

Country: France

Organisation: La Chrysalide de Martigues et du Golfe de Fos

Website: <https://www.chrysalidegdf.com/>

Description of the organisation: The Chrysalide de Martigues et du Golfe de Fos Association sets up and manages residential and accommodation facilities, as well as home-based services to support, educate, promote training and work for people with intellectual disabilities. The organisation strives for the full enjoyment of the rights of persons with disabilities, on an equal basis with others, particularly the right to

respect their dignity, the right to be independent and have the control over their life. The association consists of 11 service centres that currently accommodate 489 people with intellectual disabilities and 285 employees.

Target group of the practice: Persons with intellectual disabilities.

Practice description: Since 2018, The 'Chrysalide de Martigues et du Golfe de Fos' tackles environmental issues related to climate change and the objectives of the 2015 Paris Agreement. The Association has invested in a ESG strategy with the participation of all stakeholders: administrators, volunteers, employees, persons with support needs, and external partners. The objectives of the strategy were elaborated in collaboration with the funding bodies. The strategy contains:

- The management and processing of bio-waste and the fight against food waste.
- Responsible purchasing and the use of biocides in the cleaning and disinfection of premises.
- The use of biodegradable and recycled materials and the organisation of selective sorting.
- Energy management: savings and renewable energies.
- Transport and traffic.
- Quality of life at work and the Association's commitment to society as an employer.
- Raising awareness and training users in the concepts of sustainable development and the ESG approach.

Approach used for the co-design: Adapted training activities help to raise their awareness about issues of the sustainable development, so they can understand and decide to align with the values of the ESG strategy. Then, they can be directly involved in the implementation of the strategy by collaborating in activities such as making and spreading "seeds bombs" in natural areas affected by fires, sorting, raising awareness about food waste, creating Eco-gestures newsletters in easy-to-read format, taking part in civic actions to collect waste in nature, promote the use of public transport, gardening projects.

Impact and main outcomes: The ESG Strategy contributes to raise the awareness of persons with disabilities about the sustainable development, so they can consequently change their habits in their daily life.

Challenges: The COVID 19 crisis imposes to temporally put the ESG strategy on hold.

Financial support: Own contribution.

Initiatives to sustain the practice and its impact: In 2024, the association is planning to train staff so they are equipped with skills that will enable a continued and efficient awareness raising of service users on the topic.

Replicability: The cross-cutting ESG strategy could be an example for other types of services (care and support, work, education and training services) working with children and adult with intellectual disabilities.

Persons who submitted the practice:

Laurie-Anne BELMONTE (Accountant and CSR Assistant) and Claire PETIT (Heritage Manager/CSR Manager)

5.2 ESG practice from Fundación ONCE

Country: Spain

Organisation: Fundación ONCE

Website: www.fundaciononce.es

Description of the organisation: Fundación ONCE (F.ONCE) aims at improving the quality of life of persons with disabilities and their families, with a specific focus on training, employment and universal accessibility of products services and environments. Fundación ONCE was created by ONCE in 1988 as a tool for cooperation and solidarity of Spanish people with blindness with other groups of people with disabilities to improve their living conditions. Fundación ONCE's vision is to constantly evolve in response to new challenges and continue to spearhead the fields of social inclusion and autonomy for people with disabilities in a supportive and sustainable way.

Target group of the practice: Persons with disabilities.

Practice description: The Fundación ONCE's Sustainability Strategy serves as roadmap for the ONCE Foundation to advance in key aspects of Sustainability, with a triple focus on Environmental, Social and good Governance (ESG). The ultimate aim of the strategy is to materialise their commitment to the sustainable development of the planet and people (in line with the [2030 Agenda](#) and its Sustainable Development Goals), as well as Sustainability regulatory requirements. Moreover, the strategy is a perfect opportunity to bring the human rights perspective in all areas related to the green transition.

For the 2023-2026 period, the Sustainability Strategy is focused on 8 main key initiatives: more sustainable governance and culture; sustainability management, control and transparency; more sustainable actions; environmental responsibility, decarbonisation and adaptation to climate change; more sustainable procurement; more Social Sustainability; partnerships, impact and reputation; more equality and diversity. The strategy encompasses activities such as The "[Making the green transition inclusive of persons with disabilities](#)" publication, The [Jobs 2030 Initiative](#) focusing on Green jobs creation, The [Alliance with the Spanish forum on Sustainable investment](#) dealing with the human rights of persons with disabilities and climate change, a [joint activity with 'Foundations for Climate' alliance](#), disseminating the importance of climate risks analysis and the need to adapt our organizations.

