

TRANSITION PROGRAMMES AND SERVICES FOR YOUNG PEOPLE WITH DISABILITIES: SUCCESS FACTORS AND RECOMMENDATIONS

Adolescents and young adults, especially those with a disadvantaged background and fewer opportunities, are facing barriers to access the labour market and become economically independent. In the European Year of Youth 2022 and in the context of EPR's bi-annual theme on pathways to employment, members of EPR's Working Group Youth identified successful transition programmes and services. This summary draws out the success factors and recommendations.

SUCCESS FACTORS



Person-centered approach to support the identification of personal goals of young people with disabilities, the elaboration of competence profiles, work integration and retention in the job.



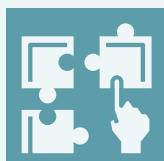
Improved skills and qualification levels of young people with disabilities combined with more confidence in their own capacities.



Quality of the team of professionals involved and use of a multidisciplinary approach.



Integrated service offer to young people to increase the employability of young people with disabilities as well as providing them with coaching and training.



Coordination of different services to support both young people with disabilities in relation to their work and their social inclusion.



Work in partnership to raise awareness about young people with disabilities and dispel prejudices.

RECOMMENDATIONS TO SERVICE PROVIDERS

- 1 Roll out **comprehensive and/or integrated** service offers.
- 2 Pursue a **holistic approach** that promotes the positive health and social and emotional well-being of the young people.
- 3 **Support** young people with special needs throughout the whole job finding phase and once they have started a job.
- 4 **Provide quality and continued training** to the job coaches and enrich their functions/roles.
- 5 **Inform employers** about the potential of employing young people with disabilities and encourage them to support their recruitment.
- 6 **Cooperate closely** with Public Employment Services, with other service providers and with employers, including social enterprises.

RECOMMENDATIONS FOR POLICY MAKERS

- 1 **Set up regulatory frameworks** to support the transition of young people with disabilities from school, inactivity or VET to employment
- 2 **Design, organise and fund** comprehensive and/or integrated service offers which link social services, labour market inclusion services and which effectively support employers in line with their needs.
- 3 **Invest in practical measures** supportive of inclusive enterprises and that change the mindsets of employers and organisational culture.
- 4 **Overcome a deficit-based logic** and shift to strengths-/capacity-/competence- based and “whole-person” approaches in policy frameworks.
- 5 **Promote and fund programmes** based on supported employment.
- 6 **Adequately fund** the scaling up of successful and positively evaluated EU-funded transition projects in line with the success factors set out above.

READ THE FULL REPORT



www.epr.eu/wp-content/uploads/EPR-Report-Good-Practices-Transitions-YPWD-Employment.pdf



Co-funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission. Neither the European Union nor the granting authority can be held responsible for them