



A Study on Community Supports in Health Care, Welfare and Educational Fields to Promote Work Readiness and Transition of Persons with Disabilities

(Research Reports No. 134) Summary

[Keywords]

Work readiness support, job coach support, Workplace support for job retention, human resource development, multi-disciplinary cooperation

[Usage of this report]

This study newly identified the two points of “common base for disability employment supports,” which haven’t been shared by community supporters despite their being the most fundamental contents in order to effectively implement the community supports in health care, welfare and educational fields to promote work readiness and transition of persons with disabilities. Those were "a. basic framework for disability employment supports" and "b. points for common understanding for the multi-disciplinary disability employment supports." The results obtained would be used as hints for community supporters to confirm common goals, the points of employment supports, and concrete practices using their expertise, when they consider the role-sharing and cooperation for employment support in their community based on spreading philosophy of inclusive society.

April 2017

Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers.
(JEED)

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2. Research Period

FY 2014 to 2016

3. Composition of the Research Report

Chapter 1: Research questions and purposes

Chapter 2: Achievements and challenges of disability employment supports by community supporters and professionals in Japan

Chapter 3: Universality of the common base of disability employment supports (comparison with the United States)

Chapter 4: Development of tools to disseminate the common base of disability employment supports

Chapter 5: Conclusion and future challenges

4. Background and Purpose

As the philosophy of an inclusive society, in which people with disabilities or diseases can participate through employment, is spreading in the health care, welfare and the educational fields, a common recognition between these related fields and employment supports become important. In this study, we aimed at identifying the common basis of disability employment supports in regard to why, how and in what the community institutions and professionals need to do, based on a survey and analysis of practices and perceived challenges of various disability employment supports in community institutions and professionals in Japan.

5. Method

(1) Survey of achievements and challenges of disability employment supports by community supporters and professionals in Japan.

The "employment supports" presently carried out in various institutions or professionals in Japan were regarded as a sort of unintended social experiment, and we investigated their practices and their achievements, and conducted a statistical analysis to identify effective employment

supports and their promoting factors regardless of types of institutions or professions.

A. Participants

Health care, welfare and the educational institutions/professionals, which have a relationship with the vocational preparation and work transition of persons with disabilities in the region, were chosen to be the research target in addition to employment support institutions.

B. Survey contents

We conducted a nationwide postal mail survey using questionnaire and investigated the prospects for vocational readiness and work transition of persons with disabilities, activities for employment support and future intention, basic ideas and the actual situation etc. regarding accessibility to the related information.

C. Analysis

We identified certain components of disability employment supports provided by the involved institutions/professionals by the factor analysis. As adjusted for the characteristics of the supporting needs for the institutions/professionals, professional fields as well as the targeted type of disabilities and users, the relationship between these components were analyzed using a generalized linear model.

(2) Investigation of the common basis of disability employment supports in the US

Although the US historically initiated disability employment under a completely different idea to Japan, there are many commonalities in regulations and services, as well as employment rate based on a type of disabilities and current challenges. Therefore, we investigated their efforts and challenges in the US for clarification and dissemination of the common basis of disability employment supports.

- Analysis of exam contents of "Certified Employment Support Professional (CESP)" in the US.
- Investigation on "Employment First" in the US

(3) Development of tools to disseminate the common base of disability employment supports.

Based on the results of the survey and analysis, we developed and verified the tools, such as practices and cooperation manuals, which support community supports.

6. Summary of the Results

(1) Characteristics of effective disability employment supports by the involved institutions/professionals.

Figure 1 shows the summary of the results of analyzing the relationship between the possibility of solving vocational problems, employment support activities, role recognition/intention of employment supports by the generalized linear model after adjusting the influences of fields, institutions and type of professions etc.

