
Emergent solutions and challenges

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Abstract

Also based on the first results of the analysis of the analysis of the standard case studies, we are able to identified challenges such as aged issues, support programmes sustainability, "Not in Education, Employment nor in Training" – NEET, and lack of coordination between the various structures involved in the support of persons with disabilities.

To address some of these difficulties and challenges of the employment of persons with disabilities, the discussions between the different countries show the emergence and the development of new solutions to support the integration of persons with disabilities into the open labour market. Supported employment and customised jobs were notably mentioned. These approaches focus on the individual skills and takes into account opportunities for work in the direct environment of the persons involved. Both supported employment and customised jobs includes vocational training and individual tailored support. Vocational training can take place on the job site, but also outside, depending of the individual needs of the persons and the circumstances. However, their development varies greatly from one country to another.

For example, supported employment is at an early stage in France with first experimentations currently implemented. On the contrary, supported employment is more developed in the Netherlands and customised jobs in Sweden.

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