

# Welcome to the Master's Open Day

## Work, Health and Career

Prof. dr. IJmert Kant  
*Director*

dr. Inge Houkes  
*Vice director*

Shari Hooper  
*MSchallenge student*



# MSc Work, Health & Career



Director:  
Prof. dr. IJmert Kant



Vice director:  
Dr. Inge Houkes



Vice director:  
Prof. dr. Angelique de Rijk

# Content

- Rationale and content of Master Work, Health and Career
- Meet Shari Hooper, MSchallenge student
- Career perspectives



# Dutch Headlines with respect to Work

productiviteit van oudere  
werknemer: vooroordelen en  
stereotypering?

Bijscholen? Nee joh, ben je gek!  
Slechts 30% wil zichzelf bijscholen om langer door te werken

Hoe gezond is de werkvloer?

Meer werk voor  
uitzendkrachten

Langer leven = langer werken?

Nummerdor: 'Ik heb een prachtige  
carrière gehad'

Ambtenaar gelukkiger dan  
andere werknemers

Combineren werk en zorg voor  
een op vijf een probleem

Kritiek op langer doorwerken na AOW-leeftijd

ZZP-ers steeds meer en steeds geliefder

'Dik is duur'

Laten we ophouden met woorden  
als 'papadagen'

Hoe het evenwicht vinden tussen  
werk en privé?

Arbeidsgehandicapte twee keer vaker werkloos

# Contemporary challenges labor force

- **Hazing and ageing of general population**
  - Extended working careers
  - Increased participation
  - Increased productivity



Need for sustainable work!

# Definition

*A sustainable work force is one where individuals are productively employed in jobs that sustain psychological and economic well-being over time as well as balance the diverse interests of employers, workers and families.*

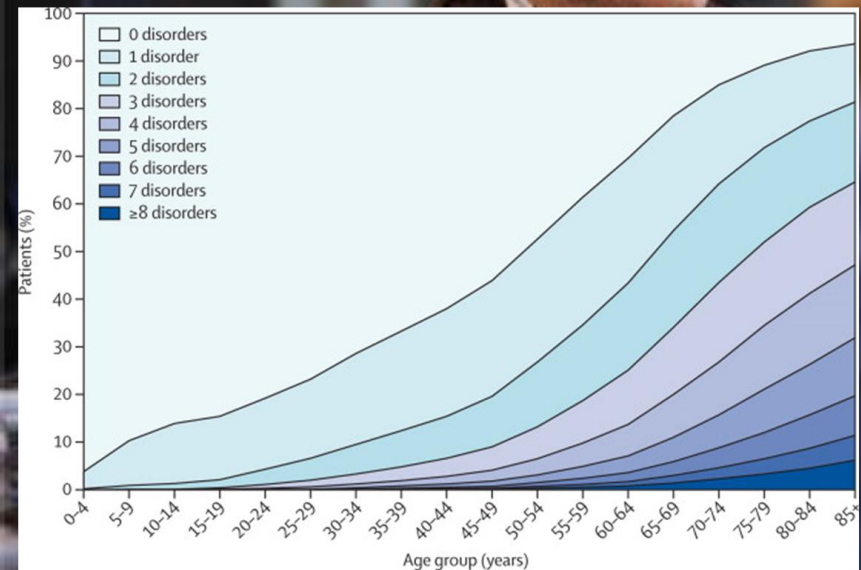




# Sustainable work: possible threats

- Chemical, biological and physical exposures
- Psycho-social work environment
- Poor health
- Personal and social factors