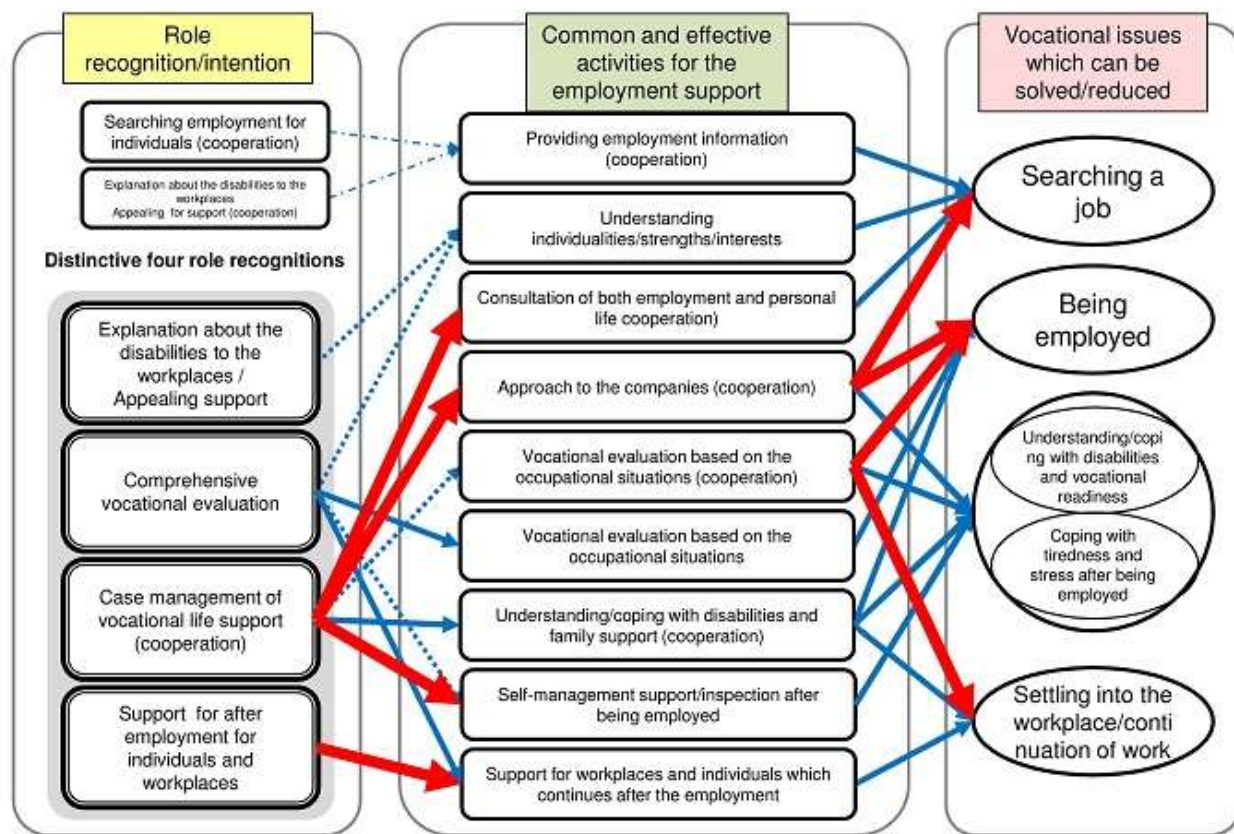


Figure 1: Summary of analysis results of the effective employment supports regardless of fields/institutions/professions.

