

THE ATTITUDES OF PEOPLE WITH DISABILITIES WHO PARTICIPATED IN VOCATIONAL REHABILITATION AND SPECIALISTS TOWARDS POSSIBILITIES FOR APPLICATION OF VOCATIONAL TRAINING AND EMPLOYMENT MODELS

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Abstract

The article deals with the attitude of people with disabilities who participated in vocational rehabilitation and vocational training specialists towards the possibilities for application of vocational training models and models of workplaces for the employment of people with disabilities in Lithuania and Ukraine. The results of an on-line questionnaire-based quantitative research are introduced. It was found out that when choosing a model of vocational rehabilitation and model of workplaces for the employment of people with disabilities in each of the countries the historical, cultural, religious aspects must be regarded and country's development, tradition and environment as well as the completeness of the vocational rehabilitation and employment model must be assessed.

Keywords: *person with disabilities; model of vocational rehabilitation; vocational training specialist; employment model, vocational rehabilitation.*

Introduction

In the process of individual's socialisation, labour activities are of high importance; its successful implementation and performance ensure not only economic independence of a person and his/her participation in certain labour activities but also an opportunity to implement the potential of their abilities, to develop the senses of self-value and self-esteem and to take an adequate position in the structure of the society (Baranauskienė & Juodraitis, 2008). The phenomena of globalisation set new threats to vocational integration of people with disabilities. In the present-day labour market, as Mališauskaitė (2007) states, people with disabilities face much difficulty in adjusting because they must hold high qualification, personal qualities that are valued in a competitive labour market, general and other skills. King (1993) notes that in disability-related reports and discussions of European top-management institutions (self) employment of people with disabilities is treated as one of urgent problems to be solved because disability makes a negative impact on participation in the labour market; people with disabilities

are the poorest, least educated and least earning part of society. Long-lasting experience of both European states and developed states of the world suggests that vocational rehabilitation can be an efficient means of integration of people with disabilities (Chamberlain, Fialka Moser, Schüldt Ekholm, O'Connor, Herceg, & Ekholm, 2009). The research works carried out earlier (Barauskienė & Ruškus, 2004; Barauskienė & Juodraitis, 2008; Barauskienė, 2008; Barauskienė & Kossewska, 2012 etc.) have proven that a disabled individual himself/herself must be active in taking part in processes of socialisation, must want to take part in vocational rehabilitation, to work. The research results show that some people with disabilities need less in such activities, whereas others must be helped throughout their entire life. In many countries, aspirations of social participation and enablement of people with disabilities are based on maximal meeting of the educational needs acknowledging individual's abilities and special educational needs (Ruškus, 2002; Barauskienė & Ruškus, 2004; Kochhar-Bryant & Greene, 2009). Aiming to provide broader possibilities for employment, different countries started searching for new, more effective models for developing skills of education, vocational training and (self-)employment that increase social and economic independence of people with disabilities (Barauskienė & Juodraitis, 2008). This shows that the system of vocational rehabilitation of people with disabilities must undergo continuous improvement. First of all, people with disabilities who participated in the processes of vocational training and vocational adjustment as well as specialists working in the field of vocational rehabilitation of people with disabilities can evaluate efficiency of the system in different countries, assess effectiveness of vocational training and employment models.

Object of the research: the attitudes of people with disabilities who participated in vocational rehabilitation and specialists of vocational rehabilitation towards possibilities for application of vocational training and employment models.

Aim of the research: to find out the attitudes of people with disabilities who participated in vocational rehabilitation and specialists of vocational rehabilitation towards possibilities for application of vocational training and employment models.

Objectives of the research:

1. To reveal the attitudes of Lithuanian and Ukrainian people with disabilities who participated in vocational rehabilitation and vocational rehabilitation specialists towards the possibilities for application of vocational training models in both countries.
2. To identify the characteristics of people with disabilities who participated in vocational rehabilitation and vocational rehabilitation specialists' attitudes concerning the possibilities for application of employment models in Lithuania and Ukraine.
3. To compare the research results with the data of the previous research in Lithuania.

