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Effects of individual tailored vocational rehabilitation in young adults with disabilities

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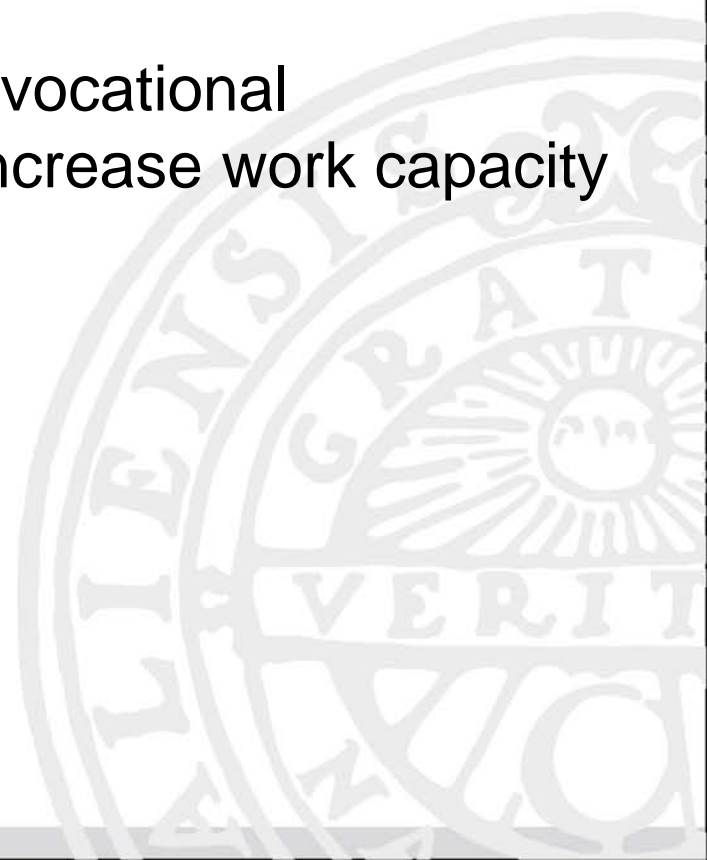
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Introduction



- Aim:
To evaluate an individual tailored vocational rehabilitation program aiming to increase work capacity and facilitate return to work



Intervention



Close cooperation between:

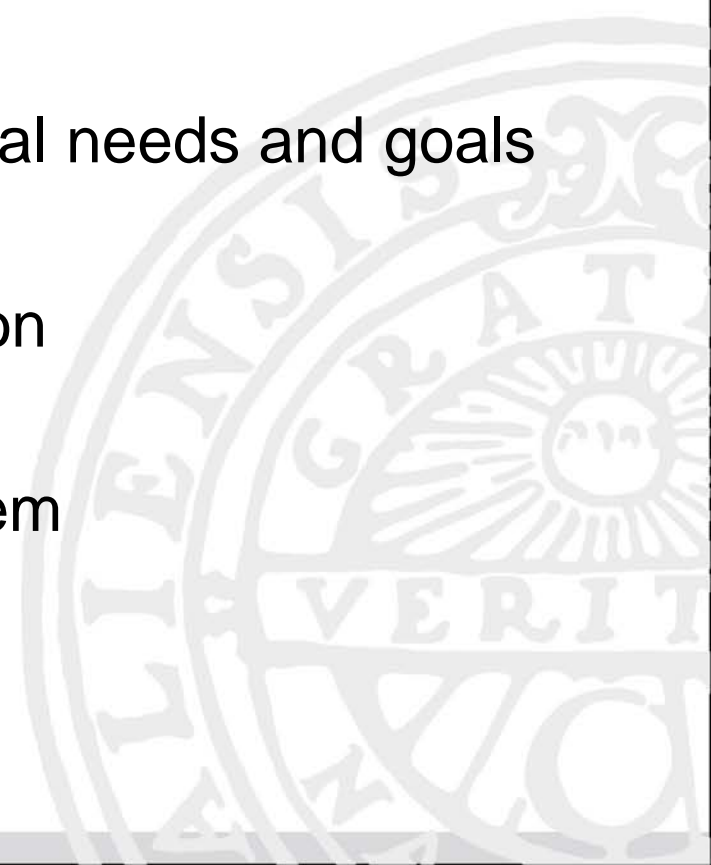
- the Swedish Social Insurance Agency
- the Swedish Public Employment Services
- the municipalities

