

Vocational rehabilitation -focus on skills and competence Karin Johansson, 2023-11-16

The foundation of an inclusive labour market!

- *“(1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment”*

(United Nations Universal declaration of human rights. Article 23)

- *“States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities”*

(United Nations Convention on the Rights of Persons with Disabilities. Article 27)

Special responsibilities and priorities

- Sectoral responsibility for functional impairment issues within the active labour market policy
- Increase the number of job seekers with functional impairment going into work or education



Where do we start?



The first question must always be



- Tell me about your skills, competence, and experience.

What about the labour market?



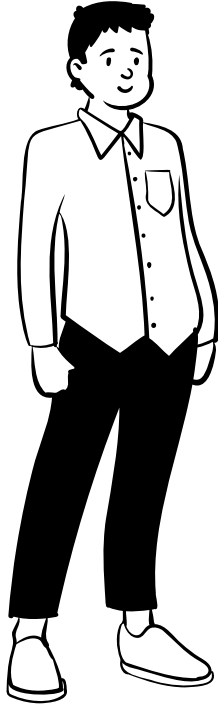
- How can the person meet the need of competence on the labour market?
- Where can the person use personal resources in an environment that is including?

The second question should be



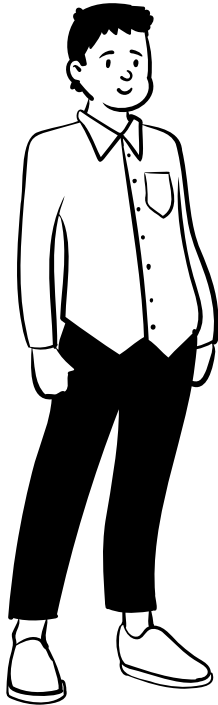
- Tell me if and how your health issue or impairment prevents you from using your skills, competence and experience.

Meet Peter



- A trained teacher with some experience from work in a school with young children
- A desperate need of his competence on the labour market
- Moderate hearing loss on one ear
- Using a hearing aid that enables him to take part in activities and work

Does Peter need vocational rehabilitation and extra support?

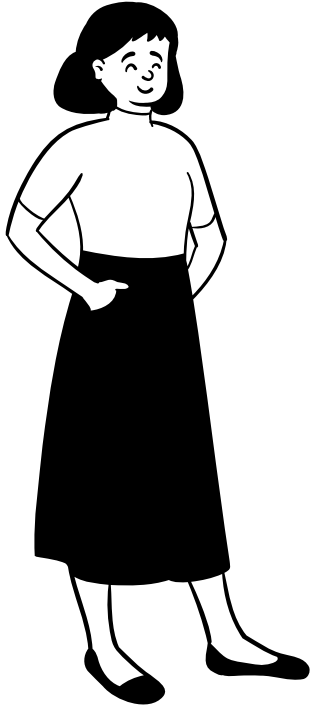


- Does Peter have reduced work ability due to his hearing loss? • • •
- Does Peter need support to be able to work as a teacher? • • •
- Peter needs access to the website to find out more about current vacancies and apply for jobs

Probably not.

Probably not.
Depending on
the environment
where he works.

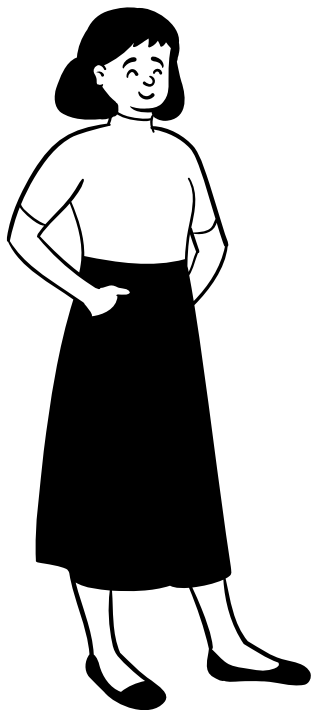
Meet Anna



- High-school degree. No vocational training.
- Some experience of work at a nursing home for elderly people
- Volunteer work at her daughter's soccer club
- Interested in administrative work

- Disease that causes pain and reduced mobility

Does Anna need vocational rehabilitation and extra support?



