



Development Centre of Vocational Rehabilitation

Current Developments and Innovative Solutions in Slovenia in the field of Vocational Rehabilitation in an International Comparison:

Evidence based vocational rehabilitation

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# Object

- *Development of vocational rehabilitation in Slovenia in last five years*
- *The basis act for this field is Slovenian Act on Employment and Rehabilitation of Persons with Disabilities (2004)*
- *All solutions described are nationally defined on the level of legislation, this is of highest importance.*
- *Main evaluations of the system, carried through Development centre of vocational rehabilitation*

# 6 main innovative solutions

- *Assessment of disability and its outcomes*
- *Social inclusion programmes*
- *Employment centres-sheltered employment*
- *The beginning of supported employment*
- *New model of vocational rehabilitation*
- *New thinking in rehabilitation*
- *New role of professional coordination*

# Assessment of Disability

- *Definition of disabled person and disability, is based on ICF*
- *the connection of disability and difficulties/barriers on the area of employment with vocational rehabilitation*
- *Assessment is done by Rehabilitation committees and providers of vocational rehabilitation*
- *Rule book on assessment*

- *Level 0: No disability (0-4%), no status, nor right to VR*
- *Level 1: Mild disability (5-25%) – “ -*
- *Level 2: Moderate disability (25-49%) → status of person with disability → right to VR*
- *Level 3: Severe disability (50-95%) → status of person with disability → right to VR*
- *Level 4: Complete disability (96-100%) → status of person with disability, but not vocational rehabilitation right*

# Criteria for the right of person to get vocational services

- *five level degree, from 0 to 4. Criteria are:*

*Level of motivation, Level of knowledge, Work experience, Acquired competences, Limitations of workability, Psychosocial needs in accepting disability, Vocational profile needs, Level of social skills, Social support network, Level of searching for work, Level of barriers –movement, communication, Need for analyzing workplace, Need for adaptation of workplace, Level of independence in training and education, Level of independence after being employed*

# Assessments from 2006-2009

Rehabilitation committees	Status of PwD	Status of PwD with the right of VR	Right to VR
2006	110	228	160
2007	120	305	181
2008	105	367	181
2009	164	364	192
Total	499	1.264	714