## Increase in multimorbidity



Number of chronic disorders by age-group

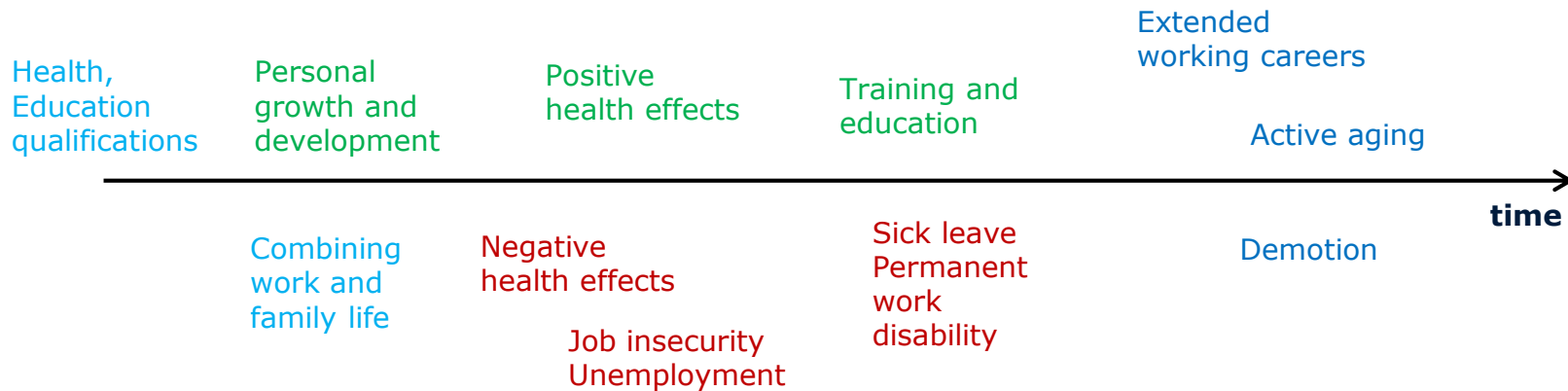
# Sustainable work: promoting factors

- Job motivation/ career
- Competencies
- Structure, social support
- Growth and development
- Income





