

Transition to work in the open labour market

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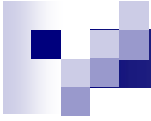


Athens - November 4th 2009




Mrs A. has found the job of her dreams: She works in a kindergarten. She takes care that the children get a good lunch.

Mrs. A has the down's syndrome.



Mr. B. has a job as a film projectionist in a cinema. In his schooldays he already had made some work experiences in different fields of work. Thereby he got to know which work he would like to do. He took the decision to work in the cinema because his colleagues are friendly and because he likes to look films.

Mr. B. has a so-called „intellectual disability“.



Mrs. C. used to work a few years in a sheltered workshop. As she preferred to work in the general labour market she got some work experience placements. Today she has a contract in a horticultural farm.

Mrs. C. has a bipolar disorder.



Topics

- Transition of different target groups
- Transitions: crucial status passages
- Self-determination and choices
- Social and political conditions
- Barriers and beneficial conditions
- Case study
- Further development / Solutions



Transition of different groups of people

- Transition from education to work
- Transition from sheltered workshops to the open labour market
- Transition from hospital / medical rehabilitation to work
- Transition from unemployment to work



Transitions: crucial status passages

- Change of status
- Change of roles
- Change of social relationships
- Change of dominant activities
- New rules
- More self-determination or more heteronomy?
- More participation?
- New challenges and risks



Self-determination and choices

- „To make a plan for one's own future, meaning for one's job, living and leisure. Being able to do that, one must know what kind of possibilities do exist to be able to choose from them.“ (Quality standards for successful transition from school to work, 2005)
- self-determination
- decision-making-ability



What does that mean concretely?

- „For making a decision on a profession one has to know and to experience different professions and work areas.
- For making a decision on a concrete employment one has to know and to experience different companies, settings and work structures
- For making a decision on the way of living one has to know and to experience different ways of living.
- For making a decision on recreational activities one has to know and to experience different possibilities of recreational activities.“

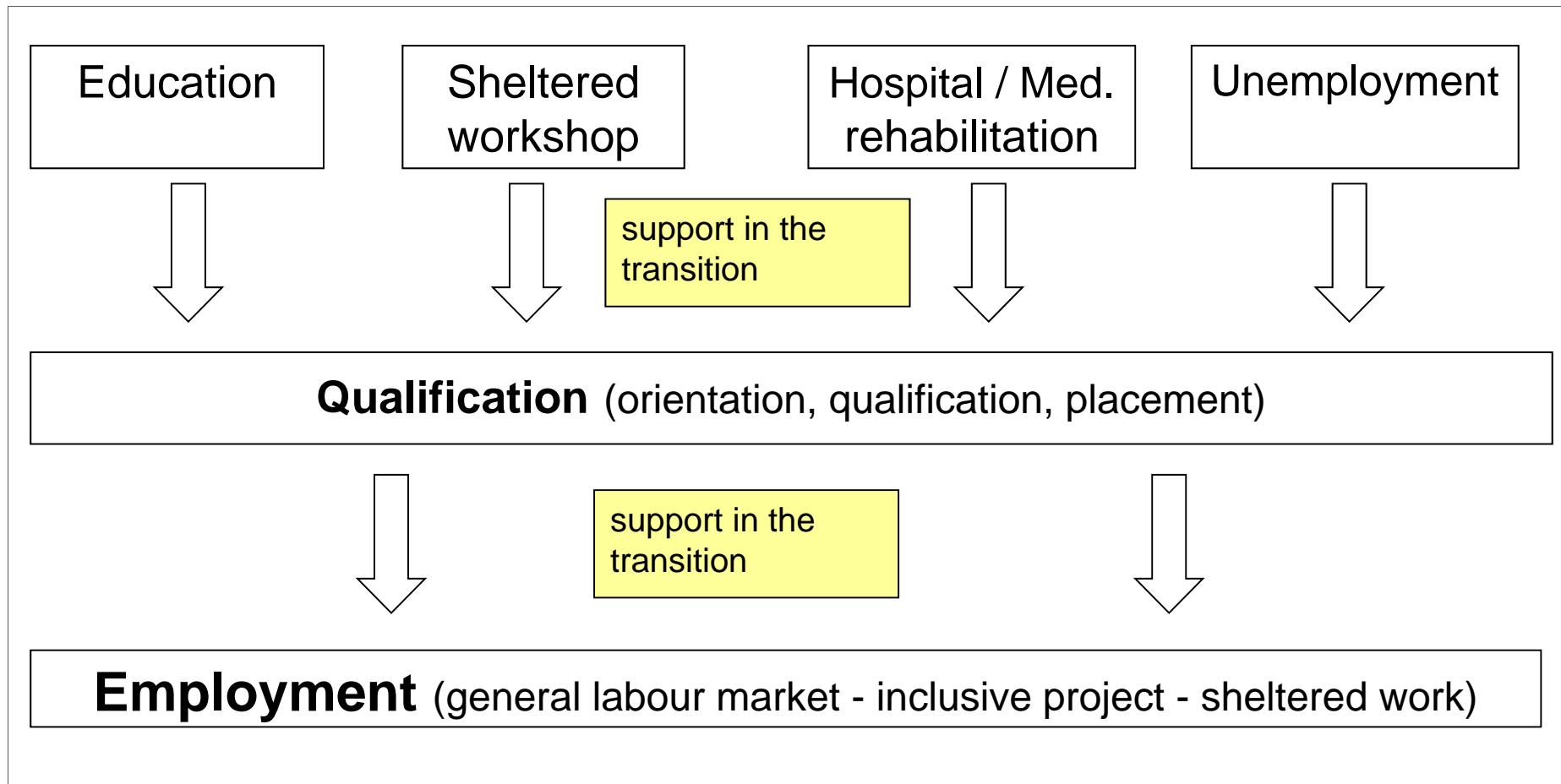
(Quality standards)



