

From Education to Employment

Transitions of people with disabilities

Aspects from Germany

ED-ICT Symposium

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The Challenge of Transitions

- General challenge for the individual (be prepared)
- Need for decision support (counselling)
- Need for implementation support (advice, prep, finance)
- Formal Barrieres (e.g. grades)
- Social Barriers
- Accessibility to environments
- Accessibility of services
- Accessibility of learning and employment procedures

Schooling in Germany

- Responsibility of the Bundesländer
- Primary Education (reg start at age of 6) 4 years
- „Secondary“ Education
 - 5/6 years (Haupt/ Gesamtschule)
 - 6/7 Years (Realschule)
 - -8/9 Years (Gymnasium Gesamtschule)
- PCE

School to PCE Tracks

- Grades
- Career counselling toward s PCE:
 - School y.11-13 (Gymnasium, Gesamtschule)
 - University education at University of applied sciences or Universität BA/ MA system
 - Training on the job with no more education
 - Vocational training for auxiliary vocational activities
 - Duale Ausbildung: 3 year training in a company and complementary vocational school

Universities

- Obligation to provide equal access (accessibility)
- In Practice
 - Behindertenbeauftragte: Person to deal with affairs of people with disabilities
 - Psychological advice and support services
 - Offices for advice, support, adaptation of materials and courses, adapted work places, and sometimes provision of technical equipment (not always)
 - Often individual bargaining with lecturers
 - Compensation of disability disadvantages (Form and timing of exams, provision of adapted material, assistance, provision of technical equipment for taking the exams)

Transition process

- Transition process is a joint responsibility of
 - the individual,
 - the institution (educational or vocational) and
 - the support mechanisms (social system)

- Can be seconded by peer counselling (institutional or voluntary base)

Important players

- Studierendenwerk
- Student services
- Inklusionsamt
- Behindertenverbände
- Bundesagentur für Arbeit
- Educational institutions (all sorts of schools, WfbmB, BBW, BFW, University)
- Companies

PCE to Employment

- Supporting agencies:
 - Bundesagentur für Arbeit (Fed. Labour Agency)
 - Inklusionsamt (Inclusion Agency)
 - Beratende Ingenieure (Team of advice engineers)
- Online-Portals
- Legal requirements (non discrimination, advantage for applicants with disabilities in case of equal competencies, requirement to employ a certain percentage of people with disabilities – compensation fine)

Challenges regarding Technology 1

- Access to mainstream information and communication
- Access to physical environment and public transportation
- Individual set of assistive technologies
 - at home, at school (insurance) also at work
 - on the move (insurance/ work related agencies)
 - at the workplace (work related agencies, employers)

Challenges regarding Technology 2

- Proprietary Branch-Specific Software Systems which are not accessible and do not allow individual adjustments
- Heavy use of inaccessible documents
- Inaccessible internal communications (Intranets)
- Specifically needed prep for : new tools, new SW environments (OS, standard SW, proprietary SW, communication styles, work organisation, ..

Thanks and Contact

Thank you very much for your attention!

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Research Institute Technology and Disability <http://ftb-esv.de/>

Accessibility Agency NRW: <http://ab-nrw.de/>