

Active inclusion of young people with disabilities or health problems in 11 EU countries

Combating Young Disabled People's Worklessness

Edwin L. de Vos
GLADNET
CHAMP Research & Consultancy

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CHAMP Research & Consultancy



- Applied Research on Education, Work, Safety, Health & Disability
- Return to Work strategies
- Effects of Active Labor Market Policies
- Disability Studies in Nederland
- GLADNET

This presentation

Study on Active Inclusion of young people with disabilities in 11 EU-member states

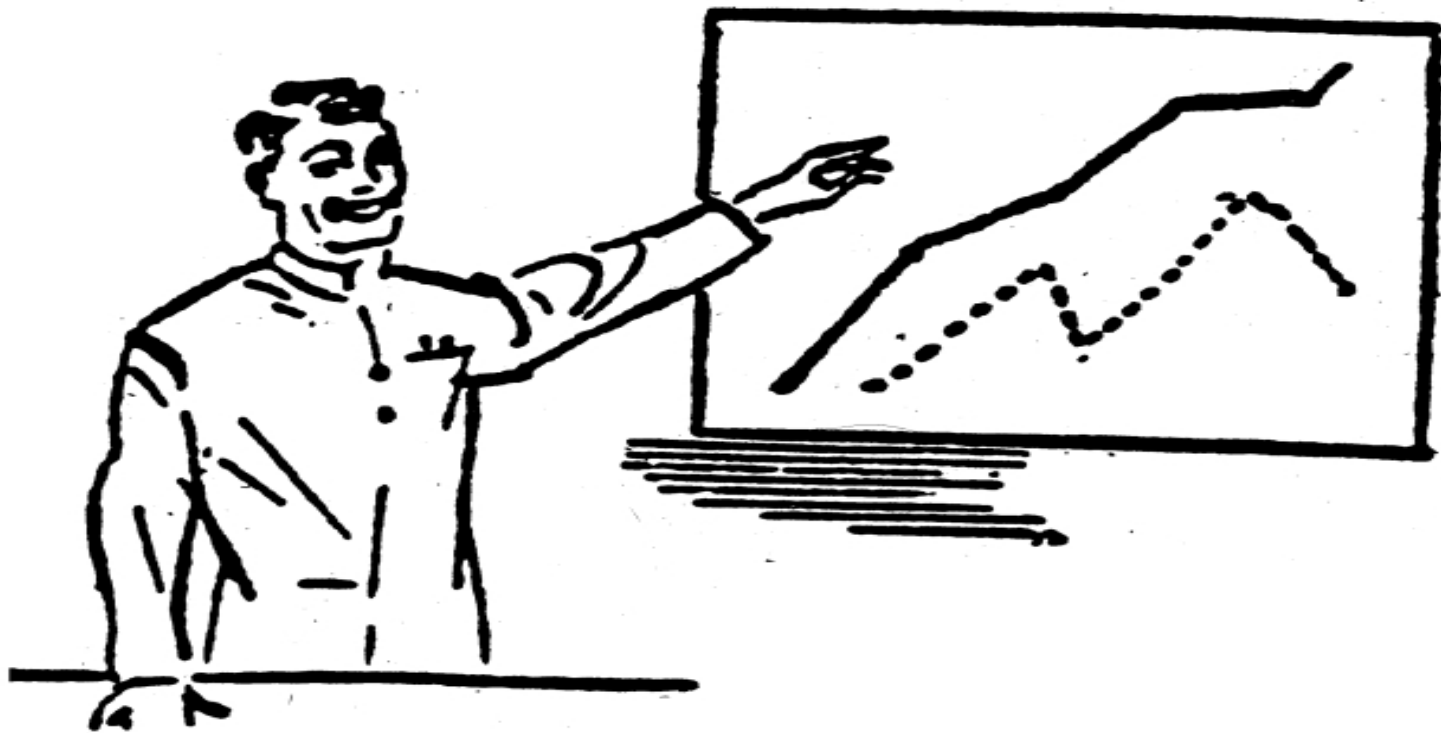
Focus on

1. New developments and policies

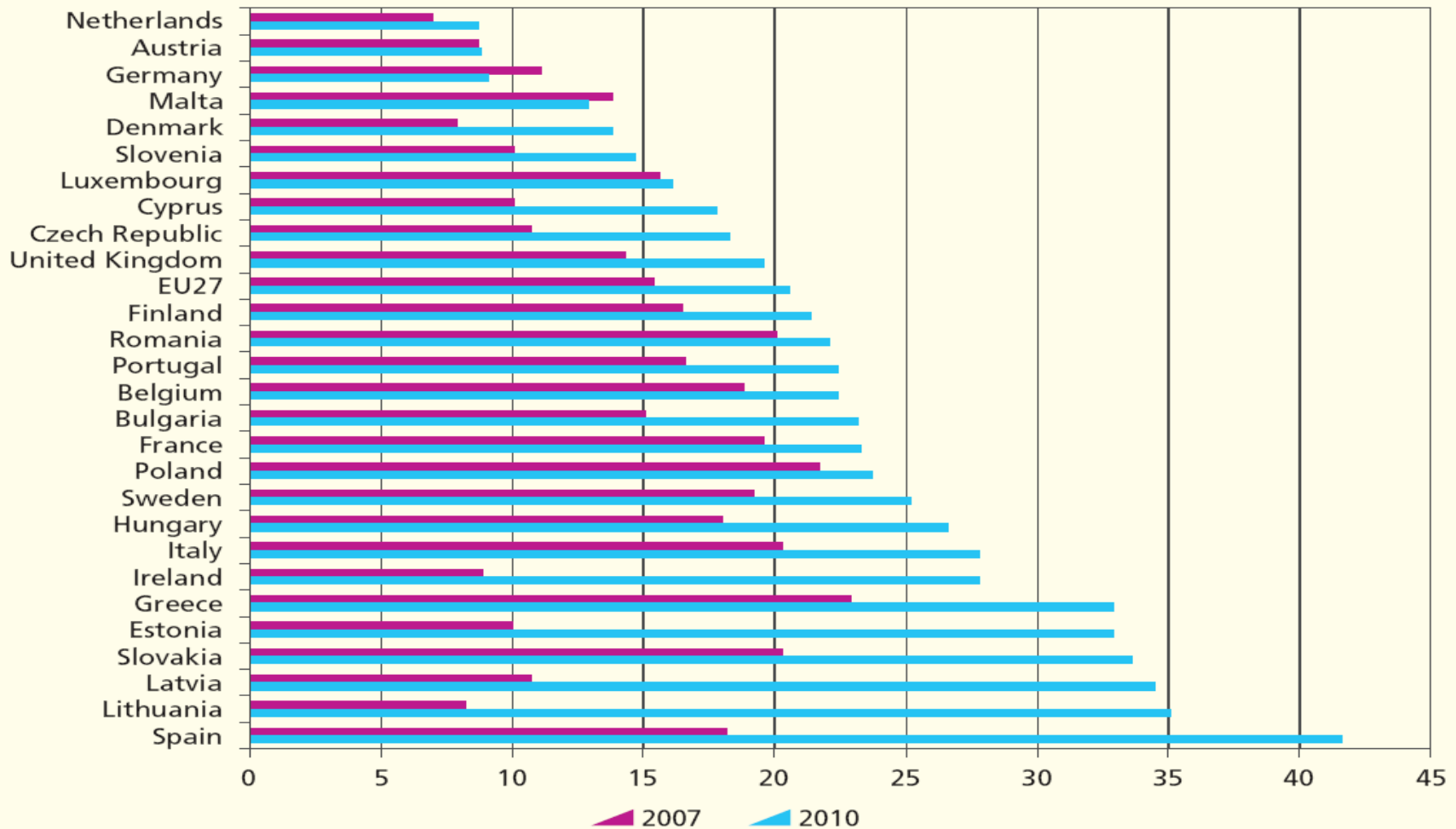
2. Education & Employment

3. Good practices

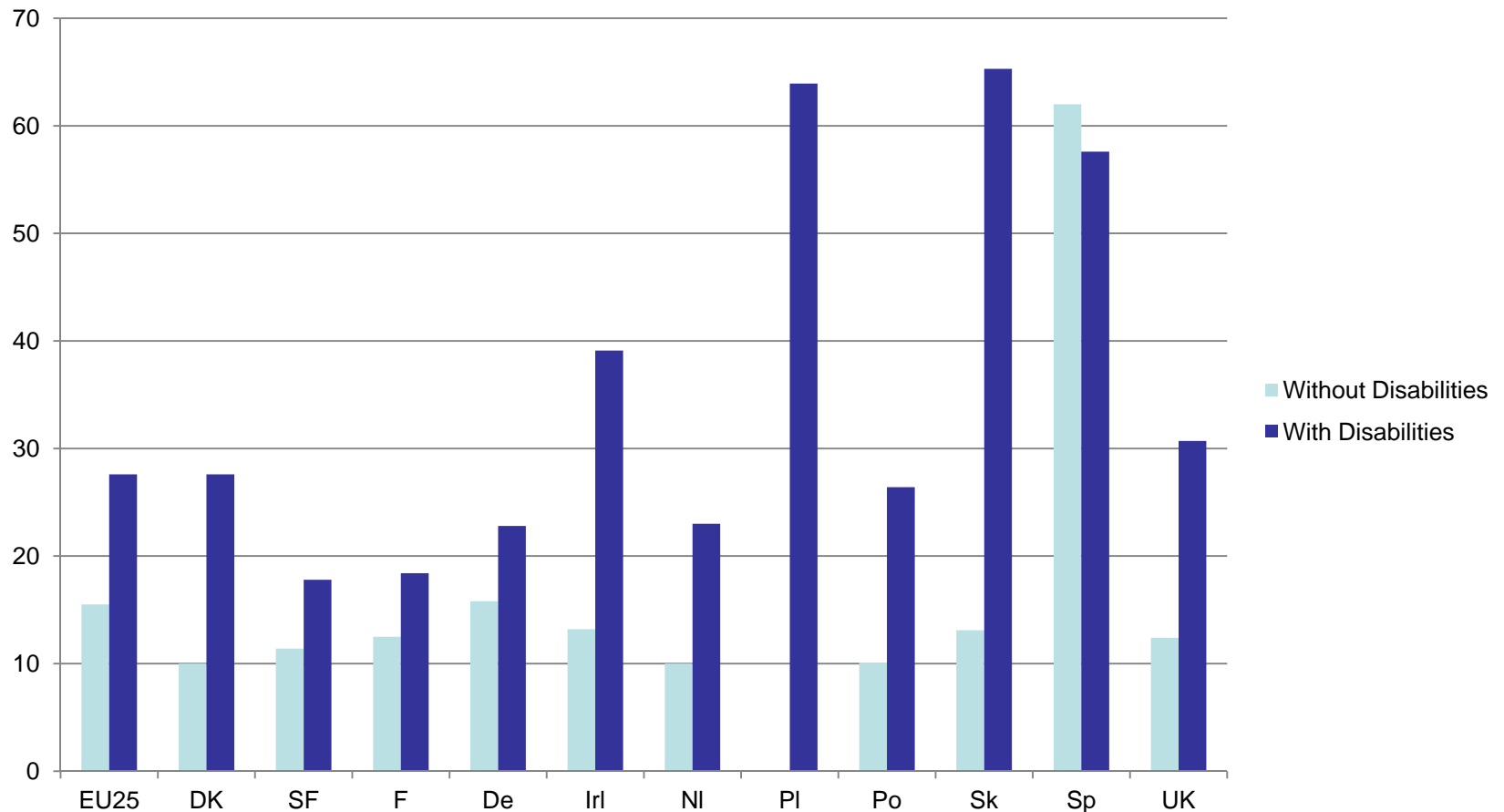
1. Developments: Rise in young people with disabilities in most EU-countries



