



The Study on the current Status of support and future of the Way of Working of Persons with Higher Brain Dysfunction

(Research Reports No. 121) Summary

[Keywords]

Higher Brain Dysfunction Ways of working social welfare scheme

[Usage of this report]

We grasped various aspects of the current status of employment and ways of working of persons with Higher Brain Dysfunction through the following three types of fact-finding surveys: (1) Survey of Local vocational rehabilitation centers for persons with disabilities (2) Survey of Work Transition Support Providers, and (3) Survey of persons with Higher Brain Dysfunction belonging to the Family Association (JT BIA and TKK). We also organized the details of status and issues in support institutions which accept persons with Higher Brain Dysfunction in high numbers. This study is expected to be useful for the supporters in medical treatment, welfare, and employment support institutions to provide detailed support.

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2 Study Period

FY2012 to FY2013

3 Composition of the research report

Overview:

Chapter 1: Background and purpose of research

Chapter 2: Fact-finding survey on the utilization of Local vocational rehabilitation centers for persons with disabilities

Chapter 3: Survey of Work Transition Support Providers

Chapter 4: Survey of persons with Higher Brain Dysfunction who belong to the Family Association (JTBJA and TKK).

Chapter 5: The status and issues in efforts by various support institutions

Chapter 6: Conclusion

Materials

4 Background and Purpose of Research

Support base institutions have been expanding across the country through the promotion project of support to persons with Higher Brain Dysfunction, and the support to these persons in the field of medical rehabilitation has been developing. On the other hand, the number of persons who can be employed has been steadily increasing as a result of the implementation of Support Offered by Job Coaches (JC) (In order to assist persons with intellectual disabilities and persons with mental disabilities in smoothly adjusting to the workplace, the centers dispatch job coaches to workplaces to provide direct and professional support to such persons and their employers based on individual disability traits.), etc. as part of support to persons with Higher Brain Dysfunction in the field of vocational rehabilitation. Detailed support to persons with Higher Brain Dysfunction who are currently employed will be needed in the future. Therefore, this study aims at clarifying the ways of working and support to persons with Higher Brain Dysfunction working in general employment and social welfare scheme, as well as considering desirable future support to them.

5 Method

(1) Literature survey

(2) Fact-finding survey on the utilization of Local vocational rehabilitation centers for persons with disabilities

(3) Survey of Work Transition Support Providers

(4) Survey of persons with Higher Brain Dysfunction belonging to The Family Association (JTBJA and TKK)

(5) Hearing survey of support centers for persons with Higher Brain Dysfunction

6 Summarized Results of the Study

(1) Literature survey

According to the fact-finding surveys in terms of prefectures or institution levels for persons with disabilities, the rate of employment of persons with Higher Brain Dysfunction (general employment and social welfare scheme) are approx. 20 to 45% (Table 1).

Table 1. Employment of persons with Higher Brain Dysfunction

Name of report	Year of survey	Survey subjects	Subjects (persons)	Average age (years old)	Causative diseases (%)		Disability Certificates (%)			Employment status (%)		
					Cerebro-vascular disease	Brain damage	Bearer	Physical	Mental	Workers	General employment	social welfare scheme
Tokyo Medical and Dental University Report on the fact-finding survey on the after effects of brain damages	2004	Persons with brain damages (an organization which belongs to Japan Traumatic Brain Injury Association(JTBIA))	635	35.3	0.0	100.0	78.3	59.4	28.9	28.9	13.9	13.7
National Institute of Vocational Rehabilitation Research Reports No. 92	2008	Persons with Higher Brain Dysfunction who utilize Local vocational rehabilitation centers for persons with disabilities (FY2005 to	852	54.8% is 30s-40s	36.6	46.5	72.7	37.1	37.9	44.8	40.0	12.7
Tokyo Report on the fact-finding survey on persons with Higher Brain Dysfunction Summary version (The second)	2008	Persons with Higher Brain Dysfunction in Tokyo	198	51.0	59.6	31.8	82.3	73.2	20.2	19.2	9.6	6.6
Nagoya Rehabilitation Report on the fact-finding survey on persons with Higher Brain Dysfunction after the external injuries in brain (The second)	2009	Persons with brain damages in Tokai area (Aichi, Mie, Gifu, Shizuoka)	365	41.6	0.0	100.0	76.4	54.5	31.2	41.1	26.0	15.1
JTBIA Report on the fact-finding survey on the lives	2009	Groups which belong to JTBIA and members of institutes recognized by these groups which support persons with Higher Brain Dysfunction	1715	43.4	25.5	59.5	82.2	55.3	43.3	23.3	16.8	19.4

