

Training for supervisors to improve sustainable employment of vulnerable employees - an effectiveness study.

No registrations found.

| | |
|------------------------------|---------------------|
| Ethical review | Positive opinion |
| Status | Recruitment stopped |
| Health condition type | - |
| Study type | Interventional |

Summary

ID

NL-OMON28383

Source

Nationaal Trial Register

Brief title

TBA

Health condition

Not applicable

Sponsors and support

Primary sponsor: Not applicable

Source(s) of monetary or material Support: Subsidy of ZonMW; The Netherlands Organisation for Health Research and Development

Intervention

Outcome measures

Primary outcome

Self-efficacy with regard to the supervision of vulnerable employees among supervisors, measured by self-reported questionnaires.

Self-efficacy with regard to executions of working tasks among vulnerable employees, measured by qualitative interviews (intervention group only).

Sustainable employability of vulnerable employees, measured by register data (in intervention and control group). Outcomes to measure sustainable employability are: 1) working for at least three months in a row, 2) number of months being employed for at least 12 hours per week, 3) number of hours working per month, 4) number of hours working per month according to contract, 5) drop-out from work and 6) type of contract.

Secondary outcome

For the supervisor:

Knowledge with regard to vulnerable employees and the supervision of vulnerable employees, measured by self-reported questionnaires.

Behavioural intentions and actual behaviour of supervisors with regard to the supervision of vulnerable employees, measures by self-reported questionnaires.

Actual behaviour of supervisor for the supervision of vulnerable employees, measured by self-reported questionnaires.

For the employee:

Satisfaction of vulnerable employees towards their job and supervision at the workplace, measured by qualitative interviews (intervention group only).

Satisfaction of vulnerable employees towards their fit between knowledge and skills and the job demands, measures by qualitative interviews (intervention group only).

Valuable position of vulnerable employees at the workplace, measured by qualitative interviews (intervention group only).

Cost-effectiveness of the 'Mentorwijs' training, measured by self-reported questionnaires and register data at the level of the employer and the municipality.

Process evaluation outcomes:

Reach of the 'Mentorwijs' training with regard to supervisors that participate or do not participate in the training and the vulnerable employees that they supervise, measured by self-reported questionnaires.

Fidelity: the extent to which the Mentorwijs training was delivered according to protocol, measured by self-reported questionnaires.

Satisfaction towards the 'Mentorwijs training' of the trainers and supervisors that participate in the training, measured by self-reported questionnaires.

Context: facilitators and barriers for implementation of the 'Mentorwijs' training, measured by self-reported questionnaires and qualitative interviews.

Study description

Background summary

Daily supervision at the workplace is extremely important for sustainable employment among vulnerable employees. Research indicates that supervision at the workplace contributes to sustainable employment, as this may increase the self-efficacy of vulnerable employees. 'Mentorwiji' is a training for supervisors to develop and improve specific knowledge, attitudes and skills that are needed for an optimal supervision of vulnerable employees at the workplace. The training aims to improve self-efficacy of supervisors and thereby that of their vulnerable employees at the workplace. For supervisors self-efficacy is their belief in their ability to supervise vulnerable employees. For employees self-efficacy is their belief in their ability to execute working tasks. The goal of this non-randomized controlled study is to gain more insight into the effectiveness of the 'Mentorwiji' training on the level of the supervisors, vulnerable employees and trainers of the 'Mentorwiji' training.

Study objective

The training for supervisors will contribute to more self-efficacy with regard to the supervision of vulnerable employees and will thereby increase the self-efficacy of vulnerable employees with regard to the execution of working tasks and sustainable employability of vulnerable employees.

Study design

Inclusion of participants and data collection: 01-05-19 – 01-01-2021.

Data analyses: 01-01-2021 - 01-09-2022

Intervention

The Mentorwiji intervention is a training for supervisors, which focuses on developing and improving self-efficacy through knowledge, attitudes and skills, needed for an optimal supervision of vulnerable employees.

Contacts

Public

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Scientific

Eligibility criteria

Inclusion criteria

Supervisors; we included supervisors that followed the 'Mentorwijs' training and supervise vulnerable employees at the workplace. Supervisors were invited to participate in this study by governmental organizations throughout the Netherlands that offer the 'Mentorwijs' training.

Employees; we included employees with a work disability that are guided by a supervisor at the workplace that is also included in this study (intervention group). Employees were invited to participate in this study by their supervisors that are also included in this study and by their occupational rehabilitation officers (i.e. job coaches). We will match employees with a work disability that are guided by a supervisor who did not follow the 'Mentorwijs' training (control group) to our intervention group. Employees will be identified in administrative data from Statistics Netherlands and matched to employees of the intervention group.

Trainers; we included trainers of the 'Mentorwijs' training. Trainers were invited to participate in this study by organizations that offer the 'Mentorwijs' training.

Exclusion criteria

Supervisors: No exclusion criteria

Employees: Employees who are not competent to act for oneself and/or are unable to process the information provided in questionnaires and interviews

Trainers: No exclusion criteria

Study design

Design

Study type: Interventional

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|---------------------|---------------------------------|
| Intervention model: | Parallel |
| Allocation: | Non-randomized controlled trial |
| Masking: | Open (masking not used) |
| Control: | Active |

Recruitment

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|---------------------------|---------------------|
| NL | |
| Recruitment status: | Recruitment stopped |
| Start date (anticipated): | 04-03-2019 |
| Enrollment: | 380 |
| Type: | Actual |

IPD sharing statement

Plan to share IPD: No

Ethics review

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|-------------------|------------------|
| Positive opinion | |
| Date: | 25-07-2019 |
| Application type: | First submission |

Study registrations

Followed up by the following (possibly more current) registration

No registrations found.

Other (possibly less up-to-date) registrations in this register

No registrations found.

In other registers

Register ID

NTR-new NL7901

Register ID

Other TNO; The Netherlands Organisation for applied scientific research / Amsterdam
UMC, location VUmc : METC 2019.239

Study results