

Abstract

Title

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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Introduction

Background

The setting of Danish vocational rehabilitation changed in 2013. A legislation resulted in the establishment of multidisciplinary rehabilitation teams in all municipalities. The aim of the teams was to help citizens who were unable to work, due to health and/or social related challenges, to return to the labor market. It required an efficient and coordinated cooperation between all stakeholders. The teams quickly identified the lack of a common framework regarding work-ability and the need for a systematic evaluation of the rehabilitation process.

An ICF founded work ability assessment-tool could increase common problem identification, planning, targeting and evaluation of the vocational rehabilitation process. The aim of this study is to investigate the implementation of the ICF as an approach and tool.

Research questions

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

Method

The empirical data is a description of the test of the ICF founded Work Ability Assessment-tool and qualitative focus group interviews that was completed. To analyze the data the planned action model and framework to guide implementation, The *Knowledge-to-Action cycle* (KTA) is used.

Results

Not all stakeholders took ownership of the ICF-method, due to insufficient introduction and lack of co-involvement in finding a solution to the identified issue. Non-identification of facilitators and no follow-up evaluation throughout the trail is impeding factors in the implementation process as shown in the KTA-analysis. An active involvement of stakeholders during the adaption of the method is a promoting factor for implementation.

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. Their focus is the law, whereas the health professionals focus on function disability. This emphasizes the need for a common rehabilitation focus.