(Relationship between factor scores by a factor analysis. The arrows indicate the dependent variables [head of arrow,] predictor variables [bottom of arrow,] and estimation coefficient [strong relationship according to the following order: red bold line, blue line, dotted line, dash-dotted line] in the generalized linear model. Showing only strong relationships)

Vocational issues that require resolution	Effective employment supports
Searching for a job	Approaching the companies, providing employment information, consultation on both employment and the personal life (these are conducted through cooperation), understanding individuality/strengths/interests (this is done by each institution alone)
Getting employed	Approaching the companies, understanding and coping with disabilities and family support (these are conducted through cooperation) and vocational evaluation based on the occupational situations
Understanding/coping with disabilities/vocational readiness Coping with tiredness and stress after being employed	Vocational evaluation based on the occupational situations, approaching the companies, understanding/coping with disabilities and family support (these are conducted through cooperation), self-management support/inspection after being employed (these are done by each institution alone)
Settling into the workplace/continuation of work	Vocational evaluation based on the occupational situations, understanding/coping with disabilities and family support (these are conducted through cooperation), support for workplaces and individuals which continues even after employment (this is done by each institution alone)

- The contents of effective employment support for the vocational issues were easy to understand with a common sense.
- "Understanding/coping with disabilities/vocational readiness" and "coping with tiredness and stress after being employed" tended to be regarded as separate issues, but it was considered to be the same supporting issues that can be solved or reduced by the same supports.

Figure 2 shows the result of further analysis of the motivation structure for the "case management of vocational life support by the cooperation" in the role recognition/intention, which is related in the strongest way to the effective series of employment support activities for persons with disabilities regardless of the fields, institutions and type of professions as shown in the Figure 1. In addition to the affect from organizations and regions they belonged to, the basic ideas and beliefs of disability employment supports ("importance of comprehensive support of the vocational life including environment and strength" and "benefit of the employment support for both companies and individuals") were important. Also, it was noticeable that the relationship with professional knowledge of disability employment supports was identified in the other type of role recognition/intention but it wasn't identified in the "case management of vocational life support by cooperation."

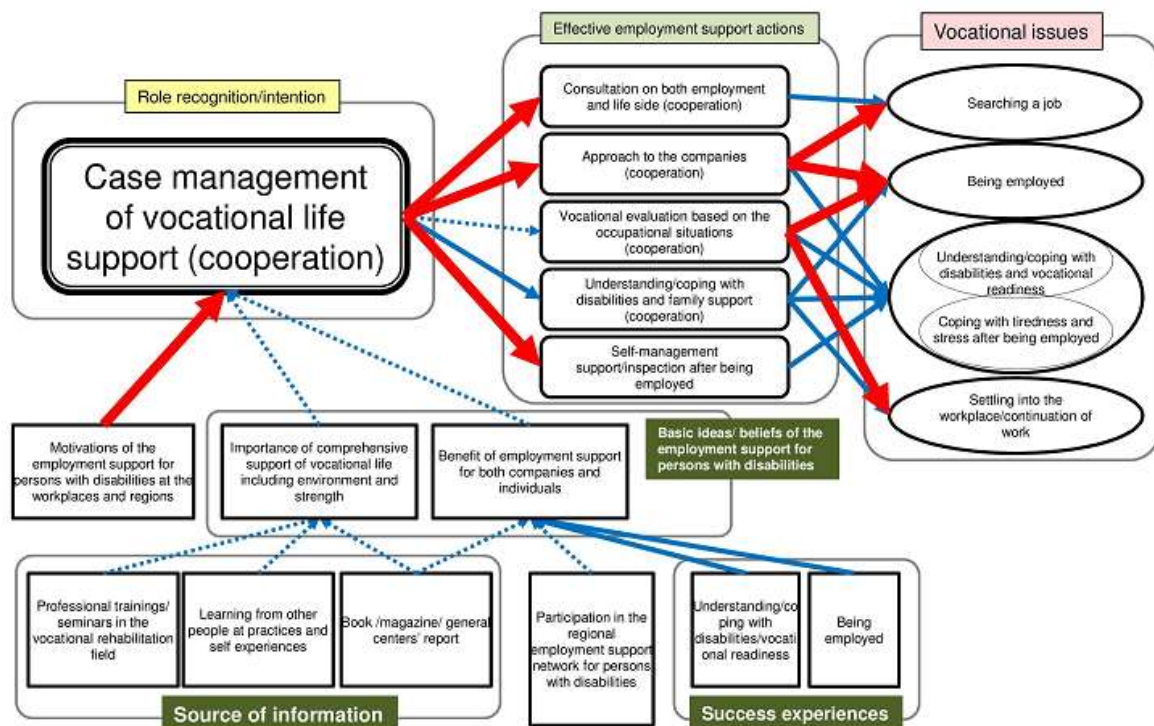


Figure 2: Structure regarding the role recognition of the "case management of occupational