Methods of the research: Analysis of scientific literature; quantitative research employing a method of a questionnaire-based survey. The research results have been obtained by applying descriptive statistical and non-parameter (Mann-Whitney criteria) methods of statistical processing of the data. Statistical analysis of the data was carried out using the software Statistical Package for Social Science-SPSS, version 19.0.

The research was funded by the Lithuanian-Ukrainian Programme of the Research Council of Lithuania. A group of researchers was comprised of scientists from Šiauliai University (Lithuania) and the Open International University of Human Development "Ukraine" (Ukraine). The scholars were experienced researchers and doctoral students investigating the aspects of disabled people's social participation, including participation in the labour market.

The questionnaire-based survey proceeded on-line in 2015. Two questionnaires have been designed (one for specialists of vocational rehabilitation and one for people with disabilities who participated in vocational rehabilitation for people with disabilities). The research instruments were designed on the ground of scientific literature analysis (Baranauskienė & Ruškus, 2004; Baranauskienė & Juodraitis, 2008), after discussions with specialists and people with disabilities in the discussion groups. Many of the questions in the questionnaires are of a similar kind in order to compare the attitudes of vocational rehabilitation specialists and people with disabilities who participated in vocational rehabilitation of people with disabilities expressed in both countries. Scientists from both Lithuania and Ukraine were actively involved in application of the research methods for this project: they altered methods regarding intercultural, vocational rehabilitation processes and social policy, economic situations, traditions. The discussions were held in groups of scientists, at conferences and in a distance mode.

The questionnaires comprised three diagnostic blocks revealing and enabling generalisation on the attitudes of specialists of vocational rehabilitation of people with disabilities and people with disabilities who participated in processes of vocational rehabilitation in Lithuania and Ukraine towards preconditions for success in vocational rehabilitation of people with disabilities. However, the present article will deal only with the research data which provide information on research participants and help identify the respondents' attitudes towards possibilities of application of the vocational training and employment models in both countries. People with disabilities have been surveyed with assistance of specialists of vocational rehabilitation of people with disabilities in Lithuania and Ukraine.

Sample of the research: The research surveyed 667 respondents: 314 people with disabilities who participated in the processes of vocational training and vocational adjustment of people with disabilities in Lithuania (N=149) and in Ukraine (N=165) as well as 353 specialists of vocational rehabilitation of people with disabilities in Lithuania (N=199) and Ukraine (N=154).

Analysis of the research data

Analysis of scientific literature (Jungkunz, 1999; Czycholl, 1991, 1999; Tutscher, 2000; Semmler, 2000, 2001; Baudisch, 2000; Jones, 2001; Hallahan & Kauffman, 2003; Gold, 2000; Baranauskienė & Ruškus, 2004; Baranauskienė & Juodraitis, 2008 etc.) suggests five major models to be distinguished in the practice of vocational rehabilitation of people with disabilities: market liberal, school, dual, professional career project and professional segregation.

1. Characteristics of the respondents

When analysing groups of the surveyed (persons who participated in programmes of vocational training and adjustment of people with disabilities in Lithuania and Ukraine), it was noticed that the groups were quite homogeneous in terms of education, gender, nationality. The biggest part of the surveyed included adults aged 21-30 (115 respondents out of 314) and 31-40 (67 out of 314). The biggest sample of the respondents covers secondary and basic education (26,4 per cent each). Both in Lithuania and Ukraine a slightly bigger part of people who participated in vocational rehabilitation of people with disabilities and filled in

the questionnaires were male respondents. In the aspect of nationality, the respondents were evenly dispersed: 149 Lithuanians and 165 Ukrainians, what comprise accordingly 47 per cent and 53 per cent. A similar relation was observed what concerns the proportion of male and female respondents: 149 (47 per cent) and 162 (52 per cent) (3 did not respond to the question, and this constitutes some 1 per cent, when $N=314$). When analysing the possibilities for application of the vocational rehabilitation process and employment models, a kind of disability and a degree of its manifestation may determine the possibilities. In this particular case, quite a diverse group of respondents was surveyed (see Figure 1).