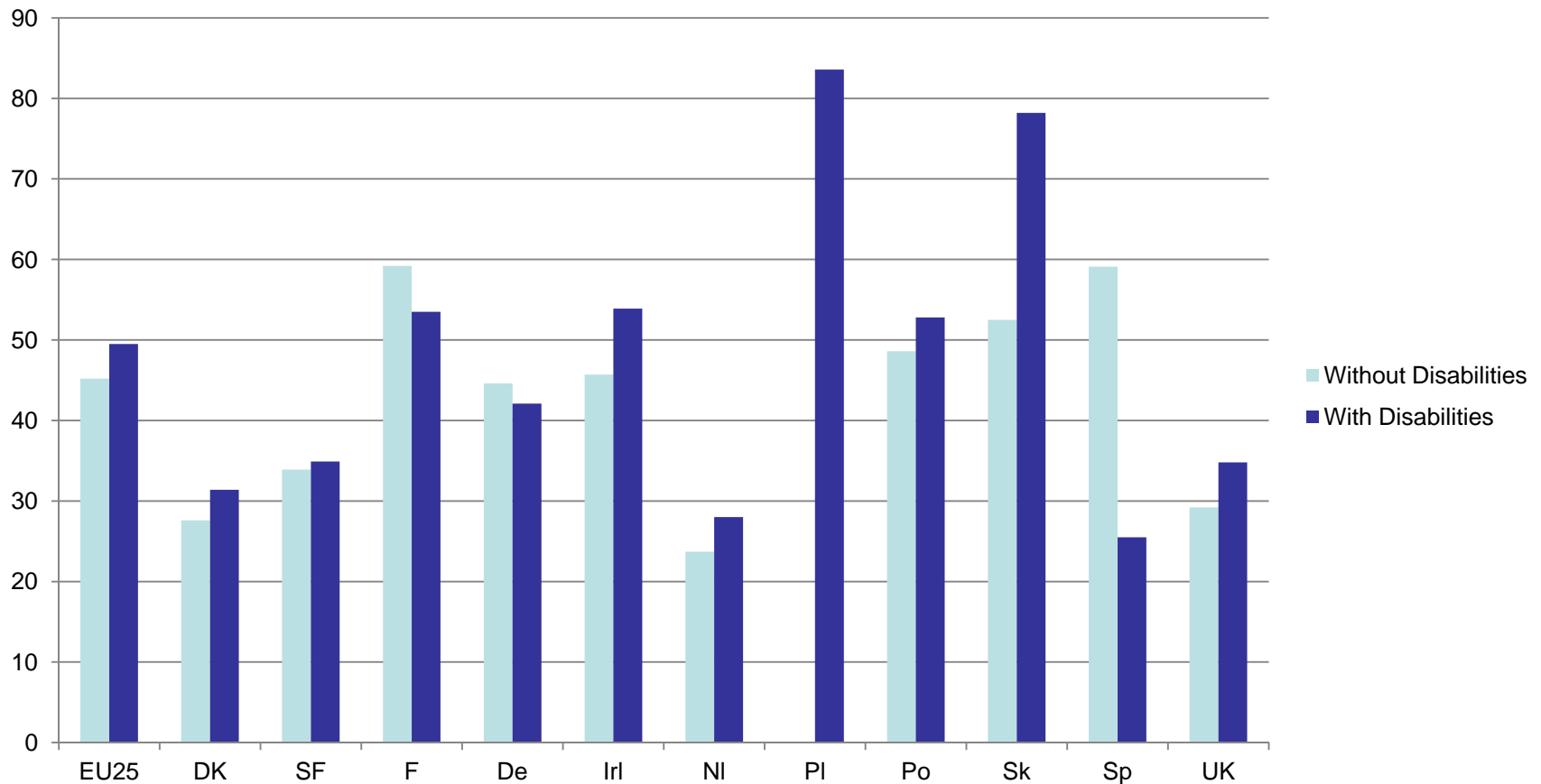
Rising Youth unemployment rates EU 27, 2007 and 2010 (%)