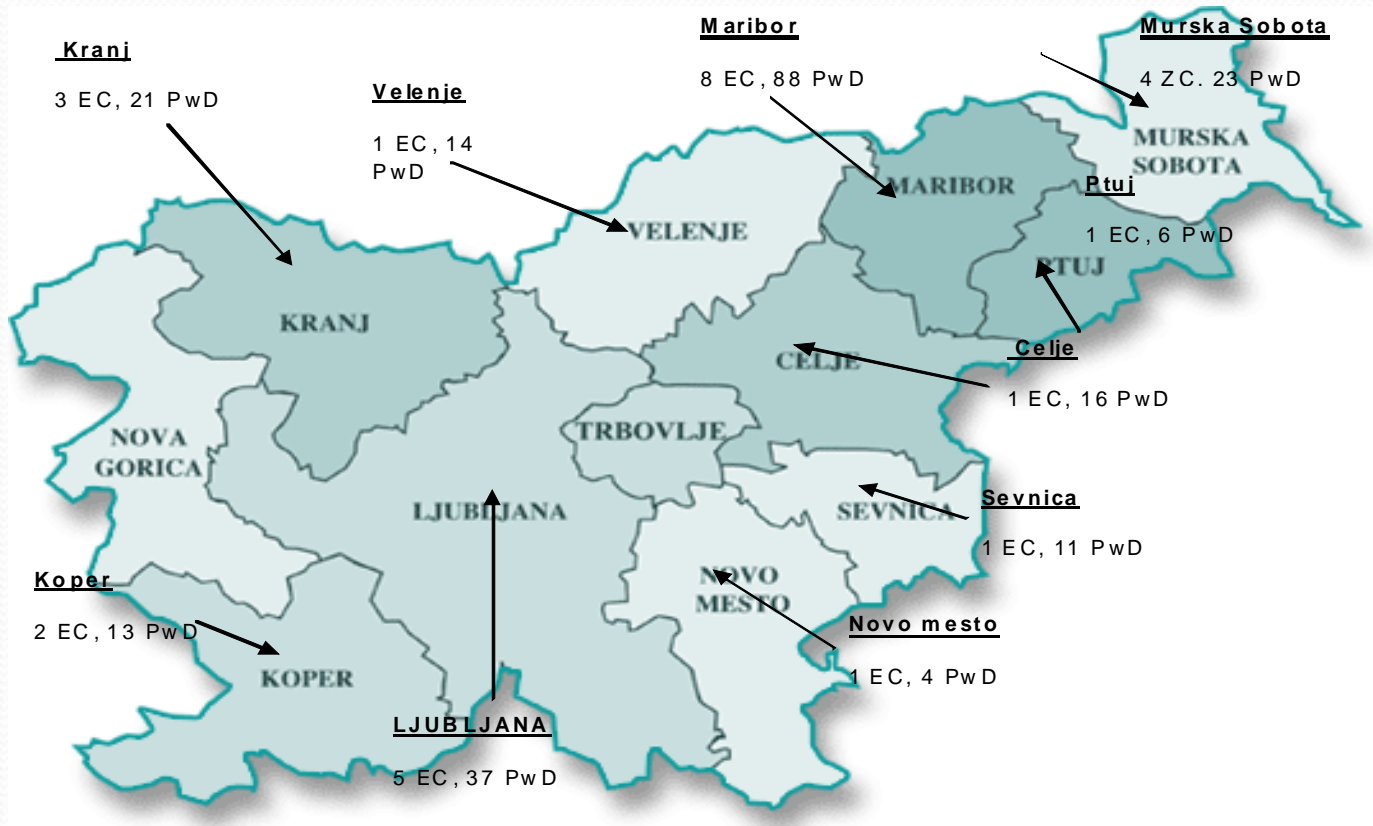
# Sheltered employment

- *Decision for sheltered employment is taken at the end of rehabilitation*
- *the loss of productivity is from 70-30%*
- *Data: 2006-2009: 373 persons with disability, assessed having employment possibility in sheltered employment; 63% of them are employed.*
- *In Slovenia, 24 employment centers operates (data in December 2009).*

# Evaluation of EC

- 1. There were no financial resources for starting employment centre, all employed are persons with disability and management complained, that local community wasn't interested in their work.*
- 2. 90% of PwD are satisfied with their work and support they get, 12% of them think they can do more, but they don't look for new job, because they are satisfied, They are very happy, if they have celebrations, or other events, so that their routine is broken. They are satisfied with mentors and management. In 2009, minimum wage was increasing on the level of Slovenia, so they are very pleased with the salary. They think they do not need further rehabilitation. They feel useful and important*

EC-Employment centres, in the units of Employment Service of Slovenia



Resource: Evaluation of Employment centres, June 2010, University Rehabilitation Institute Republic of Slovenia

# Programmes of social inclusion

- *Programmes are intended for persons who due to disability are not able to work and their intention is to support their working ability.*
- *Their workability is assessed lower than 33% comparing persons without disability, disability assessed as complete (96-100%).*

**Table: Network of social inclusion programmes, 2009**



**Resource: Evaluation of Social Inclusion Programmes, June 2010, University Rehabilitation Institute Republic of Slovenia**

- *First programmes started running in July 2006. At the end of 2006, we had 11 providers, with 121 users. At the end of 2009, we had 15 providers and 272 users. Persons with decisions: 531.*
- *The benefit for social inclusion is cca 69 euro per month, a person also gets lunch and transfer costs reimbursed.*
- *In case of disability status is better, then person can be reassessed.*

**Table: Comparison: decisions for social inclusion with inclusions**

<b>Year</b>	<b>No. of decisions</b>	<b>No. of included in programme</b>	<b>Percentage of included</b>
2006	165	121	73 %
2007	85	39	46 %
2008	118	69	58 %
2009	163	59	36%
<b>Total</b>	<b>531</b>	<b>277</b>	<b>51 %</b>

In general, less than 10% of persons with disability, coming to vocational rehabilitation programme, got the decision of non able to work. Half of all persons with decisions are included in the programmes. Reasons for dropouts are mainly alternative programme choices.


# Supported employment

- *Support services can be given 30 hours per month.*
- *Support can include: expert and technical support, awareness raising activities /information activities, counselling, training, personal assistance, follow-up support at workplace and assessment to person with disability or to employer.*
- *Wage subsidy is also possible.*

Person has to be trained, motivated and having individual support plan. Employer has to be cooperative.

