

VAMLAS

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

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- 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

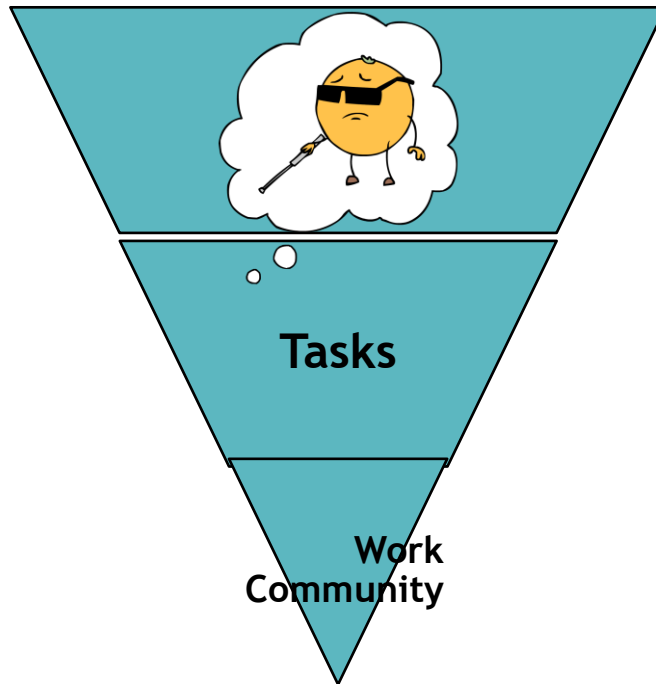
Labour market challenges in EU

- 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

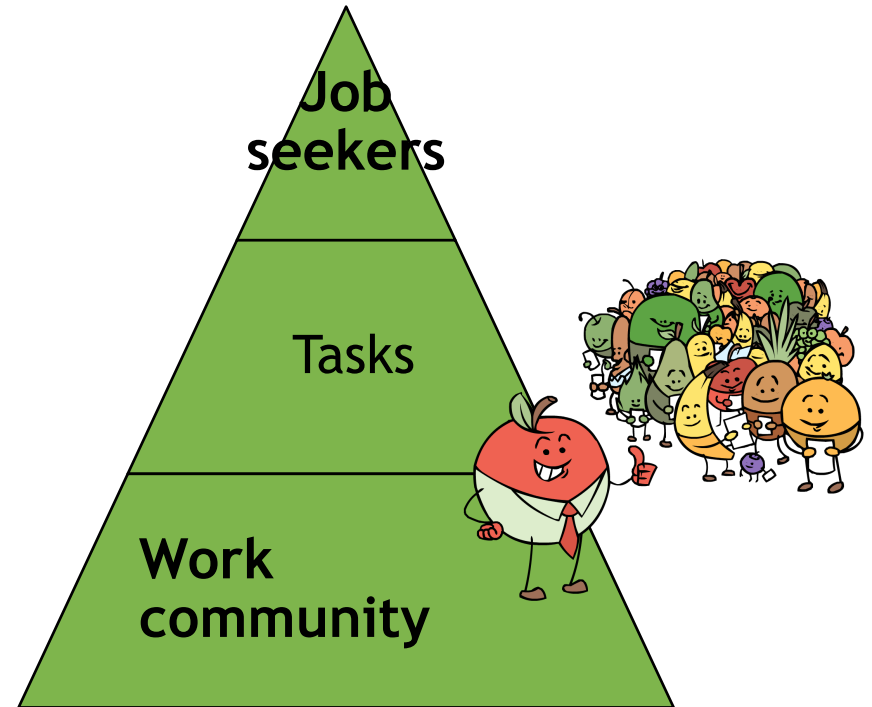
RATKO: Tool for inclusive job design

