

**Title:**

**Persons with partial work ability at work. A study of the feasibility and benefits of the Osku-concept in different contexts**

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## **Abstract**

The study investigated the implementation and the benefits of the Osku-concept (Working with partial work ability), which promotes the employment and work participation of people with partial work ability, in different contexts. In this model, the work ability coordinators, together with their clients who had partial work ability, used the service systems' workplace, health care and social services, rehabilitation, training, labor services and social security resources.

The concept was adopted as part of the operations of 12 organizations for two years. The study used multiple methods. The qualitative data comprised 24 organizational interviews and 11 case studies. The quantitative data was made up of the organizational indicators of six organizations from the period 2012–2015.

The new concept was successfully implemented as part of the operations of the employment office (TE office), the workplaces' HR management, occupational health care, and an educational institute. During the program, management, competence, cooperation, the service process, and tools were developed in the organizations. The clients felt that they were included in the process of creating their opportunities, and described the collaboration with the work ability coordinator as democratic, confidential, solution oriented and mainly correctly timed. The organizations developed several new methods to promote the work participation of those with partial work ability. According to organizational indicators, the recognition of workers with partial work ability was strengthened in the participating organizations, the preventive measures of OHS increased, and the selection of means became more diverse at the same time as work disability and partial work disability cases decreased. According to our results, the concept, based on the work ability coordinator's activities, is suitable for supporting work participation of those with partial work ability as part of the normal operations of TE offices, workplaces' HR management, OHS and educational institutes.