

EMPLOYMENT AND INTEGRATION

ESCIF PROJECT "SUCCESSFUL INTEGRATION OF PEOPLE LIVING WITH SPINAL CORD INJURY"

ACTIVITY REPORT OF ONE OF PROJECT WORKING GROUPS

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PRESENTATION OUTLINE

Introduction

Project aims and design

Review of the literature

Summary

Issues emerged during discussions

Common barriers and second phase objectives

INTRODUCTION

There is a universe of difference between the quality of life of an unemployed person with special needs, often facing poverty and social isolation and that of the same person working, contributing and engaging.

OECD Secretary-General in 2007

SUCCESSFUL INTEGRATION OF PEOPLE LIVING AFTER SCI – ESCIF PROJECT INTRODUCTION

autumn 2014 - spring 2016 project

The project uses consumer advocacy bias, that is to consider the process of social inclusion and integration from the perspective of the SCI consumer.

Its main objective is to draw upon experience and knowledge of ESCIF members to provide answer for the question:

What can your organization do to facilitate the successful (re-) integration of people with spinal cord injury in the community?

PROJECT DESIGN – FOCUS AREAS AND WORKING GROUPS

Education and paid work

Social and leisure activities

Quality of life

Family roles

Mobility aids and assistive devices

SURVEY FIRST-PHASE OBJECTIVES OF "EDUCATION AND PAID WORK WORKING GROUP"

Put together key issues of re-employment

Review of the literature to determine the factors which can facilitate vocational reintegration

Comparison with experiences and knowledge of the working group participants

Drawing conclusions and defining next steps

REVIEW OF LITERATURE – METHOD AND AN EXAMPLE

EBSCO (e.g., PubMed/Medline, Web of Science) SCIENCE DIRECT,
GOOGLE SCHOLAR

Example of our search:

keywords 'spinal cord injuries', 'spinal cord disorder', 'spinal cord lesion' or 'spinal cord disease' were cross-indexed with 'employment', 'return to work', 'occupation' or 'vocational, - found out of approximately 270 hits, 110 references were used, on the publications between 2000 – 2006

Studies rather than interventions and projects; a lot of them were carried out in USA, Canada, and Australia, fewer in EU

SCI EMPLOYMENT IN EU - ESTIMATES

Heterogeneous among the countries in EU

In the last decades, the percentages of success varied from:

11% of disabled persons (not only SCI) in Romania or the Czech Republic, and 25 to 67 % in various countries

R,Plumb, Ministry of Labor, Family, and Social Protection 2011

European studies indicated variable percentages of persons gainfully employed after the SCI, ranged from 31 to 48%.

Tomassen PCD, Post MWM, Asbeck FWA van. Return to work after spinal cord injury. Spinal Cord 2000; 38: 51–55.

FACTORS RELATED TO EMPLOYMENT AFTER SCI according to Andreason et al.(2005)

14 FACTORS

Age

Sex

Marital status

Race

Injury severity

Time since injury

Vocational counselling

Employer's attitudes

Employment type

Education

Social support

Medical problems

Psychological state

Environment

FACILITATORS AND BARRIERS – according to Krause et al. (2011)

Resources

Health status

Disability considerations

Lack of importance

Disincentives

Motivation

FACILITATORS AND BARRIERS – according to Krause et al. (2011)

Resources, Health status, Disability considerations, Lack of importance, Disincentives, and Motivation

Years of education, years post-injury, less severe SCI were associated with having a job after SCI onset

Those employed reported higher level of motivation and resources and lower lack of importance scores

Gender, race, age were not statistically significant.

DELAYED ENTRY INTO EMPLOYMENT (Krause et al., 2010)

Shorter interval before getting first job after SCI onset associated with: higher level of education, less severe injury, being Caucasian, returning to pre-injury employer

It underscores the importance of using pre-injury education and opportunities to return to pre-injury employer to minimize the length of time until initiation of employment after SCI

EMPLOYMENT TRAJECTORIES according to Ferdiana et al. (2014)

3 distinct employment trajectories:

- (1) no employment group (22.2%), that is, participants without employment pre-SCI and during 5-year follow-up;
- (2) low employment group (56.3%), that is, participants with pre-SCI employment and a low, slightly increasing probability of employment during 5-year follow-up; and
- (3) steady employment group (21.6%), that is, participants with continuous employment pre-SCI and within 5-year follow-up.

There are distinct employment trajectories after SCI; majority were SCI with low employment trajectory; only one-fifth of the individuals with SCI had a steady employment trajectory. Secondary education and higher functional independence level predicted steady employment.

RETURN TO WORK – DATA SUMMARY

USUAL TIME ESTIMATE: occurs in 3–108 months (median 12 months)

MC Schonherr, et al. Vocational reintegration following spinal cord injury: expectations, participation and interventions Spinal Cord (2004)

JOB PRIOR INJURY : 21 - 67% returned to work after injury.