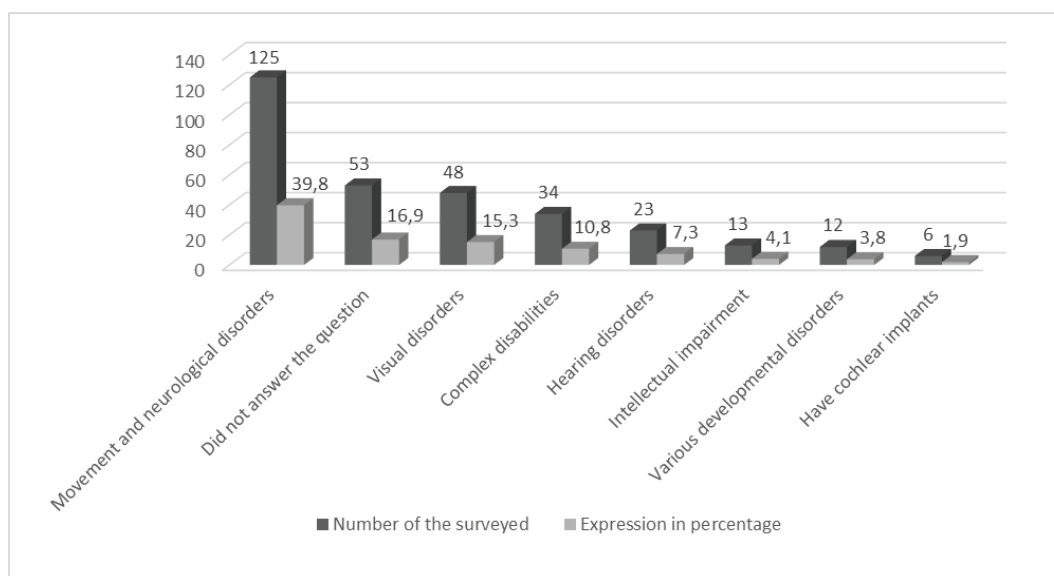


Figure 1. Distribution of respondents according to category of disability, $N = 314$

Part of the respondents (16,9 per cent) did not indicate the data on their disability in the questionnaires. It can be assumed that part of responding to the questionnaire does not want to talk about their disability or inadequately assess their disorder.

As it was mentioned above, 199 Lithuanian and 154 Ukrainian specialists of vocational rehabilitation of people with disabilities took part in the research. In Lithuania, women comprised 86 per cent of the surveyed; a similar situation was in Ukraine, i.e. 71 per cent. In terms of age, the specialists were dispersed similarly in both countries. The majority of the specialists were of the age from 21 to 50 (in Lithuania a group of the specialists aged 21-30 was bigger, i.e. 31,2 per cent, in Ukraine a bigger group consisted of the specialists aged 41-50, i.e. 21,4 per cent). It can be assumed that there are no statistical differences between specialists in terms of age in both countries. The detailed data have been presented in Table 1.

Table 1. Preparedness for working with people with disabilities ($N=353$)

Preparedness	Ukraine		Lithuania	
	N	Per cent	N	Per cent
Diploma of a special pedagogue	12	7,8	45	22,6
Diploma of a social pedagogue, psychologist	19	12,3	12	6,0
Pedagogical diploma	23	14,9	34	17,1
Pedagogical minimum course	5	3,2	14	7,0
Do not have pedagogical preparedness	13	8,4	16	8,0
Diploma of social work/worker	5	3,2	13	6,5
Have the experience of practical work with people with disabilities	45	29,2	51	25,6
Do not have the experience of practical work with people with disabilities	28	18,2	12	6,0

Differences in obtained education for work with people having disabilities are more obvious: in Lithuania the biggest part of the surveyed consisted of individuals holding diplomas of special pedagogues; whereas in Ukraine the surveyed held diplomas of social pedagogues, psychologists or pedagogues.

