

# Job matching in vocational rehabilitation

*Approaches from return to work and organizational research*

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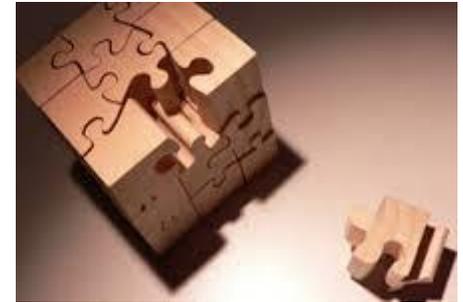
Empowerment, Participation and Social Integration Unit

Swiss Paraplegic Research

# Schedule

- Background - Job matching in vocational rehabilitation
- Objective & Methods
- Results – Job matching in return to work research
- Results – Job matching in organizational research
- Conclusion
- Outlook – Project «Development of a job matching tool»

# Background - Job matching



## Job matching

- Compatibility between a person's work-related capabilities (e.g. abilities) and characteristics (e.g. interests) and the demands and characteristics of his or her job
- Crucial role in vocational rehabilitation (VR) and important for a successful and permanent return to work (RTW)

## Job matching in VR

- Determination of a job goal based on the client's occupational interests and capabilities
- Matching the client's work-related skills/needs with the demands of the intended job/the characteristics of the workplace
- Job matching tools: Job-specific assessment and documentation of the goal setting and evaluation process

# Objective and Methods

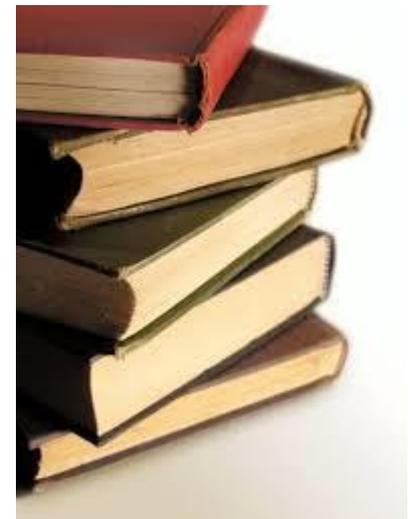
## Objective

To provide an overview on research involving job matching in the fields of RTW and organizational research

## Methods

Literature review on research involving job matching in the fields of RTW and organizational research

- Screening of the databases PubMed, CINAHL, PsychINFO and PsychArticles



# Results - Job matching in return to work research

## (1) Developing a conceptual framework for VR

- Biomedical, psychosocial, forensic, ecological, economic, biopsychosocial (Costa-Black et al. 2013)
- Biopsychosocial framework most promising for job matching (Waddell, & Aylward 2010)
  - (a) Work ability = Performance with regard to specific work demands; considering influences of environmental and personal factors
  - (b) ICF model suggested for VR (Escorpizo et al. 2010) and job placement (Homa 2007)

## (2) Health condition-specific information on aspects influencing RTW

- E.g. for spinal cord injury (Escorpizo et al. 2012)

## (3) Dearth of empirical studies on job matching

- Matching job-related capacities and job demands prevents persons with disabilities from jobs in which they are over-/underloaded (Zoer et al. 2012)

# Results - Job matching in return to work research

## (4) Job matching tools applied in VR

### Mainly generic instruments

- IMBA - Persons with disabilities (German Federal Ministry of Labour and Social Affairs, 1996)
- MELBA - Persons with mental disabilities (Kleffmann et al. 1997)

### Three essential shortcomings of existing job matching tools

1. not occupation-specific
2. not health condition-specific
3. not comprehensive

Great flexibility and broad applicability, but low specificity



# Results - Job matching in organizational research

## (1) Extensively studied in career selection and vocational psychology

- More extensive research than in RTW context
- Research exclusively on non-disabled individuals (Soresi et al. 2008)

## (2) Different types of person-job fit

### Person-occupation fit

- Individual occupational interests and an occupation's characteristics (Holland, 1997)
- Individual work-related needs and reinforcer patterns of work environment (Theory of Work Adjustment; Dawis & Lofqvist, 1984)