- (2) Implementation and evaluation of training in order to promote the basic ideas and beliefs of disability employment supports

Also, in the same Figure 2, the "benefit of employment support for both companies and

individuals" which is an important basic idea and belief of disability employment supports had a strong relationship with the success experiences of on-site support, but a relationship with professional trainings/ seminars in the vocational rehabilitation field, learning from practices and experiences in general wasn't identified.

For this reason, in order to effectively promote such basic ideas and beliefs through the training etc., we clarified priorities for promoting the basic ideas and beliefs of the disability employment supports ("importance of comprehensive support of vocational life including environment and strength" and "benefit of employment support for both companies and individuals") from the result of a factor analysis. Based on this, in regard to the lecture contents in the job coach training course at the National Institute of Vocational Rehabilitation about the "philosophy of vocational rehabilitation" and the "process of employment support", we focused on the "common goals for disability employment supports" and "important points of disability employment supports" and then reconstructed the contents to give a two hour lecture. Through conducting a questionnaire before and after the lecture, we confirmed the improvement in their recognition regarding the important points of disability employment supports and the benefit of employment support and role recognition/intention in regard to the effective employment support in the future. In particular, the improvement in the recognition of the "benefit of employment support for both companies and individuals" was significant (Figure 3.)

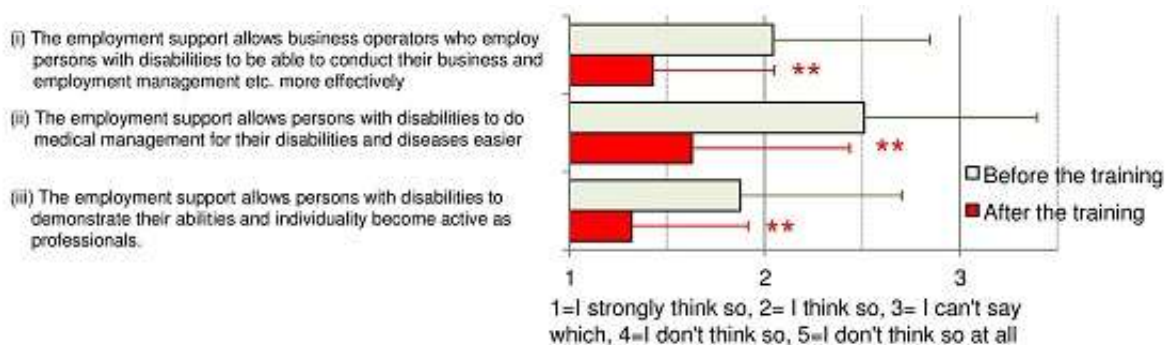


Figure 3: Cognitive change of the "importance of comprehensive support of vocational life including environment and strength" after and before the training (162 job coaches) (Mean + standard deviation; **: significant statistical difference of 1% level before and after)

(3) Research on the international trends toward social system reformation for the disability employment supports

A. International universality in the issues of effective disability employment supports.

Regarding the issues of disability employment supports as well as the effective activities in Japan, we examined the exam contents of Certified Employment Support Professional (CESP), which has been spreading rapidly in the United States, and confirmed the universality by making a comparison (Table 1).