Though "employment opportunities" of persons with Higher Brain Dysfunction are increasing, their wages are 14,000 yen per month, which is extremely low, in social welfare scheme without employment contract as "ways of working" (Support program for continuation of work (Type B); Work and production activities are provided at the support providers' place to persons with disabilities who have experience to work but have found it difficult to be employed due to age or lack of physical strength.) If there is any employment contract (Support program for continuation of work (Type A)), the wages become 72,000 yen. Combined with disability pension, persons with Higher Brain Dysfunction can possibly earn their livelihood (Figure1).

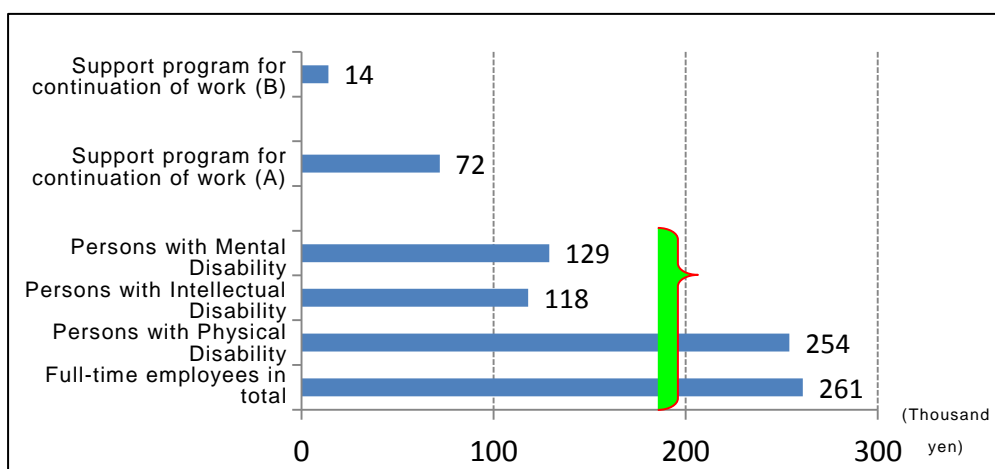


Figure1. Average monthly comparison of wages

(2) Survey of Local vocational rehabilitation centers for persons with disabilities

According to the relationship between the development of governmental support projects to persons with Higher Brain Dysfunction (the development of medical rehabilitation) and the number of persons who utilized Local vocational rehabilitation centers for persons with disabilities, the number is increasing as follows: 359 persons in FY2002 (the subsequent year of starting support model projects), 483 persons in FY2007 (the subsequent year of starting promotion project of support), and 664 persons in FY2011 (when expansion of projects across the country was achieved).

Concerning the outcomes after the utilization of Local vocational rehabilitation centers for persons with disabilities, the rate of persons who can be hired in general employment (employment/rehabilitation) has increased from 33.9% in FY2002 to 46.6% in FY2007, and 53.5% in FY2011 (Figure 2).

Many of disability characteristics of persons with Higher Brain Dysfunction who utilized Local vocational rehabilitation centers for persons with disabilities are common in "memory impairment" (66%), "attention disorder" (50%), "Executive function disorder" (42%), and so on. Most

of the work is categorized as "Simple work," "Supplementary work," "Peripheral work," and "Miscellaneous work." Problems in the performance of work are as follows: Difficulties in making work procedures routine" (25%), "Difficulties in memorizing work" (20%), "Mistakes in work/inputting error" (14%), "Slow performance" (11%), "Understanding directions" (8%), "Correctness" (8%), etc. Details of support are "Making procedure manual" (38%), "Utilization of notes" (21%), "Management of schedule" (12%), etc. After JC support, the rate of general employment reaches 88.6% (employment is 52%, rehabilitation is 36.6%), which is high.