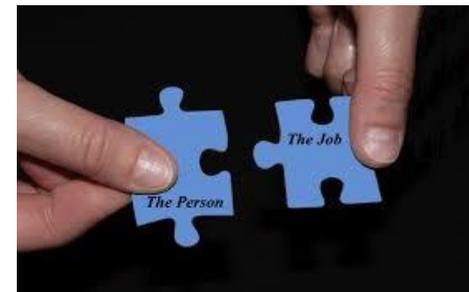
### Person-job fit (Edwards, 1991)

- Demands-abilities fit: Individual knowledge/skills/abilities and job demands
- Needs-supplies fit: Individual needs/values/preferences and job characteristics

### Person-organisation fit (Kristof-Brown et al. 2005)

### Person-group fit (Werbel et al. 1994)

### Person-supervisor fit (Kristof-Brown et al. 2005)



# Results - Job matching in organizational research

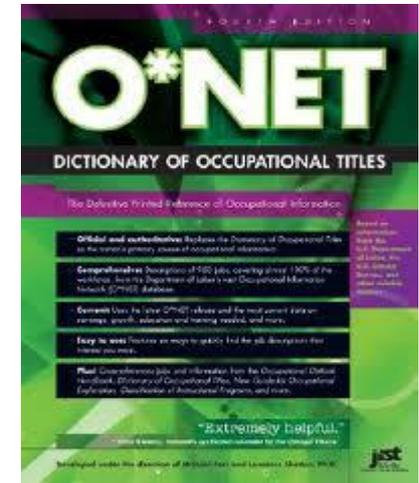
## (3) Occupational Information Systems

### Dictionary of Occupational Titles (DOT)

- Detailed information on job demands and characteristics

### Occupational Information Network (O\*NET)

- Based on DOT, most up-to-date comprehensive occupational information system (Occupational attributes of 1,102 occupations in the US labour market)
- Suggested for person-job matching in US labour market (Peterson, 2001), but also considered applicable outside the US (Taylor et al. 2008)



# Discussion – Main contributions of the research fields

## RTW research

- Conceptual basis for a biopsychosocial VR framework for persons with disabilities
- Health condition-specific information on various aspects influencing RTW

## Organizational research

- Person-job fit approaches
- Development of occupational information systems
- Occupation-specific career selection strategies for non-disabled individuals



# Discussion – Main gaps of the research fields



## RTW research

- Cronin et al. (2013) – Focus of future RTW research
    - (a) Matching person and job rather than focusing on the person
    - (b) Addressing environmental and personal factors in work-related assessments
    - (c) Developing comprehensive job matching assessments
    - (d) No established tool for documenting the job matching process (available tools are generic and only include general work activities)
- => Need for occupation-specific, health condition-specific and comprehensive job matching tools

## Organizational research

- Existing tools do not integrate the different types of person-occupation or person-job fit in a comprehensive way
- Career planning strategies only for non-disabled individuals

## Conclusion

RTW and organizational research approaches on job matching have largely been developed independently so far

Integrating these approaches is essential to further improve VR intervention outcomes

3-year SNSF-funded project at Swiss Paraplegic Research «Development of a functioning-based job matching tool for persons with spinal cord injury»

# Outlook – Project «Development of a functioning-based job matching tool for persons with spinal cord injury»

(Trezza & Schwegler 2013)

## Integrating approaches from RTW and organizational research

- Biopsychosocial framework
- Person-occupation and person-job fit approaches
- Occupational information systems (O\*NET)

## Comprehensive occupation- and health condition-specific job matching tool

- Including contextual barriers and facilitators at work
- Integrating different approaches of person-occupation and person-job fit
- Spinal cord injury as a case example
  - (a) Health condition-specific needs and limitations at work
  - (b) Environmental barriers that may reduce their work performance
  - (c) Limited spectrum of suitable occupations

# Outlook – Project «Development of a functioning-based job matching tool for persons with spinal cord injury»

(Trezza & Schwegler 2013)

## Promises

- Improved planning, documentation and evaluation of VR interventions for persons with spinal cord injury
- Contribution to successful and permanent RTW of persons with disabilities in general and with spinal cord injury in particular





**Thanks for your attention!**

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