Introduction A disability may add to the challenges faced by young adults during the school-to-work transition. Few studies have examined differences in soft (e.g., scheduling modification) and hard accommodation need (e.g., ergonomic adaptation) among disabled young adults, and the factors associated with accommodation need.

Methods An online survey was conducted of 155 Canadian disabled young adults (mean age = 25.8 ± 5.1). Respondents were either employed or seeking employment, and recruited using a registry from a national disability organization. Respondents were asked about their need for 16 soft and hard accommodations. Demographic (e.g., gender), health (e.g., disability type, work limitations), and work characteristics (e.g., work status, hours worked/week, permanent vs short-term contract) were collected. Participants were also asked about perceived barriers to accessing accommodations using eight items (e.g., disclosure difficulties, cost of accommodation). Multivariable logistic analyses were conducted to examine the factors associated with soft and hard accommodation need.

Results Most participants reported psychological (79%) and learning disabilities (45%), and 68% had >1 disability. Over half (55%) were employed at the time of the survey, and 80% worked in non-standard employment conditions (e.g., part-time or short-term work). An average of five perceived accommodation barriers were indicated. More soft accommodations (mean = 6.3, 95% CI: 6.00 to 6.30) were needed than hard accommodations (mean = 4.9, 95% CI: 4.60 to 5.20). Soft accommodation need was associated with less perceived accommodation barriers (OR = 0.83, 95% CI: 0.73 to 0.94), not working (OR = 0.39, 95% CI: 0.16 to 0.91) and greater work limitations (OR = 1.1, 95% CI: 1.01 to 1.12). Hard accommodation need was associated with less perceived accommodation barriers (OR = 0.88, 95% CI: 0.78 to 0.99).

Discussion Offering soft accommodations may be a particularly important strategy for organizations to support the employment of disabled young adults. Interventions that address perceived barriers to accessing accommodations may result in a greater requirement for workplace supports that benefit the school-to-work transition.

Abstracts

1337 INVESTIGATING THE EFFECTIVENESS OF ORGANISATIONAL-LEVEL INTERVENTIONS FOR THE MANAGEMENT OF WORK-RELATED STRESS THROUGH A PROCESS EVALUATION: AN ITALIAN CASE STUDY

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Introduction Evaluating the effects of organisational level interventions, as those related to work related-stress, is broadly recognised crucial to identify the key steps needed to ensure the efficacy of interventions. The Italian Workers’ Compensation Authority (INAIL) developed a methodology for management of risks associated to work related-stress as an organisational integrated approach useful for OSH professional and companies. This study provides a process evaluation of organizational-level work related stress management interventions in a public administration using the INAIL’s methodology.

Methods An Italian Public Administration (more than 4,000 employees) has carried out a process of risk assessment and management of work-related stress using the INAIL’s approach and tools, with the methodological support of a research team form INAIL. Our support ensured that some key aspects of the process were implemented such as: specific training, the active involvement of workers, and OSH professionals, and raise the awareness of management on the importance of organisational level interventions in managing stress at work. According to the literature, we analysed intervention process using two methodological approaches: quantitative and qualitative.

Results Some aspects resulted valuable for the effectiveness of the interventions: the active role played by OSH professionals in implementing the process; 2) the high participation of workers with a 75% of response rate in the risk assessment (3200 questionnaires); 3) The direct involvement of the management; 4) a bottom-up approach through the active involvement of workers by the means of focus groups in identifying concrete actions based on the assessment findings in collaboration with OSH professional and managers.

Discussion This study investigates the ways of implementing an effective integrated approach for assessing and managing work related stress using the INAIL’s methodology through a process evaluation of organizational-level interventions. Findings contributes to the international debate on how to verify the effectiveness of processes of intervention implementation and intervention.