



**Chula**  
Chulalongkorn University

# **Breaking the Inclusion Barriers:**

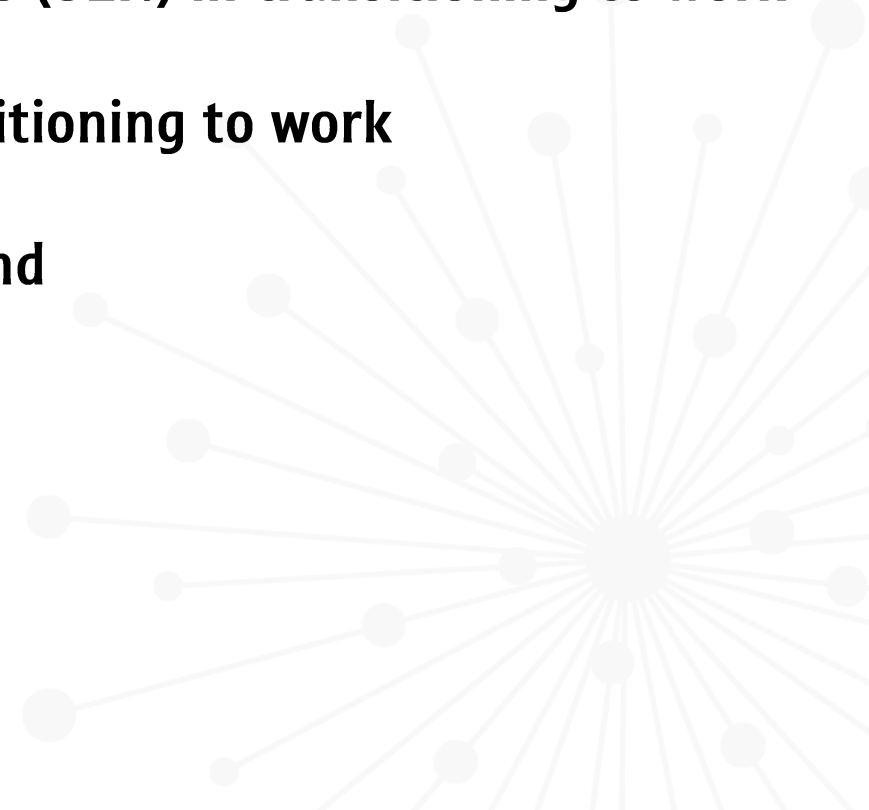
## **Fostering Equity in Students with Special Needs' Transition to Work**



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**Faculty of Education**  
**Chulalongkorn University, Thailand**



- **Persons with Disabilities in Thailand**
  - **Employment related data**
- **Challenges faced by students with special educational needs (SEN) in transitioning to work**
- **Strategies for supporting students with disabilities in transitioning to work**
- **Transition to work for students with special needs in Thailand**
- **Success stories and best practices**
- **Q&A**

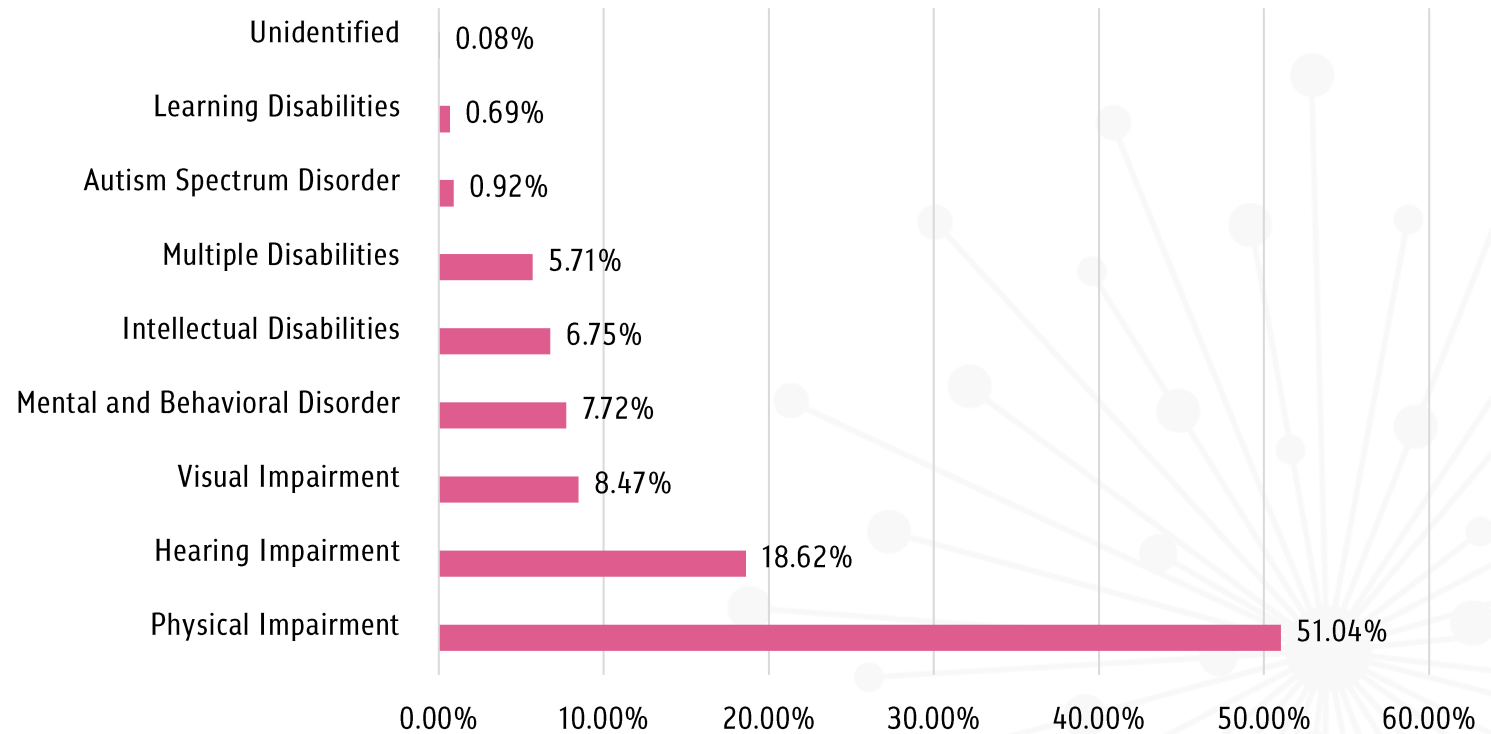
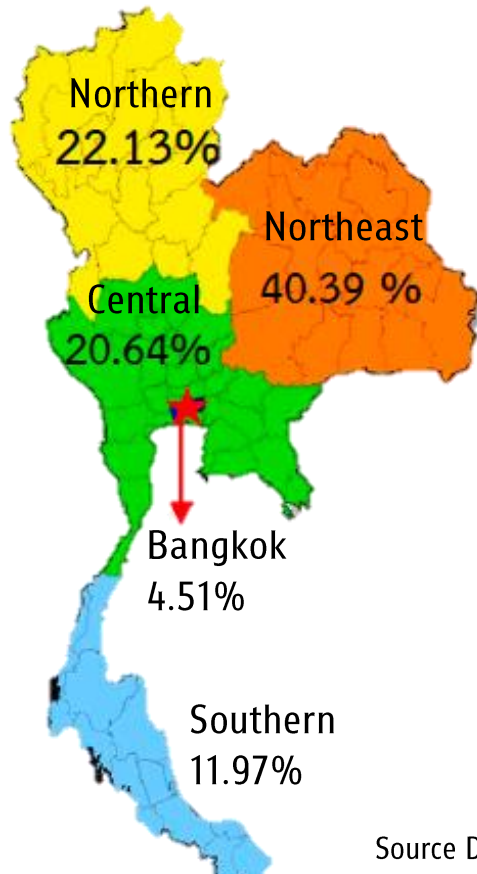