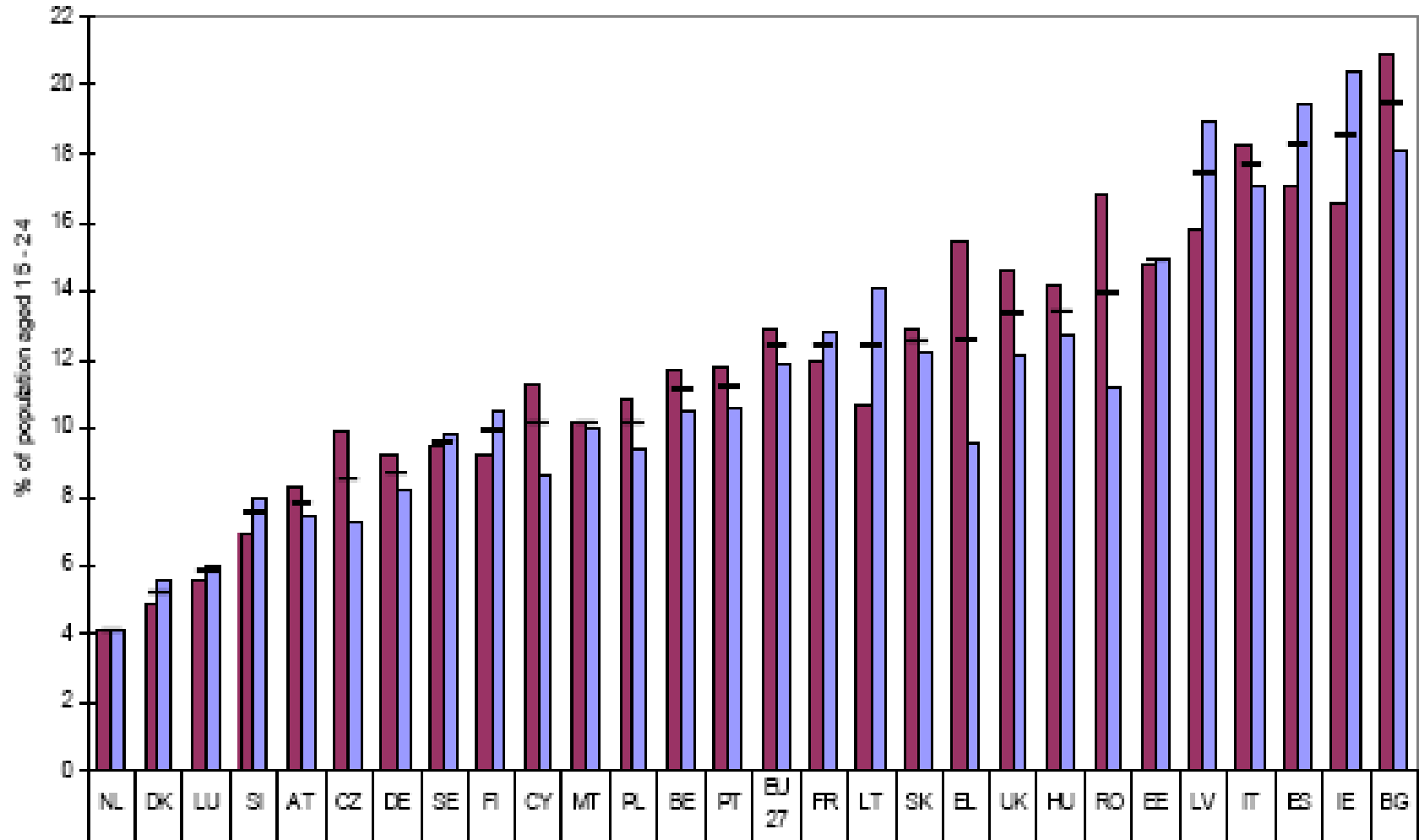
Distribution of inactivity status (not in Employment or Education) of people with disabilities aged 25-34 (2011)