2. The attitudes of people with disabilities who participated in vocational rehabilitation and specialists towards possibilities for application of vocational training models

One of the main factors of integration of persons with disabilities into the labor market is vocational rehabilitation. In many countries vocational rehabilitation services are provided using a variety of vocational rehabilitation models. These models are described in a very detailed way (Baranauskienė & Juodraitis, 2008; Baranauskienė, 2008). During the study the persons with disabilities were asked which model of the vocational rehabilitation they would prefer regarding the success of vocational rehabilitation (see more details in Table 2).

Table 2. Attitudes of people with disabilities who participated in vocational rehabilitation towards the models of vocational rehabilitation in the aspect of success ($N=314$)

Models	Agree (per cent)		Mann-Whitney U	P
	Lithuania	Ukraine		
Market liberal	43,0	39,6	10994,5	0,102
School	14,4	67,9	5029,0	0,000*
Dual	45,6	69,5	9544,5	0,000*
Vocational career project	82,6	82,4	12198,0	0,859
Vocational segregation	61,7	69,1	11608,5	0,310

* - Statistically significant association at $p < 0.05$

Most of all the respondents' opinions differed about the school model of vocational rehabilitation, because only 14,4 per cent of people with disabilities in Lithuania agreed with this model, meanwhile in Ukraine even 67,9 per cent of people with disabilities agreed with this model, therefore, it is possible to make a presumption that for people with disabilities who live in Ukraine this model is much more acceptable than for people with disabilities of Lithuania.

The obtained research data show (see Table 2) that people with disabilities who participated in the research both in Lithuania (82,6 per cent) and Ukraine (82,4 per cent) chose vocational career project model, which is focused on the life prospect of a person with disability, as the most perspective model of vocational rehabilitation. This model, according to Barauskienė (2008), is globally acknowledged not only as innovative but also as the most progressive in its approach towards a person with disability and the opportunities given to him/her. However, both in the previous research performed by the Lithuanian researchers (Barauskienė & Ruškus, 2004, Barauskienė & Juodraitis, 2008) and now the researchers of both countries notice that because of a socioeconomic situation in Lithuania and Ukraine a rapid spread of this model is unlikely. The attitudes of people with disabilities towards the viability of the model of vocational segregation, which received quite high evaluation among the respondents of both countries, slightly differ. It is possible to make a presumption that this model is attractive for people with disabilities because in case of this model not only safe work but also vocational, social, medical care is organized, the conditions for development are created, and if it is possible, for proceeding with work under competitive conditions. Under the aforementioned conditions, according to Barauskienė (2008), persons with severe disability can work as well. This model was chosen as successful by more than a half of the persons in both countries who participated in vocational rehabilitation for people with disabilities: this model was chosen by 61,7 per cent of the respondents of Lithuania, whereas in the Ukraine it was chosen by 69,1 per cent of the respondents. As it was shown by previous and recent research, this model serves as protective for the very weakest people with disabilities and is more related to the employment and vocational adaptation of people with disabilities. The attitudes of the participants differed more extensively in their favour of the market liberal model in a success aspect, when a speciality is taught under real conditions, the content of training is adjusted to the production process, market demands, however, the tendency to make a professional qualification is observed. In Lithuania this model was chosen by a slightly bigger number (43,0 per cent) of people with disabilities than in Ukraine (39,6 per cent). Statistically significant correlation ($p=0,000$, $p<0.05$) was estimated in assessment of the school and the dual models of vocational rehabilitation. In literature it is indicated that during the dual model theoretical teaching takes place in a vocational rehabilitation centre and practical training in a real company, and during the school model it is suggested not only learning a profession but also taking care of a person and his/her well-being. Theoretical teaching here is also given a great importance but teaching conditions are still far from real production. The dual and the school models of vocational rehabilitation in a success aspect were more often chosen by Ukrainian representatives (69,5 per cent and 67,9 per cent accordingly); whereas the school model as a viable model of vocational rehabilitation was supported only by 14,4 per cent. The comparison of mean ranks has shown that in the group of the respondents living in Ukraine the significance of the responses is bigger (dual: UA – Mean Rank 173,30, LT – Mean Rank 139,06; school: UA – Mean Rank 198,52; Mean Rank – 107,95), therefore, it is possible to make a conclusion that these models seem to them as more perspective than to the respondents from Lithuania.

