

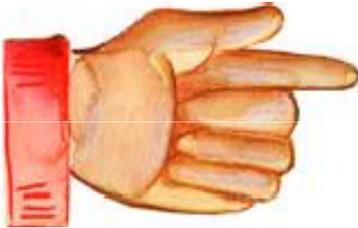
Motivation – Participation - Opportunities



The Emphasis of Vocational Rehabilitation in the Icelandic Labour Market

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Agenda:

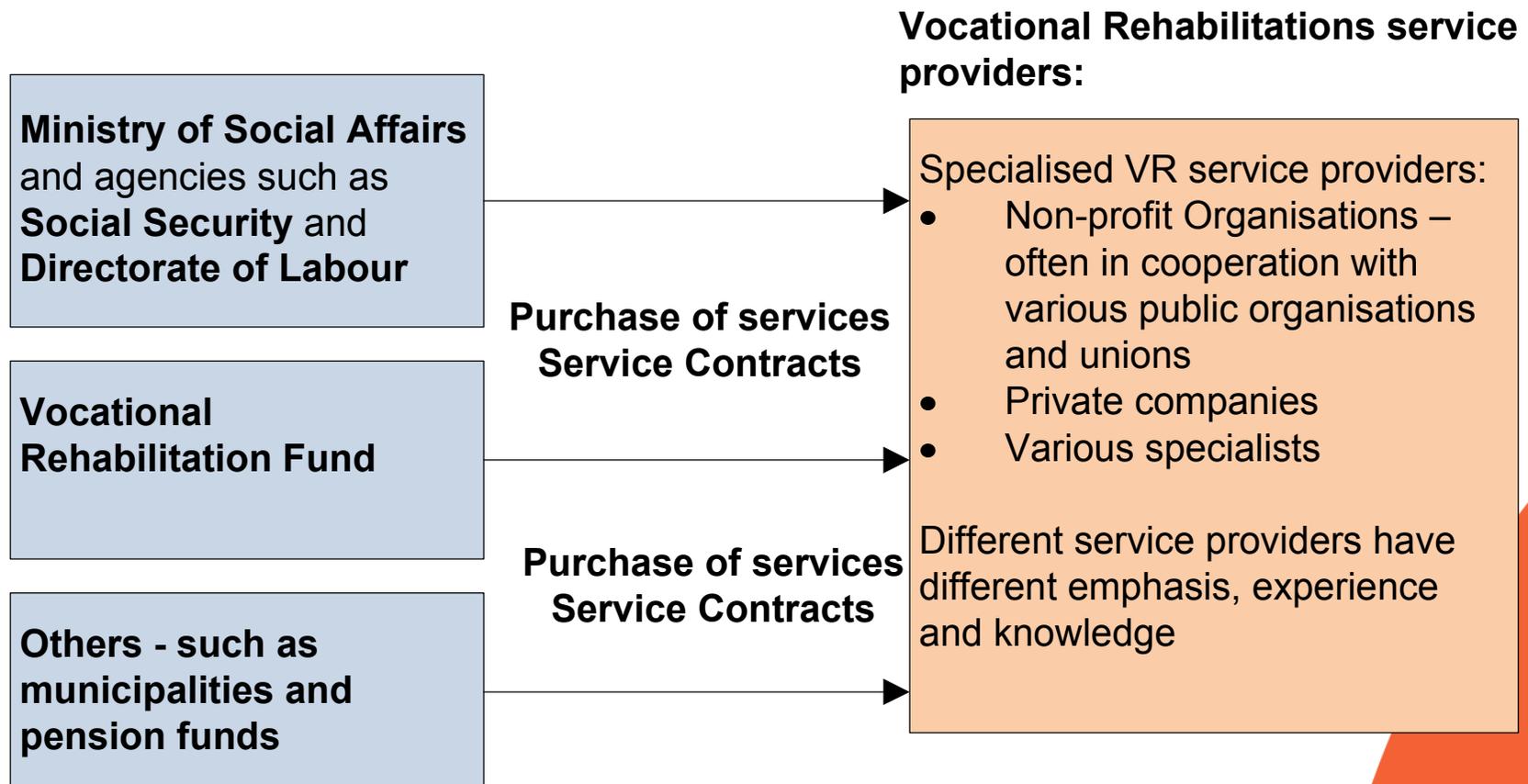


1. VR service in Iceland – financing and common traits of service providers
2. Vocational Rehabilitation Fund (VIRK)
 - a. Establishment, Role, Ideology and Emphasis
 - b. Today's situation
3. New work ability assessment in Iceland
4. VR service in Iceland – vision for the future

