



# DiTTL

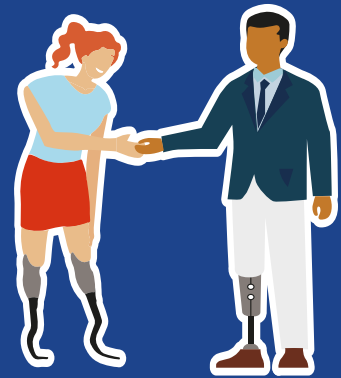
Road to inclusion



## DiTTL Newsletter

Issue 1 | First Quarter 2026

Updates, insights and resources from the DiTTL project  
on inclusive training in transport and logistics



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# Editorial: a productive year laying the groundwork for the future



**The DiTL project addresses the need to improve people with disabilities' accessibility to jobs in transport and logistics—a sector where they remain significantly underrepresented.**

The timing of the project is good; opening up transport and logistics professions to people with disabilities is more possible than ever before, thanks to advances in assistive and compensatory technologies and a growing focus on individual capabilities, rather than limitations.

**In this first newsletter issue, we would like to announce that Urban Research & Education UG (URE) has joined the project** following the departure of Dekra SE due to internal reorganisation. URE is a Berlin-based organisation working at the intersection of urban studies, education, and applied research, in addition to developing and implementing European and international projects with a focus on sustainability, vocational education and training, mobility, social inclusion, and digital innovation. Welcome to the project URE!



**This newsletter gives us an opportunity to highlight what the DiTL project has achieved in its first year — and what's coming next.** Several key deliverables are already available, while others are progressing towards the project's core objectives: the development of an online information toolbox and an e-learning pathway to support stakeholders and raise awareness of existing solutions.

# DiTL at a glance: Promoting inclusion in transport and logistics



## WHAT IS DITL AND WHY DOES IT MATTER?

Co-funded by the Erasmus+ Programme, the DiTL project aims to foster the inclusion and training of people with disabilities in transport and logistics professions.



**The consortium brings together eight European partners** with complementary expertise in transport and logistics, vocational education and training, and disability inclusion. These partners are based in five countries: AFT and CHEOPS in France, URE in Germany, DDAI and Transformotion in Ireland, AFID and IPTrans in Portugal, and Escola del Treball in Spain.

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## PROJECT OBJECTIVES



### The project seeks to:

- **Facilitate collaboration** and knowledge-sharing between stakeholders from different countries and professional backgrounds,
- **Challenge stereotypes** and remove institutional barriers to training and employment for people with disabilities in the sector,
- **Promote the use of new technologies** and compensation measures in training and workplace integration,
- Raise awareness and provide training for guidance professionals, trainers, placement professionals, and employers on how to effectively support learners and employees with disabilities.

### The project will deliver:

- Policy and training recommendations at national and European level,
- An inventory of technological solutions and compensation measures available across Europe,
- An online information toolbox to help stakeholders identify appropriate compensation measures based on individual career pathways,
- Awareness-raising and training activities in each partner country.

This first newsletter presents the main outcomes of the project's work package 1.

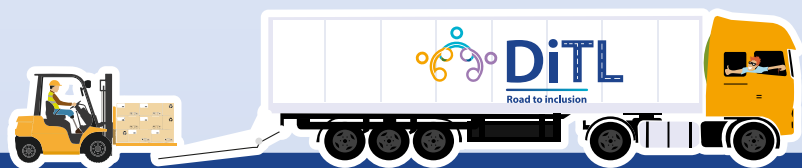
# First report available: Aptitude requirements and inclusion in transport and logistics

To build effective tools for inclusion, it is essential to understand the social and regulatory context in which training and employment take place.

**However, EU Member States have different definitions, regulations, and support mechanisms for disability inclusion**—making access uneven across Europe. Therefore, the DiTL project has completed a contextual analysis report yielding the following key findings:

- 1** People with disabilities continue **to face significant employment gaps across Europe.**  
.....
- 2** **National approaches to disability vary widely**, leading to unequal treatment.  
.....
- 3** Employment quota systems produce **mixed results.**  
.....
- 4** Safety requirements in transport and logistics are **often perceived as incompatible with inclusion**—though this need not be the case.

For instance, the excerpt below indicates the transport and logistics employment regulations found in Ireland, France and Spain.



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*In France, Jobs Requiring Special Ability Conditions (ECAP) are jobs whose presence in the company makes it possible to modulate the contribution paid as part of the obligation to employ disabled workers (OETH). These categories of jobs requiring special skills (ECAP) are set out in a decree dated 22 January 1988.*

*The 36 categories of job requiring special aptitude conditions (ECAP) are listed in article D.5212-25 of the French Labour Code. These ECAPs include the following transport and logistics professions:*

*Ambulance drivers • Transport inspectors (on board of vehicles) • Road and long-haul truck drivers • Drivers of public transport vehicles • Delivery drivers and couriers • Drivers of heavy lifting equipment • Drivers of heavy shunting equipment • Qualified drivers of guided transport equipment (except ski lifts) • Cash-in-transit agents • Other agents and hostesses (transport, tourism, etc.)*

