

Insights on AI and Vocational Rehabilitation: Future Pathways for Disability Inclusion in Finland.

Portorož

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SPEAKER



The structure of today's presentation

Short introduction of Autism Foundation Finland

System of vocational rehabilitation and employment of persons with disabilities in Finland

Possible future development and solutions in Finland regarding legislation

Using AI in workforce planning

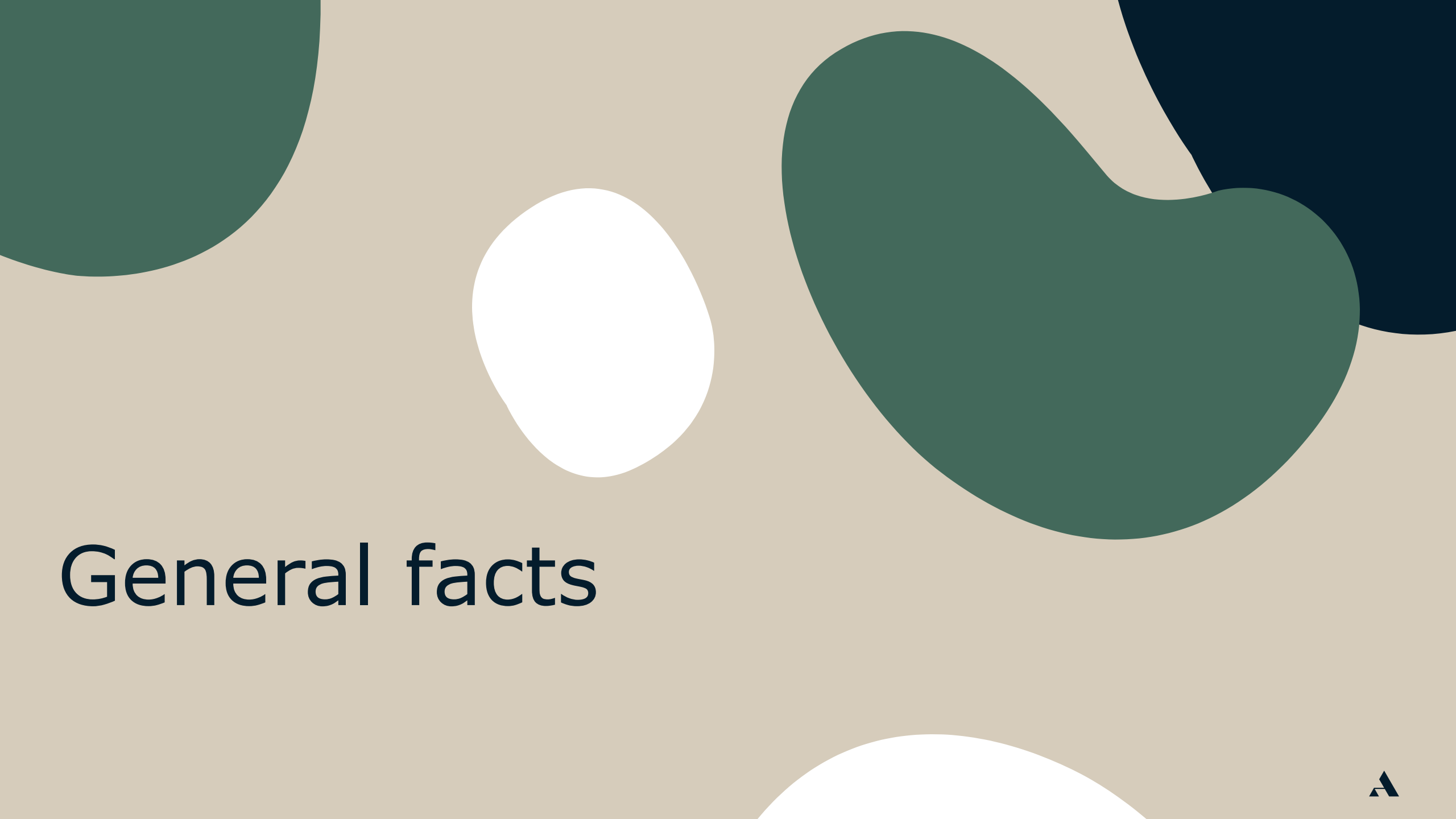
Q&A

Autism Foundation Finland





**Uniquely
ordinary
everyday life**

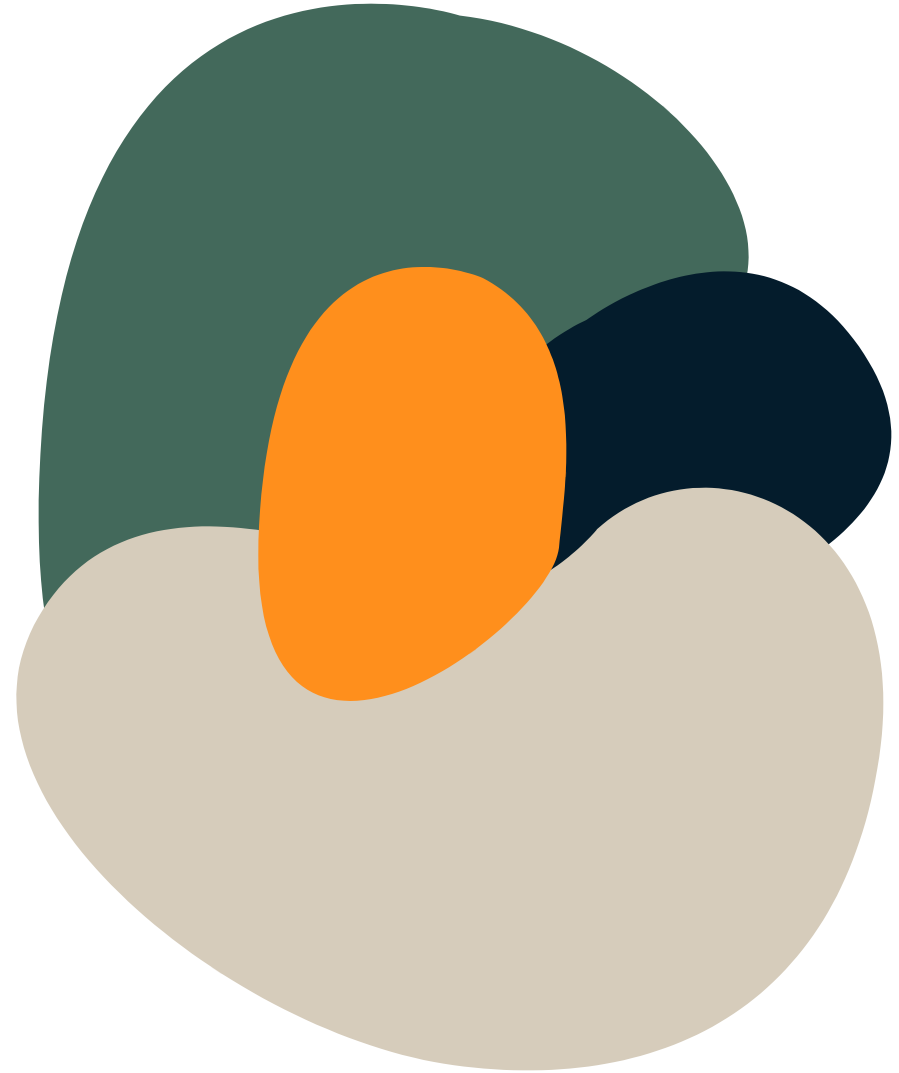
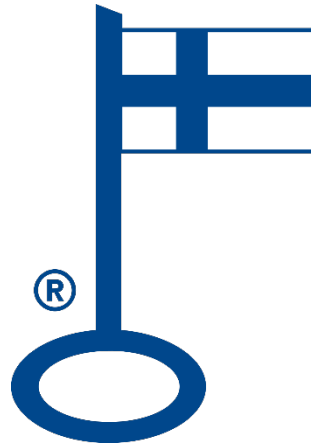