# Persons with Disabilities in Thailand in 2023

**3% of Thailand's population (2,180,178 ppl)**

**Male 52.14% (1,136,836 ppl)**

**Female 47.80% (1,043,342 ppl)**

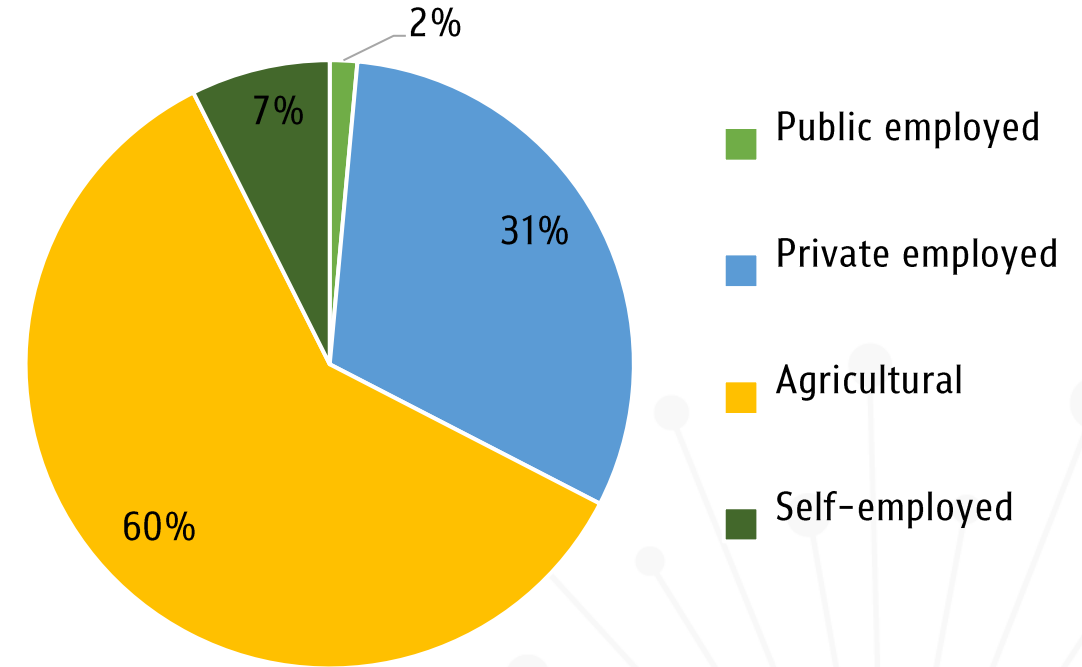
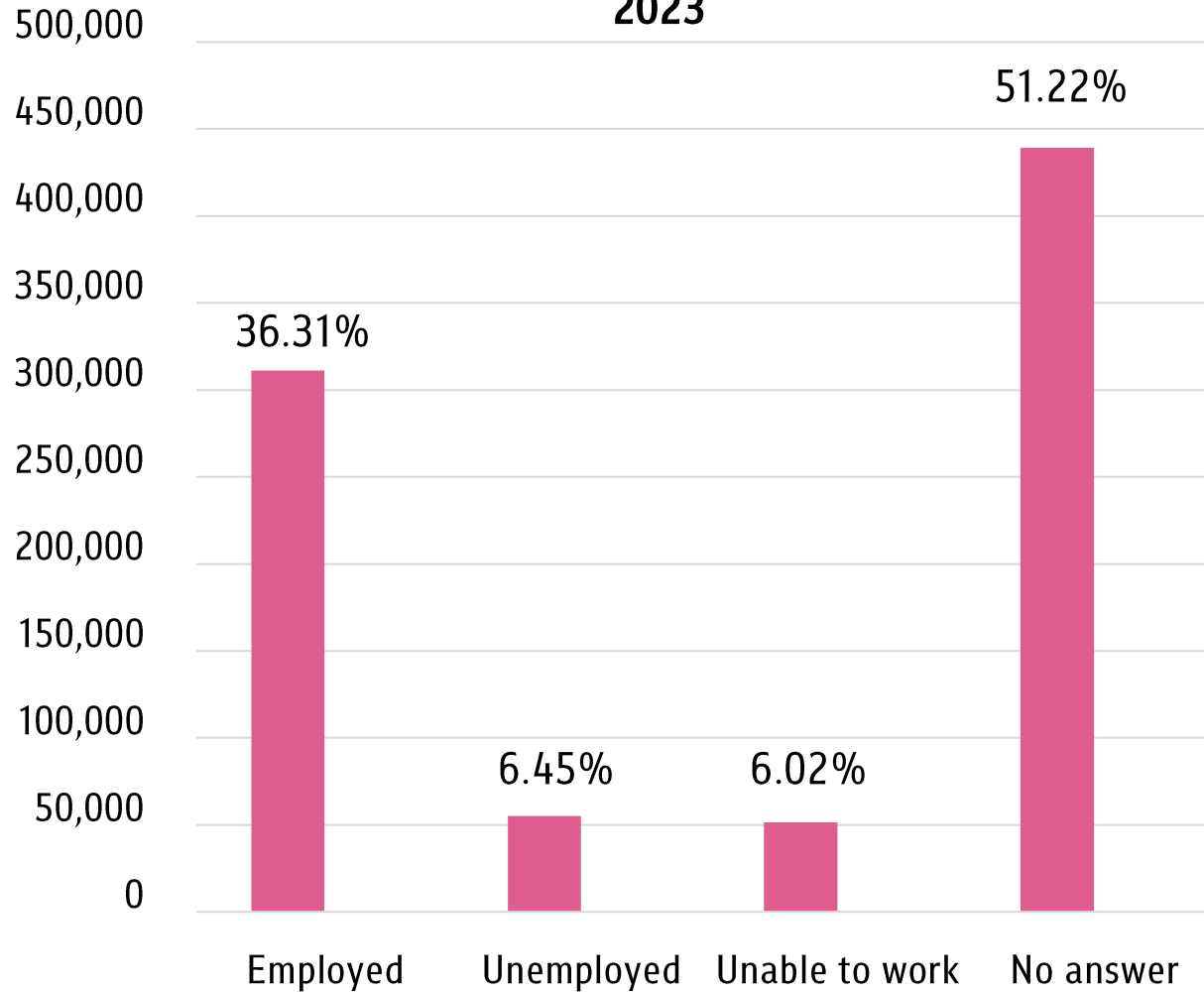