Approach used for the co-design: Sustainability Strategy is embedded by the participation of persons with disabilities, since the majority of F.ONCE's staff (over 70%) are persons with disabilities themselves. Initiatives like Green Makers (50 staff members who collaborate in designing the Strategy by sharing ideas and

proposals) contribute to collaboratively shape the ESG strategy with persons with disabilities. Furthermore, F.ONCE collaborates with the Spanish Committee of Representatives of Persons with Disabilities which is an advocacy group so they can provide direct input to the strategy.

Impact and main outcomes:

- Integration of 'Sustainability' in the [organizational values](#), the implementation a [Sustainability Policy](#), and the establishment of a Monitoring of the environmental impact.
- Certification of the Environmental management system (UNE ISO 14001:2015).
- Reporting of the environmental performance ([Non-financial information Statement](#), and Sustainability report on the [contribution to the 2030 Agenda and the SDG](#)).
- In 2022, 44.1% of the total electricity consumed came from renewable sources (representing 37.5% of total energy consumption during the year).
- 110% offsetting of emissions produced in 2021 and 2022 through support of reforestation projects in Galicia.

Challenges:

- Permanently being updated about the growing and demanding environmental regulation.
- Expanding an environmentally friendly culture in all the corners of the organisation, considering different points of view, generations, and sensitivities.

Financial support: Own contribution, the European Social Fund+ for some activities (e.g. activities within the [Disability Hub Europe project](#)³).

Initiatives to sustain the practices and its impact: The ESG Strategy is embedded in the overall strategy that is materialised in a four-year Master Plan until 2026.

Replicability: Adapted to the size and nature of care and support services, can be replicated in different context to integrate a broad perspective of the green transition, with a strong consideration for persons with specific needs.

Person who submitted the practice: Carla Bonino (Sustainability Chief at Fundación ONCE).

6. The Wise Choice project – Empowering persons with intellectual disabilities in making their sustainable choices – Finland

Organisation: KVPS

Website: <https://kvps.fi/english/>

³ <https://disabilityhub.eu/>

Description of the organisation: KVPS is dedicated to promoting a good life and equal opportunities for people with intellectual disabilities or special support needs and their families across Finland. The person-centred approach guides the development of high-quality services, including diverse respite care options and housing solutions for independent living. KVPS carries out development of projects and organise various kinds of training. With a focus on respect and responsibility, KVPS works with stakeholders to shape policies, actively contributing to positive reforms for the inclusion of persons with disabilities.

Target group of the practice: People with intellectual disabilities or special support needs, their families, and collaborative stakeholders in the communities (as neighbourhood residents, hobbyists, civil society organisations).

Practice description: The [Wise Choice project](#) aims to promote the Sustainable Development Goals outlined in Agenda 2030 by empowering individuals with intellectual disabilities living in supported form of living. Aligned with the UNCRPD, the project emphasises the significance of respecting the choices and control of individuals with intellectual disabilities. The primary objectives are to enhance knowledge and skills related to sustainable choices, increasing community engagement, and providing knowledge and tools to staff for supporting residents in environmental actions. The secondary objectives are to promote inclusivity, social participation, and the reduction of loneliness among individuals with intellectual disabilities.

The 'Wise Choice' project recognises the unique challenges faced by individuals with intellectual disabilities in adopting sustainable practices. To address these challenges, the project provides accessible and easy-to-read material on climate change, along with a practical course content that includes playful elements and collaborative activities, tailored to resonate effectively with the target group. Additionally, the project offers support to individuals with intellectual disabilities in making sustainable choices and setting personal goals. It also supports, encourages, and provides tools for staff to facilitate and support these choices and goals.

Approach used for the co-design: The project uses a multifaceted engagement approach which ensures that individuals actively contribute to the design process through co-creating learning experiences and community events as well as the own set up of their personal sustainability goals. Firstly, two evening gatherings are organised in each municipality, serving as collaborative sessions where participants come together to design community events tailored to their preferences. During these gatherings, ideas are shared, and plans are co-created to ensure the events reflect the participants' unique perspectives. Furthermore, in each course participant establish personal goals for reducing their carbon footprint, focusing on areas such as sustainable eating, water conservation, or energy efficiency. This personalised approach empowers individuals to take specific actions aligned with their preferences. Staff members play a supportive role in helping participants achieving their goals.

Impact and main outcomes:



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- Acquiring valuable knowledge and new skills to address climate change and reduce their individual carbon footprints.
- Developing a sense of responsibility, fostering an understanding that everyone plays a crucial part in climate action.
- Reinforcing community engagement in addressing climate change by bringing people together, fostering new experiences and connections.
- Contributing to sustainability but also cost savings (through water and energy conservation), healthier lifestyle choices (such as though the promotion of cycling and walking instead of driving).

