



The Meaning of Vocational Rehabilitation for People with Disabilities: A Phenomenological Study

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ABSTRACT

Vocational rehabilitation in Indonesia has not shown a satisfying result. Vocational training had not provided sufficient working capital for people with disabilities. Hence, the development of effective vocational rehabilitation requires a holistic and in-depth study through the experience of individual praxis involved in vocational rehabilitation. This study aims to describe the essence of the meaning of vocational rehabilitation from the perspective of the experience of therapist and people with disabilities. This research was conducted at the Integrated Rehabilitation Center for People with Disabilities (BRTPD) Yogyakarta by using a qualitative approach to the study of phenomenology. The data collection technique is done by in-depth interviews and participant observation. The respondents consisted of three therapists and four vocational rehabilitation clients who were chosen purposively. While participants' observations were carried out by involving themselves directly in vocational rehabilitation activities. Respondents about the interactions of respondents, interactions between participants and therapists, and the physical conditions that exist at the study site. The data was analyzed the interactive framework of qualitative data analysis. The results of the study concluded that vocational rehabilitation has meaning as an effort to develop efficacy and self-potential to build economic independence. Therefore, the negative stigma inherent in persons with disabilities will slowly change in people's views. The meaning of vocational rehabilitation is formulated from four themes that appear in the results of qualitative data analysis based on interview and observation transcripts. The theme includes is vocational rehabilitation as an; (1) a process of developing self-efficacy; (2) instrument of achieving economic independence; (3) the rehabilitation process requires the specialskills of the therapist; (4) developing self-potential

Keywords: *Vocational Rehabilitation, Vocational Training, People with Disabilities.*

1. INTRODUCTION

The issue of open unemployment in Indonesia is still a priority problem that needs to get certainty of a solution. One of them is the problem of unemployment among people with disabilities. Disability conditions make it difficult for individuals to participate in the labor market [14]. Disability is defined as a disturbance that effects intellectual, sensory and physical functioning [1].

Indonesia has a disability of 12.15% of the population of around 22.8 million people [21]. According to the report of the University of Indonesia's Institute of Economic and Community Research (LPEM-UI), the level of labor force participation of

people with disabilities in Indonesia is still low. The percentage of disability labor force participation is only around 56.72% of disabilities categorized as mild and 20.27% categorized as severe. This is also felt by other countries where the level of work participation of persons with disabilities is still far lower than the non-disabled population [9].

In the Special Province of Yogyakarta, the number of people with disabilities reaches 25,050 people and belongs to the category of poor people [4]. The details of the mapping of disability characteristics in the D.I Province of Yogyakarta are as given in Table 1 [2].

Table 1. The Number of People with Disabilities in the Province of DIY.

Districts	Blind	Mute/ Deaf	Body Defects	Mental Disability	Chronic Disease	Double
Kulonprogo	367	420	1.739	1.831	188	320
Bantul	536	490	1.713	2.504	185	544
Gunung Kidul	727	702	2.293	2.139	309	478
Sleman	456	506	1.431	2.300	259	360
Yogyakarta	112	131	376	814	114	94
DIY	2.198	2.249	7.552	9.588	1.055	1.796

This description of the condition of people with disabilities has encouraged the Government to issued various policies and programs. One of them is the rehabilitation policy. Efforts to provide work competency for people with disabilities are carried out through vocational rehabilitation programs. Vocational training is expected to help people with disabilities to participate in the labor market. Vocational training is carried out to prepare participants to be ready for work. For example, in Washington US, the pilot project of vocational rehabilitation that started around 2008 succeeded in bringing major changes [17]. Vocational rehabilitation succeeded in increasing the choice of work and productivity of people with disabilities. It includes bringing out significant growth for people with mental disabilities to get and maintain the work [15].

Different from America, vocational rehabilitation in Indonesia has not shown a satisfying result. Tjahjono did a study with vocational training for people with body defects. The results of the study concluded that vocational training had not provided sufficient working capital for them to get a job [20]. This happened because the vocational training provided was not yet optimal in analyzing training needs, implementing, and evaluating training programs.

The development of an effective vocational rehabilitation program is certainly based on the real needs of people with disabilities. The aim is to ensure that the training held is based on the needs and expectations of the participants [12]. Efforts to determine training needs can be done by exploring the experiences of those directly involved in handling vocational rehabilitation. Critical reflection from individual experiences will raise cognitive awareness about the essence of meaning from vocational rehabilitation. This is based on the principle that each individual with a disability is unique and has different experiences, ways, needs, and goals [8].

