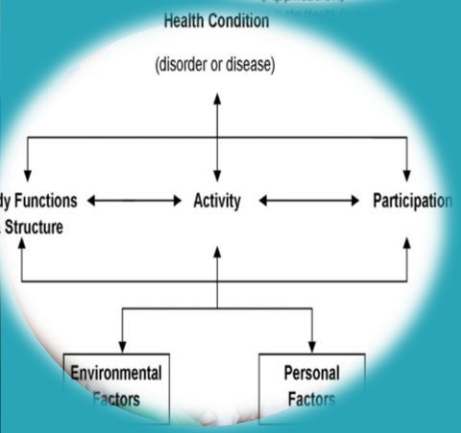


Workability assessments in practice

Work Ability Assessment across Danish rehabilitation

The implementation of a Work Ability Assessment-tool based on the International Classification of Functioning, Disability and Health (ICF) in Danish job centers.



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REGION SJÆLLAND
HOLBÆK SYGEHUS



- vi er til for dig

Agenda

- **Background**
 - **Why implement a work ability assessment tool**
 - **The Pilot project**
 - **Research Question**
 - **Method**
 - **Results**
 - **Discussion**
-

Background

The Danish (multi-disciplinary) Vocational Rehabilitation team



Health
coordinator
Region- Clinical
Function

Focus on
health

Terminology:
Sick/healthy/
function

Municipal
Health
department

Focus on
Health

Terminology:
Functioning
Help supplies

Job center

Focus on job
and
labourmarket

Terminology:
Ability to work

Social service
center

Focus on
Quality of life

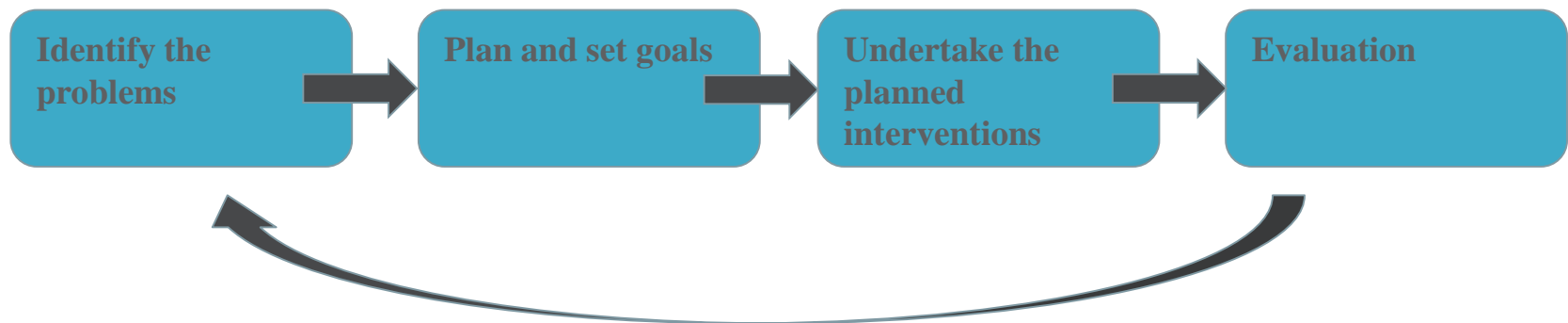
Terminology:
Prevent and
handle social
problems

**Case
manager &
Vocational
rehabili-
tant**

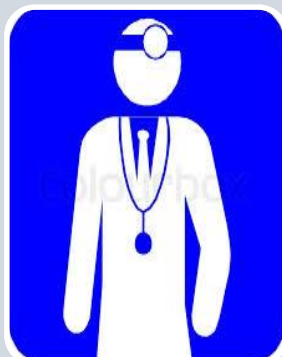
**Case
manager &
Vocational
rehabili-
tant**

WHY we want to implement a work ability assessment tool ...

