

Enhancing the preconditions of employment and working capacities of people outside the labor market - forming an understanding of the needs

A two-year project

Työste is a 2-year project, (2015-2017) that aims to strengthen the possibilities for people's employment and increase their working and functioning capacities. This is done by establishing a local bridging process together with people without work, old persons and different societal actors. The project takes place in Myllypuro area, Helsinki and is run in co-operation by Metropolia UAS and local actors.

The co-creation takes place in workshops and agile experiments. As a result a transferable model of the bridging process is developed in this project. Another concrete outcome is *a self-evaluation tool for reflecting working ability or performance* that supports one's self-knowledge and self-belief. This poster handout describes the developing process of the self-evaluation tool and its theoretic basis.

Theoretic basis

The Model of Human Occupation (MOHO; Kielhofner 2008) describes volition, habituation and performance capacity in the center of human occupation. Volitional factors affects directly on occupational identity and capacity, work performance, motivation and identifying one's own abilities and believing in them. It also corresponds to enjoyment in work.

Motivating people to take part to workshops and to volunteer activities has turned out to be a great challenge in the project. Therefore *volition and motivation* are the central themes also in developing the self-evaluation tool. Major questions are, what motivates the use of the self-evaluation tool and what kind of feedback it should give.

Pierce (2003) brings out the intactness that comes out of *contextual dimensions of occupation*. In Pierce's Therapeutic Power –model the contextual dimensions includes spatial, temporal and sociocultural settings of occupation. Even small changes in contextual factors may have profound effects on the experience of occupation and one's occupational identity and competence. Therefore contextual factors are taken into a special account when evaluating occupational performance and environment with the self-evaluation tool.

Työste-project defines *four general working life skills* (by Manka 2008): life management, companionship, people and task management and innovation and change management. *Life management* forms the basis of working capacity and working life skills. Therefore it is especially weighted in developing the self-evaluation tool.

Diverse methods

The aim of developing self-evaluation is to explore:

- What kind of self-evaluation of working capacity would benefit people outside the labour market?
- What kind of a self-evaluation tool could be used by oneself without personal guidance?
- What could this tool be like in practice?

This practical developing process applies *Constructive development research approach* (Ojasalo–Moilanen–Ritalahti 2009). By this approach the theoretical knowledge and practical information (users views) are combined and applied to developing the concrete output (the self-evaluation tool).

Methods are diverse. The developing starts by familiarizing the target group and their occupations and occupational environment (unemployed mental health rehabilitees in East Helsinki Clubhouse). Their views and opinions on developing the self-evaluation tool are collected by a facilitated workshop.

After collecting the qualitative data a digital prototype of the tool is designed in collaboration with the welfare technology students and teachers. Piloting the digital prototypes starts in fall 2016 and continues in spring 2017. The goal is that the self-evaluation tool is ready to be applied to new user groups and contexts in summer 2017.

References

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Työste-project (finnish pages):

<http://www.metropolia.fi/palvelut/hankeyhteistyö/tutkimus-ja-kehityshankkeet/tyoeste/>