

## HUMAN CAPITAL ASSESSMENT CENTRE

Experience of the EKON society and of other leading European organisations belonging to the European Platform for Rehabilitation (EPR), of which the Association is also a member, has shown that an effective system of occupational rehabilitation must be based on a complex assessment of a disabled person's potential, taking into account the limitations due to disability.

With this intention in mind, in this year's February we have created the first Polish pilot Human Capital Assessment Centre in the HQ of the EKON Association in Warsaw, 5th Morkowicza St.

In this centre, an interdisciplinary team of psychologists, coaches, diagnosticians and employment counsellors is cooperating with people with disabilities expressing the willingness for work.

Beneficiary support consists of a complex skills, competence and predispositions assessment, taking into account the limitations due to disability and defining the required support in returning to or entering the labour market. **The assessment and rehabilitation model is based on International Classification of Functioning, Disability and Health (ICF) recommended for use by World Health Organisation.**

### **Competence for the following positions are being assessed:**

- production (by simulating production line working conditions and in-depth examination of physical capability);
- technical (trials at work using small tools and conducting precise controls and measurements);
- services (trials relevant to the type of work performed);
- office work (using the „in basket” technique).

## EXAMPLES OF WORKING TRIALS IN A DIAGNOSTICS LAB



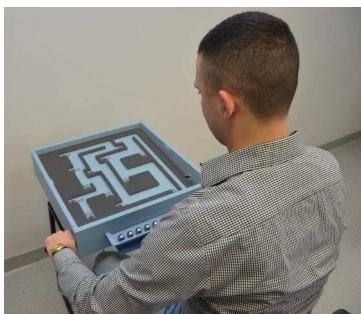
Technical tasks trial  
„small tools



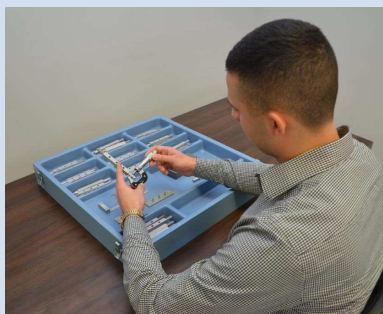
Work trial „independent  
troubleshooting” – attention,  
concentration, cognitive skills



Work trial of physical  
capabilities in job context



Work trial assessing the  
hand-eye coordination  
(eye-hand- leg)



Technical work trial – controls  
and measurement



Technical work trial -  
soldering



Technical work trial –  
electric circuits



Assembly line work simulation



Multi-level sorting work trial  
(checks general skills,  
manual and cognitive  
decisive)



Work trial of physical capabilities  
in job context

During the assessment, the subject person receives employment counselling, psychological support, work career recommendations and a detailed report on her strengths and development options.