



ASSESSING AND DEVELOPING ABILITY TO WORK FOR PERSONS WITH PSYCHIATRIC DISABILITIES – PETHA PROJECT

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PETHA PROJECT

- PETHA project got its idea from the rehabilitation program which took place in Foundation Tartu Metal Health Care Centre in 2009.
- The goal of that program was to evaluate disabled people's readiness to work and find an appropriate job that would fit their capabilities.



PETHA PROJECT'S PARTNERS

- Project is supported by European Social Fund in Estonia.
- Foundation Tartu Metal Health Care Centre is cooperating with local authorities in South-Estonia: the city of Tartu and Haaslava district.
- Another important partner is Estonian Unemployment Insurance Fund's Tartumaa department.



THE GOAL OF THE PROJECT

- The main goal of the PETHA project is designing and testing the concept of assessment and developing ability to work.
- The project is aimed at persons with psychiatric disabilities, who will participate in assessment and developing ability to work which will be followed by application to a job.
- The first group of participants is expected in October 2010



WHY IS THIS PROJECT NECESSARY?

- Currently there's no any kind of social service that can help persons with psychiatric disabilities to evaluate their ability to work.
- The percentage of loss of work capability which is in use at the moment doesn't answer questions like what to do with remaining ability to work and what kind of job those people can do.
- For example 80% of loss of work capability doesn't really tell anything about remaining skills or a person, her strengths and where and how much she can work.
- That's another reason why the rehabilitation team of Foundation Tartu Metal Health Care Centre began to work on PETHA project.



ABILITY TO WORK

- What is ability to work? It's a possession of the qualities required to do a job; a necessary skill or competence.
- It is clear that some jobs will require a very specific set of skills and knowledge. So their presence or absence will tell if a person is fitting for this particular job or not.
- If a disability isn't affecting those skills /abilities /etc. then technically a person can fulfill that job at maximum capacity.



ABILITY TO WORK AND DIAGNOSIS

- It is certain that some disabilities will affect specific work fields more and some will affect them less.
- We do not dismiss a person's diagnosis. We take it into account because it's a valuable source of information. But since we focus on very specific field of human activity we require detailed overview of person's skills, abilities and experiences. The question is to what extent diagnosis is defining ability to work.



WHAT WE A TRYING TO DO?

- During assessment of ability to work we plan to evaluate what kind of job fit a person's abilities the best.
- Also there will be an assessment of person's readiness to enter the labor market.
- People will be also consulted if they need any adjustment of working environment to their special needs in order to reach their maximum capacity.



THE CONCEPT OF ASSESSING AND DEVELOPING ABILITY TO WORK

- The concept of assessing and developing ability to work will help us to find answers for questions like:
 - a) what kind of job is the most suitable for a disabled person,
 - b) how much time a person can fulfill his obligations at work,
 - c) what kind and how much help a person would need to be successful at her job,
 - d) how the process of assessment and developing ability to work can be utilized in Estonian reality (i.e. who can do this, what sources of financing can be used, how can the process be supervised etc).



THE CONCEPT OF ASSESSING AND DEVELOPING ABILITY TO WORK (2)

- Answers to those questions will be as descriptive as possible (i.e. no more simple % or ability to work etc.)
- The results will be available to the project participants and to third parties (but only in case of persons' agreement with that).
- The results will help us in further development of ability to work.



HOW THE PROCESS OF ASSESSING AND DEVELOPING OF ABILITY TO WORK IS GOING TO LOOK LIKE... (1)

- The first stage is assessing readiness of participants to work.
- This means finding out how big is the need of a person to find a job, how motivated she is, what kind of resources can be utilized during the process of application to a job etc.
- During this process we use psychosocial rehabilitation approach developed in Boston University.



HOW THE PROCESS OF ASSESSING AND DEVELOPING OF ABILITY TO WORK IS GOING TO LOOK LIKE... (2)

- After it is clear if a person is really ready for the process of looking for a suitable job, we are going to offer work practice for all participants.
- Work practice is going to be similar to protected work which conditions will allow to participants to test themselves and find a type of job which suits them the best.
- During that stage specialists like protected workplace manager, occupational therapist, job-consultant are doing their own evaluation of person's capabilities and interests which will be later used as an advice for application to a job.



HOW THE PROCESS OF ASSESSING AND DEVELOPING OF ABILITY TO WORK IS GOING TO LOOK LIKE... (3)

- The latest stage of assessment of ability to work includes application to a job and provided a needed support for participants.
- Also by this time those who weren't ready to work on open labor market will be involved into courses of expressive therapy with a goal to develop that readiness. Finding jobs will be done in cooperation with Estonian Unemployment Insurance Fund.





THANK YOU!

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