General facts

Autism Foundation Finland

Established 1998 by relatives of people on the spectrum

Not for profit Finnish Social Enterprise &
holder of Finnish Key Flag



Key Figures 2025

Staff: over 600 proud professionals

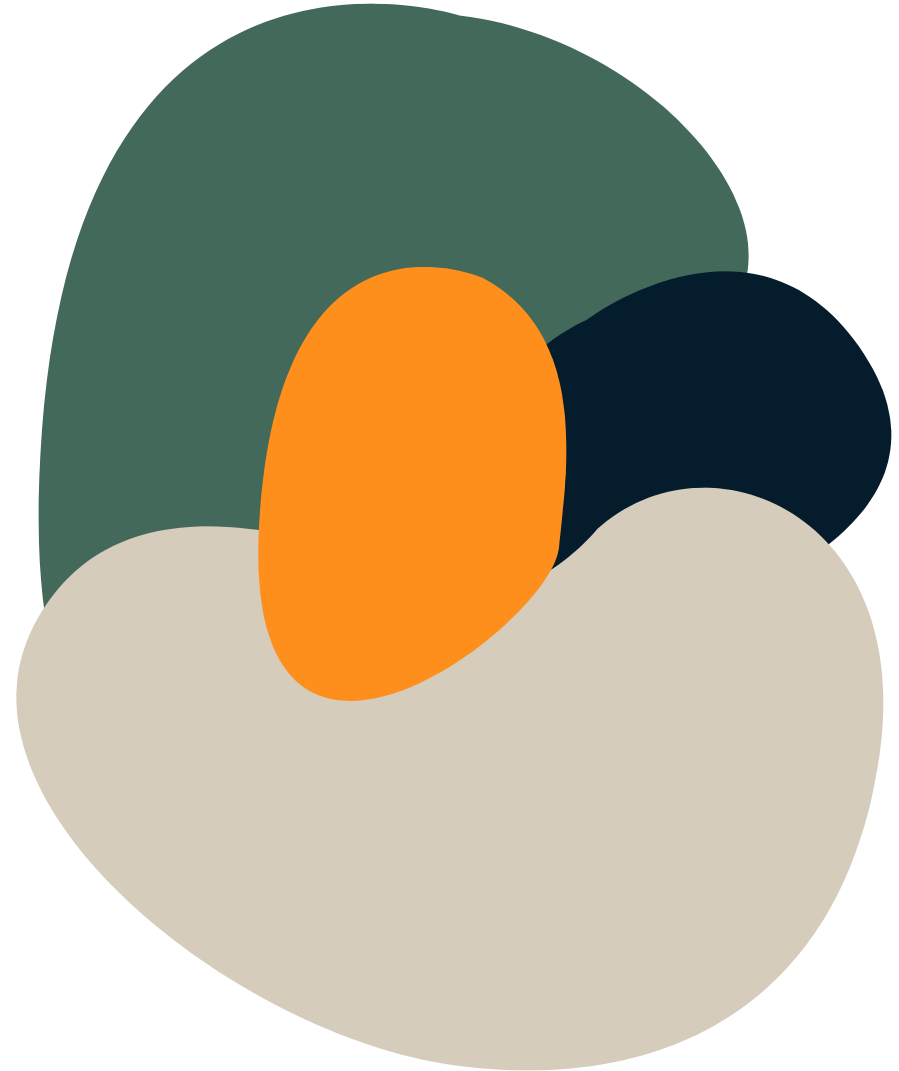
30 locations throughout Finland

Group homes, supported living, daily activities

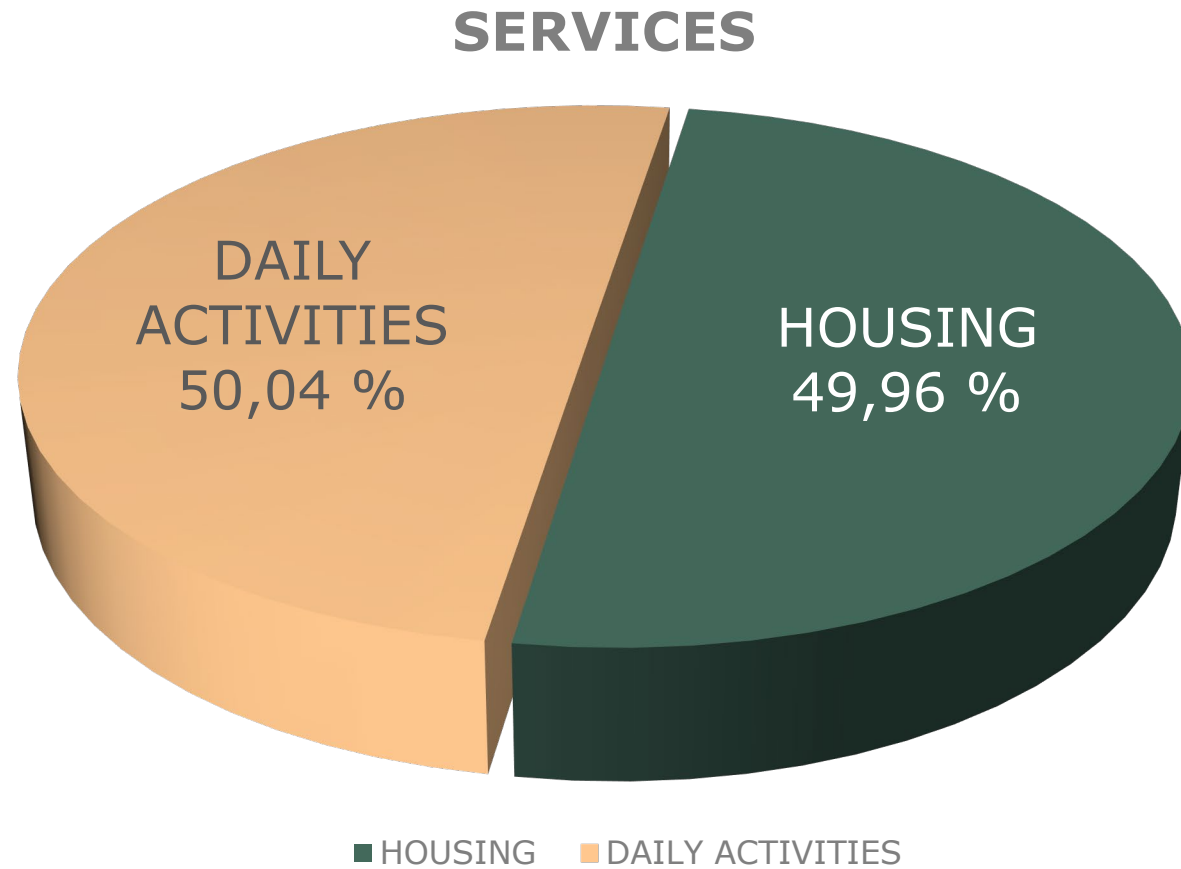
In addition, we own over 60 flats:
rented to people who need support