# Sustainable work across working career



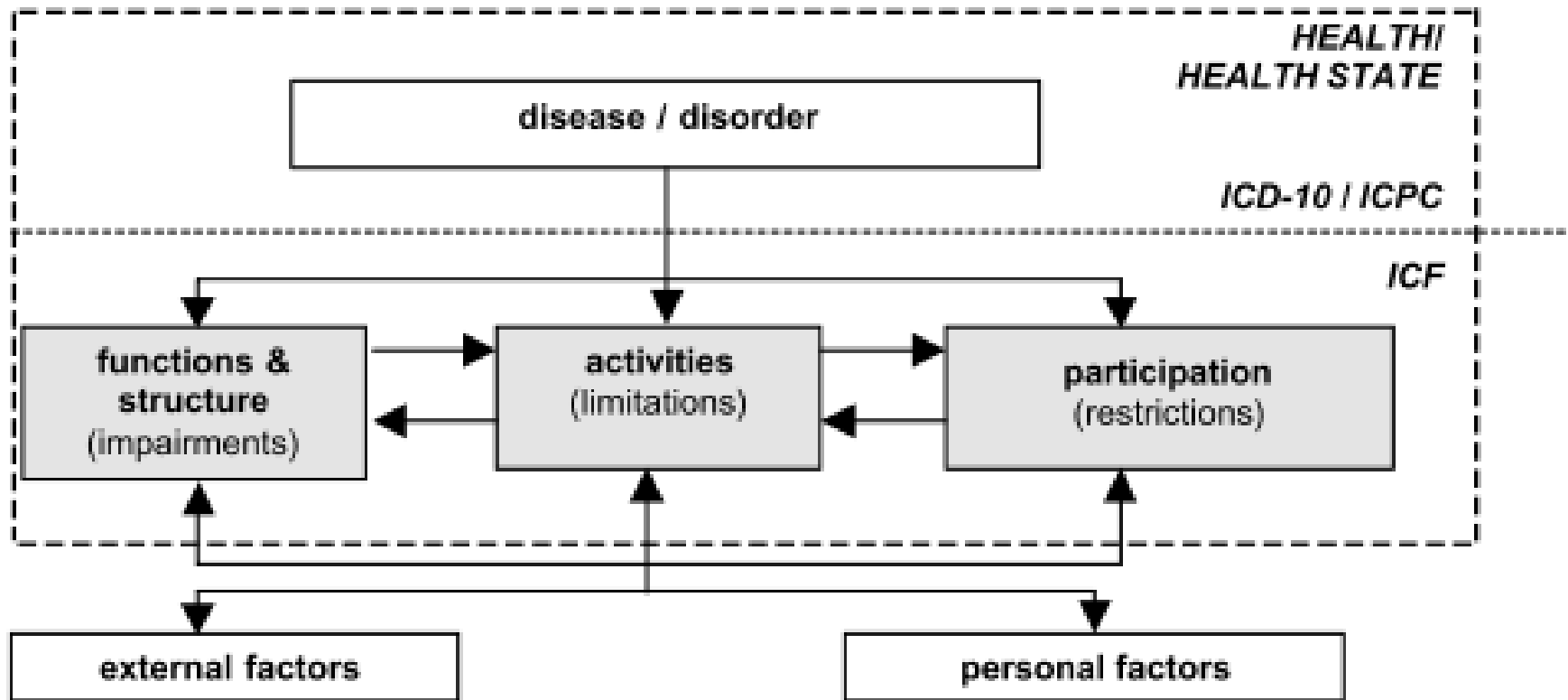
# Pre-conditions for sustainable work

- Insight in multi-factorial background
- Biopsychosocial approach
- Maintenance and promotion of health across the lifespan
- Multi disciplinary communication
- Broad evidence base

# Master Work, Health and Career

- This Master aims to foster the healthy, productive and sustainable engagement of workers throughout their careers.
- Students learn:
  - To weigh up the diverse interests of workers, families and companies.
  - To develop and evaluate cutting-edge interventions and strategies to promote sustainable working lives.

# The International Classification of Functioning Disability and Health (ICF)

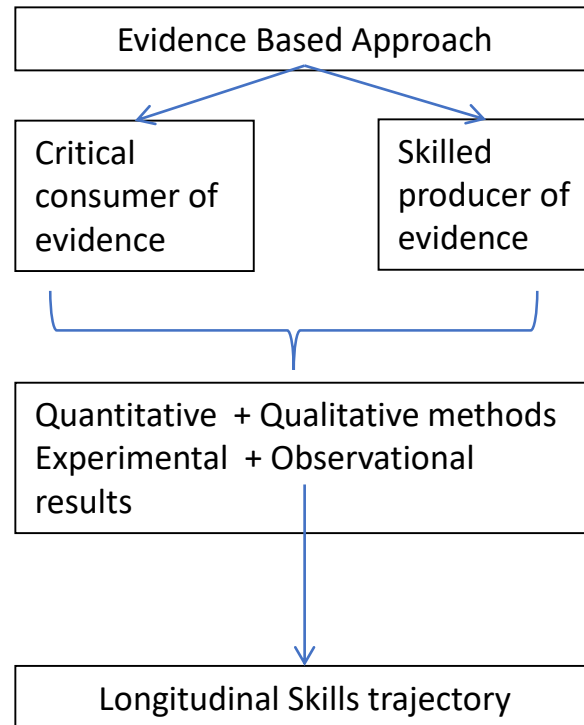


Disease  $\neq$  participation problem

## **Period 1: Determinants of health and labour participation**

- Needs assessment / domains:
  - Work
  - Health
  - Private situation
- Life span approach
  - Work family conflict, promotion and demotion, active ageing
- Start of two longitudinal trajectories
  - Evidence Based Occupational Health (EBOH)
  - The International Classification of Functioning Disability and Health (ICF)