- 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

Individual vs. workplace-oriented approach



Traditional: Individual approach



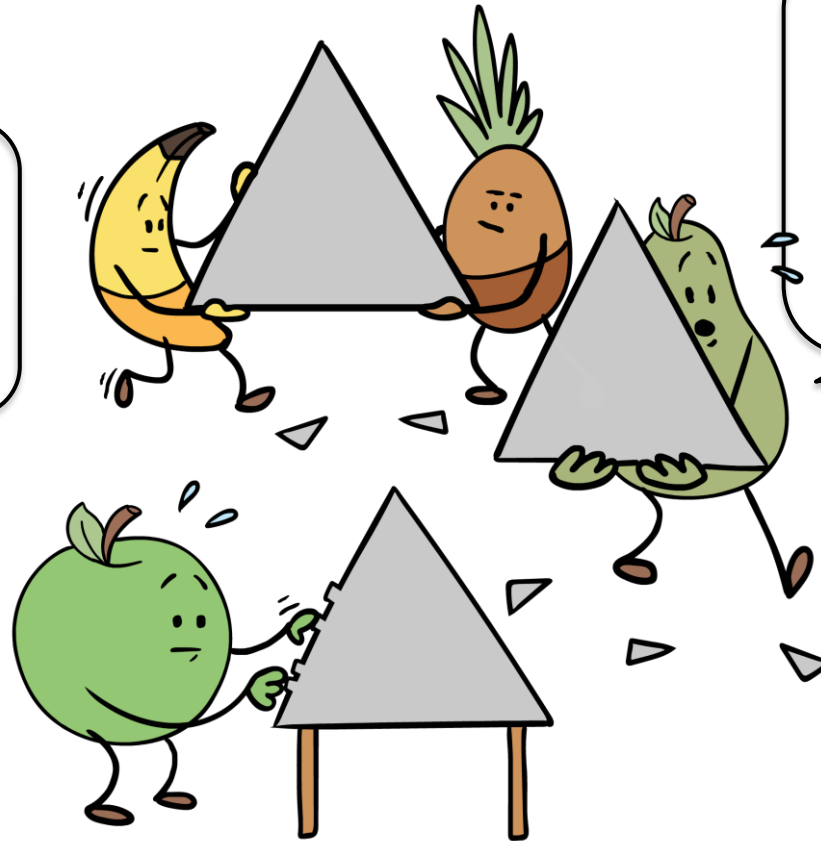
Ratko: Workplace approach

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

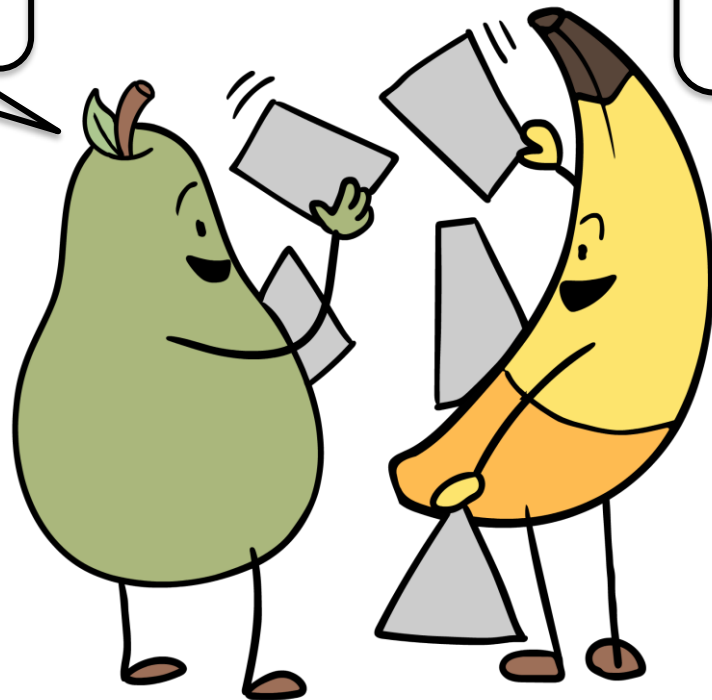
Everyone's on social media, but no one has time for a chat.



I have to go get coffee again?
It's not even my job!