Based on the phenomena and expectations that exist, this study intends to uncover the essence of the meaning of vocational rehabilitation based on individual experience. By revealing this, it is hoped that new concepts about vocational rehabilitation will be difficult to grasp with quantitative instruments.

1.1. Review Literature

Disability is defined as a disturbance that effects intellectual, sensory and physical functioning [1]. The impaired function that makes it difficult for persons with disabilities to participate in the labor market. Vocational rehabilitation is a service that contains activities for people who experience health problems and work functions so that they can participate in the labor market [7]. The purpose of vocational rehabilitation is to help people with disabilities to optimize their vocational potential [14]. The vocational potential that will be developed into self-capacity in carrying out work tasks. Thus, the goal of vocational rehabilitation is to develop and restore the functions of capacity, independence and income from work [8],[13].

Vocational rehabilitation is a process designed to help individuals to have the readiness to work and career [16]. The vocational rehabilitation process begins with case finding and ends with success in placing individuals in certain jobs [8]. According to Ross, there are several types of knowledge that therapists use in vocational rehabilitation practices. That knowledge includes insights about work and workplace, occupational values, social justice, disability conditions, and other specialized knowledge [16].

First, knowledge of work and workplaces aimed for insight includes the nature and demands about the job. Second, occupational knowledge that discusses the contained value in the meaning of activities. Third, knowledge of social justice that addresses the impact of social barriers. Fourth, knowledge of disability conditions that address the nature and characteristics of disability. Fifth, other specific knowledge is related to specific supporting knowledge.

2. RESEARCH METHOD

This research intends to uncover and describe the essence of the meaning of vocational rehabilitation from the perspective of the experience of instructors and persons with disabilities at the Integrated Rehabilitation Centre for People with Disabilities (BRTPD) of the Special Region of Yogyakarta (DIY). Based on that goal, the approach used in this research is a qualitative type of phenomenological study. Phenomenology studies are qualitative research methods specifically used to find general concepts of a phenomenon [3]. The concept arose from the results of reducing the experiences of instructors and people with disabilities while participating in the rehabilitation program. Data collection in this study was carried out using in- depth interview techniques and participant observation. The respondents consisted of three therapists and four vocational rehabilitation clients. Respondents in the interview were selected purposively with several consideration. First, respondents have experience and

are directly involved in vocational rehabilitation programs. Second, respondents have cognitive awareness to interpret their experiences while involved in vocational rehabilitation. Third, respondents can share their experiences. Participants' observations were carried out by involving themselves directly in vocational rehabilitation activities. Respondents about the interactions of respondents, interactions between participants and therapists, and the physical conditions that exist at the study site.

The validity of the data was obtained using triangulation technique. Then, data analysis in this study uses qualitative data analysis of Miles and Huberman's interactive models. The data analysis process is carried out through four stages [10]. The data analysis process is carried out through four stages. First, collecting data with the help of recording equipment, field notes, and interview protocols and observations. Second, the process of data reduction in the field notes is sort, code, and categorization. The coding process is done to sort and label qualitative data [6]. Then, get rid of data that is not relevant to research. Third, the presentation and visualization of data through a concept map chart of themes that emerge from the results of the analysis. Fourth, conclude. The process of reduction, coding, and presentation of concept map visualization was carried out with the help of Atlas. Ti version 7 software.

Table 2. Examples of Significant Statements with Formulated Meanings.

Statement	Formulated Meaning
Yes, so that the diffable can be independent, not dependent on other people, work alone in the community	Independence in carrying out social functions in the community
Yes, it's nice to meet friends with physical conditions like me like this.	The feeling of being happy joining a community
So they, come here to visit, entrusted, ask for help to be guided. Oh yeah ma'am, this is getting good.	The rehabilitation process requires parental support
Second, at least, the child is happy, in his life he feels happy, feels valued. Try not to need to be disabled, for example, do not have anything, like the diffable, do not have the skills, do not have an education, what will be like. But if disabled and he has the skills, how smart they will be.	Having a existence in the community

3. RESULT AND DISCUSSION

The formulated meanings are distributed into four themes. Table 3 presents the examples of themes with

the formulation that emerged from informants' statements.

Table 3. Example of Themes with Their Associated Formulated Meanings.

