

People with disabilities and their participation in labour market schemes: Are there exclusion mechanisms?

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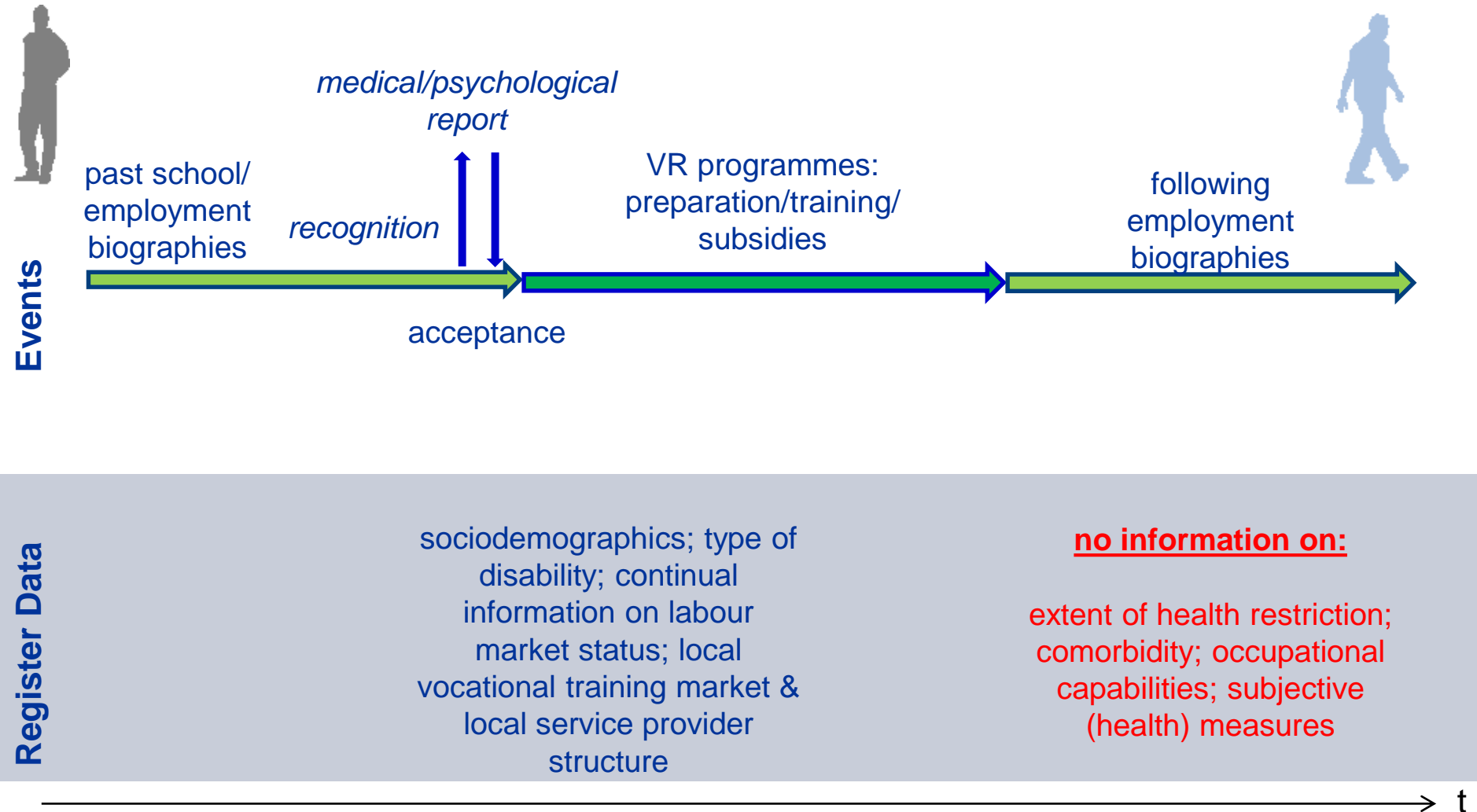
Ulrich Thomsen