The responses of the specialists concerning the models of vocational rehabilitation in the aspect of success are presented in Table 3.

Table 3. Attitudes of vocational rehabilitation specialists towards the models of vocational rehabilitation in the aspect of success ($N=353$)

Models	Agree (per cent)		Mann-Whitney U	P
	Lithuania	Ukraine		
Market liberal	44,0	51,3	9497,5	0,123
School	25,6	58,5	6351,5	0,000*
Dual	43,1	73,4	7048,0	0,000*
Vocational career project	85,9	66,4	8313,0	0,000*
Vocational segregation	66,7	64,2	10321,0	0,244

* - Statistically significant association at $p < 0.05$

According to the results of the research, the priorities and attitudes of the Lithuanian specialists and people with disabilities who participated in vocational rehabilitation and the Ukrainian specialists and people with disabilities in the aspect of success are similar, however, the essential differences among the specialists of both countries have also been observed. Table 3 highlights essential differences between the attitudes of the Lithuanian and Ukrainian specialists towards the models of vocational rehabilitation. Statistically significant relations were found evaluating vocational career project, dual and school models of vocational rehabilitation ($p=0,000$, $p<0.05$). It was also show by the comparison of the mean ranks. The comparison of mean ranks has shown that in the group of the respondents living in Ukraine the significance of the responses is bigger (dual: UA – Mean Rank 161,20, LT – Mean Rank 118,20; school: UA – Mean Rank 194,25; Mean Rank – 122,06). The respondents from Lithuania evaluate the models of vocational career project (85,9 per cent), vocational segregation (66,7 per cent) and market liberal (44,0 per cent) as having the best prospects. The school model (currently existing model in both countries mostly corresponds to the criteria of the school model) was evaluated by the specialists from Lithuania as the least successful. Meanwhile the specialists from Ukraine give the priority to dual (73,4 per cent), vocational career (66,4 per cent) and school (58,5 per cent) models (vocational segregation model from the aspect of choices is not far off from the school model). The market liberal model (51,3 per cent) was evaluated as having the worst prospects. According to the results of other research (Baranauskienė & Juodraitis, 2008; Baranauskienė, 2008), each of these models has its merits and shortcomings.

Generalizing the obtained results of the research it is possible to state that the choosing of a model can be determined by the development of the country, the completeness of the structure of a chosen model and the peculiarities of the activity that depend on many factors. As the discussion groups in both countries revealed, in many cases the right of people with disabilities and their families to choose and take responsibility for success is the labour market is underestimated. In Lithuania we met specialists who understand the importance of person's active participation and speak for the right of a person with disability to choose, practically suggest the opportunities of alternative options. However, it is not a dominating tendency.

3. Attitudes of people with disabilities who participated in vocational rehabilitation as well as specialists towards possibilities for application of the models of employment sites

The success of vocational adaptation is also conditioned by persons' employment opportunities. The respondents were asked their opinion about good employment prospects

of people with disabilities. Five main types of the employment of people with disabilities dominating in the European Union have been presented: social enterprises, special departments of safe work, freelance work, small and medium-sized business enterprises, individual performance. Employment model in big state and private business enterprises was rejected during the survey as a surplus because of the specific character of the economy of Lithuania and Ukraine.