Table 1: Comparison between the employment support for persons with disabilities in Japan and the questioning area in the exam for "Certified Employment Support Professional (CESP)"

Contents of the common understanding regarding employment support for persons with disabilities in Japan		Exam contents of CESP in the United States		
Basic ideas/beliefs and knowledge		Extent of the exam range	Number of items	Percentage of total
Range of occupational issues of persons with disabilities	Searching for a job	1) Application of basic values and principles in practice	12	13-17%
	Getting employed	2) Individual evaluation, employment / career planning	22	23-29%
	Understanding/coping with disabilities/vocational readiness	3) Regional research and job development	18	19-25%
	Settling into the workplace/continuation of work	4) Workplace and related support	23	27-33%
		5) Continuous support	5	6-8%

B. "Employment First" as a common philosophy beyond the fields and positions.

In the United States, the Federal Ministry of Labor has been promoting "Employment First" as a more concrete philosophy of disability employment supports and has indicated the direction of integrated activities in multiple areas beyond fields, institutions, and type of occupations in order to "put integrated employment for all the persons with disabilities into practice." We found that the specific activities for formation of common recognition between federal/state governments, people and supporters who are involved, as well as for organizational transitions (Figure 4.) were carried out.

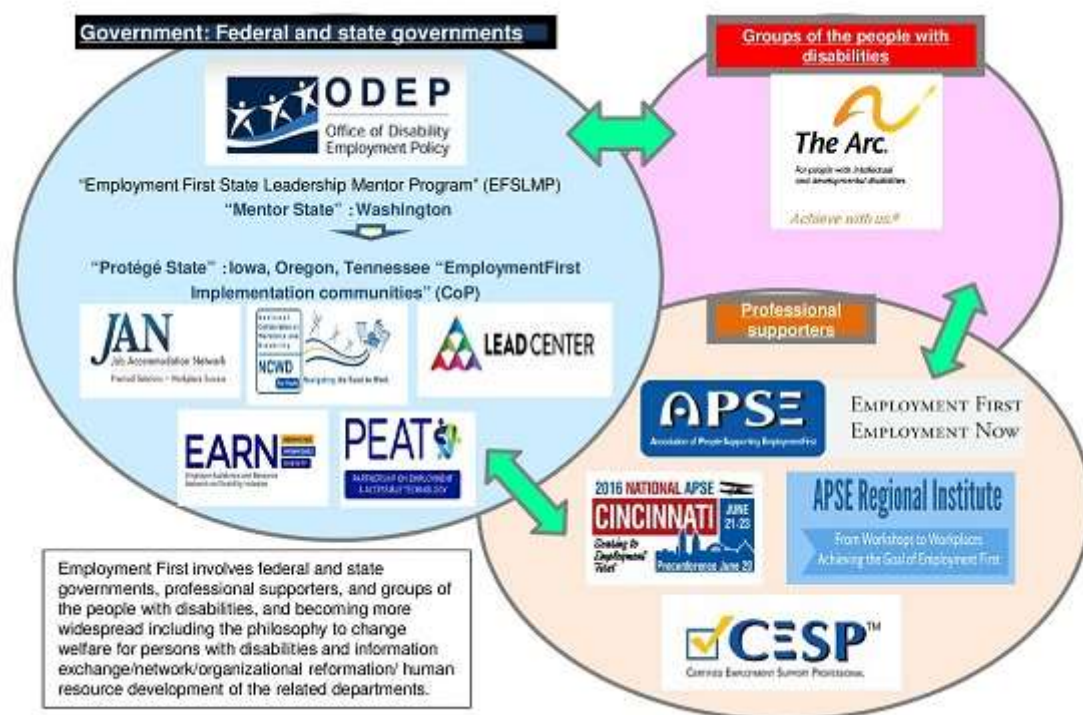


Figure 4: Expansion of activities involving the philosophy of "Employment First" in the United States

(4) Development of tools to disseminate the common base of disability employment supports.