Source Data from the Department of Empowerment of Persons with Disabilities  
Ministry of Social Development and Human Security, 2023

2023

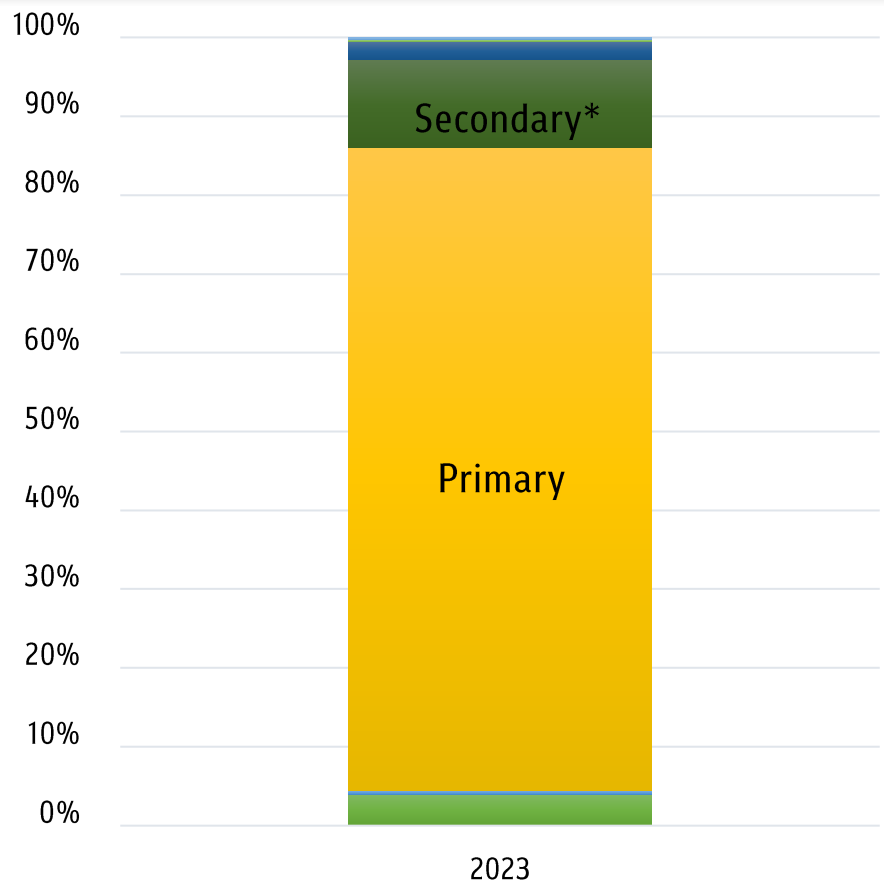
# Persons with Disabilities in Thailand: Work/Employment

PWDs aged between 15 and 59 years  
2023



\*By law, both public and private organizations with more than 100 employees are mandated to hire persons with disabilities in the ratio of one person with disability per one hundred employees (1:100)