Vocational rehabilitation of young people with disabilities in Germany

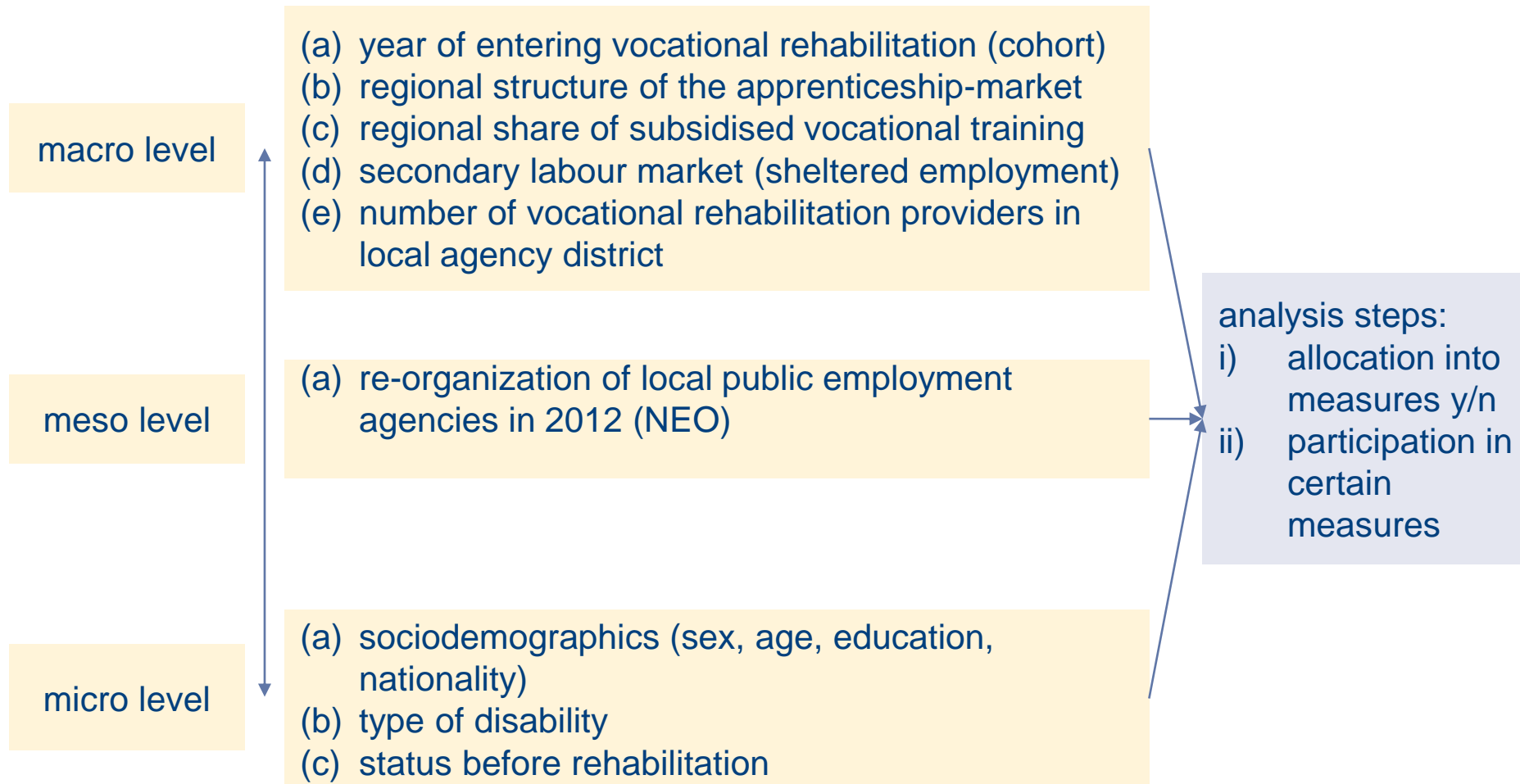


- importance of (vocational training) certificates when accessing the German labour market
- vocational rehabilitation (VR): ensure first labour market integration for young people with disabilities or health problems → VR counselling already during school (mostly in special schools)
- eligibility for VR:
 - **being disabled or at risk of becoming disabled** → “a person has a disability if their physical ability, mental capacity or mental health is likely to fall short of that typical for their age for at least six months and their participation in society is consequently impaired. They are deemed at risk from disability if such impairment is anticipated.” (Social Code IX, Section 2)
 - **disability** (also people with learning disabilities) **substantively and lastingly affects labour market participation** (Social Code III, Section 19)

Reha-Process Data Panel: administrative data of the German Federal Employment Agency

