SUPPORTING FOUNDATION FOR CHILDREN AND YOUTH WITH DISABILITIES
WWW.VAMLAS.FI

M.Soc.Sc. Pauliina Lampinen
pauliina.lampinen@vamlas.fi
• We promote:
  – Accessible services and right for participation
  – Education and paid work for all
  – ’The way I want’ living and assistance

• We provide:
  – Expert services, training and research and development projects
  – Inclusive housing services for students in Helsinki, Lauttasaari (Hoas)
  – Staff total of 30 people
RATKO

MODEL
Labour market challenges in EU

• EU member states struggling with
  – Youth unemployment
  – Aging societies
  – Immigration
  – Early retirement due mental health problems and other disabilities
  – Covid19: Loss of work, long-term health problems, also new ways of working (telework)

• We need strategies to help people (back) to work and to keep their work
RATKO: Tool for inclusive job design

• Designed to
  1. Help people with lowered work capacity/disability
     • To find suitable paid employment
     • Return to work after a long sick leave
  2. Help employers and work communities to redesign their tasks in a more appropriate way
     • Concentrating on core tasks
     • Forming new sets of tasks/jobs for new candidates
  3. Help service providers (job coaches, vocational rehabilitation experts) to work with employers and find jobs for their clients

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Individual vs. workplace-oriented approach

Traditional: Individual approach

Ratko: Workplace approach
Ratko process in a nutshell

1. **Contacting the employers**, mapping their needs and providing solutions
2. **Workshops for the work community** to map the existing tasks and designing new jobs
3. **Assessing the new jobs** (Imba and Melba work requirements)
4. **Finding suitable job seekers** and assessing their work skills and capacities (Imba and Melba)
5. **Working with job coaches** and other service providers if the employee needs on-the-job support
Workshop for job design

Everyone’s on social media, but no one has time for a chat.

Teams work out their tasks and find out if they have extra baggage on their jobs.

I have to go get coffee again? It’s not even my job!
‘Extra’ tasks are mapped and discussed together.

This could easily fit here.

I think these make up a completely new assignment.
And finally reorganized into a new job with tasks that are important and useful for the organisation.

I guess we’ll need a new employee to do all this.
Matching the new job and the new employee

Workplace has a new job
- Assessed with Imba and Melba for the requirements
- Employer starts looking for new people with skills and capacities the job requires

Job seeker has a new job
- Has been assessed with Imba and Melba
- Knows he/she can manage the job and has the required skills
- Receives help from a service provider, if needed
RATKO suits for many purposes:

• Recruiting
• Helping people with lowered working capacity to stay in the job
• Helping people return to work after a sick leave
• Job tailoring and redesign
• Diversity practices at the work place
• Making corporate social responsibility visible in practice
Experiences with RATKO

• Employers find it useful
  – Team design helps to organise work and makes tasks visible
  – Recruitment process is ‘safer’
  – Return to work is cheaper than early retirement (Finland)

• Job seekers find it useful
  – They have a job they know is needed
  – They have been assessed and know they have the capacity to perform the job

• VR service providers find it useful
  – Helps them to contact and work with employers
  – Helps them to find new job opportunities for their clients
  – Placing people back to work is cheaper than keeping them on benefits
What have we learned?

• RATKO process opens way to discuss diversity, capacities, work environment
  – Employers learn to think about diversity, accessibility and work place adjustments etc.

• Paradigm change in vr services
  – From the job seekers’ incapacities and support needs to employer’s benefits
  – From ‘service provider’s’ project to the employer’s project: Facilitating the employer’s process

• Clients become ‘real’ job seekers with skills that are needed