The ICF founded work ability assessment-tool could increase common problem identification, planning, goal targeting and evaluation of the vocational rehabilitation process



The rehabilitation team



Work Ability Assessment based on ICF



**Case
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tant**

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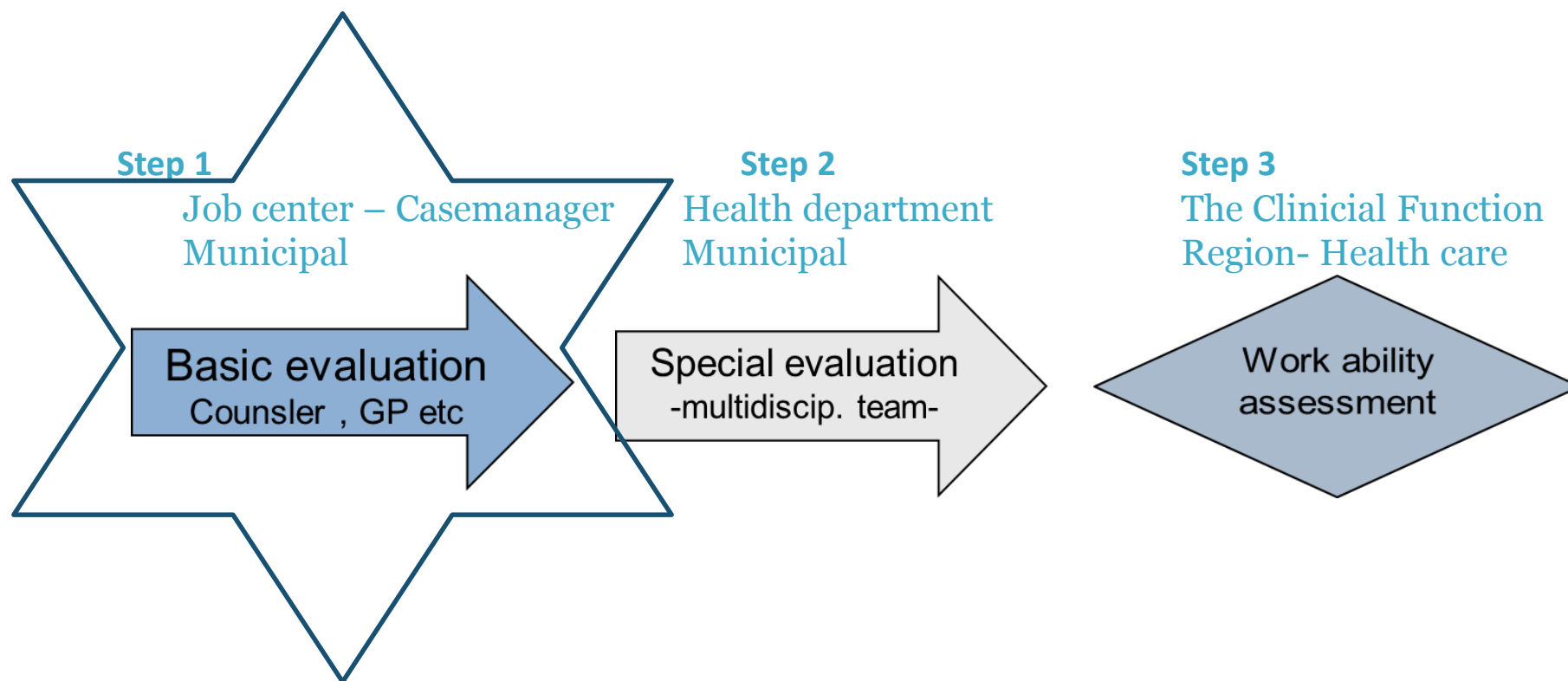
Focus on
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**Case
manager &
Vocational
rehabili-
tant**

VIRK's Work Ability Assessment -tool in Denmark



Basic evaluation



Basic evaluation

d850, d820, b140, d920, b152, d870,
d760, d570, b134
e factors

1. You and the job market
2. Education
3. Interest/hobbies
4. Social skills-personal abilities
5. Social and financial issues
6. Health



Research question

- Which impeding and promoting factors identifies in the implementation process of the work ability assessment-tool, based on ICF in the setting of vocational rehabilitation in Denmark?

Method

- **The empirical data**

- a description of the test of the ICF founded Work Ability Assessment-tool in 12 municipalities in Denmark