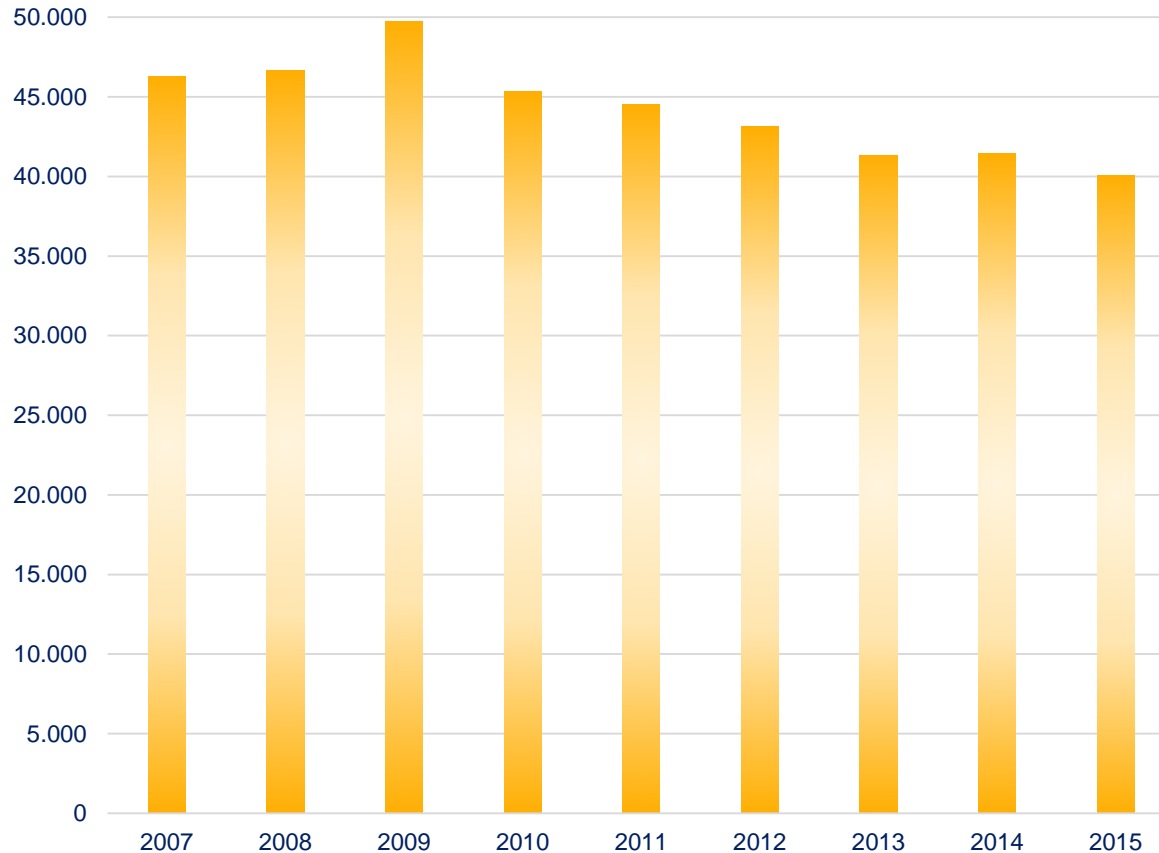


Analysis steps and variables



own graphical representation; based on Gruber et al. 2014

Inflow into vocational rehabilitation (FEA): primary integration of young adults

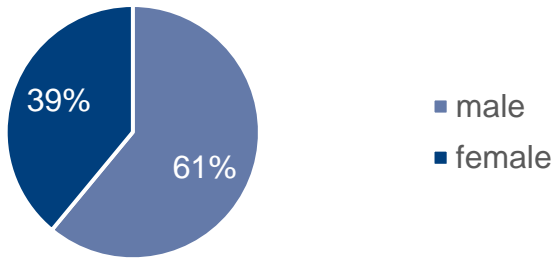


source: official statistics of the Federal Employment Agency; own calculations.

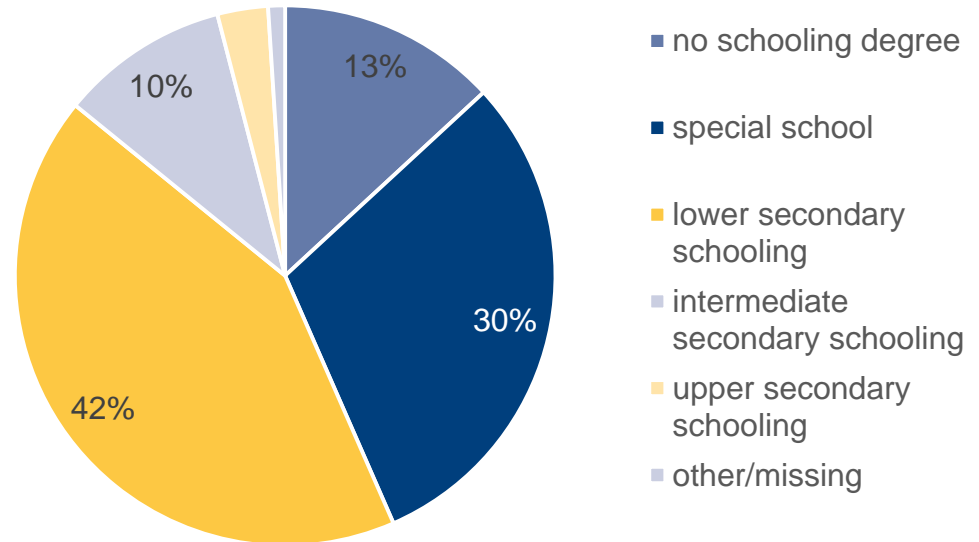
sample: persons accepted as a rehabilitant in the years 2010 to 2013,
N = **172579** (rehabilitants) / **159470** (participants in measures)