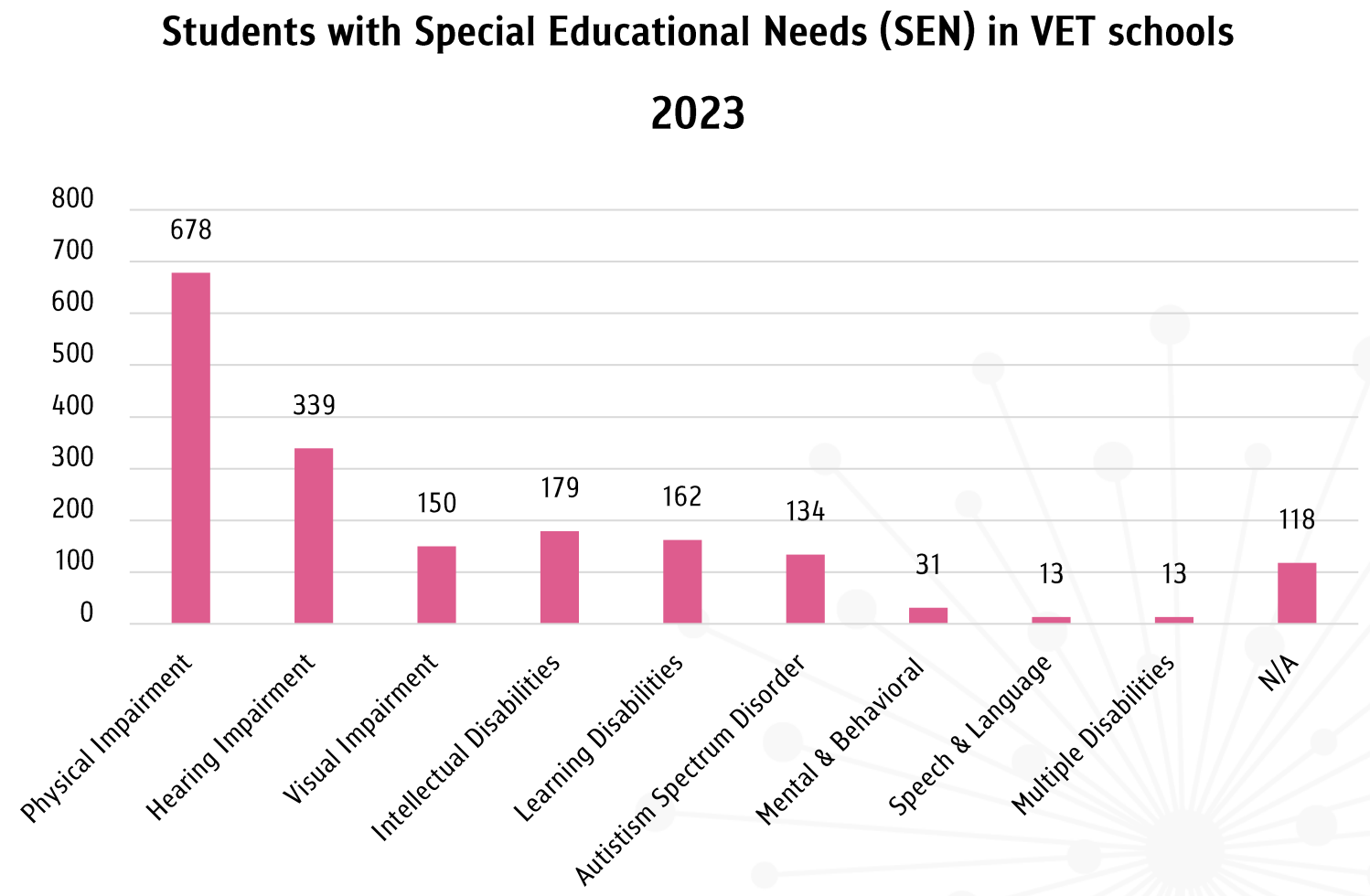
# Students with Special Educational Needs (SEN) in VET schools



- Not in Education
- Below primary
- Primary
- Secondary
- Vocational Edu
- Diploma
- Graduate
- Post-graduate

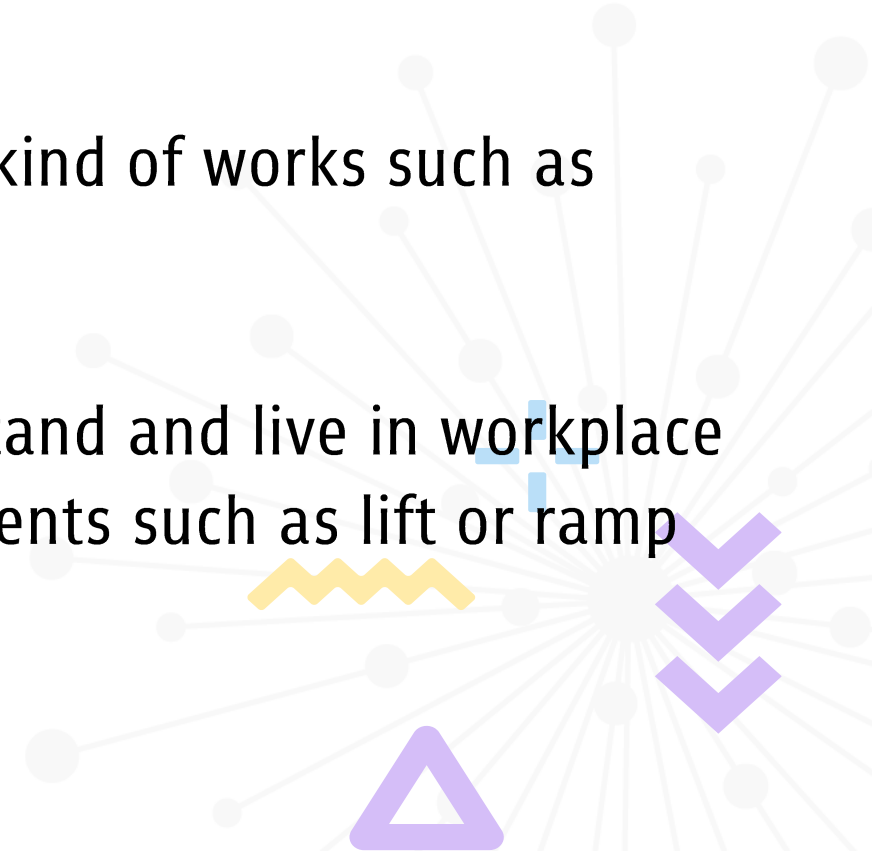
\*in 2020, \*\*Secondary Education is compulsory

