



## „DABEI“

### Digitalisation in the company-based training of persons with a disability

#### Context of the problem

- Increasing digitalisation is having far-reaching effects on the world of work and on company-based training. All economic sectors and most companies are now being affected by digitalisation.
- The occupational integration of people with a disability is becoming more important in terms of the topic of inclusion and in the light of increasing shortages of skilled workers.
- Around a quarter of companies authorised to provide training have disabled trainees or have taken on young people with disabilities over the past five years. Nevertheless, those with a disability are less likely to be employed on the primary labour market.
- Very little is known regarding the impacts of digitalisation on the willingness of companies to offer training to people with a disability.

#### Question

- With regard to the company-based training of persons with a disability, does the increasing digitalisation of the world of work tend to inhibit or foster inclusion?

#### Research hypotheses

- Higher degree of digitalisation at companies** → **Greater availability of digital media to promote inclusion**
- Higher degree of digitalisation at companies** → **Higher participation in training by people with a disability**

- As a company becomes more digitalised, the likelihood that it will be equipped with digital technologies that are able to facilitate inclusion likewise becomes greater.
- As the degree of digitalisation at the company increases, there will be a fall in participation in training by persons with a disability in recognised training occupations and in training occupations governed by § 66 of the Vocational Training Act (BBiG)/§ 42m of the Crafts and Trades Regulation Code (HwO)

#### Academic research targets

- To improve the sparse data situation relating to this thematic area
- To make data available to a specialist target audience (expected to take place at the end of 2021)
- To provide a contribution to the objectives of the main funding focus and to the goals of the BMBF Framework Programme for the encouragement of empirical educational research
- To scrutinise the hypotheses and offer a response to the research question
- To identify issues that should be included in future surveys

Project term: 01/01/2019 to 31/12/2021

<https://www.bibb.de/de/95750.php>



#### Constructs and operationalisations

- The term *disability* will be defined as set out in the German Social Security Code Volume IX (SGB IX). This states that people should be considered to be disabled if “it is highly probable that bodily function, intellectual ability or mental health will deviate from the condition typical to a person’s age for a period of longer than six months and will thus endanger participation in the life of society” (§ 2 Clause 1 SGB IX). The analysis will take account of people with a severe disability (degree of disability, DOD > = 50).
- Different types of disability will be surveyed (e.g. physical or mental disability) on the basis of Schröttle and Hornberg (2014).
- The *degree of digitalisation* of companies will be operationalised via the use of digital tools (e.g. software or digital measuring devices, cf. Güntürk-Kuhl et al. 2017).
- Availability at a company of *digital media to promote inclusion* will be determined via the existence of accessible software, accessible learning media and assistive technologies.
- Participation in training* by people with a disability will be ascertained 1) via the *proportion of companies providing training*. This rate states the number of companies with trainees (with a disability) as a proportion of all companies with employees subject to mandatory social insurance contributions. 2) The training rate of people with a disability will be measured. This rate states the number of trainees (with a disability) as a proportion of all employees subject to mandatory social insurance contributions including trainees.
- Inclusion orientation* of companies will be recorded via the areas of *participation and organisational development, occupational inclusion and cooperation, company philosophy, recruitment, workplace design, career management, team atmosphere and leadership and health management* (cf. Riecken and Jöns-Schindler 2014).

#### Collection of Data

- Data will be collected between February and September 2020 within the scope of the BIBB Establishment Panel on Training and Competence Development ([www.bibb.de/qp](http://www.bibb.de/qp)). The BIBB Training Panel is an annual representative survey of companies in Germany which was first conducted in 2011. It provides data on company training and recruitment practices.
- Selection of the companies takes place using a disproportionately stratified random sample (the statistical population comprises all companies with employees subject to mandatory social insurance contributions). Information is collected via computer-assisted personal interviews (CAPI).
- 3,500 companies take part in the panel surveys each year. 1,000 more companies will be added for the 2020 survey (n = 4,500).

#### Literature

Güntürk-Kuhl, Betül; Lewalder, Anna Christin; Martin, Philipp (2017): Die Taxonomie der Arbeitsmittel des BIBB. Online, unter: [www.bibb.de/veroeffentlichungen/de/publication/download/8476](http://www.bibb.de/veroeffentlichungen/de/publication/download/8476).

Riecken, Andrea; Jöns-Schindler, Katrin (2014): Berufliche Inklusion und Teilhabe am Arbeitsleben. In: Hensen, Gregor; Küstermann, Burkhard; Maykus, Stephan; Riecken, Andrea; Schinnenburg, Heike; Wiedebusch, Silvia (Hrsg.): Inklusive Bildung. Organisations- und professionsbezogene Aspekte eines sozialen Programms. Weinheim 2014, S. 149-205.

Schröttle, Monika; Hornberg, Claudia (2014): Abschlussbericht. Vorstudie für eine Repräsentativbefragung zur Teilhabe von Menschen mit Behinderung(en). Online, unter: [www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/forschungsbericht-vorstudie-repräsentativbefragung-zur-teilhabe-von-menschen-mit-behinderung.pdf?\\_\\_blob=publicationFile](http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/forschungsbericht-vorstudie-repräsentativbefragung-zur-teilhabe-von-menschen-mit-behinderung.pdf?__blob=publicationFile).



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