

Disability Managers in Germany

Study on tasks and competencies

International Forum on Disability
Management
2010



Overview

- Aim of the study
- Methods
- Participants
- Results
- Conclusions



Aim of the study

To investigate:

- Tasks and competencies of Disability Management Practitioners
- Recommendations for education, training and practice



Methods

Online surveys in 2008 and 2010

Recruitment of participants via the German Social Accident Insurance (DGUV)



Methods

Questionnaire: RSI-Amended 1 (Biggs, 1996), ISDMP (Certification of DM Specialists Commission, 2004) and demographic items

→ translation and adaptation

Univariate and multivariate data analyses



Participants

217 Respondents:

- 47% female
- Average age: 45 (SD = 8)
- Most of them hold a university degree
- Broad range of occupations
- Numerous additional qualifications



Participants

83% are Certified Disability Management Professionals

Average work experience in vocational rehabilitation: 15 years (SD 8)

65% work in public service, most of them (74%) at the German Social Accident Insurance

50% work for big companies (≥ 250 employees)



Results



Competency Domains

I “Client-centered support with vocational rehabilitation”

I “Organizational intervention and program management”

Principal Components Analyses:

25 factors (I = 27) Eigenvalue ≥ 1 , accounting for 71% (I = 72) of the variance

Factor 1 Eigenvalue 23 (I = 21) accounts for 20% (I = 19%) of the variance

Factor 2 Eigenvalue 15 (I = 14), accounts for 13% (I = 12%) of the variance



Conclusions

Most rehabilitation professionals have a university degree and are CDMPs

Two important competency domains

→ Theory of Habeck & Kirchner (1999), Level I and Level II DM



Conclusions

German rehabilitation professionals are generalists

Suggestions/Critique from the respondents

- More practical relevance in the CDMP training
- More advertising for DM
- More management support
- Overextension through a high workload

→ Supervision for disability managers



Thank you for listening

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