

The title page:

a. Job designing in cooperation with staff increases diversity

b. Oral presentation

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The Abstract:

Job designing in cooperation with staff increases diversity

Support Foundation for Children and Youth with disabilities have implemented the employer- and staff-oriented RATKO model which support companies to increase diversity.

In the RATKO model, one of the key principles is to set up workshops with the personnel in order to facilitate a dialogue on diversity in the workplace. In workshops the personnel is instructed to separate the assistive/side tasks from their core tasks. If a suitable job or a collection of suitable tasks is found with the personnel, these jobs are presented to the superior for approval.

Formal assessment methods (IMBA-Melba –tools) are then used to evaluate the job requirements. Another assessment is made on the respective skills of the potential job seekers or employee returning back to work after long sick leave or injury. Only after this two-way assessment are the job seekers first introduced to the employers.

The other option to use this model is to assess existing tasks of a work place initially. The purpose of the assessment is to reveal minimal requirements of the tasks and make adaptability of the job visible to the staff and employer. That is to say, it's quite common to see our own work more demanding than it really is.

The whole idea of RATKO model is to slowly build up confidence. As the personnel have a chance to express their opinions about the available routine tasks, diversity issues or definitions in general etc., they usually become more engaged with the whole process.

By now, the model has been successfully applied in 15 organizations and 25 work communities. Digital service was created as well. RATKO web pages provides facilitation tools for those employers who are interested to apply the model on their own. The model have been evaluated by three researchers.