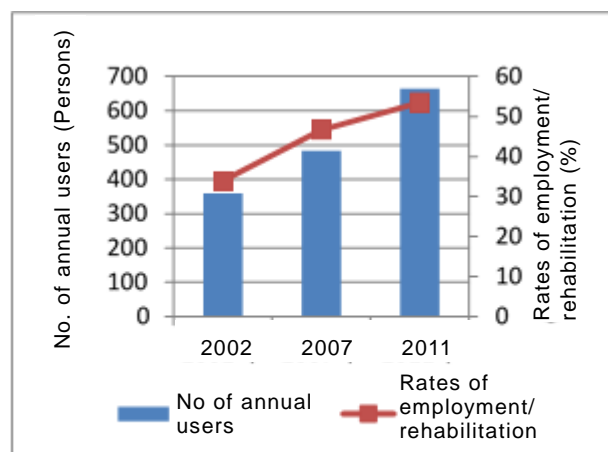


Figure 2. Transition of the number of persons who utilized Local vocational rehabilitation centers

(3) Survey of Work Transition Support Providers

We performed fact-finding surveys of Work Transition Support Providers (1,839 offices) across the country which support persons with Physical Disability and persons with Mental Disability concerning their support to persons with Higher Brain Dysfunction. 967 offices answered (Collection rate is 53.2%). As for the additional services other than transition support, the majority (70.7%), 684 offices, provide Work Transition Support (Type B), and the minority (10.7%), 103 offices, provide Work Transition Support (Type A).

a. Status of utilization

347 offices (35.9%) answered, "There are users," 206 offices answered, "There are users currently," 43 offices answered, "There are users currently and there were users in the past," and 98 offices answered "There were users in the past" (Figure 3). Only approx. one third of all organizations have the experience to support persons with Higher Brain Dysfunction. A total of 760 persons with Higher Brain Dysfunction utilized 347 offices (2.2 persons per office on average)

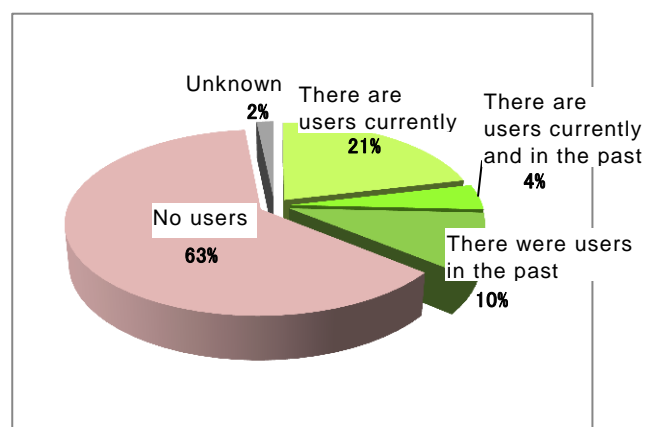


Figure 3. Status of utilization

b. Status of wage receipt

As for 347 institutions, which persons with Higher Brain Dysfunction "utilize" or "utilized," the status of their wage receipt is listed in Table 2. The person who received the highest wage was appointed as a representative if users were 2 or more in each institution.

10 persons (2.9%) are "working with employment contract." The average monthly wage was 82,831 yen. 229 persons (66.0%) are "working without employment contract." The average monthly wage was 19,961 yen on average. 53 persons (15.3%) were "No wages," and 55 persons were "Others/unknown" (15.9%).

Table 2. Status of wage payment

	Type A (N=27)		Type A+B (N=19)		Type B (N=199)		No TypeA, TypeB (N=102)		Total	
	(persons)	(%)	(persons)	(%)	(persons)	(%)	(persons)	(%)	Number of persons	Percentage (%)
With employment contract, salary paid	8	2.3	2	0.6	0	0	0	0	10	2.9
Monthly salary (Yen)	82,389		84,598						82,831	
Without employment contract, wages paid	11	3.2	13	3.7	158	45.5	47	13.5	229	66.0
Monthly wages (Yen)	26,352				19,217		16,503		19,961	
Wages not paid	5	1.4	0	0	8	2.3	40	11.5	53	15.3
Others, unknown	3	0.9	4	1.2	33	9.5	15	4.3	55	15.9
Total	27	7.8	19	5.5	199	57.3	102	29.3	347	100

c. Details of work and status of work performance

Details of work by persons with Higher Brain Dysfunction are as follows: "Assembly/packing" in 112 institutions (39.6%), "Data entry" in 63 institutions (22.3%), "Cleaning/washing" in 56 institutions (19.8%), "Light/easy work" in 41 institutions (14.5%), "Food manufacturing" in 33 institutions (11.7%), "Agriculture/horticulture" in 28 institutions (9.9%), "Segregation/sorting" in 23 institutions (8.1%), and so on.