Challenges:

- Dealing with the complex nature of the climate crisis in a project that is addressed to people who may present some difficulties to process the issues that are at stake including the emotional dimensions of climate change and the need for substantial lifestyle changes in a long-term perspective.
- Limited resources.
- Staff turnover, and varying levels of staff interest in climate matters which influenced, to some extent, the residents' involvement, and commitment to the project's objectives.

Financial support: Support of the Finnish Funding Centre for Social Welfare and Health Organizations (STEA).

Initiatives to sustain the practice and its impact:

The initiative has organised additional disseminating events which served as touchpoints for reiterating key messages, addressing evolving environmental concerns, and celebrating the collective progress made by the participants. This approach aims to ensure that the principles and practices learned during the courses become integrated into participants' daily lives, fostering a lasting commitment to environmental advocacy.

Replicability: The "Wise Choice" project proposes an inclusive and adaptable model including community engagement activities. The use of virtual events and social media makes it scalable and accessible beyond geographical boundaries. Collaboration with local organisations and stakeholders can enhance the project's relevance in diverse contexts. The project's commitment to co-creation ensures that it can be adapted to suit the views, needs, and wishes of individuals with intellectual disabilities in different cultural and regional contexts.

7. The Accessibility Program of Som Fundació: A way to make the green transition of service providers inclusive and accessible – Spain

Organisation: Som Fundació

Website: <https://somfundacio.org/>



Description of the organisation: Som Fundació is a non-profit organisation which supports the good quality of life of persons with intellectual or developmental disabilities in Catalunya. In the framework of the Social Support Program, Som Fundació supports decision-making giving the appropriate assistance to build life projects. The organisation strives for the full participation of people with disabilities in social life and personal development. In addition, through the Som Futur program, Som Fundació collaborates with families to provide a family-centred type of support to individuals with intellectual or developmental disabilities.

Target group of the practice: People with intellectual and developmental disabilities and the staff of the service.

Practice description: Som Fundación has developed an Accessibility Program to raise awareness of staff members and persons with disabilities supported about the environmental management of the entity. The specific objectives are, firstly to transfer some notions and practices that have an impact on reducing the negative environmental impact caused by the activities of the entity, and secondly to encourage the participation of people with intellectual disabilities in the development of materials in easy-to-read version that serve the environmental strategy of the organisation.

Approach used for the co-design: People with disabilities contribute to enrich the strategy by participating in creating accessible materials in easy-to-read version. This includes the creation of a series of actions and recommendations for all the people of the entity (staff and people with disabilities) to help them identify how to reduce the negative environmental impact of their daily activities. The group of validators consisted of people with intellectual disabilities assesses the good practices that are carried out in the entity and transposes it into an easy-to-read template. For two years, the group has been gathering and adapting in easy-to-read format documents on decision support, organisation's code of ethics, financial budgets, compromise certificates, data protection documents, among other things.

Impact and main outcomes:

- Engaging all the people of the entity including workers and people with intellectual disabilities.
- Learning new strategies and measures that promote awareness about climate change and the effect it has on the environment throughout Spain and therefore in Europe.
- Creating crucial opportunities to reorganise the service and the design of its interventions, particularly by making them greener and more sustainable in the long term.
- Reducing the energy, transport, and waste consumption and therefore protecting the planet.
- Empowering people with intellectual disabilities by generating new skills.

Challenges:

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- Involve all the professionals of the foundation and the people with intellectual disabilities to join the environmental goals of the organisation.
- Design a comprehensive and impactful program to improve knowledge of people with intellectual disabilities so they know how to transfer it in their daily life.

Financial support: Own contribution.

Initiatives to sustain the practice and its impact: In 2024, the accessible materials produced will be gathered in a decalogue of Good Environmental Practices in daily life that addresses the following areas:

1. Reduce, reuse, and recycle objects and materials as much as possible.
2. Separate waste correctly in their corresponding containers.
3. Consume the necessary energy, without wasting or squandering it.
4. Use public transport and minimise the use of private vehicles.
5. Use objects until the end of their life.
6. Minimize noise as much as possible, as it causes noise pollution.
7. Choose for water-saving measures.
8. Do not use the drain as a dumping ground to dispose of waste.
9. Avoid using environmentally aggressive products.
10. Hazardous waste must be managed by an authorised entity.

Replicability: Two ingredients are necessary to make the Accessibility Program replicable in other organisations and countries. The first one is the strong willingness of the organisation to participate in the green transition. The second ingredient is to define a process to involve persons with disabilities in the green transition of the organisation, and this can be done by asking for their expertise in designing accessible materials for the implementation of the environmental strategy.

Person who submitted the practice: Raúl Olivera (Social Worker – Technical Referent at Som Fundació).

