

INCLUDED IN
TRAINING AND
WORK

LORENTZ CENTRE WORKSHOP 2017
WORKING DOCUMENTS

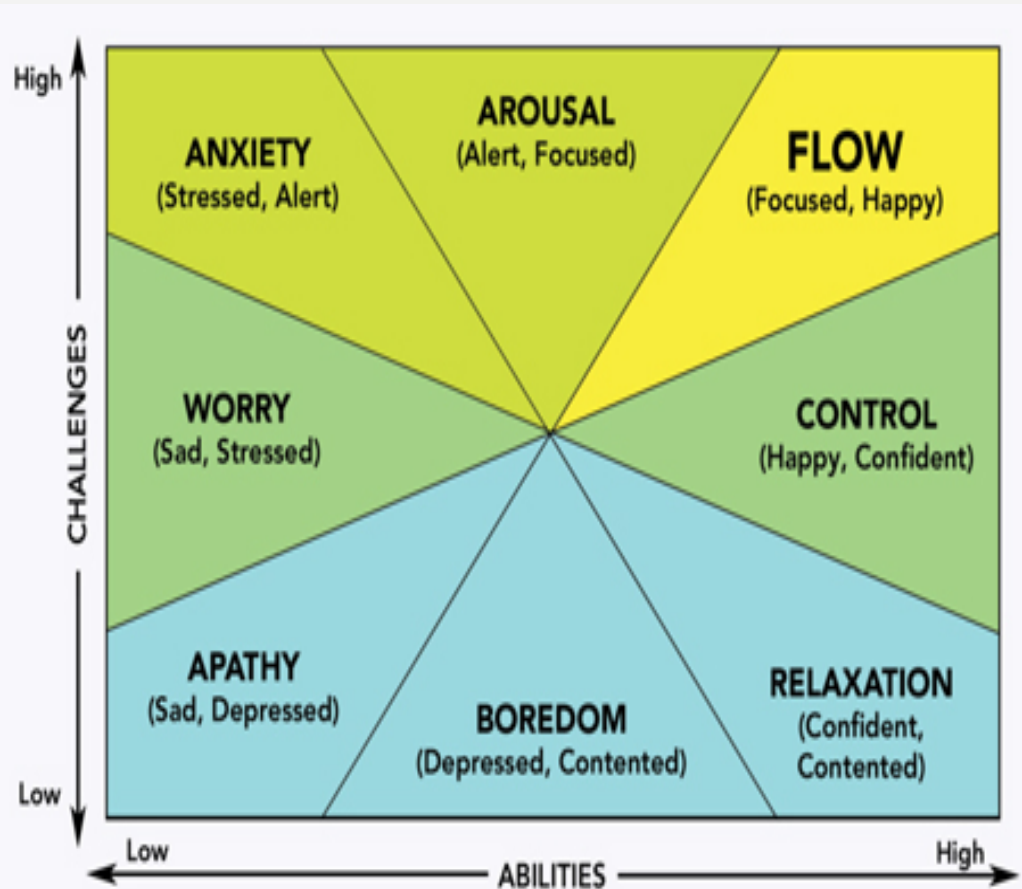


BARRIERS TO INCLUSION IN TRAINING AND WORK

[STRESS AT SCHOOL OR WORK]

- Description / definition(s)
- Stress-a state of mental or emotional strain or tension resulting from adverse or demanding circumstances.
- Eustress-this is literally the "good stress" that associated with positive feelings and health benefits(Li and Li,2016).
- Distress-Negative stress

[STRESS AT SCHOOL OR WORK]



Mihály Csíkszentmihályi's model of flow as related to challenge and ability.