# Evidence Based Occupational Health





## Period 2: Intervention development (1)

Stage of prevention

Type of intervention

Level of intervening



[www.alamy.com](http://www.alamy.com) - BHXNN7

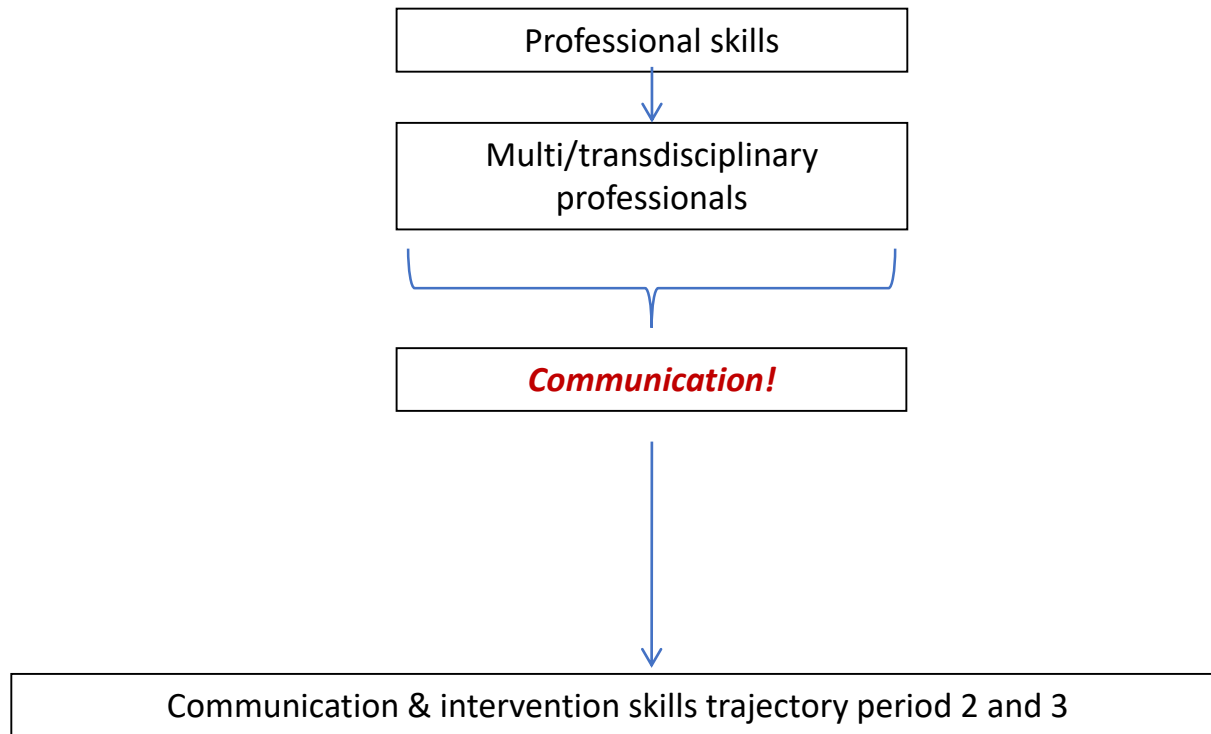
choice for  
strategy



## Period 2: Intervention development (2)

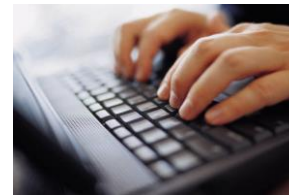
- Develop an intervention program
  1. Needs assessment
  2. What to change?
  3. Methods
  4. Design and organize
  5. Implementation plan
  6. Evaluation

## Third important pillar:



# Communication & Intervention skills trajectory

## Organisational audit



## Communication & Intervention skills trajectory

### Advisory skills



## Period 3: Implementation / Health management

- Occupational health management
- Implementation of strategies





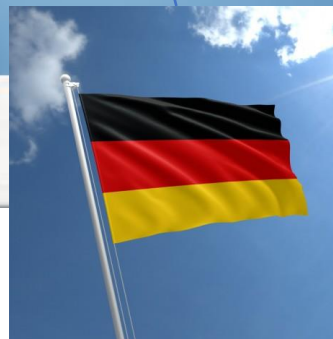
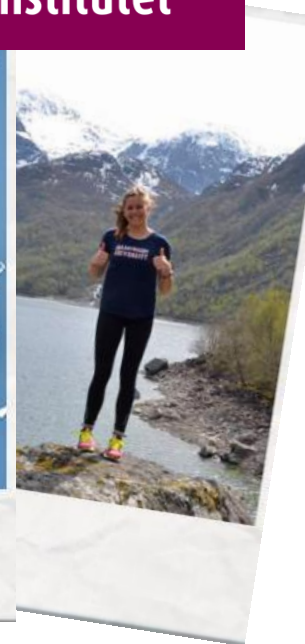
## Communication & intervention skills

### trajectory

Evaluation of occupational health management policies in organisation



## Thesis options abroad



## 5 Unique Selling Points

1. Labor participation!
2. Integrating the best of 3 worlds
3. International Classification of Functioning
4. Broad evidence base
5. Specific skills training





Hi, my name is Shari from the Netherlands, **Work, Health and Career master's student**

Follow me on Instagram and find out more about my study experiences and my life in Maastricht!

**extramile\_shari**

## Career perspectives

<https://www.youtube.com/watch?v=s-hpTgJFm4A>



## WHC Sneak Preview April 2020

- Mini lecture
- Try out tutorial
- Tast-a-training sessions
- 5-9 p.m.





## For who?

- **University bachelor:** health sciences, medicine, EPH, psychology, sociology
- **HBO bachelor:** health-related, Human Resource Management (Personeel en Arbeid), pedagogics, sport, youth-work
- (with parttime job)
- See stand for specific list

# Questions?

Come to our stand or contact:

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