Lidal et al. Return to work following spinal cord injury: a review., Disabil Rehabil. (2007)

LEVEL OF EDUCATION: 59% of the lower educated, 69% of those with a secondary educational level and 100% of the higher educated persons

MC Schonherr, et al. Vocational reintegration following spinal cord injury: expectations, participation and interventions Spinal Cord (2004) 42, 177–184

PREDICTORS OF POSTINJURY EMPLOYMENT

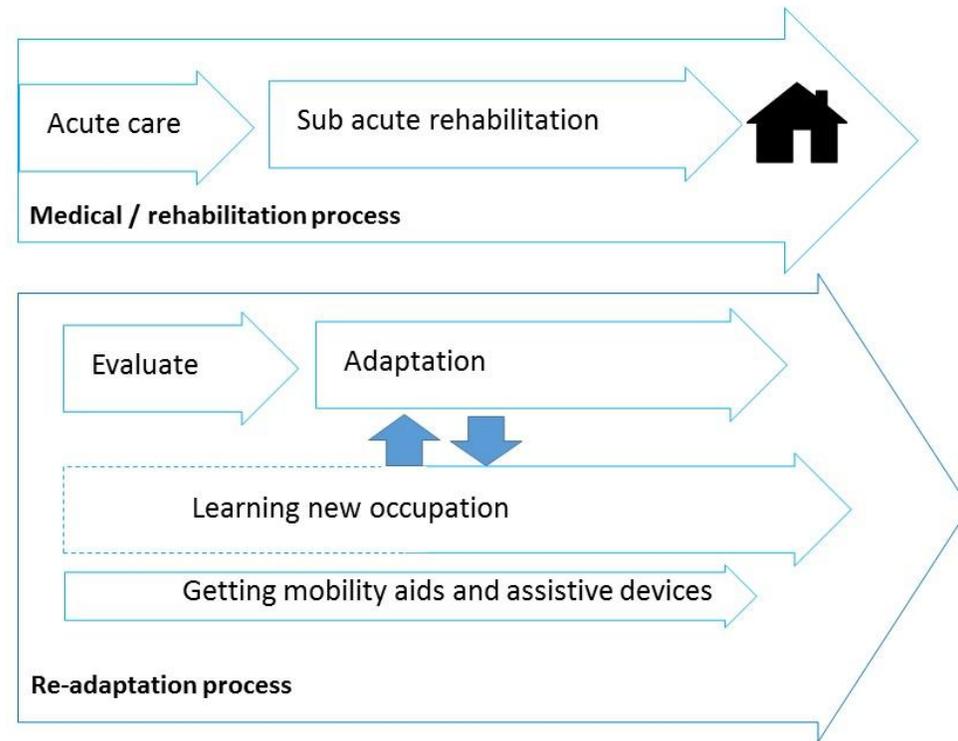
The less severe injury, the greater probability

Preinjury employment

Graduate degree both prior and post injury – years of education

Years post-injury

“TOWARDS RE-INTEGRATION” MODEL



WHY IS WORK SO IMPORTANT FOR SOCIAL INCLUSION – ISSUES TO CONSIDER

Identity and self-esteem:

What one does defines him both in his/her own eyes and in the eyes of his/her community/society. Few people, if any, want to define themselves as SCI only. To have a job, or better to be or become a professional in certain area is a fundamental step towards normality (that is inclusion); enhancing self-worth along the way.

Sustaining/Enhancing mental capacities

Enhancing/sustaining one's own circle of friends, colleagues and social network; improvement of social and communication skills

WHY IS WORK SO IMPORTANT FOR SOCIAL INCLUSION – ISSUES TO CONSIDER

Discussing who works does not and why we soon realized there are differences not easily compared concerning social systems, job opportunities, but also still accessibility of workplaces. They varies across EU countries, depending on GDP of a country, its funds, insurance policy, etc.

Income means more independence, but paid job does not always mean more income; it seems like in some countries the social policy does not promote SCI reemployment, but rather prevents it by inadequate cutting the social allowances or disability pension.

For example, the issue of social benefits: While in some countries an SCI receive both social benefits, get their disability pension, and still can earn their supplementary income, in many countries it is not possible.

How much do these condition meet the needs of SCIs?

PUTTING TOGETHER ISSUES TOWARDS POTENTIAL EMPLOYERS

To coach & educate managers on middle and top level – *HR professionals?*

Focus on skills and ability and not disability

Integrate people on same level as non-disabled - *Part of coaching and education?*

Avoid discrimination and taboos- *Part of coaching and education?*

Barriers into companies / rebuilding facilities

Self employment – *independence and income x social isolation in case of home office – solution: More SCIs who are self-employed in one office (ideally plus non-disabled?)*

SUPPOSED CURRENT TRENDS IN CZ

Despite existence of numerous reemployment endeavours and projects, it is hard to evaluate their successfulness, that is, especially, if the acquired job is retained

Short specific courses (PC courses, foreign language courses,...) seem to be rather a part of leisure time activities; there is not enough data, but the trend is to refrain from them

Existing web portals are not as useful as expected .

Helping a number of those SCI people who are motivated and ready to make some „investments“

More tailored and targeted using HR techniques: HR audit, other HR ergotesting tools

COMMON BARRIERS

Lack of systematic data on SCI

Lack of knowledge among potential employers

Lack of timely vocational counseling

Developing general guidelines on successful integration for ESCIF member organisations is difficult as different laws and social systems exist within EU states.

PROJECT SECOND PHASE OBJECTIVES

A questionnaire to gather more detailed information on ESCIF member organization projects, interventions?

Consideration of the different systems and legislation in the various countries

Addressing HR professionals – provision of basic info on SCI?

Addressing media – PR articles +

Cooperation with other working groups

Thank you for your attention.