A. Sorting out the contents of a common basis for the disability employment supports.

As a result of the research analysis above, we clarified the following two new points as a cross-sectional "common basis for disability employment supports" in multidisciplinary institutions/professionals: "a. basic framework for disability employment supports" and "b. common understanding point of the multi-disciplinary disability employment supports." Despite these being the most fundamental contents for implementing effective disability employment supports, they haven't been shared by many local people in the related fields where the expansion is expected toward the inclusive society in the future, so promoting these is especially important for the future.

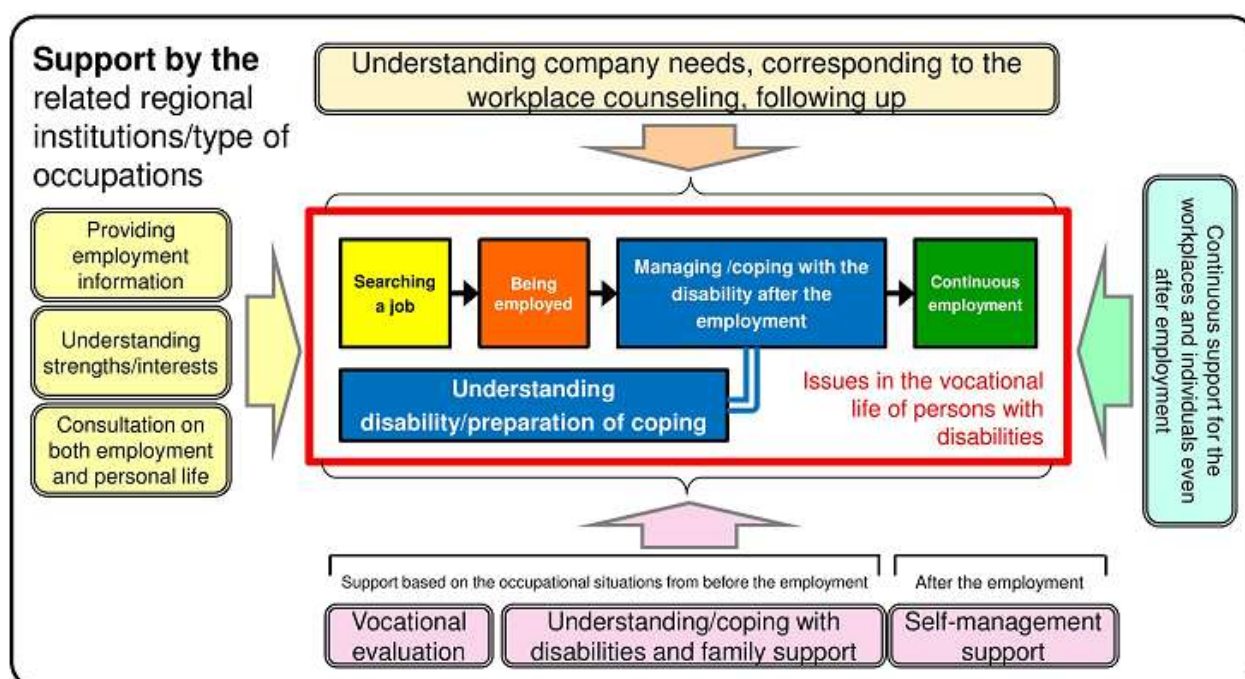


Figure 5: Common foundation of the disability employment supports a. "basic framework for the effective disability employment supports"

(a) Common basis a: "basic framework for disability employment supports"

Based on the research and analysis results from involved institutions/professionals in Japan, we clarified the basic framework of the support regardless of the involved institutions/professionals, to effectively support the vocational life of persons with disabilities before and after being employed (Figure 5). In particular, regarding vocational preparation/work transition support, it is important to provide parallel support for searching for a job/being employed regardless of having a disability and for the issues regarding understanding/coping with disabilities at occupational situations. For this, another support such as cooperation for individuals as well as companies/workplaces with employment support institutions is necessary. This has much in common with the contents of Employment First in the United States and the "Supported Employment" which is being promoted

internationally, and it is considered to be a universal way of doing disability employment supports.

