

Management of the Rehabilitation & Integration Process

In German: RIM = Reha- und Integrations-Management

Preparing our participants for the first labor market by arranging individually the processes of vocational rehabilitation

Measures:

- Individual arrangements, modules, accompanying services etc.
- Support plans, target agreements
- Profiling
SWOT analysis (strengths / weaknesses / opportunities / threats)
self-perception and interpersonal perception
- Job Application Training
- Talks on vocational integration

The RIMs

Elke Busching



Ingrid Schilling



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Integration at the workplace - object to professional rehabilitation measures

Accomplishing suitable applicants and suitable workplaces

Requirements:

Suitable applicants:

- Professional competence
- Social, individual, and method competence
- Motivation
- Individual equipment of assistive devices (low vision / electronic devices)
- Individual ability

Integration at the workplace - object to professional rehabilitation measures

Search & find suitable workplaces

(for persons being blind or vision impaired)

- Inactive work contract
- Work experience
- Investigate media
- Hints of partners
- Networking

Integration at the workplace - object to professional rehabilitation measures

Co-ordination - with whom?

- Applicants / employers
- Representatives of people with handicap
- Financial supporters of professional rehabilitation, e.g. pension insurances, German Social Accident Insurance, job agencies, agencies for job integration of people with handicap
- Manufacturers of assistive devices
- Associations, organizations
- Authorities

Co-ordination – What?

- Application procedures
- Workplace survey
- Technical equipment
- Financial subsidies
- Training of mobility
- Individual trainings in handling assistive devices at workplaces
- Sensitizing employers and prospective colleagues for subjects related to vision impairment

Increased opportunities for job integration due to extended occupational competence

Concept „An die Arbeit“ („Let's work“) (Element of record keeping during the whole process of vocational rehabilitation)

- Aim: getting started for the job
- Measures for job integration along with educational measures
- Our students keep a folder with paper documents concerning all training and measures attended at the BFW Halle during their vocational rehabilitation
- With these paper documents they can provide evidence to the financial supporters of vocational rehabilitation and prospective employers

An die Arbeit - Integrationskonzept

Datum, Erledigungsvermerk, Anlage

Berufsbild – Entscheidung für den Ausbildungsberuf	Berufsbild
Stärken- Schwächen- Profil (Schlüsselqualifikationen, Fachkompetenz, Berufserfahrung - Selbsteinschätzung)	Profil
Bewerbung auf Hauptmaßnahme	Bewerbungsschreiben
Bewerbungsgespräch	
Teilnahme am Kurs zur Integrationsvorbereitung: "Fit für die Arbeit"	

Praktikum	Zeitraum/ Unternehmen
Praktikumseinweisung	
Telefonliste potentieller Arbeitgeber	
Praktikumsbesuch	
Praktikumseinschätzung Arbeitgeber	Einschätzung
Praktikumsauswertung lt. Arbeitsblatt	Arbeitsblatt mit persönlicher Auswertung
Kontakte durch Praktikum	Kontaktliste

hier Bewerbung vorziehen

Arbeitsmarktrecherchen Einrichten einer arbeitsmarkt-relevanten e-mail Adresse	
Info über Recherchemöglichkeiten	
gezielte Internetrecherche	Ergebnisse als Telefonliste
Recherche zur regionalen Wirtschaftsstruktur/Neuansiedlungen	Anlage
private Netzwerke	Liste

Form
 „An die Arbeit“
 („Let's work")

Individualisation and Integration orientation in practice

Cindy J. (22), former Medical Assistant, Training for
Medical Typist, Tunnel vision, single mother

- Start of training as a medical typist, immediate search for practical training with chances of integration (according to concept „An die Arbeit“)
- Personal contacts revealed a vacancy for a medical typist at the Medical Supply Centre of the University Clinical Centre of Halle (MVZ)
- Application for practical training at MVZ. Application papers tailored to job specifications created at BFW with assistance of job application coach
- Rehabilitation and Integration Management are contacting senior physicians in charge parallel to application
- Job interview positive

Individualisation and Integration orientation in practice

Cindy J. (22), former Medical Assistant, Training for
Medical Typist, Tunnel vision, single mother

- On-site appointment with Ms Cindy J. + CEO of MVZ + senior physician + Rehabilitation and Integration Management + academic course director
- Result: 6 week regular practical training at MVZ not accepted
- Request MVZ: 3 days a week practical training, beginning immediately
- Preparation of an individual lecture plan for Ms Cindy J. at BFW
- Solving of personal problems concerning child care
- Visit to practical training very positive, MVZ evinced intent of employment
- Deficit at German orthography, intensive effects of stress concerning screen handling for Ms Cindy J.
- Lecture plan got amended by modules German orthography and methods of stress relaxation

Individualisation and Integration orientation in practice

Cindy J. (22), former Medical Assistant, Training for
Medical Typist, Tunnel vision, single mother

- Excellent adjustment to the new job, ongoing vision problems like blurred vision, aching eyes as well as head ache
- Capability assessment of Ms Cindy J. by psychological service of the BFW
- Result e.g. not more than 6 hours of daily screen handling possible
- Rework of activities at practical training
- Due to her professional knowledge she is also able to handle tasks at the work place not related to a computer screen
- MVZ kept intent of employment
- Contact to rehabilitation agency and MVZ concerning funding successfully closed
- Vocational training finished
- Job agreement, funding for integration to MVZ by rehabilitation agency
- Post-training assistance BFW: office change Ms J. required special lighting at the workplace, organisation by Rehabilitation and Integration Management at BFW