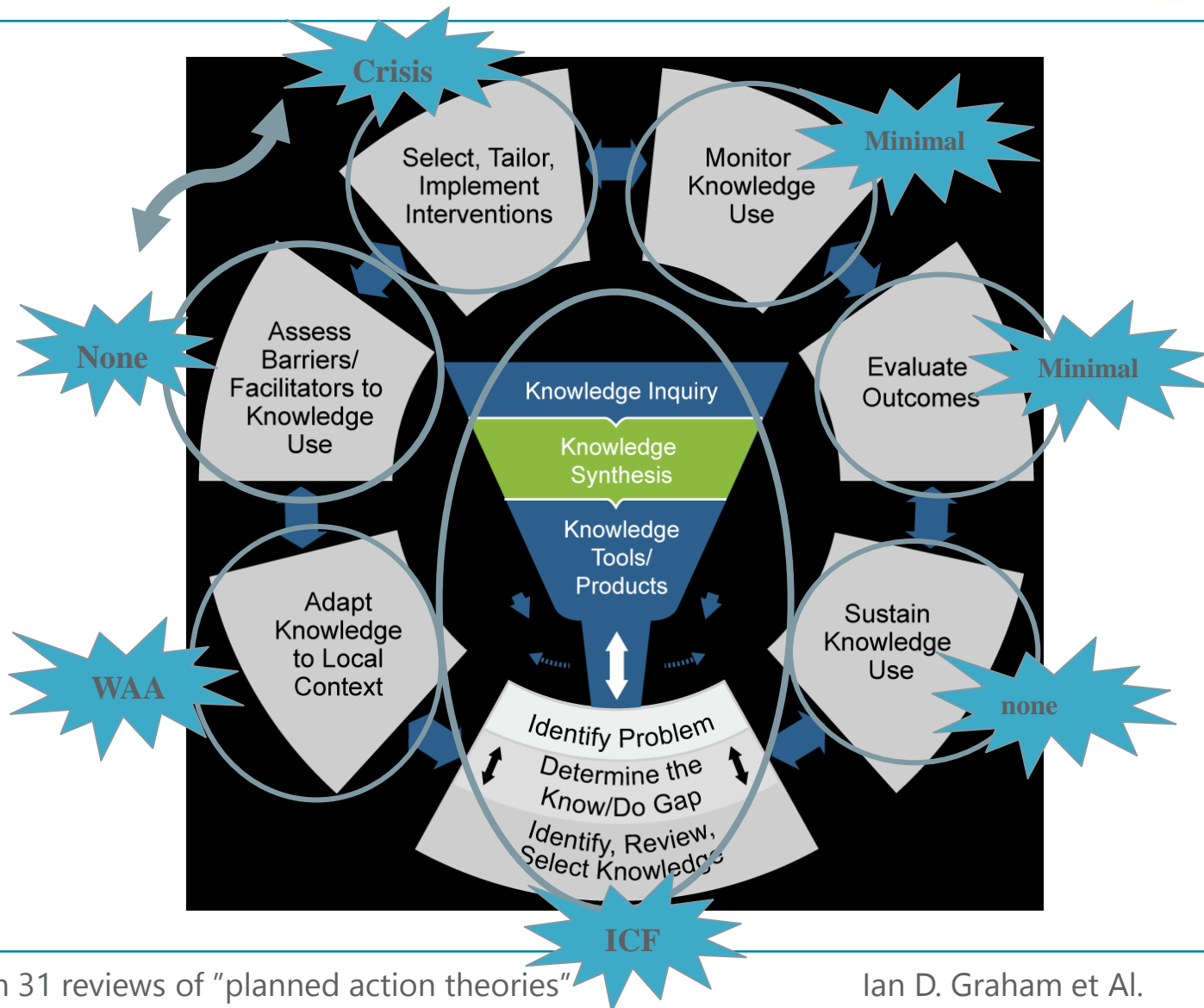
- and

- Qualitative focus group interviews with case managers and leaders.

- **Analysis**

- to analyze the data the planned action model and framework to guide implementation, The *Knowledge-to-Action cycle* (KTA) is used.

The Knowledge-to-action Cycle



Results

Impeding factors to implementation

- Lack of co-involvement in finding a solution to the identified issue (ICF) implicated the stakeholders/professionals limited ownership of the ICF-tool.
- An insufficient introduction to the assessment tool and No-identification of facilitators beforehand
- No follow-up evaluation throughout the trail

Promoting factors to implementation

- An active involvement of stakeholders during the adaption phase of the tool
-

Discussion and conclusion

- The different ways to interpret work-ability and rehabilitation implicates the implementation of ICF.
 - The case managers and the public leaders in the social setting could not see the value of using ICF as a common language and method to qualify vocational rehabilitation in general.
 - This emphasizes the need for a common rehabilitation focus.
-

Keypoints

- 1. The implementation proces is multifaceted and complex**
 - 2. Not 1 of the 7 phases in guided implementation proces should be neglected**
 - 3. Implemation in the setting of vocational rehabilitation require many interdisciplinary meetings and the will to cooperate and an effort to understand each others different perspectives.**
-