

INKLUSION IN DEN 1. ARBEITSMARKT – ES GEHT!



KATHOLISCHE
HOCHSCHULE FREIBURG

CATHOLIC UNIVERSITY
OF APPLIED SCIENCES FREIBURG

Vocational Situation of Persons who use AAC in Germany Experiences from Research Projects

Jan-Oliver Wülfing, Prof. Dr. Gregor Renner



Overview

Background

Vocational situation of persons with disabilities in Germany

Experiences from research: Where do PWUAAC want to work?

What do professionals in the support system know about PWUAAC?

How willing are employers?

Guidelines for workplaces for PWUAAC: Voice@Work

Projects in practice

Research perspectives

Diskussion

Background

Convention on the Rights of Persons with Disabilities (UN 2006): Article 27 „work and employment“
gain a living by work freely chosen or accepted
in a labour market and work environment that is open, inclusive and accessible

Persons who use AAC

AAC in Germany

main focus on schools

main professionals: special ed. teachers

second focus: early intervention

adults are an emerging topic in AAC in Germany

Vocational situation of persons with disabilities in Germany

Comprehensive support system

Obligation of employers to employ 5% persons with disabilities

OR: to pay a penalty, these payments are used to fund employment of persons with disabilities

But also

sheltered workshops: for those where integration into the labour market seem not possible
in the UK?

Day care groups: for persons who are assumed “too disabled” for sheltered workshops

Adults who use AAC in Germany

are mostly in sheltered workshops or day care groups

Experiences from research: Where do PWUAAC want to work?

Online survey in Germany:

More than 50% want to work in the general labour market

Some want to work in the sheltered workshop

No one wants to be in day care groups

What do professionals in the support system know about PWUAAC?

It was even difficult to find interview partners

It can be assumed that they feel not competent for this group

They assume that employer are not willing to employ PWUAAC

How willing are employers?

Interviews with 10 CEOs in the field of assistive technology

1 has hired a person who uses AAC

8 would do it, if there was a good support (assistance)

1 would not

Only few of them received applications

Guidelines for workplaces for PWUAAC: [Voice@Work](#)



Projects in practice

Young woman in the AAC media library 2008-2012

2013 project: PR by PWUAAC

2014 project: applications

2015 Master project: development of vocational services

for PWUAAC and

for persons with severe disabilities

Research perspectives

Participation wishes and needs of persons with severe disabilities: quantitative and qualitative

View of the relatives

Good practice examples

Analysis of existing structures and instruments for barriers and facilitators

Development and evaluation of new 'inclusive' measures and services

Thank you very much!