Source: Data from Ministry of Social Development and Human Security, 2020

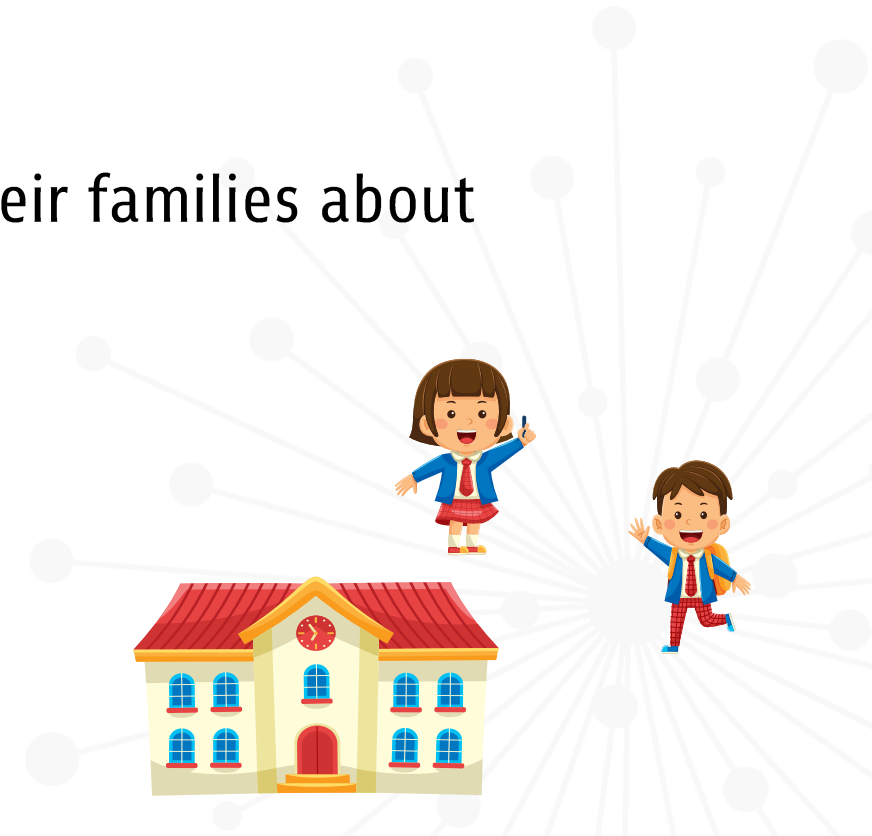


Source: Data from Office of Vocational Education Commission, 2023

- Face attitudinal barriers in the society
- Need support for self-determination and positive attitude at work
- Have limited skills in applying for a job as well as life skills such as financial literacy, social and communication skills
- Have limitation and safety concerns related to some kind of works such as construction, machine maintenance
- Most workplaces
  - do not have sign or label to help students understand and live in workplace
  - do not have facilities for physical disabilities students such as lift or ramp



- Differentiating instruction based on Universal Design for Learning (UDL) principle
  - e.g., explicit and direct instruction, games, or audio clips linked to specific exercises, questions to provoke critical thinking, times for pair-share work or group work, guided notes, etc.
- Observing the students' emotional wellbeing
- Offer several ways to communicate with students and their families about school/workplace measures for safety
- Preparing learning technology tools/checklists
- Using various assessment tools
- Building awareness and welcoming atmosphere





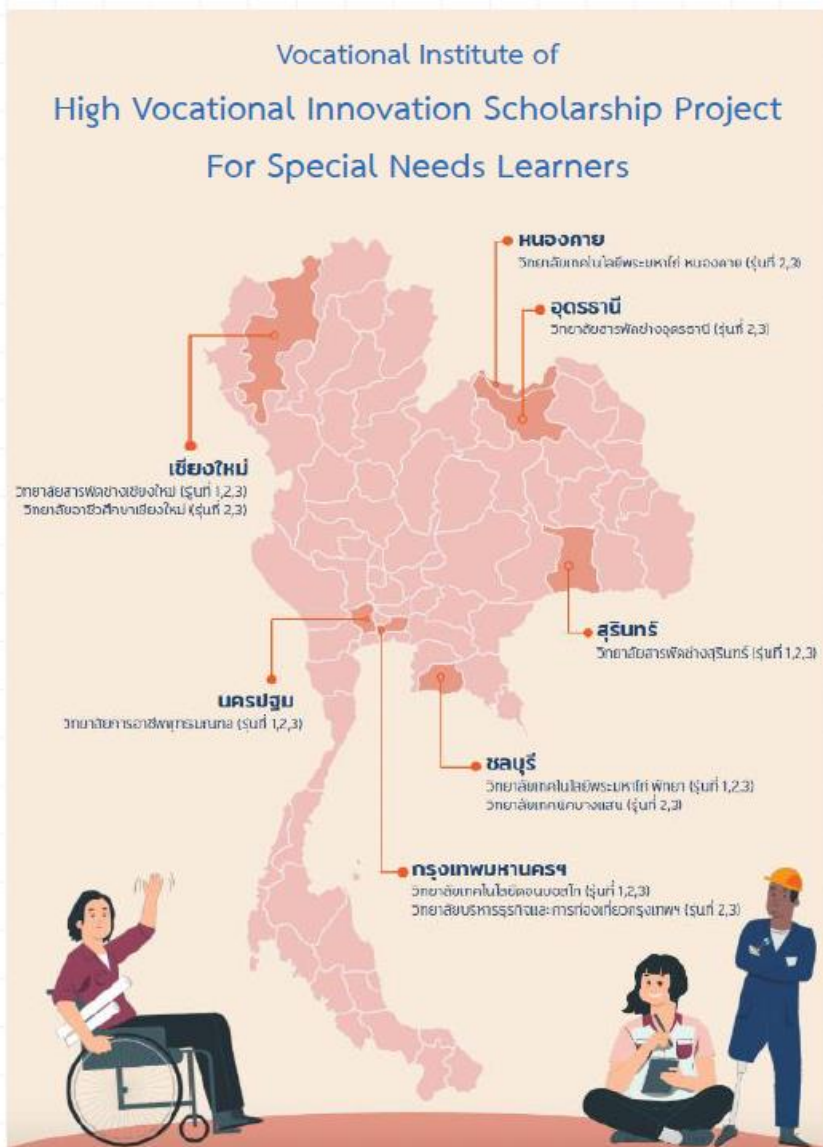
Granting by the Thailand's Equitable Education Fund (EEF), under the Prime Minister's supervision

- Promoting the concept of **'Making Special Needs become Strength'**
- Innovative scholarships for SEN students who live in poverty
- Allocate grant for strengthening VET schools for SEN students
- Enhancement Program for VET schools





# The Enhancement Program for Vocational Innovation Scholarships for Students with Special Educational Needs



The scholarship offers financial supports to both VET schools and the students, as considered as the “**TWIN scheme**”

- VET schools: THB 20,000 per Year per student head  
**Allowance** **Tuition Fee**
- Students: THB 7,500 per Month + THB 17,000 per Year



