

Inclusive Job Design

A methodology to increase employment chances
for people with disabilities



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Two Worlds That Should Meet

Europe's vacancy crisis meets the disability employment gap

EMPLOYERS

3.6M

open positions in Europe

- Cannot find qualified staff
- Ageing workforce leaving
- Problem will only grow



PEOPLE WITH DISABILITIES

14M+

outside employment in EU

- Often labelled 'unqualified'
- Don't match existing vacancies
- Have real, usable skills

The Business Reality

Why the starting point changes everything

"Brigitte, I have a heart — but I also have a wallet."

— CEO, large private company

OLD APPROACH

Asking for a favour

Starts with
the jobseeker

Employer must
open the door

Built on
goodwill



shift

INCLUSIVE JOB DESIGN

Offering a solution

Starts with
the employer

Employer gets
real value

Built on
business need

The paradigm shift: lead with the employer's problem — the social outcome follows.

A Win for Everyone

One method — four stakeholders who all benefit

The Company



A productive employee

doing work they need done

Cost savings built in

The Employee



A real job

in the open labour market

Part of a normal team

Voc. Rehab



Sustainable placements

built on mutual value

A new world of employers

Government



Lower social security costs

a productive, paying citizen

Scalable — not charity-based

Four wins — one method

What is Inclusive Job Design?

The work already exists inside the organisation — IJD makes it visible



The candidate fills a need that already exists — a fundamentally different conversation.

IJD in Practice

The same logic works everywhere — two real examples

The Wrecking Ball Operator



Demolished buildings alone.
Valuable copper left in the rubble.

The IJD insight:

Picking copper needs no crane licence —
just strength and accuracy.

**New revenue from copper + operator back full time + one
real job created**

The Car Garage



No mechanic available.
Waiting list growing. Customers at risk.

The numbers

€32K

mechanic



€19K

support +
guidance

Net saving: €13,000 per year

~3.6 Million Open Positions Across Europe

Estimated vacancies by sector | Q4 2025 | Source: Eurostat

614 K

Retail & Wholesale

*Shop assistants
buyers · store managers*

598 K

Admin & Support

*Cleaners · security
call centre agents*

539 K

Construction

*Plumbers · electricians
site managers*

492 K

Professional Services

*Engineers · consultants
architects · lawyers*

490 K

Manufacturing

*Machine operators
assemblers · technicians*

319 K

Hospitality & Food

*Chefs · waiters
hotel receptionists*

273 K

Transport & Storage

*Truck drivers
warehouse · logistics*

225 K

IT & Communication

*Software developers
IT support · analysts*

200 K

Healthcare

*Nurses · carers
clinical assistants*

121 K

Finance & Insurance

*Advisors · underwriters
bank staff*

The IJD Process in Five Steps

Standardised · Employer-led · Evidence-based

1

IDENTIFY

Opportunities



**Find employers
with real staffing needs**

Lead with their problem,
not your candidate

2

SECURE

Commitment



**Get the decision-
maker on board**

Agree scope of
the analysis

3

ANALYSE

The Workplace



**Standardised interviews
& observations**

Map where qualified
time is 'wasted'

4

DESIGN

& Calculate



**Build the job profile
& business case**

Costs, benefits,
together with employer

5

DEPLOY

& Monitor



**Recruit, onboard,
guide all parties**

Employer chooses
from matched candidates

A new world of employers

Real partnerships. Mutual trust. Recognised value.



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