

Title:

Access of Employment after Traumatic Brain Injury: a Case Study

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The aim of this case study was to describe the access of employment of the person with traumatic brain injury (TBI). The narrative interviews were carried out with the case person, the work ability coordinator, and the employer. In addition, a scenario analysis of economic outcomes was performed on this person's employment process. The case person was a 20 year old man, who had a moderate brain injury after a traffic accident at the age of 12. When choosing the occupation, his decreased ability to concentrate, fatigue, and partial blindness in one eye had to be taken into consideration. The key facilitators of employment were his good work motivation, self-advocacy, and support of family.

The case person's rehabilitation and education required different services, means and benefits during the previous 10 years (from the accident to graduating as a pharmaceutical technician). During upper secondary school, he had consultations with a psychiatrist and he was in neuropsychological rehabilitation. After the matriculation examination he had a one-month rehabilitation period in a rehabilitation center, after which he started a bi-weekly trauma therapy that lasted two years. Because of his partial blindness in one eye, he received compensation for two visits to an eye specialist and two different pairs of glasses (prism and sunglasses). At 20 he completed a 6-month work trial in a pharmacy as a part of occupational rehabilitation. During the work trial, the duties of a pharmaceutical assistant included work at the cashier, gathering medicines and delivering the ordered medicines to care homes. The work trial showed that the suitable work time for him was five hours a day. After the work trial he started to study to become a pharmaceutical technician. The rehabilitation allowance for a young person, included in vocational rehabilitation, accounted for most of the costs compensated.

The total costs of support measures in his case were €84,920. If he could work full-time (100%) as a pharmaceutical technician, the earned income during his occupational career would be €716,058, and €429,635 if he worked 60% of normal working hours. The income tax accrued from full-time work as a pharmaceutical technician would be €142,138.

This case study showed, that support of work ability coordinator and different services, means and benefits were feasible and helped the young person with TBI to find a suitable occupational career.