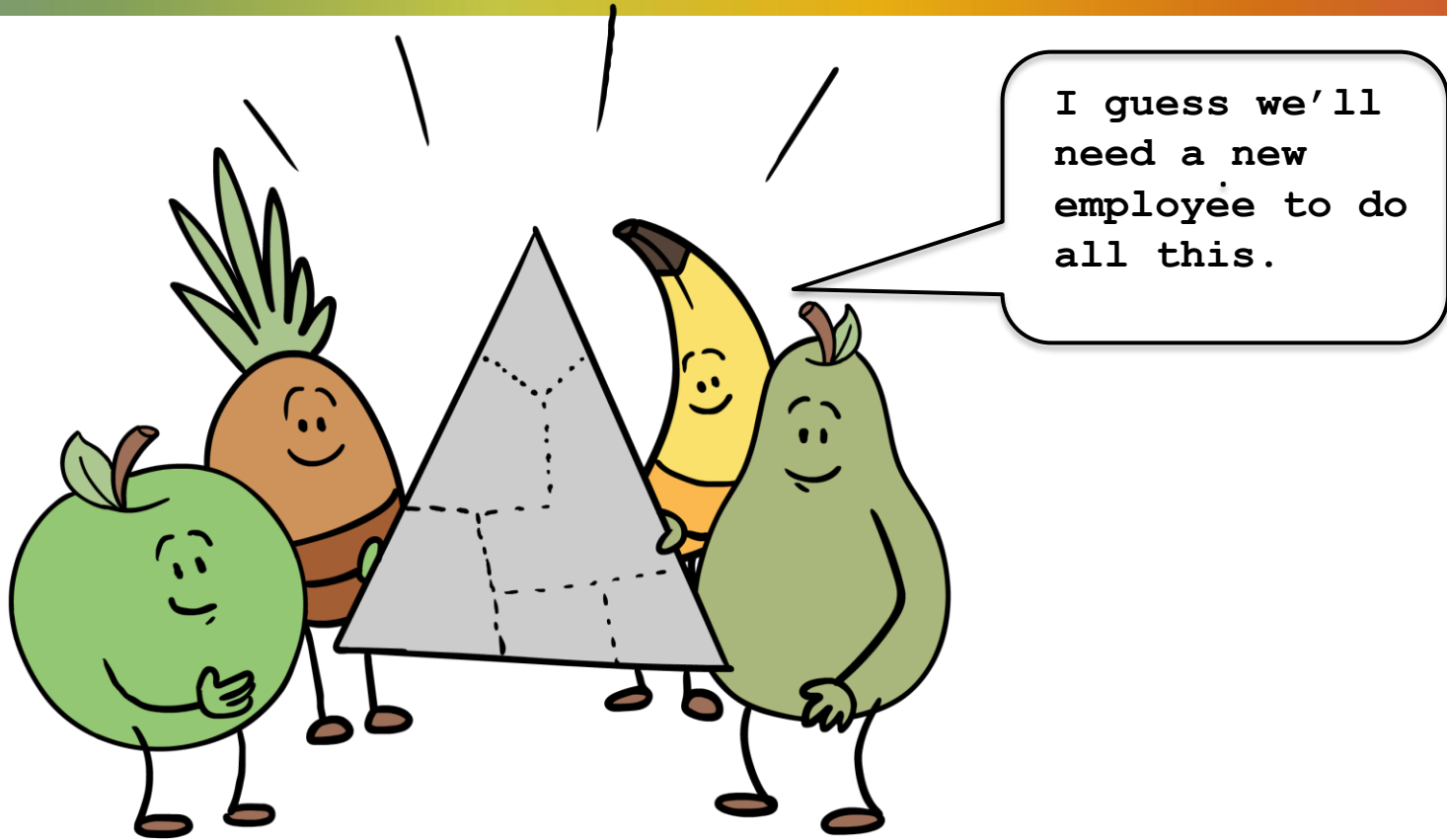
Teams work out their tasks and find out if they have extra baggage on their jobs.

This could easily fit here.



I think these make up a completely new assignment.

'Extra' tasks are mapped and discussed together



And finally reorganized into a new job with tasks that are important and useful for the organisation.

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 practises at the work place
- Making corporate social responsibility visible in practise

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