Attitudes of people with disabilities who participated in vocational rehabilitation towards possibilities for application of the models of employment sites for people with disabilities in the aspect of viability are reflected in Table 4.

Table 4. Attitudes of people with disabilities towards possibilities for application of the models of workplaces for the employment of people with disabilities ($N=314$)

Type of a workplace for the employment of people with disabilities	Has good prospects (per cent)		Mann-Whitney U	P
	Lithuania	Ukraine		
In social enterprises	57,0	46,7	11002,500	0,078
Special departments of safe work	57,7	51,5	11633,500	0,363
Freelance work	43,0	47,9	12218,000	1,000
In small and medium-sized business enterprises	61,1	54,3	11307,500	0,198
Individual performance	46,3	50,6	11223,500	0,176

* - Statistically significant correlation at $p < 0.05$

Disabled persons who participated in the study from Lithuania and Ukraine in assessing the viability of employment models generally were in favor of a special safe work department model. In scientific literature (Baranauskienė & Ruškus, 2004; Baranauskienė, 2008; Baranauskienė & Juodraitis, 2008, etc.) it is indicated that these departments are established in ordinary enterprises where professional, social, medical supervision of people with disabilities, the conditions for development and employment in the same enterprise are created. Statistically significant relations among the evaluations of models and employment places for people with disabilities were not found (each p is higher than 0.05). Slightly more people with disabilities in Lithuania than in Ukraine were in favor of work in social enterprises (LT – 57,0 per cent, UA – 46,7 per cent), small and medium-sized businesses enterprises (LT – 61,1 per cent, UA – 54,3 per cent) and individual performance (UA – 50,6 per cent and LT – 46,3 per cent). Persons with disabilities from Ukraine in higher proportion than respondents from Lithuania were in favour of freelance work (when work is organized under social enterprises, the staff of which supervises how a person with disability works at home) and individual activities (when a person with disability gets a work licence under preferential conditions but works under the same conditions as everyone).

Attitudes of specialists of vocational rehabilitation towards possibilities for application of the models of employment sites for people with disabilities in the aspect of viability are reflected in Table 5.

Table 5. Attitudes of specialists of vocational rehabilitation towards possibilities for application of the models of workplaces for the employment of people with disabilities ($N=53$)

Type of a workplace for the employment of people with disabilities	Has good prospects (per cent)		Mann-Whitney U	p
	Lithuania	Ukraine		
In social enterprises	59,7	80,7	6705,0	0,000*
Special departments of safe work	59,1	49,2	10215,0	0,125
Freelance work	41,0	54,1	10794,5	0,030*
In small and medium-sized business enterprises	58,8	55,6	11198,5	0,593
Individual performance	38,8	58,7	8946,5	0,000*

* - Statistically significant correlation at $p < 0.05$

The data presented in Table 5 show that statistically significant relations among the specialists of Lithuania and Ukraine from the aspect of the success of the models of workplaces for the employment of people with disabilities were found while evaluating work in social enterprises, individual performance and freelance work (in all these cases $p < 0.05$). The comparison of mean ranks has shown that in the group of the respondents living in Ukraine the significance of the responses is bigger, therefore, it is possible to make a conclusion that the specialists both from Lithuania and Ukraine evaluating the good prospects of employment models in fact speak for a rather closed – specialized, protected, relatively isolated – model (in social enterprises, special departments of safe work, freelance work). The open model – liberalized, competitive – is also quite favourably evaluated (in small and medium-sized business enterprises, the specialists from Ukraine also evaluate individual performance as a model that has good prospects). Meanwhile during the discussion groups the specialists' negative attitude towards individual performance from the aspect of result in both countries was revealed. The specialists admitted that it is practically impossible for people with disabilities to support themselves working according to individual performance (e.g., because of seasonal character of activity – in apiculture, because of the need for investments and insufficient management competences – in fine handicrafts when difficulties in the realization of products are faced). Comparing the data of the research with the research of 2004 the situation has changed insignificantly (see more in Barauskienė & Ruškus, 2004). In the previous research the specialists from Lithuania from the viewpoint of good employment prospects of people with disabilities unanimously evaluated namely the closed model as the best variant. The previous researches have also revealed that people working in closed enterprises often lose motivation, feel unhappy (Barauskienė & Ruškus, 2004; Barauskienė & Juodraitis, 2008).