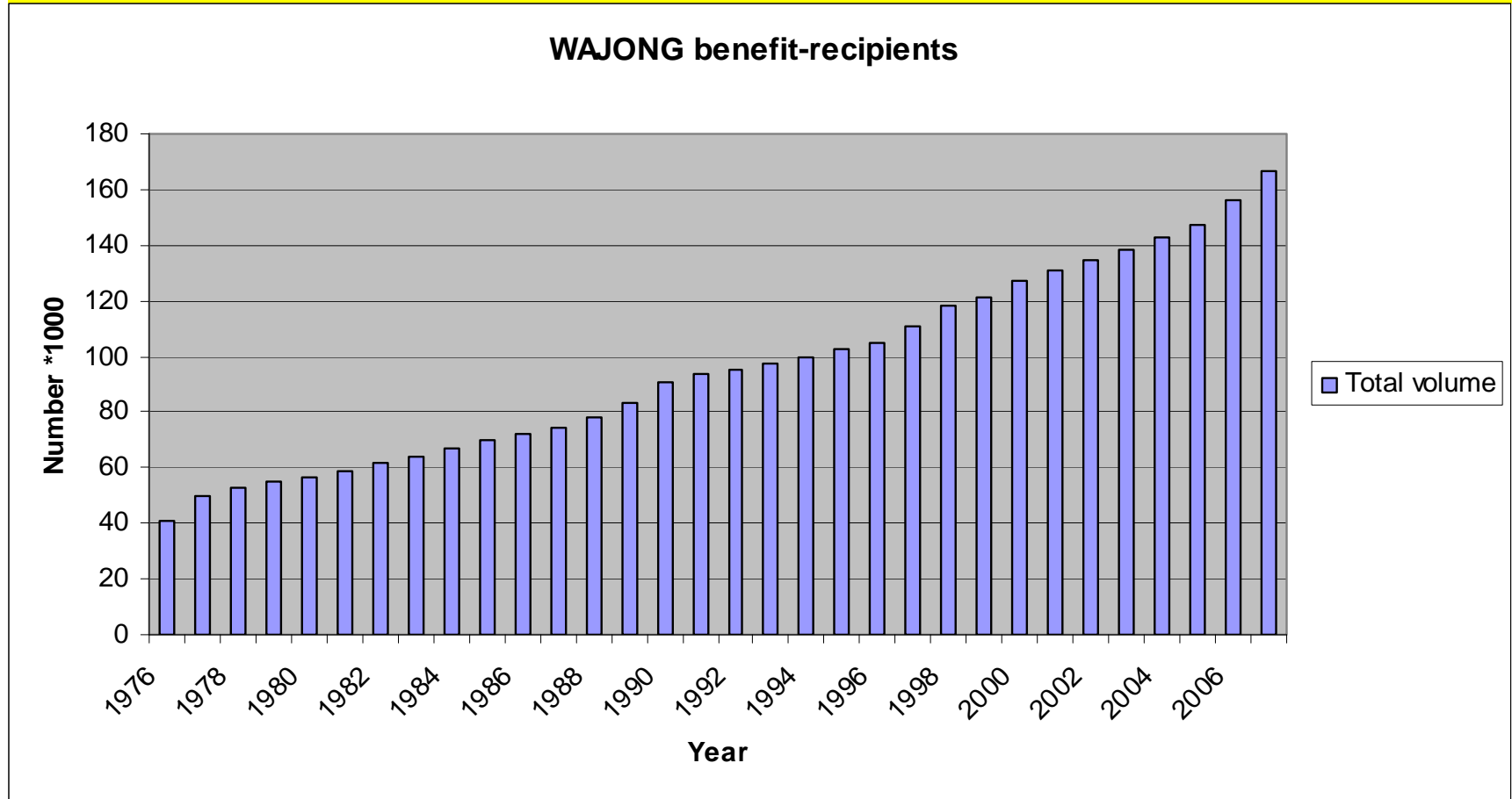
Distribution of inactivity status of people with disabilities aged 15-24 (2011)



Netherlands low, Ireland high NEET-rates EU 27 (15-24, by gender) 2009



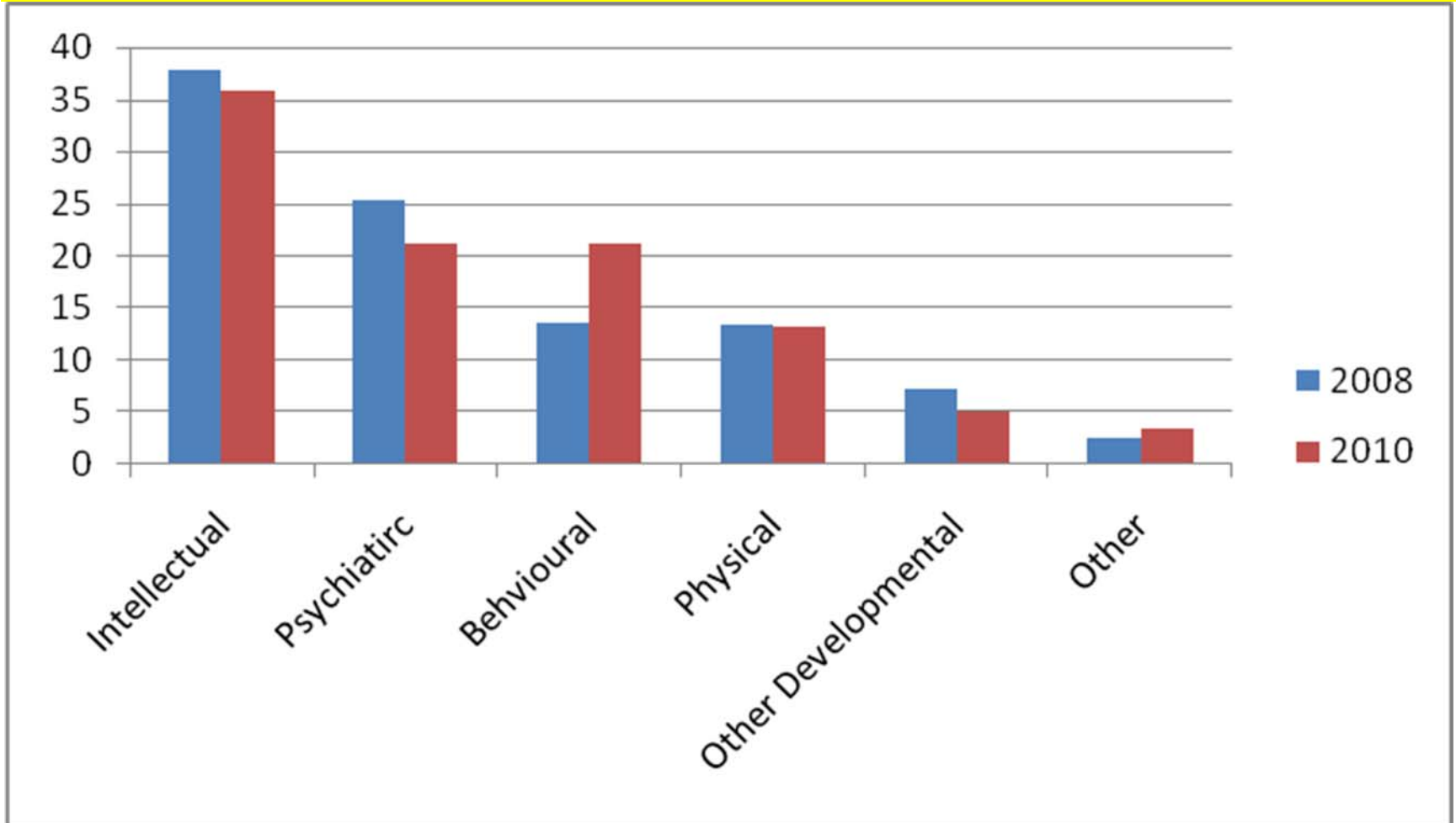
The Dutch situation: Young people on disability benefit rising (6%)