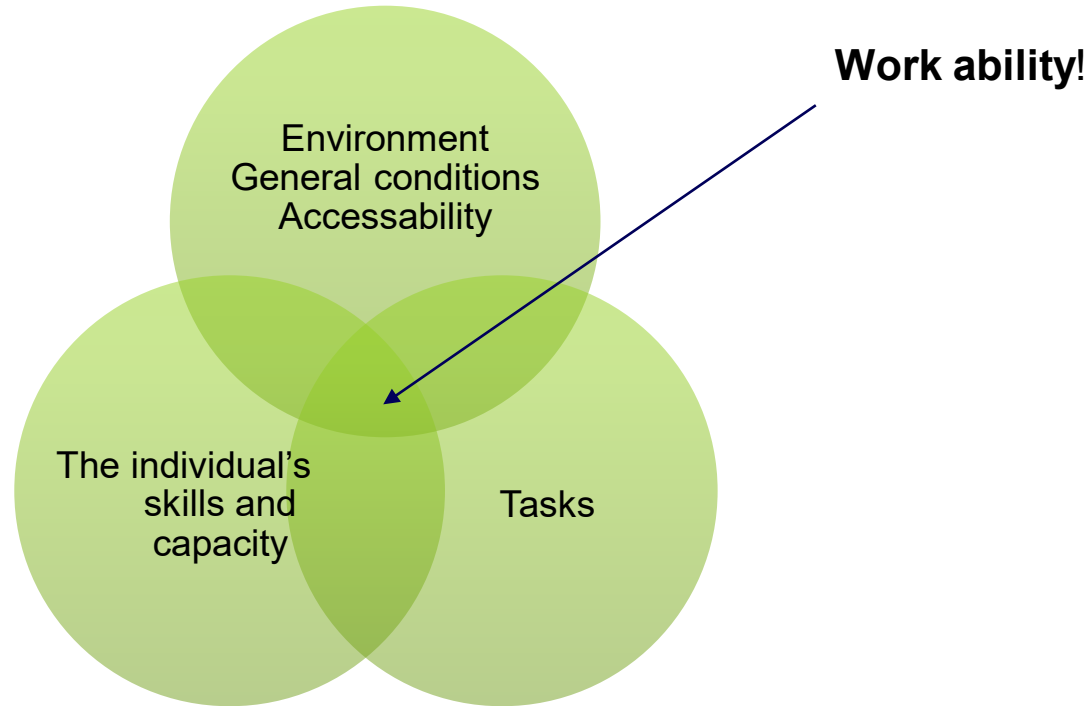
- Does Anna have reduced work ability due to her disability?
- Does Anna need support to be able to find suitable work?
- What about the needs of competence on the labour market?
- Anna needs support to find out more about how she can use her skills at work. How her disability affects her work ability short term and long term.

Probably, depending on tasks.