As for the status of work performance, only 6.9% was "No problem." "Acceptable after settling" was 9.1%, "Checking is required" was 27.6%, "Directions are required" was 25.1%, "Both directions and checking are required" was 18.2%. Therefore, persons who need checking, directions or both were 70.9% all together.

(4) Survey of persons with Higher Brain Dysfunction

Among persons with Higher Brain Dysfunction belonging to family associations such as Japan Traumatic Brain Injury Association (JTBI) and Tokyo Koji No Kino Shogai Kyogikai (TKK) etc., we performed fact-finding surveys of employment on 1827 persons who agreed to cooperate with the survey through the representative of each family association, and 745 persons answered (Response rate is 40.8%). Breakdown of 745 persons is as follows: those who are employed (Group A) are 208 persons, those who have no employment contract and receive wages (Group B1) are 283 persons, and those who receive no wages (Group B2) are 254 persons.

a. Overall trend

- Men are 604 (81.8%), ages are 43.2±13.4 years old on average. Ages between 20s and early 60s (Employment age group) account for 89.4% of the whole (Figure 4).
- Persons who possess "Disability Certificates" are 685 (91.9%), and categories of certificates are as follows: 265 persons (35.6%) with "Physical Disability Only," 250 persons (33.6%) with "Mental Disability Only," 134 persons (18.0%) with "Mental and Physical Disability."
- Causes of injuries are as follows: 472 persons (63.4%) for "Brain injury," and 180 persons (24.2%) for "Cerebrovascular disorder."

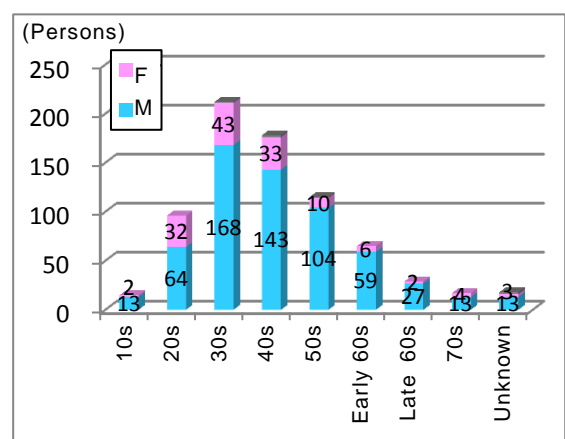


Figure 4. Distributions according to genders and ages

- The terms since injury are as follows: 592 persons (79.5%) for "More than 5 years," and 20 persons (9.6%) for "3 to 5 years."
- As for disability characteristics, the following have high frequency (more than 60%) in 3 groups and there is no significant difference among them: "difficult to learn new things." "get confused when facing new situations and problems and don't know how to handle them," etc. On the other hand, there are significant differences among 3 groups concerning the following characteristics (Table 3): "Can't hold up," "Can't focus on the work and suspend it frequently," "Easily get angry when pointed out by others," "Lose the purpose of their actions," "Can't start work until they are prompted," etc.

Table 3. Disability characteristics (Frequencies of occurrence)

Group A (with employment contract), Group B1 (without employment contract, with wages), Group B2 (without wages)

Troubles (Often + Sometimes)	Group A	Group B1	Group B2	All (%)
Difficult to learn new things	83.7	85.9	86.6	85.5
Get confused when facing new issues and problems and have no idea how to handle,	73.1	73.1	79.1	75.2
Pointed out that they repeat the same questions.	69.7	75.3	78.3	74.8
Errors are not noticed, which others often point out.	63.5	69.3	72.4	68.7
Pointed out that their work does not progress.	53.4	61.1	70.5	62.1
Cannot hold up	48.6	60.1	71.7	60.8
Turn to someone immediately, when a problem occurs.	50.5	65.0	63.4	60.4
Easily get angry when pointed out by others	53.4	59.7	66.1	60.1
Way of thinking or work contents cannot be changed easily when necessary.	54.3	59.7	62.2	59.1
Lose the purpose of their actions	45.2	59.0	64.6	57.0
Cannot focus on the work and suspend it frequently	33.7	48.1	66.5	50.3
Cannot start work until they are prompted	33.7	49.1	62.6	49.4
Human relationships at workplace are not smooth.	47.1	54.4	43.3	48.6
Sitting in the same position for long hours is difficult	35.1	46.3	57.5	47.0
Doze off during work	21.6	27.9	35.8	28.9