Currently, in the involved local institutions/professionals in the health care, welfare and the educational field in Japan, because their recognition of the basic framework from before to after the employment is not always sufficient, in many cases we find the following issues and the necessity of coping with these for before and after as well as at the time of employment. These issues can form a vicious circle among individuals, companies, and supporters. Therefore, in order to solve this problem, it is necessary to approach widely from the whole social system with common recognition of the basic framework of the employment support.

- Before employment: While the evaluation and training which does not always fully assume their occupational situations has been conducted, there are fewer activities for searching for a job.
- At the time of employment: Although the number of persons being employed increases as a result of focusing more on searching for employment, not only persons with disabilities but also the companies/workplaces face difficulties immediately after the employment.
- After employment: Because the goal of the support is set on finding employment, persons with disabilities as well as workplaces become unable to cope with the problems which will occur after employment extending from months to years later and continuous employment will become difficult.

(b) Common basis b: "common understanding point of the multi-disciplinary disability employment supports"

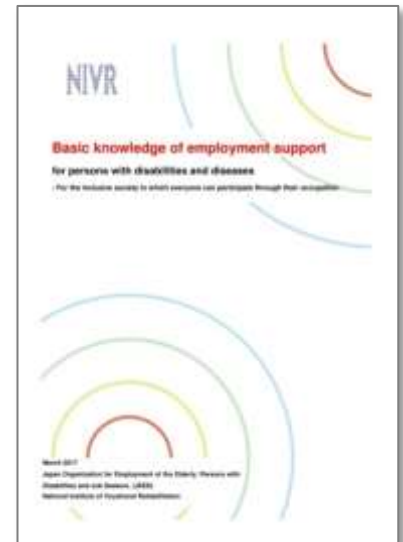
Regarding the disparity in recognition of disability employment supports among supporters and regions, despite the support institutions/professionals for persons with disabilities in healthcare, welfare and educational fields not being originally specialized in the employment support, there are concerns in regard to why they need to address the employment support, and exactly what role-sharing and cooperation should be done by making use of their expertise. However, all these things haven't been told at the conventional training etc. The points for establishing a common understanding of the disability employment supports among related people in the multi-disciplinary fields were clarified as follows.

- Under the philosophy of the inclusive society, in which persons with disabilities are supposed to have vocational lives, even in the field of health care, welfare, and education which is not specialized in the employment support, they should be able to carry out more effective employment support together with employment support institutions, in the case of having the role recognition and intention to implement continuous and comprehensive support through multi-disciplinary cooperation under the recognition of common goals based on each expertise and value.
- The basic idea and belief of which "the employment support benefits both persons with disabilities and companies" is important for effective support.
- It is important to confirm that the effective employment support for the persons with disabilities has essential support tasks and common goals in each institution/type of occupation.
- Basic points of disability employment supports (setting up a workplace environment, accommodations, personal strengths, interests and preventive/early response etc. to the issues in the occupational situations) and knowledge of the related systems etc. needs to be promoted according to the stance at each institution/type of occupation.

B. Development of tools for disseminating the common basis of the disability employment supports

Based on these results as well as the survey results of involved institutions, in order for the related people to effectively consider the role-sharing of employment support and how the cooperation should be in the regions etc., we created a booklet as a tool for the purpose of effectively promoting the common goals which these related people can share (Why?), points of employment support (How?), and tips for the specific activities that make use of each expertise (What?.)

We hope that it would be utilized by the professionals, individuals, and business owners etc. who have various backgrounds and need to be engaged in disability employment supports for the first time, as well as for the experienced people who are engaged in addressing new issues who find it difficult to cope with the conventional ways.



7. Related research products

Material series No. 95 "Related data and materials on Community Supports in Health Care, Welfare and Educational Fields to Promote Work Readiness and Transition of Persons with Disabilities "

"A primer of employment supports for persons with disabilities and diseases - For the inclusive society where everyone can participate in the society through employment"