Socio-demographic characteristics (cohort 2013)

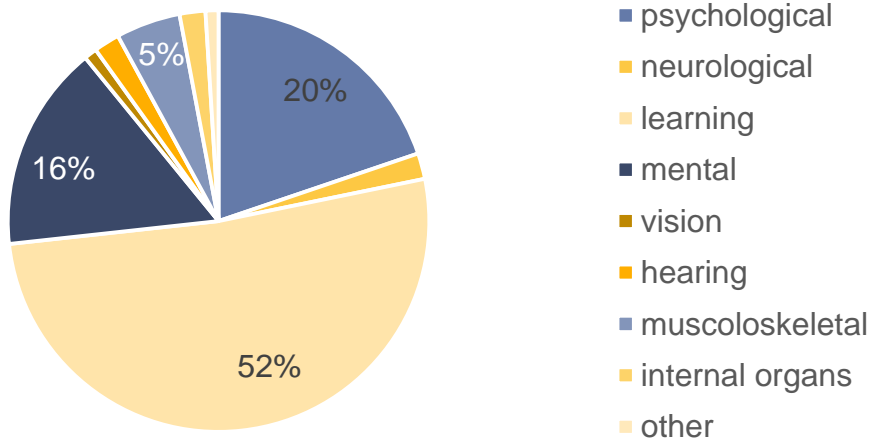
gender



schooling degree



type of disability



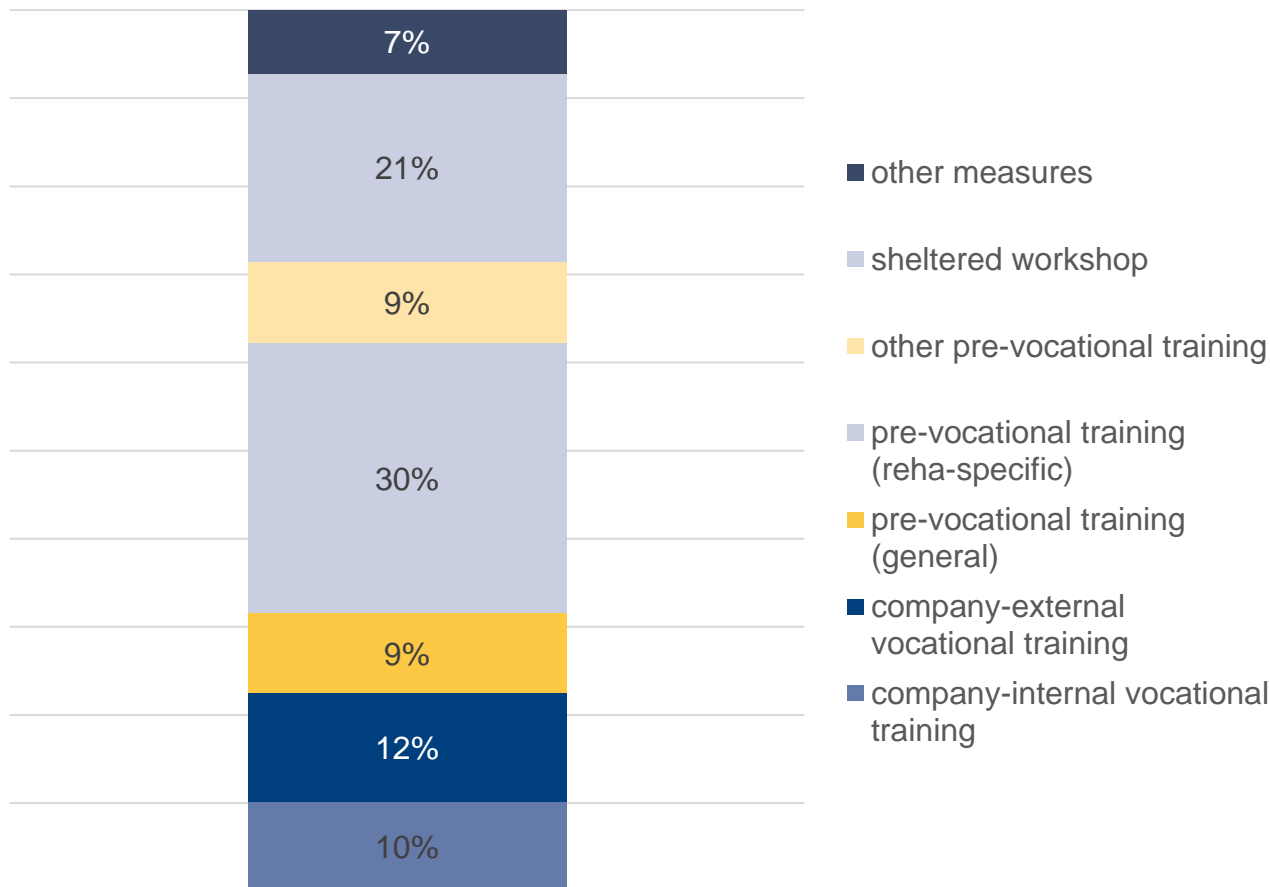
■ main age group: 17-20 years (57%)