Scholarship students with special needs  
(physical disability, hearing impairment, intellectual disability)

Accumulated scholarship **315** person

Cooperating with **10** institutes in **7** provinces

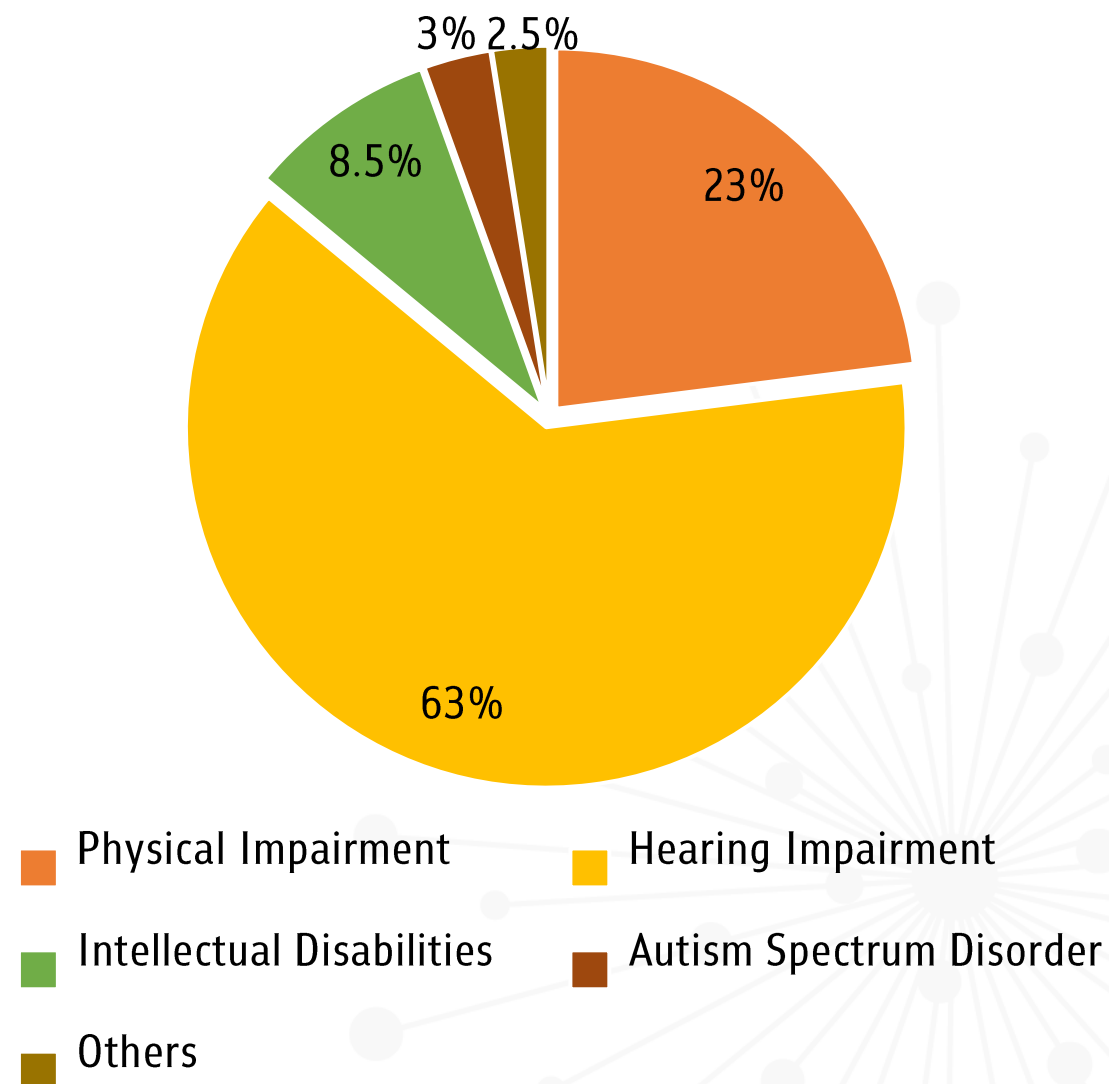


# The Enhancement Program for Vocational Innovation Scholarships for Students with Special Educational Needs

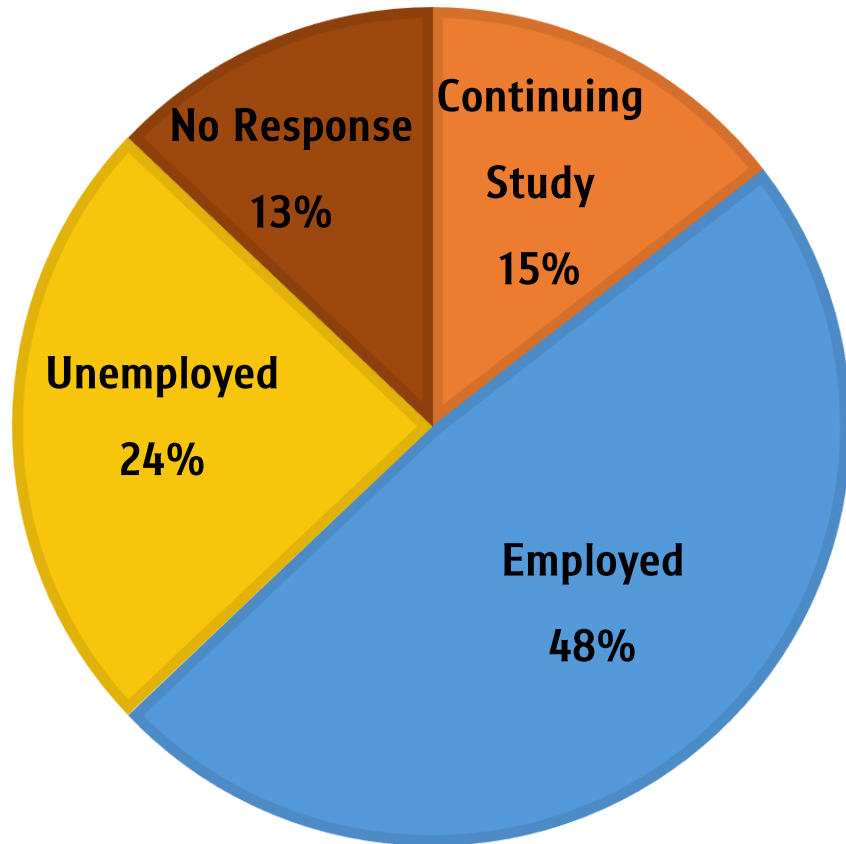


- Areas of their study For example, Art and Design, Business, Engineering, and Computer Science and IT, etc.
- Their future carrers (dream jobs): For example, Online business owers, Private business owers, Technicians, Programmes, Graphic designers, IT support, Office staff etc.