8. Greening the transport fleet of service providers - Austria

Organisation: Lebenshilfe Salzburg

Website: <https://www.lebenshilfe-salzburg.at/>

Description of the organisation: Lebenshilfe Salzburg provides a broad range of services for persons with learning disabilities locally in the communities throughout the state of Salzburg. 750 staff members provide services at 80 locations, in rural areas and the city of Salzburg. Main services: housing and work-related

services for adults, personal assistance for adults, therapies for children, youth and adults (e.g. physiotherapy, speech therapy...), early childhood intervention and counselling for children and their families.

Target group of the practice: Persons with intellectual disabilities

Practice description: Lebenshilfe has been working on more ecological approaches for many years, and joined a Regional Climate Alliance in 2013, and signed a Regional Climate and Energy-Agreement called “SALZBURG 2050”. Ecological transport/mobility is one of the 5 main areas of this long-term strategy with as objective to continuously replace traditionally fuelled fleet by vehicles driven with natural gas. More recently, the goal shifted towards e-mobility like e-cars and e-bikes.

Various initiatives have been implemented, at different levels, to reach these goals such as:

- Compulsory guidelines (all staff taking decisions on possible purchase) for the purchase of vehicles encompassing the assessment of needs and possible alternatives (e.g. car sharing, public transportation, bike/ e-bike). The organisation has only purchased e-vehicles since 2021 onwards except if they do not meet the adaptation/ accessibility requirements.
- Information, awareness raising, training for staff.
- Information and training for persons who draw on the support service, e.g. for riding a bike.
- Needs assessment and discussion of alternatives in teams, e.g. some teams (mobile services) decided they do not need a car anymore and can manage with e-bikes & public transport.
- Assessment of mobility habits of staff on their way to work: incentives & support for ecological alternatives (e.g. private use of company e-bikes...).

Approach used for the co-design: Persons the service support are involved in different stages of the strategy from its designing to its assessment. For housing and day services the needs and wishes of service users are considered in the needs assessment of/for vehicles. Moreover, some awareness raising workshops (e.g. special workshop in cooperation with local police for riding a bike safely including taking a practical exam for a “bike-license”), and collaborative projects for more ecological mobility/ everyday life (nature, hiking, biking, safe use of public transportation...) contribute for persons with disabilities to participate in the implementation of the strategy. One of the workshops/ day services operates a garage where persons with disabilities work on cleaning cars (ecological products), changing tires (summer, winter) and smaller repairs. These services are available for the fleet of Lebenshilfe Salzburg and for private cars of staff in exchange of a small fee.

Challenges:

- Charging stations and/ or models serving the mobility needs of users are partly still lacking (e.g. in rural areas, adaptation for electric wheelchair).
- Awareness raising and change of habits require much time.
- The purchase of e-vehicles, which are more expensive, can be a challenge for non-profit organisations.

Financial support: Support via regional/national authorities.

Initiatives to sustain the practice and its impact: The practice is part of a long-term strategy. The continuous change towards e-mobility is ensured by the purchase of new sustainable vehicles.

Replicability: All the resources, know-how, and tools developed within the Regional Alliance can be helpful for other services providers for people with disabilities. Moreover, the methodology involving staff and persons with disabilities in discussions regarding mobility needs and alternatives can nurture creative solutions in other organisations.

Person who submitted the practice: Katrin Dorfinger (Quality and Sustainability Management Officer)

9. Vocational Training Center “Margarita” - Improving green skills of people with disabilities– Greece

Organisation name: Vocational Training Center “Margarita”

Website: <https://www.eeamargarita.gr/>

Description of the organisation: Vocational Training Center “Margarita” – Greece “Margarita” is an Association recognised as a “Special Charity Association”. It has been operating since 1979 under the Decision of the Minister of Social Services and has been licensed as a Day Care Center and Rehabilitation Center for people with disabilities. Margarita offers education and special vocational training to people with intellectual disabilities, at the ages between 14 up to 55 years old. The programs are designed according to the anthropocentric model, where professionals, family and the young person himself/herself cooperate for the elaboration of a personalised plan according to his/her needs. The following services are offered: education, special vocational training, support in employment, training in supported living and associated Programs.

Target group of the practice: Persons with intellectual disability.

Practice description: In order to reduce its contribution in creating waste and teach trainees how to recycle and benefit from the circular economy, the association has undertaken various sustainable activities such as: composting involving the collect of the organic materials from the kitchen’s wastes or gardening wastes and turning them into a fertile soil in a composter after 4 months, recycling of the useless papier-mâché used for creative work, recycling the used olive oil in order to make green soap, participate in the recycling of the materials that can be recycled (e.g. glass, aluminum, paper, cardboard, plastic, batteries, electronic devices). Aside from the several training activities, this involvement in recycling materials helps the association to make savings and enhance the quality of its soil thanks to composting.