<b>Supported services</b>	<b>No. of persons</b>	<b>No. of hours</b>	<b>Average of hours per person per month</b>
March 2010	11	43	3,9
April 2010	12	25	2,0
Maj 2010	13	20	1,5
June 2010	9	51	5,6
Average per month	11,25	37,75	3,3

Source: Ministry of Labour, Family and Social Affairs, month reports from providers

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- *Till the end of July, 126 persons with disability had decision of supported employment.*
  - *From all persons with disabilities, who received support, only 9-13 got it (7%). We hope that coordinated action of Employment Service of Slovenia and providers will impact in better results.*

## **New model of vocational rehabilitation network**

- *Employment rehabilitation is a public service and it covers in a network 14 providers*
- *Teams of experts have to be chosen on the basis of necessary conditions*
- *Standardisation of services was made in 2006.*
- *Conditions regarding other conditions (accessibility, respect of needs, ethical codes) are also addressed.*
- *Employment rehabilitation is provided through fourteen services.*

- *Financing the network*
- *First network covers the period 2006-2009, with 13,50 team / 75% covering team work, on the level of units of Employment Service of Slovenia*
- *The second network of providers covers all Slovenia territory and was settled as 17 teams / 90% work, on the level of units of Employment Service of Slovenia, for the 4 year period (2010-2013).*

- *Population specifics: over 40% of the population were over 40 years old, with trends of aging in the structure*
- *Low education level*
- *Level of work experience is low*
- *Period of unemployment – between 30-42% unemployed more than 5 years. Unemployed less than a year, was only 7-11% of population.*

# Assessment of the criteria

- *motivation is an important barrier, and the situation was worse year by year.*
- *a gap in knowledge and work experience, which they should result in training programmes.*
- *workability shows low levels*
- *the need for support is increasing*
- *vocational guidance should be strengthened*
- *transition programmes from education to employment are needed.*
- *Analyse of needs: psychosocial needs – coming from mental health problems/personal problems*

# Employment outcomes

- *Outcomes analyse showed that population included in vocational rehabilitation in 2007 resulted in employment in two years period in 51% of all cases.*
- *But there are big differences in regions.*
- *Trend for population of 2008, resulted in employment on the approximately same level.*

# New thinking in rehabilitation

- *vocational rehabilitation as a form of non-discrimination and providing reasonable accommodation*
- *In 2008, Slovenia ratified UN Convention on the rights of persons with disabilities. UN convention defines reasonable accommodation*
- *Discrimination includes all forms of discrimination, including denial of reasonable accommodation.*

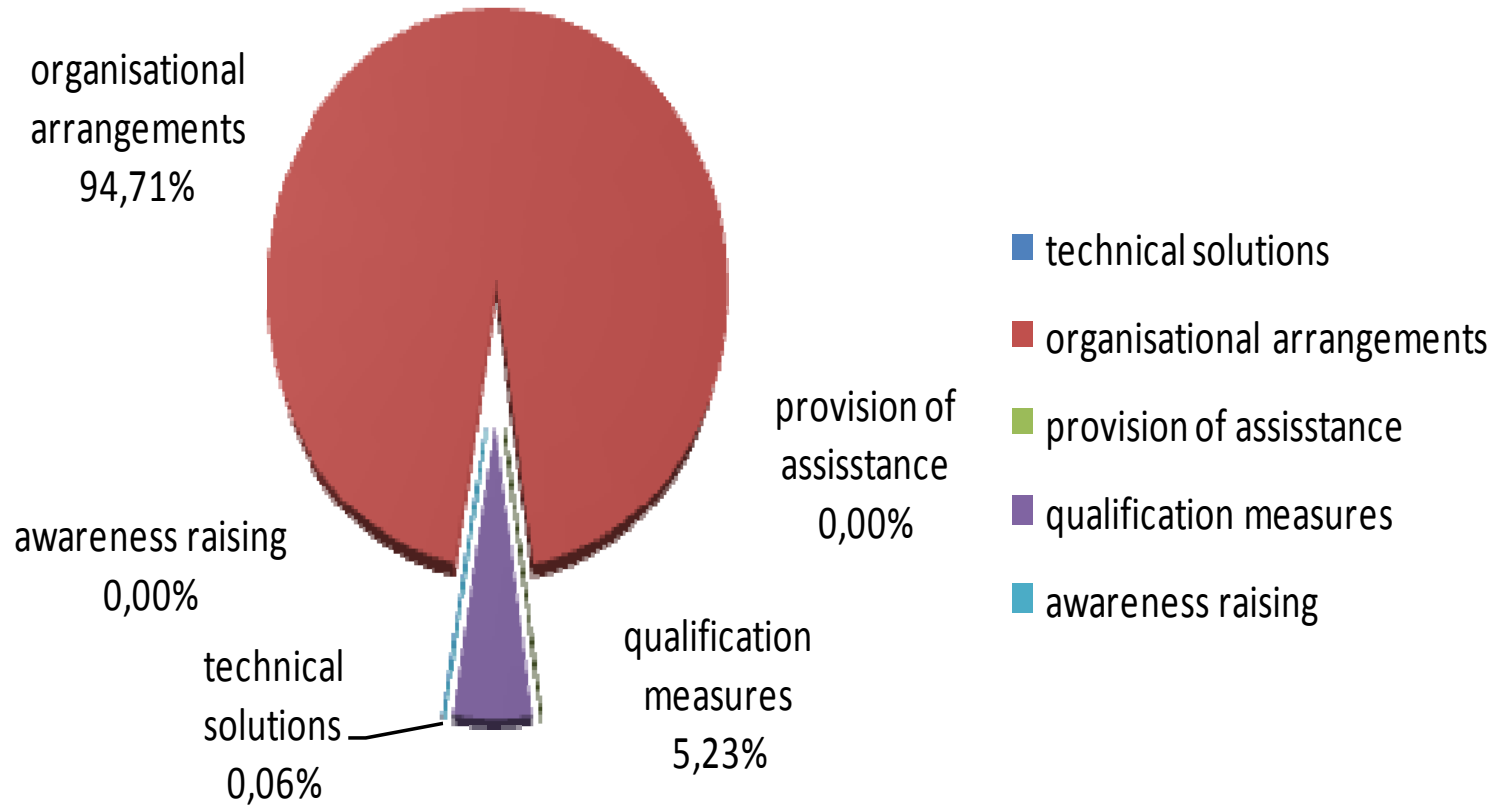
**Table: Reasonable accommodation possibility through vocational rehabilitation and insurance acts:**