80~89 70~79 60~69 50~59 40~49 30~39 20~29%

b. Group A (208 persons)

As for employment conditions, 47 persons (22.6%) are "General employment" while 144 persons (69.2%) are "employed within the framework of persons with disabilities," which is high. As for the form of accession, 36 persons (17.3%) are "Continuous employment (rehabilitation)" while 147 persons (70.7%) are "New employment," which is high. As for the status, 59 persons (28.4%) are "Regular-employment (permanent)" while 126 persons (60.5%) are "Non-regular employment (temporary, contracted, dispatched, part-time)," which is high. As for working hours, 35 persons (16.8%) work for "Short time" and 5 persons (2.4%) work in "Flexitime" while 148 persons (71.2%) work in "Regular time," which is high.

As for payment style of wages, 102 persons (49.0%) receive "Monthly salary" of 178,000 yen on average. 91 persons (43.8%) receive "Hourly payment" of 846 yen on average. As for bonuses, 86 persons (41.3%) answered, "Receive." As for the satisfaction levels of wages, 92 persons (44.2%) answer, "Satisfied," 50 persons (24.0%) answer "Can't tell," and 55 persons (26.4%) answer, "Not satisfied."

As for the enrollment of various insurances, 140 persons (67.3%) enroll in "Unemployment insurance," 105 persons (50.5%) enroll in "Employee's pension insurance," 7 persons (3.4%) enroll in "Employees pension fund," 93 persons (44.7%) enroll in "Health insurance."

As for work contents, 45 persons answered, "Desk work" ("Data entry," "Easy desk work," etc.) and 23 persons answered, "Cleaning activities" ("Cleaning of places," "Cleaning of things"). As for the work process, only 18 persons (14.0%) answered, "Independently" ("By own judgment," "Without directions or checks), which is low. On the other hand, 67 persons (51.9%) answered, "Need support" (Receiving directions," "Being checked/confirmed," etc.), which is high.

As for the consideration at the workplace, the majority, 116 persons (55.8%), do "not answer (unknown)." 61 persons (29.3%) answered, "There is consideration," and 31 persons (14.9%)

answered, "There is no consideration."

As for worries on work, the majority, 119 persons (57.2%), do "not answer (unknown)." 67 persons (32.2%) answer, "Have concerns," and 22 persons (10.6%) answered, "Have no concerns." As for the contents of concerns, the following are comparatively frequent: "Human relationships," "Performance of duties," "Type of employment (ways of working)."

As for ways of working in future, the majority, 132 persons (63.5%), want status quo answering, "Want the same work at the same workplace." As for the reasons for it, 45 persons answered, "Work environment is good (consideration and understanding by others," "Adequate work contents," etc.), 17 persons answer, "No other option," and 16 persons answered, "Became accustomed."

c. Group B1 (283 persons)

As for the commuting methods, the majority, 128 persons (45.2%). use "Public transportation," and 85 persons (30.3%) use "Drop-off/Pick-up by family."

The wages for 245 persons are disclosed and the average amount is 8,755 yen per month. Concerning the classification according to amount, 46 persons (16.3%) receive 10,000 yen to less than 15,000 yen per month, which is the most frequent value.

As for the consideration at institutions, the majority, 220 persons (77.7%), do "not answer (unknown)." 34 persons (12.0%) answer, "There is consideration," and 29 persons (10.2%) answer, "There is no consideration."

As for the future plan, the following answers are relatively frequent: 117 persons (62.5%) answered, "Want to continue to use the current institutions," 59 persons (20.8%) answered, "Want to find a job." As for the reasons to want to continue to use the current institutions, the following answers are relatively frequent: 20 persons (27.8%) answered, "No other place to use," and 15 persons answered, "I fit in this place." The frequent reason to want to find a job is "To earn income."