Additionally, Margarita is a member of HSPN (Hellenic Society for the Protection of Nature) in order to raise awareness to our beneficiaries in environmental protection issues such as reforestation, coastal cleanup, reduce wastes etc. The vocational training center is also a partner in projects that include good environmental practices, such as the [“GREEN ARTIST”](#) which is a European project combining the art with the ecology.

Approach used for the co-design: The Training program directly involves students in the management of waste and in the recycling process. Hence, they participate in making the service greener while improving their green skills. Some of the students are responsible for collecting the organic waste and putting it in the composter, and others are responsible for collecting the recycling materials and throwing them in the recycling bin. About 20 students participate in the procedure of making papier-mâché and the afterwards proceedings with the constructions and about 10 students participate in the soap making process. The students of the gardening team (about 10 students) also attend a weekly course of “environmental lessons” where there are explained all about recycling and composting, using many accessible learning tools such as “easy to read” format, playing role, interactive quiz, etc.

Impact and main outcomes:

- Learning and practicing green skills as well as raising environmental awareness.
- A sense of being helpful to society by participating in the green transition.
- Saving money (reduce the olive-oil waste, to save money from buying soaps and soil fertilizers).

Challenges: Recycling is a process that requires time and therefore understanding the process of the circular economy and its different steps can be challenging for persons with intellectual disabilities. For example, the 4 months period is needed for the soil to be ready after composting, depending on the weather conditions, the soap created from recycling soap takes 30 days. To tackle this issue, the association put an extra effort to educate persons with disabilities on the relevance of the steps in the process and the impact of their contribution on the environment.

Financial support: The composter was a donation from the Municipality of Penteli (Metropolitan area of Athens).

Initiatives to sustain the practice and its impact: Considering that the production of organic waste is persistent, there will always be a need for composting to fertilise soil. Furthermore, the olive oil used in the diet of the Mediterranean countries continuously generates waste after use, so making soaps with it is a sustainable solution to reduce the negative impact of olive oil waste on the environment. Moreover, the association created lasting educational materials on recycling and composting methodologies with emphasis on accessibility using “easy-to-read” and visualised material.

Replicability: Recycling initiatives have the potential to be used both for educational matters and for environmental matters. Therefore, it could be an opportunity for other services to put in place simple recycling actions while involving persons with disabilities in the process and improving their green skills.

10. Green Enough - Educational program to raise ecological behaviour through an inclusive methodology using Augmented Reality Technology – European project

Countries: Greece, Portugal, Cyprus, Poland, Belgium

Partners: Astiki Etaireia Psychokoinonik on Meleton (Ploes) (Greece), Associacao Para a Recuperacao de Cidadãos Inadaptados da Lousa (ARCIL)(Portugal), Fundacja Eudajmonia (Poland), Kypriaki Etaireia Pistopoiisis Limited (Cyprus), Anaptyxi, Kainotomikon Olokliromenon Proionton Asyrmaton Diktyon Aisthitiron Etaireia, Periorismenis Euthynis (Sensworks) (Greece), Akti Kentro Meleton Ke Erevnas (AKTI) (Cyprus), European Association of Service providers for Persons with Disabilities (Belgium)

Website: <https://www.greenenough.eu/>

Practice description: The [GreenEnough](https://www.greenenough.eu/) project, which started on 31 December 2022, aims to promote the inclusion of people with developmental and/or intellectual disabilities (D.D./I.D) in climate change conversations as well as empower them to make their own decisions to implement sustainable practices.

To do this the project is:

- Developing and implementing a set of training materials for professionals working with people with D.D./I.D that will enable professionals to educate them on environmental topics. These training materials are being developed within the principles of Universal Design for Learning (UDL) to provide diverse options for representation of the information, for acting and expressing learning, and for engagement in the learning process. These training materials are being developed with the support of an environmental training and research centre which is a partner in the project.
- Developing a certification scheme for the training and the participating professionals.
- Creating an Augmented Reality Application that will help individuals with D.D./I.D. to understand basic principles around recycling via a recycling sorting game.
- Hosting of awareness raising seminars concerning climate change and the need for ecological behaviour for individuals with D.D./I.D. and their support staff and families.

Target group of the practice: Professionals working with people with disabilities (psychologists, social workers, occupational therapists, special educators, activity coaches etc.), adults with developmental and/or intellectual disabilities, families of the beneficiaries, disability support and service organisations.