Reasonable accommodation solutions – possibility through acts	- Slovenian Act on Pension and Invalidity Insurance Act (ZPIZ-1)	- Act on Employment and Rehabilitation of Persons with Disabilities (ZZRZI)
Technical solutions	Possible	Possible
Organisational arrangements	Possible	Possible
Provisions of assistance	Not possible	Possible
Qualifications measures	Possible	Possible
Awareness raising measures	Not possible	Possible

**Table: Implementation of measures through vocational rehabilitation and insurance acts:**

<b>Reasonable accommodation solutions – possibility through acts</b>	<ul style="list-style-type: none"> <li>- Slovenian Act on Pension and Disability Insurance</li> <li>- in 2008</li> </ul>	<ul style="list-style-type: none"> <li>- Act on Employment and Rehabilitation of Persons with Disabilities</li> <li>- in 2008</li> </ul>
<b>Technical solutions</b>	18 workplace adaptations	1 workplace adaptation and  1, in the procedure of complaint in 2009
<b>Organisational arrangements</b>	15.856 part time work  18.051 reassignment	196 persons with disability, working in sheltered employment
<b>Provisions of (personal) assistance</b>	-	0
<b>Qualifications measures</b>	282 vocational rehabilitation  71 persons with disability in training	1.532 vocational rehabilitation
<b>Awareness raising measures</b>	-	Not implemented
<b>Total</b>	34.278	1.730
<b>Total:</b>	<b>36.008</b>	

## Implementation of both acts (2008)




## **New role of coordination of professional development**

- *University Rehabilitation Institute – Development centre of vocational rehabilitation has public mandates on the basis of tasks:*
- *coordination of professional development on the area of employment rehabilitation*
- *preparation of standards of employment rehabilitation*
- *preparation of standards for training and knowledge of professional workers*

# Basic questions for future:

- *Administration and long-term procedures?*
- *Empty time between procedures?*
- *Connection with other measures – Active labour market programmes, Centres for social work, tenders, – do we actually have holistic model and inter -institutional connection?*
- *Disability: from disability into ability?*
- *Multidisciplinary team approach?*
- *Do we see right to rehabilitation before right of social transfer?*

- *Are there separations medical/vocational rehabilitation/employment rehabilitation?*
- *Are employers and local community included?*
- *Is education of professional workers and committees guaranteed?*
- *Do we have cost benefit studies?*
- *Do we have analyses of rehabilitation, case studies, and other evaluations?*
- *Are working places organized safe?*

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- *Do we have measures for retaining workplaces for workers with disability, who are in dismissal procedure?*
  - *Do we respect reasonable accommodation as a right of person with disability?*
  - *Do we have benefit traps?*

**Thank you for your attention!**