VR Service in Iceland Financing and Common Traits of Service Providers

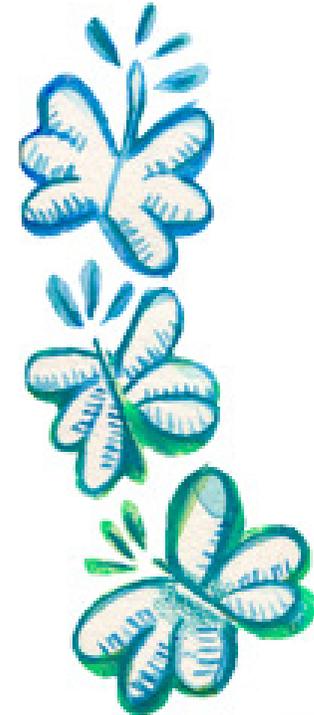


Current Financing of Specialised VR service in Iceland:



Different Vocational Service Providers

- Many different service providers
- Qualified specialists
- Interest among professionals
- New ideas
- Many Vocational Rehabilitation Centers around Iceland are based on the Leonardo da Vinci pilot project „Social Return” and its ideology of empowerment and social inclusion.



Vocational Rehabilitation Fund (VIRK) VIRK = Active

*Founded by the parties to the labour
market*



Parties to the labour market and the welfare system in Iceland

The labour market parties have played a significant role in building up and driving important parts of the welfare system in Iceland, for instance:

- **Unions Sickness Funds** – Contribution and payments during episodes of illness or other difficulties
- **Adult Education and Vocational Training.** An efficient educational system for training and continuing education operated by the parties to the labour market.
- **The Pension System in Iceland.** Fully mandatory occupational pension with defined minimum rights and forms of pension.

The Icelandic Vocational Rehabilitation Fund (VIRK)

- Established in 2008 by the parties to the labour market in Iceland
- Parties to the labour market wanted more effort in this field
- Financed by employers (due to wage agreement clause), pension funds and the State



Role, Ideology and Emphasis

- **Role:** Decrease the probability of employees leaving their jobs because of long-term illness.
- **Idea:** Use and mobilise unions infrastructure and work in close cooperation to the labour market
- **Emphasis:** Early intervention and cooperation with the labour market to maintain work relationship



The Challenge

1. To reach **the right individuals** and intervene early
 - Cooperation with **unions, employers, primary health service** and other institutions and organizations
2. **To find successful ways** to motivate and create new opportunities for those individuals
 - Cooperation with various specialists and VR service providers



VIRK – Main Role

1. Planning, Supervising and Financing the work of **VR consultants** at the unions
 - **VR consultants role:** Support and activate individuals in maintaining and enhancing their work ability.
2. Cooperating with Various Specialists and **VR Service Providers**



In one year we have achieved to.....

- negotiate with all unions in Iceland (>100 unions) who have now hired **18 qualified VR consultants**
-develop **work ability assessment**, in cooperation with public institutions
- ... develop **screening, evaluation** tools and **work procedures**
- create **manuals**, collect **knowledge**, designed **courses** and various other things for the VR consultants
- develop different **policies**
- form our contractual **demands/standards** for VR service providers
-establish **trust** and **cooperation**

But we are just beginning a long journey of constant development and learning



New Work Ability Assessment in Iceland Main ideas



New work ability assessment in Iceland

- Proposition from a professional group – evaluation and further development is necessary
- Emphasis on the capacity to work, not incapacity
- ICF (International Classification of Functioning) used as a framework
- Three components
 - Basic assessment
 - Special assessment
 - Reassessment



New work ability assessment

1. Basic assessment:

- Screening 1 and 2
- Basic evaluation
 1. You and the job market
 2. Education
 3. Interest/hobbies
 4. Social skills-personal abilities
 5. Social and financial issues
 6. Health
- ICF supplements with every part
- Activity plan



1. Collect a holistic picture
2. Increase understanding of abilities and opportunities
3. Motivate and activate through communication

2. Special assessment-30 parts from ICF frameworks

3. Re-assessment

Process of Service, Motivation and Participation



- Time frame: From weeks to several years
- Individualized service according to need
- The goal is to increase capacity and opportunities in cooperation with the relevant individual
- Decision regarding disability pension is not taken until all opportunities have been tried out



VR Service in Iceland Visions for the Future



We have....

-many qualified specialists and different VR service providers
-many new and creative ideas
- responsible parties to the labour market contributing in this field
-more VR consultants than ever before
-a new proposition of work ability assessment with focus on the capacity to work



How would we like our future in VR to be.....

- **Culture** and **actions** that emphasize **activation** and **mutual obligation**
- **Work ability assessment** focusing on **capacity** not **incapacity**
- **Disability benefit system with flexible solutions** that encourage individuals to participate in the labour market
- The **right service** for the **right people** at the **right time**
- **Cooperation** and **coordination** between all stakeholders in the system

Important mindset for the journey ahead is.....

.... to learn, be humble and open minded



“Here is Edward Bear, coming downstairs now, bump, bump, bump, on the back of his head, behind Christopher Robin. It is, as far as he knows, the only way of coming downstairs, but sometimes he feels that there really is another way, if only he could stop bumping for a moment and think of it.”

“Winnie-The-Pooh” eftir A. A. Milne



www.virk.is

