

# Paths to vocational rehabilitation

*At different stages of life, an injury, illness or some other limitation concerning health may weaken our working capacity. These may also affect the choice of occupation, the placement in work or the remaining in work.*

*The services provided by the vocational rehabilitation planning of the employment offices help drawing up such plans and solutions related to work or training where the client's health is taken into consideration.*

*Vocational rehabilitation is also arranged by accident and motor third party liability insurance institutions, employment pensions institutions and the Social Insurance Institution.*

[www.vkk.fi](http://www.vkk.fi)

[www.tela.fi](http://www.tela.fi)

[www.kela.fi](http://www.kela.fi)

## Resorting to vocational rehabilitation in time

The vocational rehabilitation planning of the employment office is the right place when you are considering:

- what kind of work or training suits me despite my health limitations ?
- can I continue in my job or should I consider career swapping ?
- what chances do I have to find suitable work or training ?
- what kind of financial or other assistance can I find to support my vocational rehabilitation plans ?
- which service system is responsible for rehabilitation in my case?

## Vocational rehabilitation planning is cooperation

The services of the vocational rehabilitation planning of the employment office are based on the cooperation between you and the officials. Vocational guidance psychologists are at your disposal, whenever you need vocational guidance or guidance in career planning or in the application for training. The employment consultants administering rehabilitation issues provide their services, when you seek for a job or need guidance and counselling.

- Tell your expectations and wishes
- You'll get guidance and counselling
- Together we will make a feasible rehabilitation plan
- You'll get sufficient time to tend to your rehabilitation affairs
- Your data protection won't be violated
- The employment office will support you when you implement your vocational rehabilitation plan.

In the following, there is a list of services that the vocational guidance psychologists and the employment consultants tending to rehabilitation matters offer you. These include services in which the officials are specialized in addition to joint sub-areas.

**Under the vocational rehabilitation planning, the vocational guidance psychologists and the employment consultants tending to rehabilitation cooperate with you**

- by clarifying the effects of your health on work and training choices
- if necessary, by arranging medical and rehabilitation examinations and expert's consultations
- by drawing up with you a vocational rehabilitation plan and by supporting its implementation
- if necessary, by cooperating with other service systems.

**In addition to vocational rehabilitation planning, vocational guidance psychologists specialized in vocational guidance and career planning give their support**

- by giving personal rehabilitation guidance
- by evaluating your competence and your strengths
- by testing your aptitude and by assessing your interest in different work and training branches
- by assessing your need for vocational rehabilitation and your vocational possibilities
- by arranging different work and training try-outs to ensure your rehabilitation plan.

**In addition to your job seeking, the employment consultants tending to rehabilitation matters also assist you**

- by providing counselling in job-seeking and rehabilitation matters
- by assessing your training need and your possibilities of training
- by clarifying your chances of labour market training
- by assessing your preconditions for getting a job or an occupation
- by promoting your placement in work by arranging different support activities, e.g. work try-outs, coaching for work, support for arrangement of working conditions, employment subsidy etc.
- by contacting employers for the purpose of getting you a suitable job or for arranging work try-outs at the working place.

## Examinations and work and training try-outs support rehabilitation planning

To support vocational rehabilitation planning, the employment office arranges for you a possibility of examinations and of work and training try-outs.

**Examinations made by general practitioners and by specialists:**

Sometimes the assessment of the prerequisites for getting a job or a training place requires medical clarification of the health condition. With your consent the employment office may ask the doctor to give a clarification of your health condition. This will facilitate the drawing up and implementation of your vocational rehabilitation plan.

**Rehabilitation examinations:**

Your working capacity and your possibilities of getting rehabilitation for working life can be clarified by a rehabilitation examination. The examination includes medical, psychological and social examinations. The employment office may, with your consent, ask for a rehabilitation examination for you at a specialist institution.

**Work and training try-outs at vocational institutions:**

When you want to ensure that some work, occupation or training is suitable for you, the employment office can arrange a work or training try-out at a vocational institution. Thus you can

try out tasks related to the occupation in practice, and make an assessment with the experts of the institution on how the tasks and the required training suit you.

**Training try-outs at vocational institutions:**

If you want to ensure that you have sufficient preconditions for the training you are planning, the employment office can arrange a training try-out at the vocational institution. There you will get a clear idea of the training demands. At the same time, you can find out how you can benefit from your earlier studies and whether the studying, student welfare and housing conditions meet your needs.

**Work try-outs at the working place:**

The employment office can make an agreement with you and your working place on work try-outs at the working place, in tasks you want to try out. The purpose of the try-out may be placement in the job concerned after the work try-out, or a wish to ensure your work and training plans by means of the work try-out. In the work try-out it is not a question of an employment relationship, nor can the try-out be arranged with an employer by whom you are employed.

**Work try-outs and work coaching arranged by the work clinics or by other service units:**

The employment office can arrange work try-outs at work clinics, where you can try different work tasks and training options. The employment office can also arrange work coaching at work clinics or at an outside place of coaching arranged by the work clinic. The employment office may get work coaching from other service units, too, if they have a work coach. The aim is for you to get work experience by means of work coaching, and that you can thus enhance your chances of getting a job placement.

**Introductions to vocational institutions:**

The employment office may arrange an introduction tour for you to a vocational institution so that you can, in practice, get acquainted with the institution and the training it provides.

**Support for arrangement of working conditions**

If an injury or illness hampers getting a job or retaining one's workplace, the employment office may grant the employer financial support for costs caused by different arrangements of working conditions. The aim is to support the placement of rehabilitation clients in work or their remaining in work. Support can be paid for changes made e.g. in work machines, working methods and equipments and in the environment of the working place. The assistance given by other employees can also be compensated.