

## Partners

The sub-project **Interaction of disability, competences and vocational rehabilitation** is one of eleven sub-projects altogether of the EQUAL development partnership BIBER.

We are having a special cooperation with the following sub-projects:

- **Call-Center-Learning Isles**  
Communication Factory GmbH
- **TELEOBA-TEle-Learning withOut BARriers for the blind and visually impaired**  
Berufsförderungswerk Halle (Saale) gGmbH

Strategic or contributing partners include:

- **Deutsche Rentenversicherung Mitteldeutschland**  
(Insurance Company of the Land Saxony-Anhalt)
- various institutions for vocational training in Saxony-Anhalt

## Duration

The project **Interaction of disability, competences and vocational rehabilitation** is planned for a duration of 2 years, from 01.07.2005 up to 30.06.2007.

After a 3-month period of preparation, participants of various qualification programmes starting in autumn 2005 will be guided before, during and after their vocational rehabilitation by a systematic monitoring process.

## Contact

# IRM



Contact: Ms Larissa Beck

Institut für Rehabilitationsmedizin der  
Martin-Luther-Universität Halle-Wittenberg  
Straße der Opfer des Faschismus 6  
06097 Halle (Saale)

Fon: +49 345 5571632  
Fax: +49 345 5574206  
E-Mail: [irm@equal-biber.de](mailto:irm@equal-biber.de)  
Web: <http://www1.medizin.uni-halle.de/irm>  
<http://www.equal-biber.de>

Development Partnership



VOCATIONAL  
INTEGRATION OF  
HANDICAPPED PERSONS  
IN SAXONIA-ANHALT

# Interaction of disability, competences and vocational rehabilitation

Gefördert durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds



Gemeinschaftsinitiative  
**Equal**



EUROPÄISCHE UNION  
Europäischer Sozialfonds



Bundesministerium  
für Arbeit und Soziales

## Challenge

In Germany, there are various forms of vocational rehabilitation to support the employability of people with disabilities and chronic diseases. If a once planned career can not be continued for reasons of illness or disability, it is one possibility to take part in retraining programmes for 6-12 months to acquire new educational and practical qualifications and to test remaining abilities in new employments. These programmes also offer a temporarily financial support, for employers as well as for employees. Usually diagnostic procedures are conducted weeks or months ahead of the beginning of the programme in order to select an adapted measure according to the individual disability and resources.

On the other hand, later developments are hardly considered in a systematic way. So far, little is known about positive and negative feedback mechanisms between challenges and strain of the vocational rehabilitation programmes and the changes of health states in disabled persons. These mechanisms can lead to abandonment of programmes and therefore to a failure of successful reintegration into work life.

## Objectives

For the improvement of the people's employability, dynamic interaction processes of disability, competence and the vocational rehabilitation programme will be acquired periodically by a systematic monitoring measurement. Participants of the programme will be involved as well as Trainers and - if applicable -, people from companies during hands-on training. In case of unfavourable developments, specific individual support will be offered to the persons involved.

Regularly sorting out possible problems will

- increase participants' contentment,
- prevent interruptions of the vocational rehabilitation programme,
- advance programme design,
- improve qualification effects of the programme,
- enhance the "best fit" of participants' profiles with new jobs,
- increase the number of successful integrations,
- ensure a sustainable integration into work life.

A generalization to disadvantaged people with different disabilities (e.g., learning disabilities) is planned. After the end of the project, the strategy is meant to be extended to a national as well as an international level.

## Target Group

The project **Interaction of disability, competences and vocational rehabilitation** focusses on persons with chronic diseases or physical disabilities taking part in a vocational rehabilitation programme.

The main target group are individuals with handicaps due to diseases of the musculoskeletal system and visually impaired people between 20 and 50 years of age, who are taking part in qualifying retraining programmes for 6-12 months.