Theme	Category	Formulated Meaning
Vocational rehabilitation as a process of developing self-efficacy	Disability Stigma	<ol style="list-style-type: none"> 1. Low self-image 2. Feelings of discrimination 3. Feeling underestimate
	Work Capacity Building	<ol style="list-style-type: none"> 1. How to carry out work 2. The work simulation process 3. The work is worth selling 4. Provision of training materials 5. Provision of work skills 6. Improve skills 7. Practice how to operate the machine.
	Strategies for developing self-efficacy	<ol style="list-style-type: none"> 1. How it works adjusts the characteristics of disability 2. Appreciate the work of participants 3. Quality oriented 4. Competency targets 5. Target training outcomes 6. Repetition (retraining) 7. Application of high quality

Theme 1: Vocational rehabilitation as a process of developing self-efficacy

Disability is a term given to people who experience physical, mental, intellectual, sensory impairment, or a combination of some of these aspects. The disorder is a cause of limitations in conducting activities. It also includes activities at work. Limitations in carrying out work tasks make persons with disabilities experience obstacles in obtaining employment [19].

The limitations of persons with disabilities raise negative stigma in the community. A DD therapist said, "That's right, for example, like people with disabilities, if you don't have skills, what do you think, bro? Yes, try it, if he is just disabled, he doesn't have a plus, right? Now, if only disabled, many are being ignored anyway. Parents sometimes don't want to accept" (DD-18). On the other hand, the stigma makes people with disabilities get discriminatory treatment in social life. "Only friends often differ (TR-52)," said a person with a disability. This makes their self-efficacy low and tends to be ignored. Vocational rehabilitation has a function in developing the self-efficacy of people with disabilities. Self-efficacy regarding beliefs in the ability of self to

execute an action [11]. The aim is for people with disabilities to have confidence in themselves that they can carry out work tasks competently.

The development of self-efficacy in vocational rehabilitation is done through the establishment of work capacity. Work capacity refers to the ability to carry out a job. The process of building work capacity is carried out with work exercises, immersing yourself in work simulations, making work worth selling, providing knowledge and work skills by the type of training, and improving skills. A rehabilitation participant said, "You know, educating people with disabilities, from not knowing anything to knowing (A-60)." The statement can interpret that vocational rehabilitation has a role in shaping the work capacities of persons with disabilities.

The process of forming a self-efficacy is done through several strategies. First, through the method of reward and punishment. Efforts to restore the confidence of people with disabilities are done by giving rewards for the work. According to a YF therapist, "so we still respect, what is the design (the work) (YF-55)." At the very least, happy child, in his life he felt valued (DD-30)," said DD therapist. Second, the repetition method and quality orientation. The purpose of applying this method is so that persons with disabilities are accustomed to working in a quality orientation so that the results of the training meet the competency targets needed by the world of work. Third, the work method based on the characteristics of disability. "Yes, their condition. Rich in the practice of this block, the one using this, this wheelchair, he is blocking with trick A can, client B is using tricks that he can't. So adjust the conditions (YF-101)." With these strategies, it is hoped that vocational rehabilitation can shape the self-efficacy of persons with disabilities.

Theme 2: Vocational rehabilitation as an instrument of achieving economic independence

People with disabilities also have aspirations and dreams to be able to live independently, so they don't depend on others. As the tagline "we can (O-5)", in the rehabilitation program. The tagline departs from the Javanese philosophy that humans must not "krido lumahingasto (SB-5)." That philosophy has the meaning that in life one must not have the nature of beggar. That will be a burden for others. Therefore, persons with disabilities, despite their limitations, must remain independent in meeting their needs.

Rehabilitation for persons with disabilities becomes capital to achieve economic independence. Rehabilitation Process with Work Disability, making work worth selling, entrepreneurship, and building partnerships with the business world. "Yes, calculations can make anything that can be sold in stores. Yesterday I made a bracelet and a ring, actually someone bought it from a friend of mine yesterday (TR-78)." Through

these efforts, disability participants can be motivated and have the capital to work or become independent entrepreneurs. By working or independent entrepreneurship, persons with disabilities can earn income. Income from work that can be used to make ends meet so that they do not depend on others.

Theme 3: The rehabilitation process requires the special skills of the therapist

People with disabilities have a variety of different characteristics. Starting from the background of life, economic status, personality, type, and causes of disability. According to DD therapists, based on experience while handling rehabilitation, people with disabilities have sensitive personalities. "Usually people are sensitive," said the therapist. Sensitive personalities tend to make people with disabilities easily offended and emotional. Therefore, to deal with people with special needs who have a variety of characteristics need to have special skills.