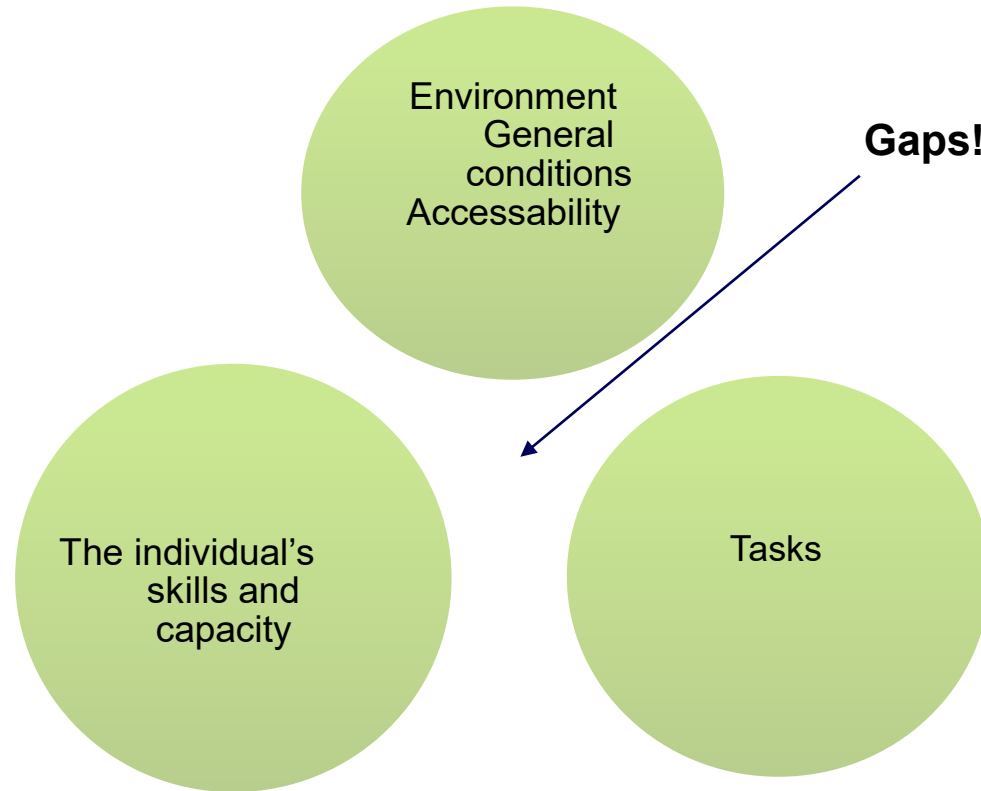
Probably. Vocational guidance, internship, grants or subsidies.

Need of trained staff at nursing homes.

Work ability or reduced work ability!

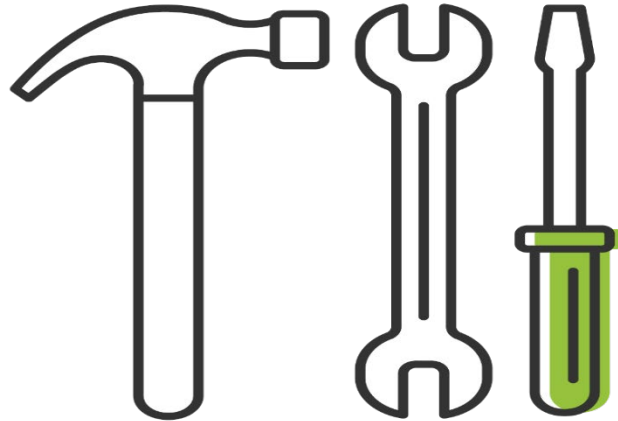


Work ability or reduced work ability!



Work Analysis

-a tool to assess the gap between requirements & ability

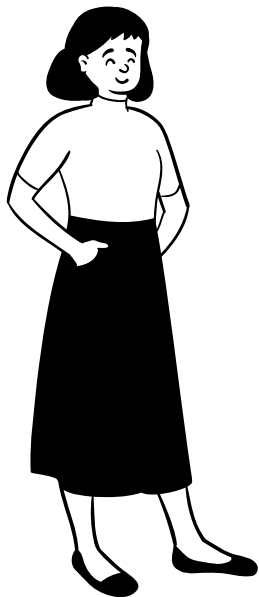


How is a work analysis used in a Swedish context?

- When assessing the individuals' capacity and the requirements of the workplace (to assess the gap)
- When deciding on support to the employer for hiring a person with disabilities (to close the gap)
- When deciding on support to a person with disabilities (to close the gap)

- Method used by employment officers and occupational therapists

Anna is an internship trainee at KB-products!



After four months Anna, the employer and Arbetsförmedlingen know more about Annas skills and need of support.

