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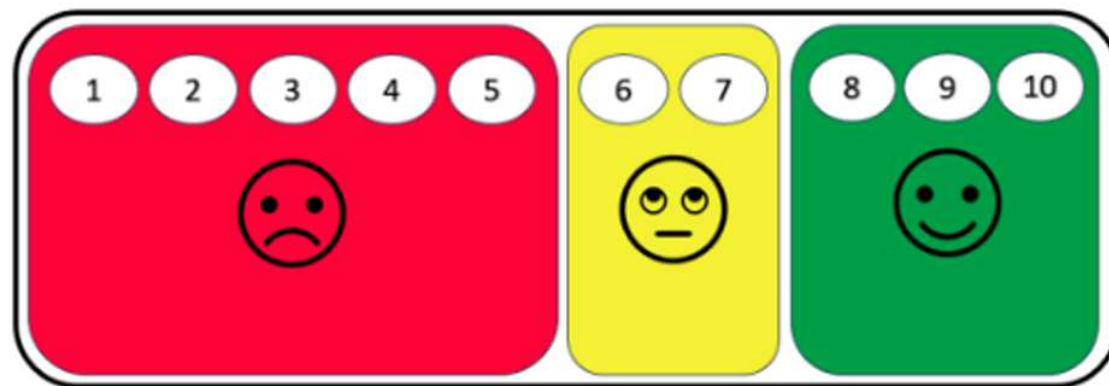


Implementation of the « Work Ability Score » best practice

City of Stockholm, Labour Market Department

Work Ability Score

2



The visual representation of the Work Ability Score scale consists of three colored boxes arranged horizontally. The first box is red and contains five small white circles with numbers 1 through 5, and a sad face icon below them. The second box is yellow and contains two small white circles with numbers 6 and 7, and a neutral face icon below them. The third box is green and contains three small white circles with numbers 8, 9, and 10, and a happy face icon below them.

(B4) Oletetaan, että työkykysi on parhaimmillaan saanut 10 pistettä.
Minkä pistemäärän antaisit nykyiselle työkyvyllesi? (Pakollinen)



A horizontal scale from 0 to 10, with each number inside an orange circle. The circles are connected by a thin line.

0 = En pysty lainkaan työhön

10 = Työkykyni on parhaimmillaan

Overall Feedback on the Work Ability Score (WAS)



3

Lessons learned and workshop insights

- General interest in testing the Work Ability Score in Stockholm
- Seen as a simple and accessible tool for initiating dialogue.
- Positive wording and scale-based format considered useful
- Integrated into existing workflows through the activity requirement

Could support:

- discussions on motivation and confidence
- follow-up over time
- visualisation of progression

Participants noted similarities with existing practices in:

- motivational interviewing (MI)
- assessment tools within Jobbtorg and social services

Main strengths identified



According to the feedback, WAS:

- Is easy to use and easy to repeat over time
- Creates opportunities for more structured follow-up
- Can support a shared understanding between client and coach

Helps identify changes in:

- motivation
- self-confidence
- perceived work ability

Potentially useful for:

- work training follow-up
- motivational interventions
- activity ability assessments

Helsinki experience shows correlation between:

- higher self-assessed work ability
- stronger labour market establishment



Main challenges identified



Possible challenges in the Stockholm context:

- One question alone may be too limited
- Need for follow-up questions and contextual discussion
- Risk of different interpretations of the same score
- Unclear added value compared to existing methods

Existing Stockholm tools focus more on:

- employability
- labour market proximity
- health

Implementation may require:

- organisational adjustments
- coordination across departments

Recommendations for Implementation



6

For local adaptation:

- Start with a small-scale pilot (1–2 target groups)

Define clearly:

- purpose of the tool
- expected use by coaches
- Use the question as part of a broader conversation
- Develop structured follow-up questions

Evaluate experiences from both:

- clients
- coaches

Test whether repeated use improves:

- follow-up
 - dialogue
 - progression tracking
-
- Consider implementation after the implementation of the activity reform.