Specific skills in dealing with people with disabilities are grouped into four aspects. The first relates to aspects of personality. Aspects of personality include patience, empathy, and care. Patience in dealing with participants becomes the main character needed by a therapist. As the YF therapist revealed "hmm, patience hehe. number one is patience (YF-95)." "The reason is the low cognitive and intellectual level of persons with disabilities. In addition to the diversity of characteristics, these factors also make therapists need to have patience in guiding and training people with disabilities. An attitude of empathy and care is needed by the therapist to be able to understand the feelings and needs of people with disabilities. The empathy mean that someone can feel what is other people feel [18].

The second relates to competence in the vocational field. A vocational ability therapist requires mastery of competencies in his field. Through mastery of competencies, therapists can train and develop the capabilities of people with disabilities under the needs and demands of the workforce. Without mastery of competencies in the vocational field, the therapist will experience difficulties in transferring skills to rehabilitation participants.

Third is related to the ability to manage to learn. A therapist in implementing learning needs to be able to create a learning atmosphere that is fun, full of intimacy, and fosters the learning interest of the participants. "Make happy first, if you are happy right he wants. Sometimes mom also wears a variety of clothes. It's old, let it be. Because mother sews. That's the piece of clothing, how about the piece (DD-22)", said a therapist. Rehabilitation participants need to be given stimulation and motivation so that they undergo the rehabilitation process with high enthusiasm and enthusiasm. In

addition, therapists also need to have the ability to conduct assessments with assessment skills, therapists can see the extent of the participants' progress and progress.

The fourth relates to the supporting capabilities needed in the process of handling vocational rehabilitation. Supporting capabilities include communication skills and mastery of sign language. This supporting ability is needed in dealing with various obstacles that are found when dealing with persons with disabilities. Communication skills and mastery of sign language are needed by a therapist to deliver learning material. With these capabilities, the therapist can convey learning messages effectively.

The specific skills needed by therapists can be described as follows.

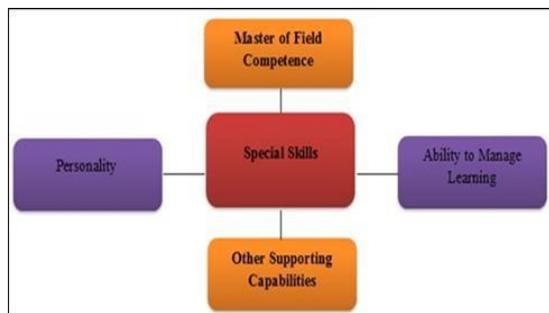


Figure 1. Special Skills of Therapist

Theme 4: Vocational rehabilitation as developing self-potential

The negative stigma attached to persons with disabilities prevents them from developing their potential. The potentials of persons with disabilities are not explored well, because persons with disabilities only see themselves from their limitations. Though every human being was created by God with potential advantages and disadvantages. According to a DD therapist through interviews that the strengths of people with disabilities are self-potentials that have not been developed optimally.

"Even though his child is potential. I am sure that teaching people with disabilities, because he has a weakness, GOD is an advantage. I am sure of it. It's just a problem, children with disabilities, their shortcomings, what? He exploited the shortcomings, not the advantages. Not digging deeper, that's (DD-18)". According to Robinson & Paquette that vocational rehabilitation has the aim of helping people with disabilities to optimize their potential [14]. Those aspects to be identified through the evaluation process. The vocational evaluation aims to estimate work behavior, vocational potential, and career development directions based on medical, psychological, economic, socio-cultural data records [14].

One of the activities used by therapists is to obtain information about the vocational potential of persons with disabilities using the orientation method. Vocational orientation is an activity given to persons with disabilities to try various fields of vocational training organized by the hall. According to the DD and YF therapist's statement, through this experiment persons with disabilities will be given a lot of opportunities to choose and participate in vocational training by disability interests and characteristics.

Development of self-potential and mental development of people with disabilities who are taught to carry out social interaction in the hall environment. From an attitude of tolerance, patience, caring, problem-solving, emotional, and spiritual control. Those make the potential and mental can develop and help people with disabilities to be able.

4. CONCLUSION

The results and discussion of research conducted at a conclusion about vocational rehabilitation have the meaning as an effort to develop self-efficacy and potential aimed at building economic independence. Successful rehabilitation requires special skills needed by experts in the field of rehabilitation care. With the rehabilitation process, the negative stigma that has been inherent in persons with disabilities will change in people's views.

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