Some gaps are detected!

There is an administrative position available at KB-products!

Work analysis

(Assessment and conclusion)

Items reflecting the requirements of the work:

4 = High
3 = Fairly high
2 = Fairly low
1 = Low



Ability to fulfil the requirements:

4 = High
3 = Fairly high
2 = Fairly low
1 = Low
0 = None



Comments	Range of demands				Criteria	Range of fulfilment					Comments	
	4	3	2	1		4	3	2	1	0		
					Competence							
					Qualifications required when performing the task. Work skills. Education							
					Language; read, write, calculate							
					Research information							
					Drive a vehicle							
Original keyboard					Operate phone or computer for communication							Needs adapted keyboard due to her impairment
					Operate machines/engines							
					Hours- Full time/part time, shift work, daytime/night, flex work							
					Working pace- Regular/irregular, stress, many tasks simultaneously							Needs one task at a time.
					Variation-Tempo/Varying tasks							Time for regular breaks.

Comments	4	3	2	1	Psychosocial factors	4	3	2	1	0	Comments
			X		Understand/Express oneself verbally		X				
		X			Understand/Express oneself in writing		X				
		X			Mainly solitary work		X				
			X		Cooperate with fellow workers		X				
		X			Handle customers requirements		X				

Comments	4	3	2	1	Energy/ level of activity and requirements of independence	4	3	2	1	0	Comments
		X			Focus/ maintain attention			X			Pain makes it sometimes hard to keep focused
			X		Power of initiative		X				
		X			Planning and organizing ability		X				
			X		Make decisions		X				
			X		Solve problems simple/complex		X				
			X		Handle deadlines		X				

Comments	4	3	2	1	Physical requirements	4	3	2	1	0	Comments
Office on the second floor. No lift.		X			Crawl, run, walk stairs, jump, climb					X	Can climb only a couple of steps due to pain
			X		Stand, lie down, sit on your knees, bent position					X	
			X		Lift, Carry					X	
			X		Walk short/long distances					X	
			X		Pull, push, hand out, throw, catch objects					X	
Must handle some heavy equipment		X			Grab, release, handle, work with the arms in an elevated position, out from the body /over shoulder height					X	The impairment affects her arms and shoulders
			X		Read text with small letters, small details	X					
				X	Hear signals, calls	X					
				X	Special Health requirements	X					

Comments	4	3	2	1	Environmental conditions	4	3	2	1	0	Comments
Restrooms on the ground floor		X			Accessibility- Entrance, hygiene facilities, staff rooms, high altitude work, narrow spaces			X			Can climb only a couple of steps
			X		Climate- temperature, temperature changes, humidity	X					
			X		Sound- Noise	X					

Anna is employed at KB-products!



Due to her disability Anna and her employer are eligible for support

Grants for aid at the workplace

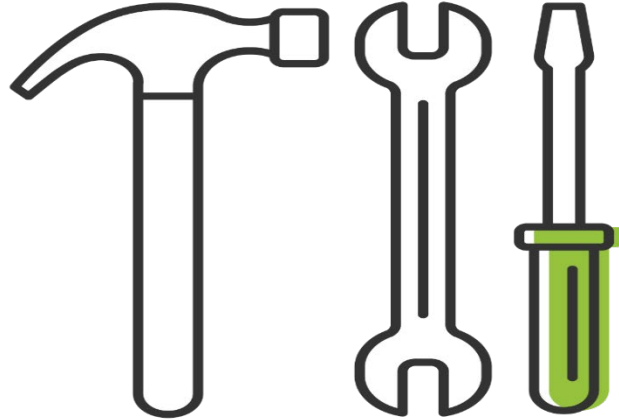
- Adapted keyboard for the computer
- Cost for arrangements at the ground floor to make the workplace accessible.