Individualized plan based on individual needs and goals

Activities aiming to:

- support to employment or education
- impart knowledge
- mobilize confidence and self-esteem

Continuity in contacts



Introduction



- Target group – inclusion criteria:
 - Young adults (19 to 29 years) with disabilities; unemployed; a need for involvement with at least two of the cooperating authorities; consent to participate
 - Obtaining at least 6 months of disability benefits, sickness benefits or social allowances
- Exclusion criteria: serious physical illness or injury, ongoing participation in vocational rehabilitation, ongoing transition to disability pension

Method - Data collection

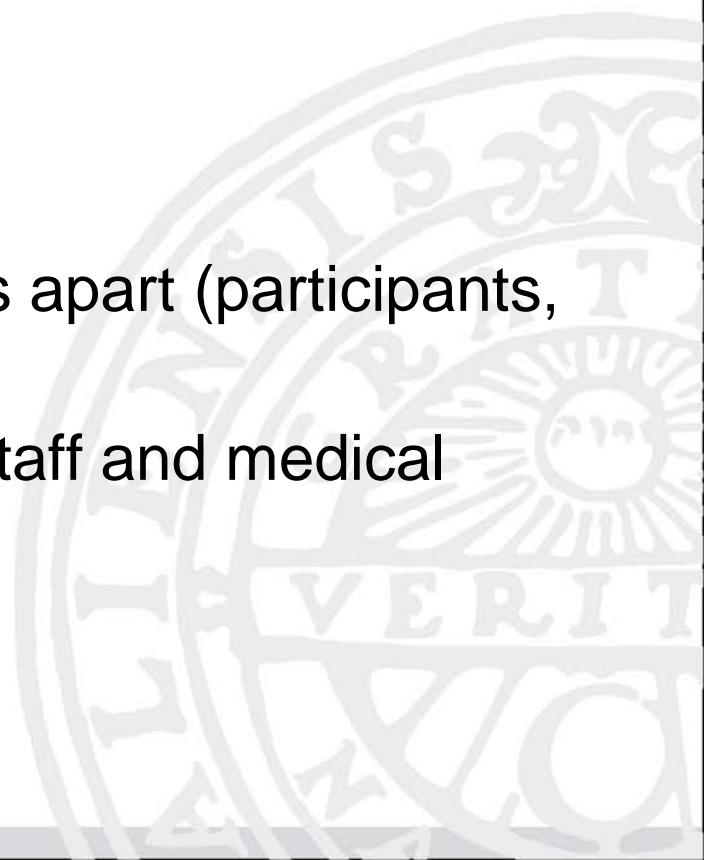


Questionnaire:

- at initiation and upon completion of the project (participants, $n=130$), or 6 months apart (controls, $n=71$)

Interviews:

- individual and group, 6 months apart (participants, $n=40$)
- individual and group (project staff and medical resource personnel)