Approach used for the co-design: The initial training materials have been developed following a survey of support service professionals working with people with D.D./I.D. The survey collected information on the gaps, needs and aspirations professionals have in teaching people with D.D./I.D. about eco-friendly habits. Three of the project partners are support services themselves and so will be working directly with people with D.D./I.D. during the development of the outputs. In particular, the training will be piloted in each country with persons with disabilities during the development phase. Persons with disabilities will follow the training course and will use the augmented reality app and will have the chance to provide their feedback on its usability.

Impact and main outcomes: Currently, the project is still in the development phase and so it is too early to speak about the impact of the project.

To date, the project has delivered:

- A first draft of the course curriculum and training materials with chapters on Climate Change, Waste Management, Plastic Pollution, Marine Litter, Food waste and volunteering.
- A prototype of the augmented reality app which has been tested by the project partners.

Challenges: So far key challenges have been ensuring the adaption of a UDL approach in all aspects of the course to promote inclusiveness and engagement, particularly the elements of evaluation and assessment.

Financial support: Erasmus + funding via the Greek National Agency

Initiatives to sustain the practice and its impact: The project will come to an end in December 2024 however the materials will remain available and accessible to all via several platforms including the EASPD Knowledge Hub. The augmented reality app will also remain available on Android and Apple App Store for download by anyone who wishes to use it.

Replicability: The project has already been developed within a multi-cultural partnership, making it easily transferable to other countries. The focus of the training on different aspects of sustaining including food waste, plastic pollution, marine waste, and waste management ensure that the course can suit a variety of local contexts.

Person who submitted the practice : Green Enough Project Consortium

Analysis: key findings for service providers to engage in the green transition

Greening services for people with disabilities encompasses different areas of work of service providers and can involve several types of environmental practices, depending on the type of service and the target group. Engaging in the green transition also means taking the opportunity to empower persons with disabilities in the green transition so they can independently make informed and climate-friendly choices, and actively contribute to the societal debate and actions around climate change. The following analysis sheds light on which initiatives can be adopted by service providers to engage in their green transition and empower persons with disabilities in the process, and to which issues they should pay particular attention. The key-findings can be a starting point for service providers to think about how to engage in the green transition taking into consideration issues related to the inclusion of persons with disabilities.

The different aspects of sustainable development that services for persons with disabilities can tackle.

Like any member of the society, services for persons with disabilities can tackle climate change throughout a large range of actions. This can be achieved through simple climate-friendly actions as well as systemic and long-term environmental strategies, participation in projects on sustainable development, training on green skills, and awareness raising activities on sustainability for persons with disabilities. It is worth stressing that each activity, even a ‘small scale’ one, counts for the green transition of services. Moreover, each practice should be designed in an accessible way and be tailored to the needs and wishes of persons with disabilities, leaving space for their participation and co-design.

This report has identified 4 types of practices that can be adopted by service providers to engage in the green transition: (A) activities that contribute to reduce the environmental footprint of service provider, (B) adaptation measures to climate change events, (C) capacity-building of services on green issues, (D) activities that aim to empower persons with disabilities in the green transition.

A. The mitigation of the environmental footprint of service providers

The first key finding of the collection is that some service providers for persons with disabilities choose to tackle all these issues as part of an overarching strategy aiming to reduce their carbon footprint and to change the culture of the organisation regarding sustainable development. This approach is explained by the transversal nature of the green transition which involves greening the values and objectives of the organisation leading to greening its governance, the management of its resources (human resources and goods) and its activities and projects. This is the approach chosen by **Sum Fundació, Lebenshilfe Salzburg, The Chrysalide de Martigues et du Golfe de Fos Association**, and **Fundación ONCE**. The latter two organisations even integrated this approach within an ESG strategy that tackles the fact that the environmental objective of the organisation is interlinked with its social impact and its good governance. This global approach could

initiate significant changes not only in terms of reducing the carbon footprint (through waste and energy management, responsible purchasing, the use of green transport, well-being at work, upskilling of employees) but also in terms of enabling a positive change within the organisation by raising awareness of sustainable development amongst staff and beneficiaries.

Choosing to adopt an overarching strategy is beneficial because it allows for a multi-stakeholder approach that involves all the relevant actors of the services including staff, beneficiaries, external partners, and donors. It also reinforces the engagement of the service provider in the greening transition through setting its own environmental goals, and via the continuous evaluation of its environmental impact. For example, the **Fundación ONCE** has produced a series of reports on its contribution to the Sustainable Developments Goals and the 2030 Agenda.

