

## WORKPLACE AUDITS (PROTEAS)

The Proteas DP in Greece designed and implemented new solutions in the area of ergonomics aimed at assessing both the person with a disability, as well as the work place in order to ensure that there was a match between the needs of the individual and the needs of the employer.

A multi-disciplinary team of occupational therapists and psychologists was formed in order to identify the *factors* that could make the difference in the evaluation tools and the end product was an evaluation method made up of three parts. The first part evaluated the person in the areas of interest and knowledge, gross motor and accessibility skills, fine motor and psychosocial skills. The second part was an evaluation of the workplace, such as the requirements of the position, gross motor skills needed for the position and the accessibility status and potential of the environment. The evaluation of the person resulted in a *Job Readiness Card* that was available to the employer in order that he/she had a concrete analysis available of his/her employees' profile. The evaluation of the working environment led to the development of a *Protocol of Employability* that aimed at providing a very concrete and very thorough description of the ergonomics necessary in the working environment. These two evaluation tools provided a more organised way of profiling the person and the workplace in order to "match" the person with the most appropriate job. If there was no "matching" due to the persons' limited knowledge, the evaluation method provided a referral to a Specialised Vocational Centre. In cases where there was an accessibility problem with the company, the tool suggested alterations that could be made to ensure accessibility for the individual. The entire procedure was fully computerised and could be provided in an electronic form.

The evaluation tools were tested successfully and proved to be an accurate way of assessing both the individual and the working environment and then providing a match. There was no concrete evaluation tool for assessing the total working environment including the attitudes and culture of the workplace. However, the DP trained *job coaches* to be able to assess the "welcoming" nature of a working environment, to mediate between the employer and the employee and to propose the most efficient and productive ways of sustaining employment.

### Contact

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