As for the consideration at institutions, the majority, 220 persons (77.7%), do "not answer (unknown)." 34 persons (12.0%) answered, "There is consideration," and 29 persons (10.2%) answered, "There is no consideration." Details of consideration are: "For the characteristics of disability" in 13 persons (38.2%), "For the work contents" in 5 persons (14.7%).

d. Group B2 (254 persons)

There is a tendency that more persons use "Drop-off/Pick-up by family (72 persons, 28.3%) than "Public transportation (44 persons, 17.3%).

As for the future plan, the following answers are relatively frequent: 62 persons (24.4%) answered, "Want to continue to use the current institutions," 31 persons (12.2%) answered, "Want to find a job." As for the reasons to want to continue to use the current institutions, 8 persons answered, "Rehabilitation training," and 7 persons answered, "I fit in this place." As for the reasons to want to find a job, 10 persons (32.3%) answer, "Want to be independent (to participate in the society."

As for the consideration at institutions, the majority, 198 persons (78.0%), do "not answer (unknown)." 40 persons (15.7%) answer, "There is consideration," and 16 persons (6.3%) answer, "There is no consideration." As for the details of consideration, the most frequent answer was "Individual consideration according to disability and status" (13 persons).

(5) The status and issues of efforts by support institution for persons with Higher Brain Dysfunction

We organized the following items raised as the points of consideration and efforts made to persons with Higher Brain Dysfunction at 7 institutions supporting such persons in relatively high numbers.

[Consideration for the persons]

- To make them acquire the ability to manage health and daily life: "To make them conscious

of their disabilities," "To make them obey general rules," "To make them manage rhythm and schedule"

- To make them acquire the skills of human relationships and basic habit of labor: "To make them thoroughly implement report, contact, consultation, and confirmation," "To make them acquire social skills," "To strengthen their ability to cope with problems on the job training," "To make them experience the actual labor through practical training, workplace tour, etc."
- On the job consideration: "How to give instructions (To give instructions concisely and specifically, beforehand, To fix the persons to whom instructions are given, To give instructions visually)," "To give manuals," "To give tasks one by one according to their priority," "To give them rest frequently (Consideration for easy fatigability)."
- Mental consideration: "To fix the person with whom they can consult," "To treat them as acceptable members of society," "To make them possible to enjoy their work," "To give positive feedback."
- Consideration for disability characteristics: "To make them acquire alternative measures," "To make them fill in memory note habitually," "Consideration for the lack of consciousness of disease."

[Consideration for environment]

"Environmental setting (Problems are less likely to occur, Can concentrate, Not too considerate, Setting according to disability characteristics)"

[Cooperated support]

"Support to family," "Cooperation with other institutions," "Share of information with persons concerned," "Accompanying to the attending physician," "Accompanying them to the job interview at the company."

[Promotion of understanding]

"To consider users from the view point on how disabilities affect the work," "To explain the respective disabilities to other users."

We organized the future issues as follows:

[System to manage institutions]

"Cost to manage institutions," "Shortage of staff," "Insufficient system of cooperated support," "To secure users."

[Support ability]

"Recognition of disabilities," "Methods to acquire alternative measures," "Promotion of companies' understanding,"

"Support to persons who are difficult to rehabilitate," etc.

(6) Conclusion

After model projects of support to persons with Higher Brain Dysfunction, the promotion project of support has been expanding across the country, and the systems to diagnose, train, and support persons with Higher Brain Dysfunction at medical institutions are currently getting organized. Therefore, the maturity of support to them by welfare institutions and work support providers will make it possible to provide comprehensive support.

This research clarified the actual status of ways of working and the details of support to persons with Higher Brain Dysfunction in general employment and social welfare scheme through the following processes: 1) Fact-finding surveys on persons with Higher Brain Dysfunction who utilize "Local vocational rehabilitation centers for persons with disabilities" which mainly support the employment of persons with disabilities, 2) Fact-finding surveys on persons with Higher Brain Dysfunction who utilize "Work Transition Support Providers", which work as a bridge between welfare and employment, 3) Fact-finding surveys on persons with Higher Brain Dysfunction who belong to "JT BIA," 4) Organizing the status and issues in support with the cooperation from "support institutions which specialize in the support to persons with Higher Brain Dysfunction."