Young disabled persons in EU 1

- Growth in benefit dependency young people
- In most EU countries: BUL, POL, NL, SLO, UK, DK, NOR, CH, etc.
- Types of health problems:
 - Developmental disorders (attention deficit hyperactivity/ADHD, disorders in the autism spectrum, attention deficit disorders (ADD))
 - psychiatric disorders (schizophrenia, personality disorder)
 - NL: 42% multiple problems

Health conditions Young people as Disability Benefits entrants – NL First half 2008 and 2010



Increase young disabled persons on benefits in EU

- Ongoing research (Eurofound & OECD):

Current employment patterns with long hours and more intense work are not conducive for people with health problems

In many countries young people with health problems move directly from special education into incapacity schemes

Causes growth not only recession

- More complex and demanding labor, society
- Relation with volume growth in special education and care
- Better diagnosing, 'Medicalization'
- Benefit-schemes more widely known and actively offered
- Adverse financial incentives in formal benefit

Extra costs on benefits, education and active inclusion measures (EU-27)

2010: 6.4 million young people (15-27) with disabilities

Estimated cost providing income and education and employment inclusion:

2011: 32 Billion Euro

2011- 2015: 160 Billion Euro

2016- 2020: 200 Billion Euro

Basics about Disability 1

- Concepts of disability
 - Variety of Definitions:
 - No single, widely accepted, applicable, measurable definition that can be used across cultures and jurisdictions
 - Disability is not a static concept (OECD):

Basics about Disability 2

FOCUS Now: Social Model (ICF):

Disability arises from:

- the interaction of a person's functional capacities
- with the physical, cultural and policy environment

Interventions:

- at **individual** level: medical rehabilitation, vocational training and education, supporting technology
- at **societal** level: accessible infrastructure, suitable work sites, etc.

New viewpoints Disability

- “Work is good for your health”

A New Approach is Needed

- Focus towards possibilities of young people with disabilities to function as adults in society and become productive members of the labour market
- Not what young people cannot do (basis for disability pensions) but on what they bring to the labour market

2. FOCUS on Education & Employment: promoting social and labour market activation

European Foundation research project

- Successful education and employment measures for young people with health problems or disabilities
- 11 selected EU Member States
- DK, UK, FI, NL, PL, SK, IE, FR, DE, ES, PT

EuroFound research project

- Production of 11 national reports
- Database of 44 goodpractice case studies
- Consolidated report (2013)
- WWW.EUROFOUND.EU

EC Communication on Education and Employment Inclusion of young People with Disabilities in the Labour Market (2008)

Active inclusion

EU strategy that aims to promote social inclusion and protection y addressing issue within 3 pillars

Inclusive labour markets

taking the necessary measures in order to ensure access to employment is an opportunity open for all, tackling labour market segmentation by *promoting job retention and advancement*