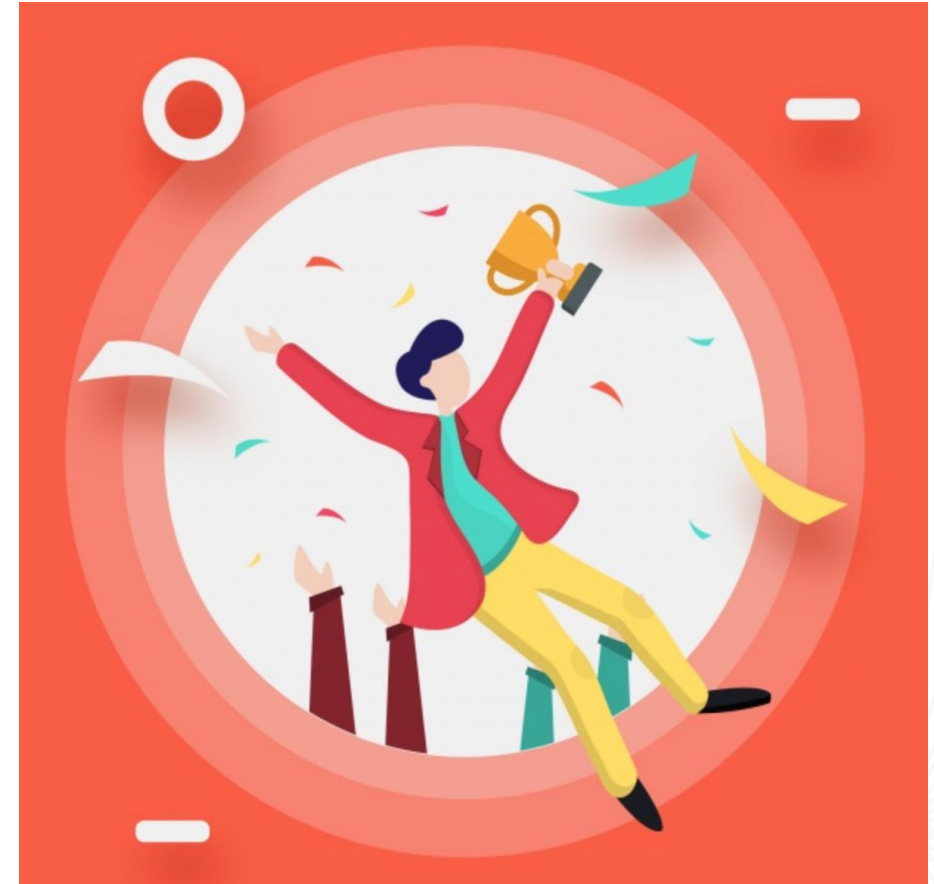
## Current Scholarship Students (2023)



# The Enhancement Program for Vocational Innovation Scholarships for Students with Special Educational Needs



Survey after 6 month graduation  
(2022)



## Enhancement Program Activities

- Improving career readiness for SEN students

Promoting Individualized Education Plan (IEP) and

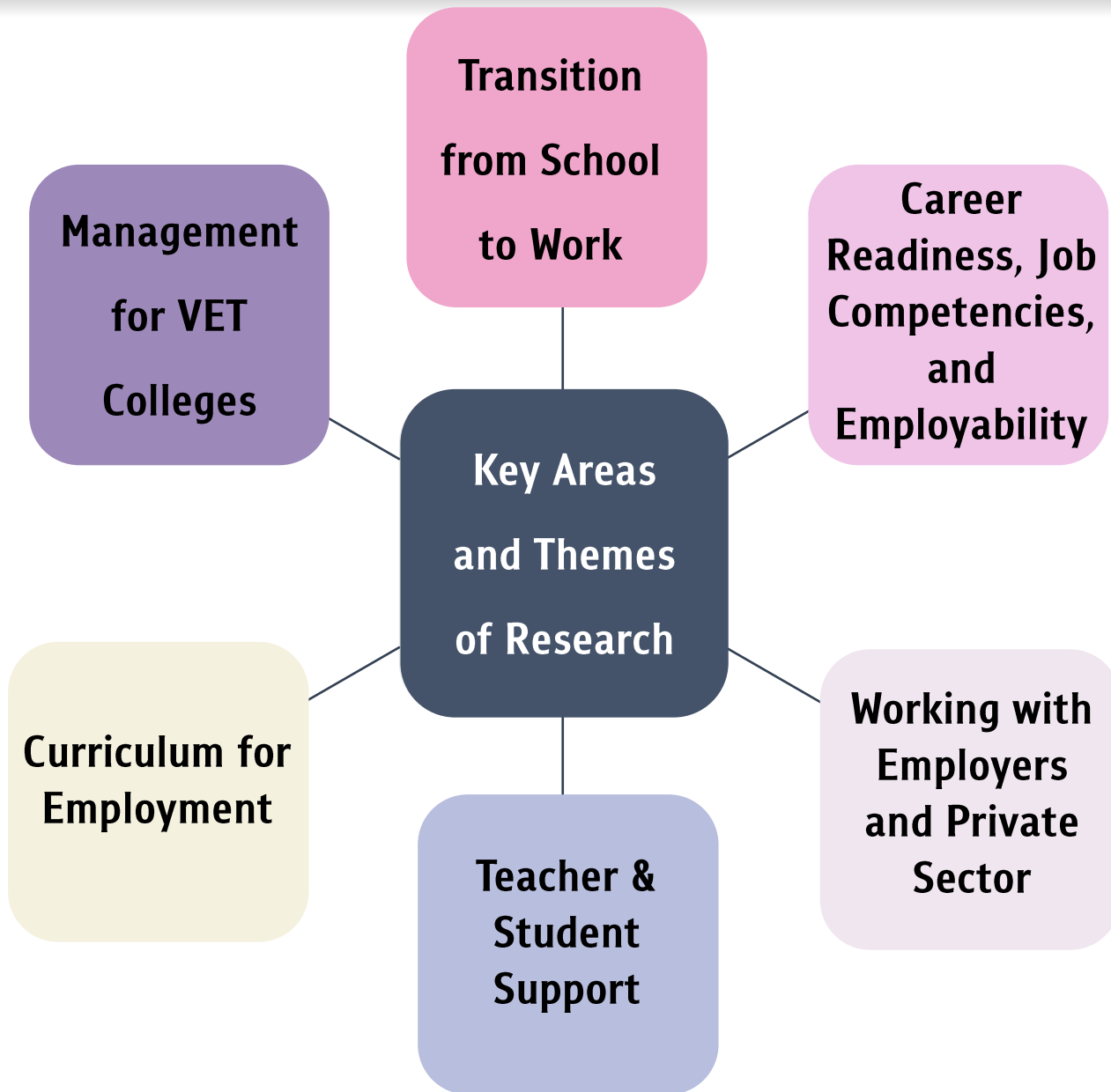
Individualized Career Plan (ICP)