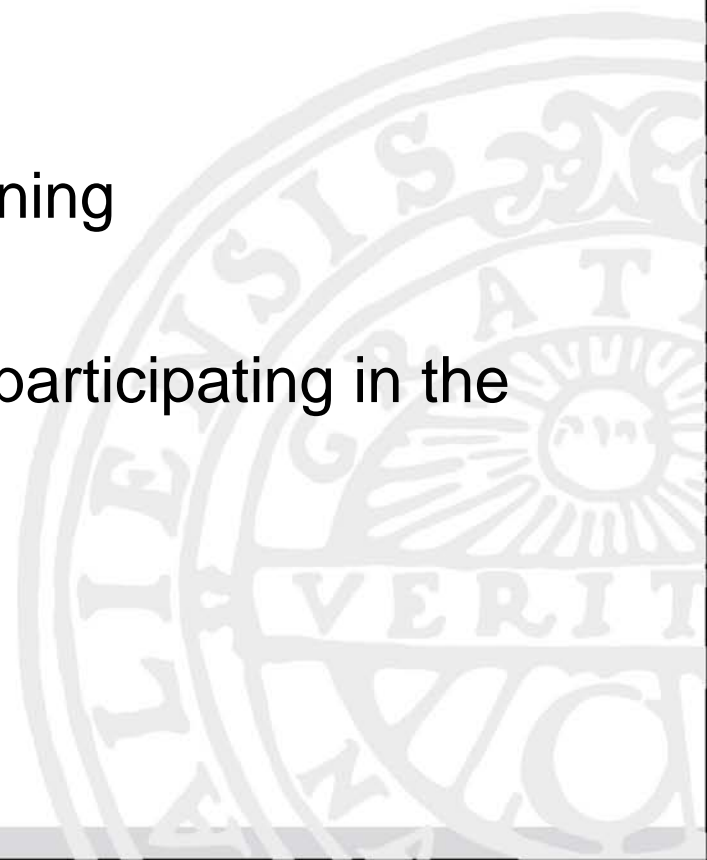


Methods



Outcome variables

- Return to work/entry into the labor market
- Capacity for work
- Self-assessed health
- Physical and psychological functioning
- Self-efficacy
- Expectations of and benefits from participating in the project





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Knowledge



Results - participants

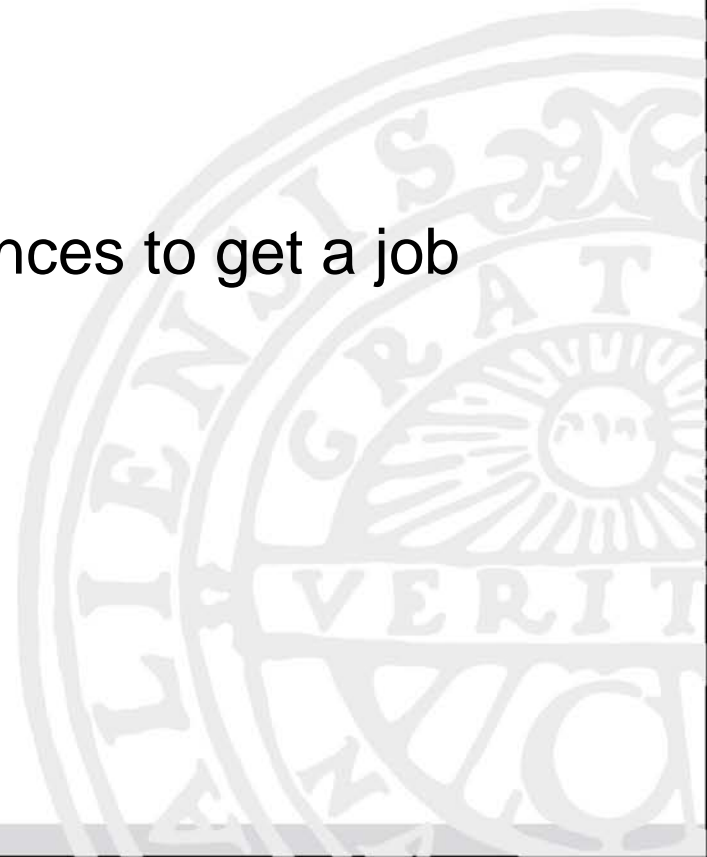


Return or start to work/study:

- 31 % started to work or study

Capacity for work:

- 70 % believed they had better chances to get a job within a year



Results - participants

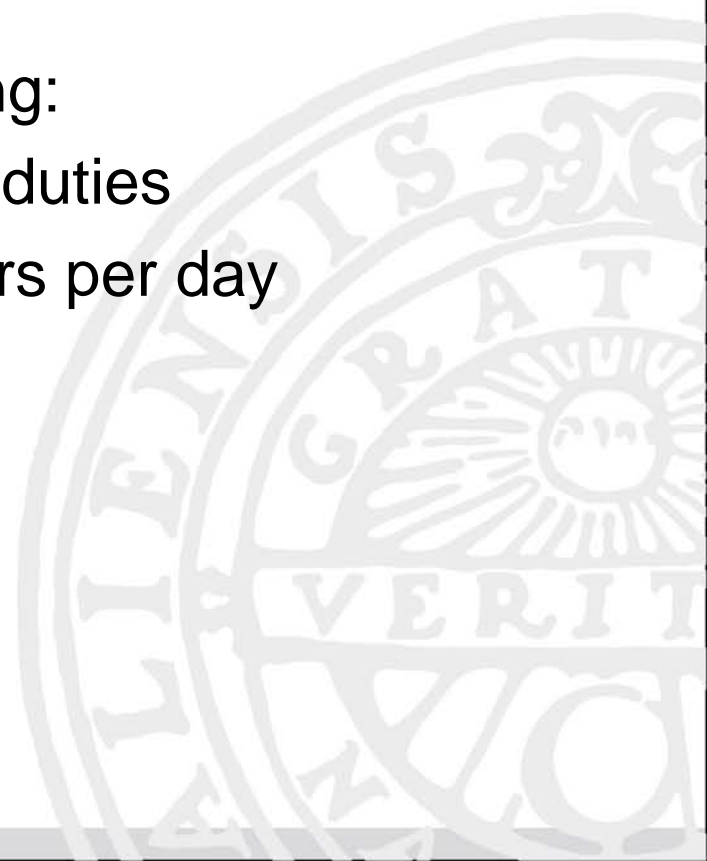


Self-assessed health:

- no change

Physical and psychological functioning:

- increased ability to perform lighter duties
- increased ability to work more hours per day



Results - participants

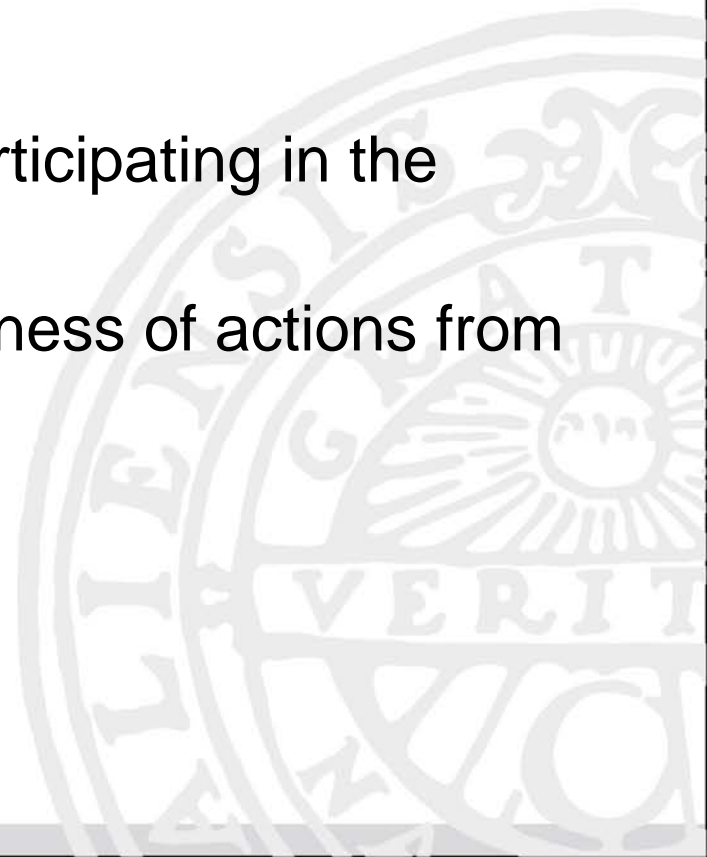


Self-efficacy:

- increased over time for women but not for men

Expectations of and benefits from participating in the project:

- increased confidence in the usefulness of actions from the project



Citation from interview with participant

"The most important goal for me was to get a job and to feel more secure, economically, and to get to know people ... to get experience of being at a work place. The other goal was that I ... wanted to feel that I could apply for a job myself, totally independent... that I don't need help...that I can do all that by myself"

Results – project coworkers



- closer contact between authorities - and between staff and participants,
- cooperation, teamwork, rehabilitation,
- fewer clients compared with regular work,
- possibility to meet with participants more often than regular work,
- close cooperation with participants,
- time to build a relation and to get to know the client,

Results – project coworkers



Development of the work was done by:

- the staff helped each other,
- teamwork and using each others experiences to find new solutions,
- unpretentious work,
- newthinking,
- feedback



Citation from interview with project staff

"It is only when you have met a person several times that one realizes that, yes, this person needs support with this. I have never been able to see at the first meeting... and they also have difficulties in telling about their disabilities. So it takes time before you see to understand what disability they have" (project staff)

Key factors

- More time with participants enables close contact
- Close contact between project staff and participants and between professionals from different authorities enables a holistic approach
- An holistic approach provides understanding and knowledge of the individual
- Understanding and knowledge of the needs of the individual permits selection of appropriate interventions which hopefully gives the desired results

Future studies

- Follow-up after 1 year of participants who answered questionnaire at inclusion (n=247)
- Relation between type and amount of activity and outcome variables
- Differences between women and men concerning activity and outcome after 1 year

Thanks for your attention!



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