Wage subsidised development employment

- Low working pace
- Time for rest
- Adapted tasks

Programs for persons with disabilities that reduce work ability

-a tool to close the gap between requirements & ability



Special programs for job seekers with functional impairments that reduce work ability- Three kinds of support

1. Grants for aids at the workplace

A contribution for aids and facilities so that a person can do the job.

2. Personal support

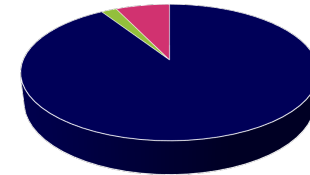
Sius – special introduction and follow-up support
Grants for personal assistant at the workplace

3. Financial support

Development employment
Wage subsidised employment
Security employment

Sheltered employment
✓ with a public sector employer
✓ Samhall

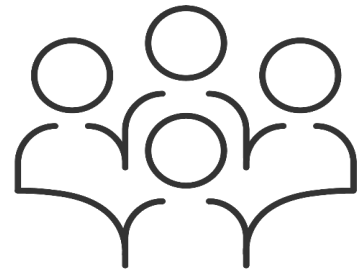
Start-up grants for disabled entrepreneurs



[Support for job seekers with disabilities](#)

[Vocational rehabilitation](#)

Key factors and starting points



Awareness

Assessment of
national challenges
and opportunities

What has been done
in this field so far?

Identify important
stakeholders

Competence

Preconditions for
supporting disabled
jobseekers and employers
in order to enhance
disability inclusion

Objectives and
outcome

A man with a beard, wearing a dark suit, light blue shirt, and striped tie, is seated in the back of a car. He is holding a white coffee cup with both hands and looking down at it with a thoughtful expression. The car's interior is visible, including the leather seats and a window with a view of a blurred outdoor scene. A blue light is visible through the window.

Taking care of business !

Additional material

Key factors and starting points



Awareness

- Everything starts with awareness of human rights and the rights of persons with disabilities.
- What is the general opinion on disability in our country?
- How can we deal with prejudice and change attitudes towards persons with disabilities in our country?
- How can we reach out to employers with our message to leave the first impression of a disabled person behind and to focus on competence?

Assessment of
national challenges
and opportunities

- What laws exist in our country related to employment of persons with disabilities:
 - Law on employment?
 - Anti-discrimination laws?
 - Quota legislation?
 - Are there designated civil servants responsible for disability issues in different levels of the governmental organization?
- What about accessibility in the environment and the society?
- Access to social services such as health and education?
- Is there available transportation from rural areas to municipalities or cities where there are job opportunities?

What has been done
in this field so far?

- Has our country been beneficiary in international projects in this area?
 - What has been the outcome?
 - What have we learned?

Identify important stakeholders

- Are there disabled persons organizations (DPO) in the country?
- Are there Non-governmental organizations (NGO) in the country that provide service or employment for persons with disability?
- Are there healthcare providers available for persons in need of vocational rehabilitation?
- Are there employers' organizations that can be supportive?
- Are there trade unions that can be supportive?
- Is education on different levels available for persons with disability?
- What about vocational training? Can persons with disabilities join ordinary vocational training or are there training centers available for persons with disabilities?

Competence

- Are there national centers of competence in vocational rehabilitation?
- Is there competence within PES in vocational rehabilitation?
- Are there private providers of support to persons with disabilities?

Conditions for supporting disabled jobseekers and employers in order to enhance disability inclusion

- The preconditions in your country. What financial possibilities does the country have to cover grants and subsidies?
- Does the state budget already cover active labour market programs for people with disabilities or grants for workplace adaptations? How do they work, can they be developed?

Objectives and
outcome

- What do we want to change and where do we start?
- How can we identify small steps that can be evaluated?
- Identify a target group. (Disabled woman, people in rural areas, young persons with disabilities)

Further reading

Job seekers with reduced work ability

[Vocational rehabilitation](#)

[Support for job seekers with disabilities](#)

Collaborations with other public agencies

[The cooperation with the Social Insurance Agency](#)

[The Social Insurance Agency](#)

[Financial coordination](#)