Social and political conditions

- Inclusion – a paradigm shift?
- UN-Convention on the Rights of Persons with Disabilities
- International Classification of Functioning, Disability and Health of the WHO (ICF)
- Personal Budget
- Supported Employment

Transition stages





Barriers and beneficial conditions for the transition to work (1)

The personal level

- Gender
- Migration background
- Social circumstances
- Education: integrative / inclusive vs special school
- School-leaving-qualification
- First career steps
- Personal competencies / disabilities
- Further biographical experiences



Barriers and beneficial conditions for the transition to work (2) environment

- Family
- Professional attitudes
- Genderspecific assignments
- Companies:
 - Employers: willingness to employ disabled people and competences to qualify them
 - Colleagues: acceptance in the team
- Interface management and networking



Barriers and beneficial conditions for the transition to work (3)

Society / Politics / Legislation / Funding givers

- Thinking in measures instead of individual decisions
- Lack of clearness of means of facilitations
- Dissection of responsibilities and fundings
- Regional infrastructure
- Legal requirements
- Lack of financial resources
- Tendering

Case study: PAUL BECKER

1993 – 1997

**Special School for mentally
handicapped pupils**

1997 – 1999

Course for vocational orientation

1999 – 2001

**Qualification in companies on the
general labour market**

**Supported by job coaches of the
Hamburger Arbeitsassistenten**



First Work experience placement

Term:

4 months

Field of qualification:

horticultural farm

Company:

cemetery flower shop



Second work experience placement

Term: 3 months
Field of qualification: assistant in a petrol station
Company: Shell petrol station



Third work experience placement

Term: 5 months
Field of qualification: groundsman / caretaker
Company: tennis court facilities



Fourth work experience placement

Term: 3 months
Field of qualification: caretaker / commercial cleaning
Company: Hamburg Airport



Fifth work experience placement

Term:

3 months

Field of qualification:

assistant in a petrol station

Company:

Aral Petrol station



Contract in the petrol station since 01.05.2001

Retraining and
further support
by Hamburger
Arbeitsassistentenz





Further development / Solutions (1)

- Implementation of best practice
- Clearing
- Accessible information for disabled people and their families
- Person-centred planning > Individual transition plans
- Respect and advancement of biographical competencies
- Work experience placements
- Matching of capacities of people and needs of companies



Further development / Solutions (2)

- Networks of the main stakeholders
- Coordination of interfaces (Integration services)
- Vocational training of integration specialists
- Sensitization of politicians and funding givers for individual needs
- Personal budget as funding possibility
- Continuous support if necessary
- Continuing education / Life-long-learning



**„The dignity of persons
exists in the choice.“**

(Max Frisch)