*In Spain, The Royal Legislative Decree 1/2013, which governs the rights of people with disabilities, does not explicitly list specific occupations exempt from the quota system. Instead, exemptions are considered on a case-by-case basis, based on justifications provided by employers. These justifications often relate to the nature of the work or inherent requirements of the job. Transport and logistics roles are not categorically exempt, but exemptions can apply if specific physical requirements (e.g., lifting heavy cargo) cannot be accommodated through workplace adjustments.*

*There are no official recommendations or requirements in Ireland. However, general physical requirements are detailed in numerous job descriptions.*



The report also explores tensions between inclusion and safety, a critical issue in transport and logistics. While institutional approaches focus on recognising impairments and providing support, safety frameworks prioritise risk reduction and may inadvertently justify exclusion.

DiTL aims to challenge this assumption by demonstrating that **inclusive workplaces can also be safe through adaptive technologies, tailored training, and adjusted work environments.**



You can access the full comparative analysis of aptitude requirements for transport and logistics jobs and their impact on the inclusion of people with disabilities [here](#).

# Driving licences and disability: What the EU Directive means in practice

The EU Driving Licence Directive (2006/126/CE) establishes minimum requirements for issuing and renewing driving licences, while allowing Member States discretion in implementation. Access to professional driving licences in partner countries was examined and several recurring barriers have been identified:

- 1 Limited availability** of specialised training centres
- 2 Insufficient instructor training** in inclusive learning approaches
- 3 Shortage of adapted vehicles**, leading to delays or discouragement
- 4 Inconsistent medical assessment requirements**, particularly for licence renewal

***Except for France, the availability and location of specially adapted vehicles is often limited, which may affect motivation and training opportunities.***

*In Portugal it is the candidate who is responsible for the adapted vehicle.*

*In Spain, the need to visit a special centre for confirmation of the options available may also hamper opportunities, while the cost and length of a medical assessment for disabled people in Germany may discourage candidates, especially if funding is not available. The administration process in Ireland may also slow the process for candidates.*

These disparities can result in confusion and unequal treatment, especially for drivers moving between Member States.



You can read the full report comparing and analysing national approaches across the five partner countries [here](#).



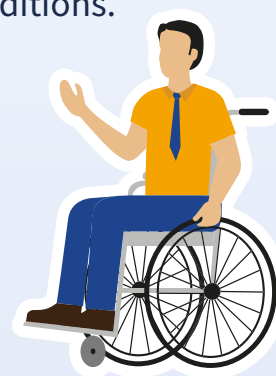
# How inclusive are current transport and logistics training frameworks?

Led by the Spanish partner Institut Escola del Treball, **training frameworks governing access to jobs in transport and logistics were reviewed across partner countries**, with a focus on inclusion.

**A common research template was developed and used** in France, Portugal, Spain, Ireland, and Germany for national analysis. Special attention was paid to learners with visual, hearing, motor, cognitive, neurological, and chronic health conditions.

It collected data on:

- Legal frameworks and types of training programmes,
- Accessibility barriers and available accommodations,
- Inclusive curricula and teaching methods,
- Organisational and pedagogical flexibility within training centres.



**In fact, the analysis demonstrates notable disparities** in the extent to which national curricula, assessment procedures, and institutional practices effectively address the needs of learners with disabilities.

*The study also reveals that most inclusion-related efforts currently occur at the operational level rather than within formal curriculum design. Training centres, instructors, and partner organisations often implement local solutions - such as pedagogical adaptations, use of assistive technology, or collaboration with support services - that are effective in practice but lack formal recognition within national qualification standards. This reliance on institutional initiative generates uneven outcomes and highlights the absence of a systematic, policy-driven approach to inclusion across the four countries.*

These findings have set the foundation for a transnational overview of good practices and gaps and informed workshops with various stakeholders at national level.



The final report mapping the national training frameworks in transport and logistics in DiTL participant countries is available via [this link](#).

# New European recommendations for more inclusive training

In November 2025, a European focus group was organised to develop a set of recommendations for more inclusive training in transport and logistics, based on prior national stakeholder workshops.

Those national workshops brought together representatives from public authorities, training providers, employers, social partners, disability organisations, occupational health experts, and placement services.



DiTL Partners have agreed on a comprehensive strategy focused on:

- 1 Stronger national coordination** and inclusive standards
- 2 Cost-neutral funding mechanisms** for workplace adaptations
- 3 Flexible curricula** and adapted teaching and assessment methods

These recommendations close a productive first year, and will help preparation for the next steps, including the development of an online information toolbox and an e-learning pathway for trainers, employers, and support organisations as well as the organization of a dissemination day. The recommendations will soon be available on the website.

# What's next?

**2026 will be a pivotal year for the DiTL project.**

In the first quarter, partners will map existing technological solutions and compensation measures that training centres and companies can use to adapt their activities. These will feed into the development of the project's toolbox and e-learning pathway over the course of the year.

At national level, partners are keen to collect examples of good practices—**and we welcome your input.**

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