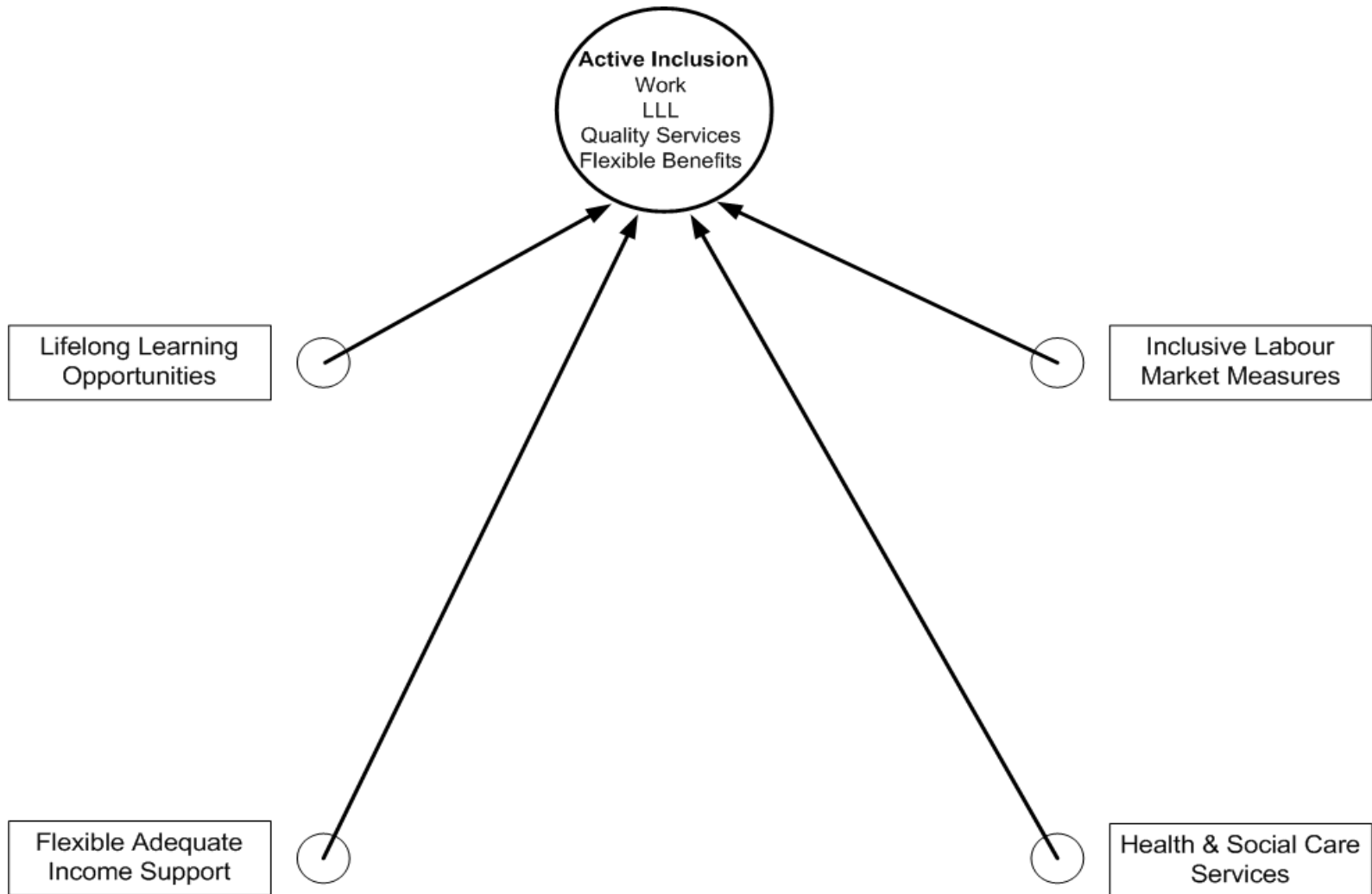
Access to quality Education and Services

comprehensive and coordinated education and services, conceived and delivered in an integrated manner; users' involvement and personalised approaches to meet the multiple needs

