

## Apprenticeships for people with disabilities in France's public health sector

### Which partners? Which mechanisms?

Focus Day – 24 March 2015, EHESP, Rennes, France

#### AGENDA

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#### Background:

Employees within France's public health service, especially those working directly in healthcare, have long been able to benefit from work-study courses. But when it comes to apprenticeships, young people, especially those with disabilities, have been missing out despite pressure on the public sector to take on more. This is borne out in a report released in February 2014 on "The non-financial obstacles to developing apprenticeships"<sup>1</sup> which devotes a section to the public sector and also covers young people in view of FIPHFP<sup>2</sup> recommendations. This focus day looks at the specific issues surrounding young people with disabilities on apprenticeships within public health sector establishments.

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#### Objective:

To identify partners that may be able to take on apprentices with disabilities, and to discuss the **hurdles** and **drivers** associated with such apprenticeships within the France's health service.

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#### Public:

The focus day is open to **disability liaison officers** and others involved in taking on apprentices with disabilities within the **public health service** in **western France**.

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#### Organisers:

- Ms Claire Le Boucher, Employee assistance coordinator – DLO, Centre hospitalier Guillaume Régnier, Rennes
- Ms Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP, Rennes

This focus day has been organised under the Programme for search – [Employment of people with disabilities in the public sector](#), with backing from the public sector disability fund FIPHFP.

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<sup>1</sup> <http://www.ladocumentationfrancaise.fr/var/storage/rapports-publics/144000160/0000.pdf>

<sup>2</sup> French public sector disability fund

## Agenda:

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- 9.00am – 9.30**      **Welcome**
- 9.30 – 9.45      **Introduction**  
*Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP*  
*Claire Le Boucher, Employee assistance coordinator – DLO, Centre hospitalier*  
*Guillaume Régnier*
- 9.45 – 10.15      **How the FIPHFP can assist in taking on apprentices with disabilities**  
*Catherine Amiel, Inter-regional disability representative - FIPHFP Ouest*
- 10.15 – 10.45      **Courses provided by INHNI, CFA Propreté Ouest – training organisation specialising in industrial cleaning and environmental hygiene.**  
*Stéphanie Kermarrec, Development officer, INHNI*  
*Nicolas Gillet, Disability liaison officer, INHNI*
- 10.45 – 11.15      **Courses provided by CFA Promotrans – training organisation specialising in transport and logistics**  
*Clémence Lancelin, Recruitment and career advisor, CFA Promotrans*  
*Nolwenn Robert, Director, CFA Promotrans*
- 11.15 – 11.30**      **Coffee break**
- 11.30 – 12pm      **Courses for support workers provided by ADAPT Bretagne - Grafic – a non-for-profit organisation promoting the employment and social integration of people with disabilities.**  
*Andrea Sarup, Area development officer – ADAPT Bretagne –Grafic*
- 12pm– 12.30      **Support provided by ADAPT Bretagne - Grafic**  
*Anne-Laure Duault, Head of department- ADAPT Bretagne – Grafic*
- 12.30 – 1.30**      **Lunch**
- 1.30 – 2pm      **Feedback from hospitals having taken on apprentices with disabilities**  
*David Rouger, Disability liaison officer, Centre hospitalier de Guingamp*  
*Claire Le Boucher, Employee assistance coordinator – DLO, Centre hospitalier*  
*Guillaume Régnier*
- 2pm – 3.15      **Workshops:**  
Based on the morning's presentations and in conjunction with the speakers, delegates will be asked to split into small groups to share their own experiences and discuss the hurdles and drivers associated with taking on apprentices within the public health servicetals.  
*Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP*
- 3.15 - 3.30**      **Coffee break**
- 3.30 – 4.15      **Round-up of the workshops**  
*Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP*
- 4.15 – 4.30      **Outlook and closing remarks**  
*Marie-Renée Guével, Researcher, Department of human and social sciences EHESP*