Adopting an environmental strategy can help service providers to tackle sustainable development as a whole and at the same time, to address specific issues in-depth. For example, **Lebenshilfe Salzburg** has used its participation in the Climate and Energy Agreement 'Salzburg 2050' to continuously replace its traditional fuelled fleet by e-vehicles (e-cars and e-bikes) and vehicles using natural gas. This specific strategy on greening transport encompassed elements such as needs assessment, compulsory guidelines for the purchase of new vehicles, training for staff, awareness raising and internal dialogue, information campaigns, and training for service users (e.g. training on riding a bike). The engagement of Lebenshilfe Salzburg in greening its transport fleet has been recognised by the win of 2 awards in 2013 and in 2016.

Finally, in order to tailor the environmental strategy for the inclusion of persons with disabilities, it is essential that its elaboration and implementation remain accessible and involve persons with disabilities at all stages. Persons with disabilities play a valuable role in making the green transition of the service provider inclusive and accessible. In this line, **The Som Fundació** has organised working sessions with persons with disabilities to create accessible materials in easy-to-read including a series of actions and recommendations for all the people in the entity (staff and persons who draw on the service). The aim of these materials is to help people in the organisation identify how to reduce the negative environmental impact of daily activities, collectively and individually. These working sessions benefit the service provider as well as the persons they support, who give a meaningful and helpful contribution for the protection of the planet.

B. Adaptation measure to climate change events

No specific practices have been reported on this aspect. The lack of practices received in this category could be explained by the fact that crisis management is not a major focus of services for persons with disabilities. This shows a real weakness in the sector that has been already highlighted during the covid 19 pandemic. Nonetheless, this is an important topic that should be considered by service providers and encouraged by

political incentives to ensure the resilience of care and support services and better protect vulnerable people from the negative consequences of extreme meteorological events.

C. Building the capacity of service providers for the green transition

For the green transition to occur in services for persons with disabilities, service providers must be equipped with the necessary intelligence and skills.

Firstly, staff should be prepared to tackle the challenges presented by climate change while ensuring a high-quality service for persons with disabilities. Training of professionals working with people with disabilities on how to educate people with disabilities on environmental topics is key in this regard. Among the practices collected, the **Green Enough** project aims to develop a training program for professionals working with persons with intellectual and developmental disabilities aiming to raise awareness and promote positive ecological behaviour of their beneficiaries. Throughout the program, professionals are trained, assessed, and certified to equip persons with disabilities with the necessary knowledge to become enablers of positive environmental changes.

Developing the capacity of service providers to adapt their facilities in accordance with sustainable development is also crucial to ensure the green transition of services for people with disabilities. In this regard, **Accesibilidad Cognitiva** (Cognitive spatial security) offers a set of research on architectural projects dedicated to improve the autonomy of people with cognitive and mental disabilities in their daily living environment, including buildings and infrastructures of support living services. Using this accessibility model, service providers can implement solutions regarding the design of climate friendly spaces and the use of natural and non-polluting resources in their daily work environment. The model has even advantages in terms of well-being and mental health of beneficiaries and staff.

D. Empowering persons with disabilities in the green transition

A just green transition must be designed with the full inclusion and participation of persons with disabilities, who should be able to share their views and wishes on the sustainable society they would like to build and live in. This is the mark of their full inclusion in a society which has engaged its transition towards climate neutrality. In particular, people with disabilities should be able to share their views and wishes in the public debate, to have the necessary green skills to participate in the green economy, and to have the knowledge to live independently in a climate-friendly society where they can make their own sustainable choices. Service providers could play a key role in this regard.

VET providers for persons with disabilities, for instance, can be key in equipping persons with disabilities with green skills that would favour their integration into the open labour market. **The Margarita Vocational**

Training Centre has elaborated a training program on recycling and composting, so that students are equipped with green skills that they can perform in future work, such as sustainable agriculture or gardening. **The Shekulo Tov's Vocational Engagement Enterprises (VEE)** has implemented a person-oriented, community-based, transition-focused training model to empower persons with disabilities in the circular economy through **Rebooks** and **Dandasha** initiatives. Both are second hand shops that train people on store management and business skills in the framework of a social enterprises. These green initiatives in vocational training can also be opportunities to develop partnerships with businesses, and particularly WISE entities, so that they participate in the social and green economy by employing persons with disabilities who have relevant green skills.

Services employing persons with disabilities can also invest in the green transition and contribute to make the economy greener and more inclusive. This is the case of **Fabric Republic**, an innovative and comprehensive clothing management enterprise that is run by vulnerable people, including persons with disabilities. This kind of project can empower persons with disabilities to actively take part in both the social economy and the green transition while supporting them in becoming financially independent.