[STRESS AT SCHOOL OR WORK] - IMPACT

- Impact on inclusion (summary)*
 1. Low productivity
 2. Exclusion
 3. Loss of school hours

 - Impact on good outcomes for people with disabilities (summary)*
 1. Absenteeism
 2. Burnout
 3. Low turnover
- (Mutkins et al,201)

[STRESS AT SCHOOL OR WORK] – EVIDENCE BASE

- Literature /research evidence*
 1. Autonomy reduces distress(van Ruysseveldt et al 2011)
 2. Self determination theory(Deci and Ryan,2008)
- Research gaps?
 1. Lack of reinterpretation of knowledge in the field in light of “positive psychology”

Examples : underestimated schooling and employment

[STRESS AT SCHOOL OR WORK] - RESPONSES

- Solutions / protective factors*:
 1. Golden triangle of Happiness(Cummins,2016)
 2. Specific work accommodations promote employment in persons with physical disability(Nevala et al,2015)
 3. Organize workload and increased autonomy (low levels of work with moderate autonomy) (van Ruysseveldt et al 2011)
 - Potential
 - Research gaps?

[STRESS AT SCHOOL OR WORK] –

A word cloud of various terms related to stress, school, and work. The words are arranged in a roughly triangular shape, pointing downwards. The terms include: social, workidentity, challenge, relaxation, reasonable, role, burnout, scaffolding, eudaimonia, together, underestimate, zone, eustress, reinterperatation, framing, flow, potential, productivity, development, theory, safety, management, opportunity, wellbeing, health, autonomy, competence, jobcoach, golden, personal, happiness, mogoroki, arousal, maslow, and boredom.

[STRESS AT SCHOOL OR WORK] - REFERENCES

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[STRESS AT SCHOOL OR WORK] - REFERENCES

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FACILITATIVE
POLICIES AND
GOOD
PRACTICES

[VOCATIONAL (RE)HABILITATION]

- Vocational rehabilitation is a means of providing training and employment for persons with disabilities/stress(Mouzakitis, G. S. (2010).

[VOCATIONAL (RE)HABILITATION] IMPACT]

- Impact on inclusion (summary)*
 1. Stress reduction in school and work
 2. Increased productivity, prevention of absenteeism and inclusion(belongingness)

- Impact on good outcomes for people with disabilities (summary)*
 1. Empowerment

[VOCATIONAL (RE)HABILITATION] – EVIDENCE BASE]

- Literature /research evidence*
- Research gaps?

???

** Always highlight the quality and applicability of existing evidence:*

- *Is it a case study, small study or large study? Prioritise data from well-designed research over case studies.*
- *How long did the study last – if there is a claim for outcomes, was it long enough to see whether impacts were long-lasting? Prioritise studies where impact has been robustly investigated.*
- *Does the solution need to be culturally validated for use in different settings?*

[VOCATIONAL (RE)HABILITATION] – ADDITIONAL INFORMATION

(Dis) Stress at School & Work

Federal & international conventions:
 ILO 102, 111, 159, 182, 188, 190, 201
 UNCRPD, Geneva, UN, CRPD, UNESCO, Regional, Municipalities, Agreements, Equality, Rights, Access, Workplace, Employee policy, Enforcement, Skills - next 2012, Motivation development, Wellness.

physical D. Neuroendocr.
 Leave (family health), NL: UWV No-Risk Policy, Werkbedrijf, Adam et al, USA - California - Labour code 3757B, Work-related & new, Kenya: Disability Act 25% tax back, Assembly Bill 2003, LIK: Equality Act, 2010, Denmark: Flex job scheme 1998, B.E. part-time, internship, Ryan's Deal, 2017, Abery, Brian, Beadle Brown, Williams, et al 2006 = PA, Zakrajsek et al 2013 Support staff intervention.

Productivity Exclusion Absence
 Burn-out, turnover, Mansel & Beadle-Brown 2005, self-sufficiency, self-directed, Autonomy, competence, relatedness, Motivation, purpose, employment, relations.

Mathematical Notation:
 \mathbb{R}^2 , β , $H^1(E, C)$, \mathbb{R}_+ , H^2 , w^+ , $\sum_{a \in \mathbb{R}^2} \frac{1}{m^2} d_i$, $\sum_{j=1}^n v(j) c_j$, $\sum_{d=1}^n v(d) =$

[NAME OF POLICY OR PRACTICE] - REFERENCES

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