Conclusions

1. People with disabilities who participated in vocational rehabilitation in both countries treat the models of professional career and professional segregation as the most promising ones. People with disabilities from Ukraine still give their priority to the dual and the school models.
2. People with disabilities who participated in vocational rehabilitation as well as specialists in both Lithuania and Ukraine assessed viability of employment of people with disabilities and were in favour of a closed, i.e. specialised, protected, conditionally isolated, model.
3. Comparing the data obtained in this research with the data obtained during the research

carried out in 2004, it is observed that the situation in assessment of viability of the models of vocational rehabilitation and employment of people with disabilities has not changed much.

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THE ATTITUDES OF PEOPLE WITH DISABILITIES WHO PARTICIPATED IN VOCATIONAL REHABILITATION AND SPECIALISTS TOWARDS POSSIBILITIES FOR APPLICATION OF VOCATIONAL TRAINING AND EMPLOYMENT MODELS

Summary

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Aiming to provide broader possibilities for employment, different countries started searching for new, more effective models for developing skills of education, vocational training and (self-)employment that increase social and economic independence of people with disabilities. This shows that the system of vocational rehabilitation of people with disabilities must undergo continuous improvement. First of all, people with disabilities who participated in the processes of vocational training and vocational adjustment as well as specialists working in the field of vocational rehabilitation of people with disabilities can evaluate efficiency of the system in different countries, assess effectiveness of vocational training and employment models. In many countries vocational rehabilitation services are provided using a variety of vocational rehabilitation models. These models are described in a very detailed way (Baranauskienė & Juodraitis, 2008; Baranauskiene, 2008).

The article deals with the attitude of people with disabilities who participated in vocational rehabilitation and vocational training specialists towards the possibilities for application of vocational training models and models of workplaces for the employment of people with disabilities in Lithuania and Ukraine. Object of the research: the attitudes of people with disabilities who participated in vocational rehabilitation and specialists of vocational rehabilitation towards possibilities for application of vocational training and employment models. Aim of the research: to find out the attitudes of people with disabilities who participated in vocational rehabilitation and specialists of vocational rehabilitation towards possibilities for application of vocational training and employment models. Methods of the research: analysis of scientific literature; quantitative research employing a method of a questionnaire-based survey. The research results have been obtained by applying descriptive statistical and non-parameter (Mann-Whitney criteria) methods of statistical processing of the data. The research surveyed 667 respondents: 314 people with disabilities who participated in the processes of vocational training and vocational adjustment of people with disabilities in Lithuania (N=149) and in Ukraine (N=165) as well as 353 specialists of vocational rehabilitation of people with disabilities in Lithuania (N=199) and Ukraine (N=154).

The results of an on-line questionnaire-based quantitative research are introduced. It was found out that people with disabilities who participated in vocational rehabilitation in both countries treat the models of professional career and professional segregation as the most promising ones. People with disabilities from Ukraine still give their priority to the dual and the school models. People with disabilities who participated in vocational rehabilitation as well as specialists in both Lithuania and Ukraine assessed viability of employment of people with disabilities and were in favour of a closed, i.e. specialised, protected, conditionally isolated, model. Comparing the data obtained in this research with the data obtained during the research carried out in 2004, it is observed that the situation in assessment of viability of the models of vocational rehabilitation and employment of people with disabilities has not changed much.