- Working with social partners
- Job Fairs for SEN students
- Knowledge sharing for public interest: ‘Generate, Transfer, and Sharing’ based on our research





# The Enhancement Program for Vocational Innovation Scholarships for Students with Special Educational Needs



## Research : Development of a Prototype for Transition to Work of SEN in Thailand

- The implementation guidelines for assisting the vocational institutions in promoting transition to work for students with special needs
  - Guideline 1: Promoting career readiness for SEN students
  - Guideline 2: Improving VET schools for employment of SEN students
  - Guideline 3: Creating collaboration among stakeholders (students, parents, schools, and public and private workplaces.)

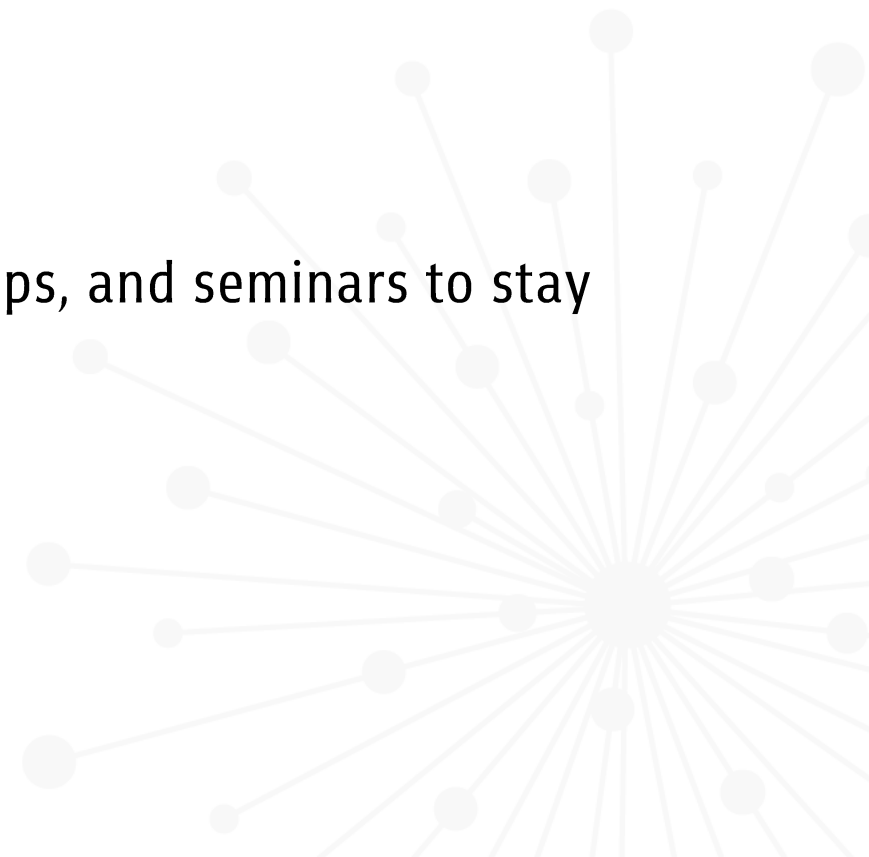






- Promoting readiness in **learning, living, and working**
- Individualized Education Program plus transition (IEP+)
- Career plan and guidance
- Access lifelong learning and skills opportunities to more options for careers
- Support entrepreneurship

- **Teacher effectiveness and training**
  - Training in areas such as curriculum modification, disability-specific teaching methods, assessment accommodations, and career guidance
- **Team Building**
- **Workplace exposure**
  - Encourage teachers to participate in internships, workshops, and seminars to stay updated on the latest trends and technologies
- **Collaboration with professionals**
  - Bridge the gap between theory and practice in VET



- **Curriculum Development**

- Align with the demands of the current and future job market
- Work in collaboration with industry experts
- Modify curriculum base on regular labor market surveys
- Skills-based approach
  - practical skills directly relevant to specific job roles
  - internships, apprenticeships, on-the-job training opportunities





- Workplace partnerships
- Community engagement
- Government coordination
- Active collaboration
  - **Finding (เจอ) → Dating (จีบ) → Tuning (จูน) → Holding hands (จับมือกันไป)**



- Teacher Effectiveness and Training
- Area-based or localized employability initiatives
- VET Curriculum
- Collaboration Outcomes
- Resource Allocation
- **Promoting Inclusive Society**



# Promoting Inclusive Society

- **Inclusive schools to inclusive workplaces**
  - Culture of inclusion
  - Disability awareness
  - Reasonable accommodation
- **Social acceptance**
  - Raise awareness of the skills and abilities of SEN students
  - Public awareness campaigns
- **Research on Inclusivity**
  - Best practices for promoting employment among SEN students
  - Research in this area to inform policy and practice decisions should be supported





# Q&A



## Thank You



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