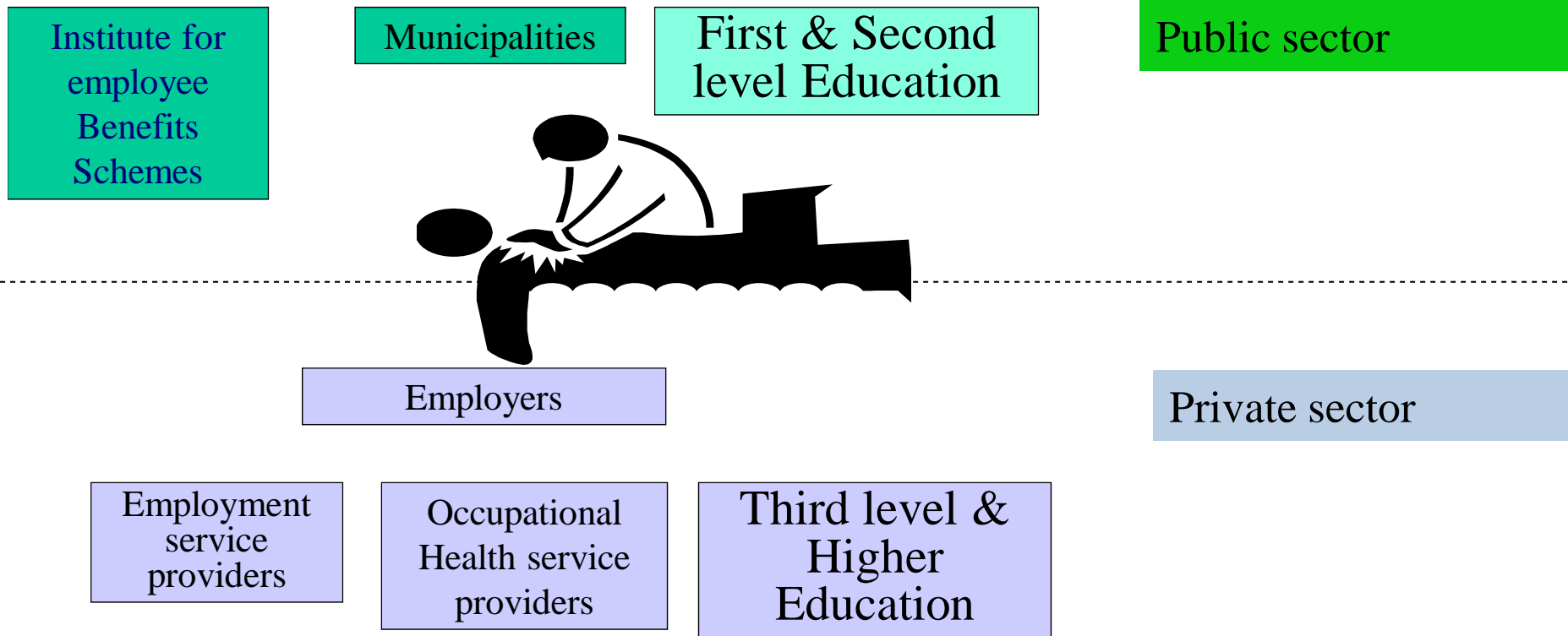
Adequate income support

recognising the individual's basic right to resources and social assistance; active availability for work or for vocational training with a view to obtaining work in the case of persons whose conditions permit such active availability.

Four Pillars of Active Inclusion in Employment



Public Benefit, First & Second Level of Education and Private Third Level Education and Employment services



Specific Themes Identified

Transition school to work	
ES	Once they finish the school age, there is not a clear policy for employment access.
	There is a significant lack of transitions programs and services.
	Actions for transition to employment are mostly managed by organizations who are in some cases not enough professionalized, not well funded, and with a lot of staff turnover.
ES	Many students with disabilities, mostly between 16 and 21, remain in segregated services and programs. This happens both in primary and secondary education, and in vocational training programs.
IRL	The transition between second level and further/higher education or employment is less than optimal.

Education & Employment Policies and Programms in selected member states

Finland – Legislation & Policy

Legislation & Policy	Adequate Income	Inclusive Labour Market	Quality services	Lifelong Learning
Act on rehabilitation benefits and rehabilitation allowance benefits from the Social Insurance Institution of Finland 2005	X	X	X	X
Act on the public employment service 2002		X	X	
Services and Assistance for the Disabled Act 1987			X	
Act on Special care for the Mentally Handicapped Persons 1977			X	
Act on the Status and Rights of Social Welfare Clients 2000			X	
Act on Social Enterprises 2003		X		
Act on promoting disability pension recipients return to work 2009		X		
Act on Disability Allowance 2007	X			
Act on National Pension 2007	X			

Active Inclusion – 4 Pillars

	Legislation & Policy	Adequate Income	Inclusive Labour Market	Quality services	Lifelong Learning
FI	Act on rehabilitation benefits and rehabilitation allowance benefits from the Social Insurance Institution of Finland 2005	X	X	X	X
UK	Equality Act 2010	X	X	X	X
	National Assistance Act 1946	X	X	X	X
	'Leitch review of skills: Prosperity for all in the global economy - world class skills' 2006	X	X	X	X
IRL	National Disability Strategy (2004)	X	X	X	X
PT	Repair Scheme of work accidents and occupational diseases, including professional rehabilitation and reintegration, 2009	X	X	X	X
	Ratification of the UN Convention on the Rights of People with Disabilities and additional protocol, 2009	X	X	X	X
	National Strategy for Disability 2011-2013, 2010	X	X	X	X
	Law on Prevention, Habilitation, Rehabilitation and Participation of Persons with Disabilities, 2001	X	X	X	X
FR	New disability Framework Law (2005)	X	X	X	X

3. GOOD PRACTICES

Conclusions on Transition from Education to Employment

What are good practices? 1

- Create (temporary) work in a real company for an adequate income
- Offer permanent full-time employment
- Rapid placement in a real job after training
- Pay at least the collectively agreed wage
- Holistic approach within legal structures not specifically for people with disabilities

What are good practices? 2

- Create niche workplaces and first work experiences in the open labour market
- Sustain integration into work
- Individual pathways to the open labour market
- Variety of individual services
- Talk to the family

What are good practices? 3

- Qualification, activation and job placement in accordance with participants' condition
- Training during times of low demand
- For employers, risk-free and flexible workforce and easy way to recruit new workers
- Job Coaching

Questions?



Contact

Edwin L. de Vos

CHAMP Research & Consultancy

T 00 31 (0) 621227481

E Edldevos@Gmail.com

www.eldevos.com


Edwin Luitzen de Vos



Good practices

Finland – Job Bank

- **Beneficiaries**
 - Vulnerable groups (long-term unemployed, young people, immigrants, people with disabilities) employed directly by Job Bank, 80% have some health problems or learning difficulties, 50% are under age of 30.
 - Companies in need for temporary, seasonal staff
- **Key features** – people are first employed at Job Bank's premises and as their skills improve they move to client companies. Training and up-skilling is offered when business is slow.
- **Outcomes** – in 2009, 176 people found placement in 2010, 189 people moved to employment.
- **Active inclusion element** – full-time employment relationship for the employees, training during times of low demand and at least collectively agreed wage. Individual pathways to the open labour market. For companies risk-free and flexible workforce during peak times. Programmes is answering to the Ministry of Employment and Ministry of Social Affairs.

Case study lessons

- **Principles of approach**
 - **Skills development, training and job placement** – an integrated approach is needed to these essential steps to employment
 - After training **ensure rapid placement** in a real job if momentum is to be maintained and skills are to remain relevant
 - **Empowering the individual** to take control of their career path – individuals should be able to make real choices in this area
 - **Employers may need support** with the recruitment, training and retention of some young people, e.g. those with disabilities
 - **Good projects evolve** over time to conform to the Active Inclusion approach