Care and support services for people with disabilities play a significant role in strengthening the independence of persons with disabilities in making sustainable choices in daily-life. This is the objective of the **Wise Choice project**, implemented by KVPS, and which aims to empower persons with intellectual disabilities living in a supported form of living. The project consists in enhancing knowledge and skills related to sustainable choices, increasing community engagement, and providing knowledge and tools to staff for supporting residents in environmental actions. Following the same purpose, **The Mosaic Project** chose to act on sustainability awareness through an art project with children with disabilities. By working in community on a Mosaic consisted of recycled materials, children can use their creativity to address the issues linked to sustainable development. Hence, the sustainability awareness becomes part of a development process that empower future adult to make their own sustainable choices and become ambassadors of the green transition in the society.

Methodologies used for the co-design of sustainable practices

As a just green transition aims to leave no one behind, this report also stresses the methodologies used by service providers to involve beneficiaries in the design of sustainable practices. This co-design of green practices is essential to ensure the participation of persons with disabilities in the green transition and ensure its inclusiveness.

The different methodologies reported by service providers to involve beneficiaries in the design, implementation, and assessment of sustainable practices are listed below:

- Co-creation: In **Fundación ONCE**, the ESG strategy is co-created with the Green Makers, 50 staff members who collaborate in designing the strategy by sharing ideas and proposals. A similar approach is implemented in the **Wise Choice** project, which involves persons with disabilities in the organisation of local events around climate action, working in collaboration with Finnish municipalities. **The Mosaic project** uses the process of co-creation in artwork in order to let children with disabilities express their creativity while collaborating for the protection of the environment by the use of recycled materials. As for the **Som Fundació**, the co-creation of easy-to-read materials is essential to ensure the accessibility of the materials used in the framework of the environmental strategy of the organisation.
- Co-management of sustainable services: **The Fabric Republic** is a promising example of sustainable social service that is run by vulnerable people. By working on optimising and modernising the cyclical management of excess clothing, they directly contribute to the green and social economy. Using a co-management model can be useful to help futures workers or entrepreneurs with disabilities to acquire professional skills. In this perspective, **Rebooks** and **Dandasha** are promising examples of VET services that implement this methodology by supporting persons with disabilities in managing second-hand stores.
- Co-development of practices: **The Green Enough project**, which aims to create an educational program for professionals working with persons with disabilities on environment, will collect the inputs of persons with disabilities during its piloting phase to work towards a final version that aims to be tailored to the needs of persons with intellectual disabilities. These inputs will be a valuable asset for the development of an augmented reality app that is aimed to be accessible to everybody.
- Collaboration with advocacy groups: **Fundación ONCE** has chosen to partner with Spanish Committee of Representatives of Persons with Disabilities so they can provide direct input in the strategy. By doing so, they ensure that the views and needs of persons with disabilities are represented and address in their environmental strategy.

Conclusions

The purpose of this report was to showcase a series of promising practices in greening services for people with disabilities. The report aims to highlight how service providers can effectively contribute to the green transition while working towards the inclusion and empowerment of people with disabilities.

There are several inspiring practices represented here, from France, Malta, Austria, Greece, Spain, Finland, Israel, and a European project. As shown, many aspects of sustainable development can be addressed by services for people with disabilities, such as the mitigation of their carbon footprint, the improvement of their green capacity and skills and the empowerment of persons with disabilities. The variety of practices reported encompasses ESG strategies, environmental strategies, architectural intelligence for making living facilities accessible and green, innovative training programmes for professionals to empower persons with disabilities

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in the green transition, training of persons with disabilities on green skills, a collaborative project to enhance the independence of persons with disabilities in the green transition, and a sustainable art project for persons with disabilities.

The practices collected stress the importance of having inclusive green initiatives that involve persons with disabilities in their conception and evaluation. The report sheds light on the necessity to empower of persons with disabilities in the green transition, enabling them to fully participate in a sustainable society and make their own sustainable choices.



Appendix: Questionnaire for the collection of promising practices in greening services for people with disabilities

Identification Name of your organisation & country: Brief description of your service: Target group of your service: Mail of the contact person: <i>Please insert link to your organisation's website.</i>	
1. Description of the good practice (goals & objectives) <i>Please insert a link to the practice website when available.</i>	
2. Target group of your practice	
3. How does your practice involve the people you support? (design / creation / organisation / production) Please explain	
4. When did this practice first started?	
5. What are the impact and main outcomes achieved thanks to the implementation of the practice?	
6. How has this practice been evaluated by the participants? <i>You can include a testimony of staff or users as well as photos, videos or other materials that showcase the practice.</i>	

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7. What have been the challenges faced during the implementation of this practice?	
8. How has the practice been funded?	
9. How do you ensure the sustainability of the practice? meaning long-term effects of the practice.	
10. Can this be replicated in other contents, in other countries/ regions/ municipalities? And if yes, please explain why.	