

# **Skill-matching and supporting choice for people with disabilities in vocational education and work**

Work in progress....

# Skill-matching

- “determining an individual’s interests, abilities and aptitudes and skills to identify vocational strengths, needs and career potential”
  - Recommendations for training
  - Culture / social systems

# Obstacles to skill-matching

- Expectations (on both sides!)
- Under- and overestimation
- Fast pace / pressure to perform
- Need for mastery, diversity
- Communicational barriers

# Choicemaking

- Often: 'active support' (Beadle-Brown et al. 2012)
- Offering and supporting choice
- Choice -> self-determination -> identity
  - (circle of courage: presented by Sofie later this week)
    - Belonging & Independence

## Conditions:

- non-controlling and accepting environment
- the choices need to satisfy three inherent needs: the need for autonomy, the need for competence and the need for relatedness
- how support is given depends on the type and severity of the person with disability, but the common factor is *respect* for one's choices.

## Tension arises when:

- communication does not meet the requirements of respect and presumed competence of the person with disabilities
- persons that are giving support are also responsible for work and safety
  - Choice architects: leaving out (unhealthy) choices: nudging

# Policies

- International level:

# Policies

- National level:
  - Participation Law (Netherlands, 2015)

# Good examples

- Belgium / The Netherlands:
  - Platform K
  - Working together, learning together
  - Letsco!
  - Netherlands: Participation Law



# Discussion points / Contributions asked

- Heterogenic nature of disability; do we need to make a difference between physical and mental disabilities?
- Choicemaking: antithetic nature of independent choice making and dependence on others; is it an exclusive dilemma for people with disabilities or is the problem in the intensity of the dependence?
- Policy level: few successful policies known that directly address work for people with disabilities – did we miss important policies?