■ German: 94%

source: IAB Panel Vocational rehabilitation of persons with disabilities; own calculations, N = 40994, cohort 2013

Participation in labour market schemes – first programme of cohort 2013

type of first programme



8% (N = 3293) do not participate in programmes, though acceptance to VR has been granted

source: IAB Panel Vocational rehabilitation of persons with disabilities; own calculations, N = 37701, cohort 2013

Results I: logistic (participation in measure yes/no) & multinomial regression (type of first measure)



Higher probability to be **generally** allocated to **labour market measures** for persons

- of younger age (under 20 years)
- with German nationality
- with mental disabilities, coming from general measures and special schools → **VR as the only chance**
- being counselled in restructured public employment agencies → **merging of networks and optimizing rehabilitation strategies**

Higher probability to be allocated to **specific** labour market programmes to **company-internal vocational training** for persons ...

- with higher schooling, younger age, disability of the senses and physical disabilities → **visible disabilities; higher capabilities: better chances**
- coming from employment → **being already employed in a vocational training company and applying for subsidies**

to **company-external vocational training** for persons ...

- with no/low schooling degree, learning disability, coming from general pre-vocational training measures or vocational schools
- living in a region with a high share of subsidized vocational training
- in local agency districts with a high number of rehabilitation providers → **local industry for subsidized vocational training**
- in earlier cohorts → **strategy change?: more (reha-specific) pre-vocational training**

Results II: logistic (measure yes/no) & multinomial regression (type of first measure)



Higher probability to be allocated to specific labour market programmes

- to **pre-vocational training measures** for persons
 - of older age
 - learning (general) / psychological (rehabilitation-specific)
 - **training maturity/stabilization**
 - in different rehabilitation cohorts: increase in probability to receive rehabilitation-specific pre-vocational measures & a decrease of general pre-vocational measures → **strategy/demand change?**
- to **sheltered workshops** for persons
 - of older age, no schooling degree, mental disability, coming from a special school → **path dependency?**
 - living in regions with a higher share of supported employment on the secondary labour market → **living in regions with a high density of sheltered workshops**
 - In earlier rehabilitation cohorts → **strategy change?**

→ **Allocation to labour market measures is associated with**

... **sociodemographic factors on the micro level (high impact)**

- **young age**: either pre-vocational training necessary or direct entrance to company-internal training
- **no schooling degree**: very low chances for regular training
- **psychological disability**: pre-vocational training and reha-specific stabilization and orientation needed; **mental disability**: very often allocation to sheltered training and employment

...**organizational restructuring on the meso level**

- generally higher allocation to measures; specifically to company-external vocational training, general pre-vocational training and sheltered workshops

...**the local conditions on the macro level**

- **later rehabilitation cohorts**: more pre-vocational training, less vocational training
- **high average share of supported employment**: higher probability to be allocated to sheltered workshops
- **high number of local providers**: higher probability to receive company-external vocational training (small, but sig. effect)

→ **certain path dependencies (special schools/mental disabilities)**

→ **the supply of measures is associated with the local demand/provider structure**

Thanks for your attention!

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