Over **1,300 individual clients** and we are
aiming to serve even more

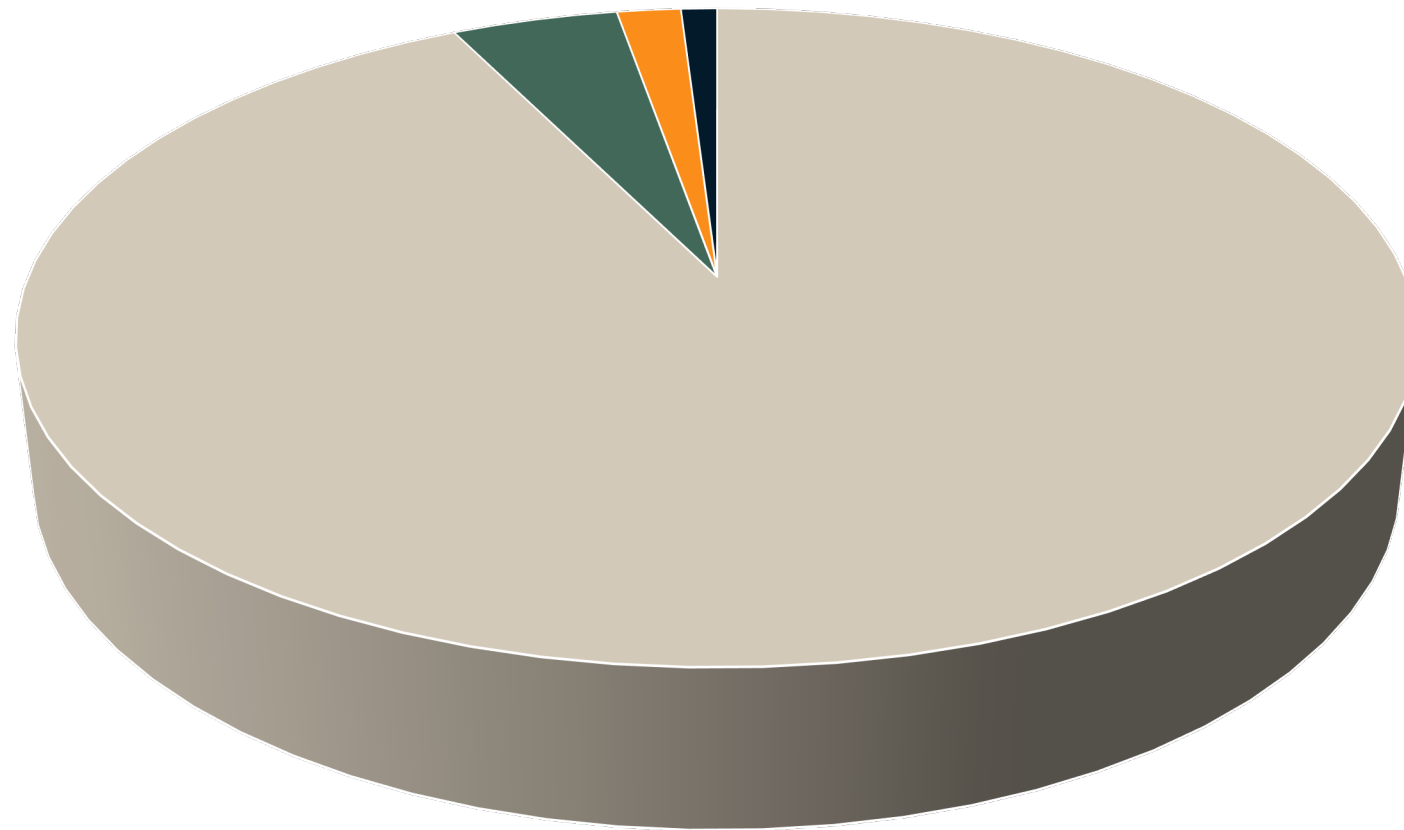
Turnover	25 M€ (2022),
	29 M€ (2023)
	37 M€ (2024)
	43 M€ (2025 est.)



Main services (93,07 % of total turnover)



Distribution of turnover as of 2024



Total turnover 37 M€

Services	93,07%
Rents	4,60%
Projects	1,77%
Other	0,56%

■ SERVICES ■ RENTS ■ PROJECTS ■ OTHER



Our services on a map

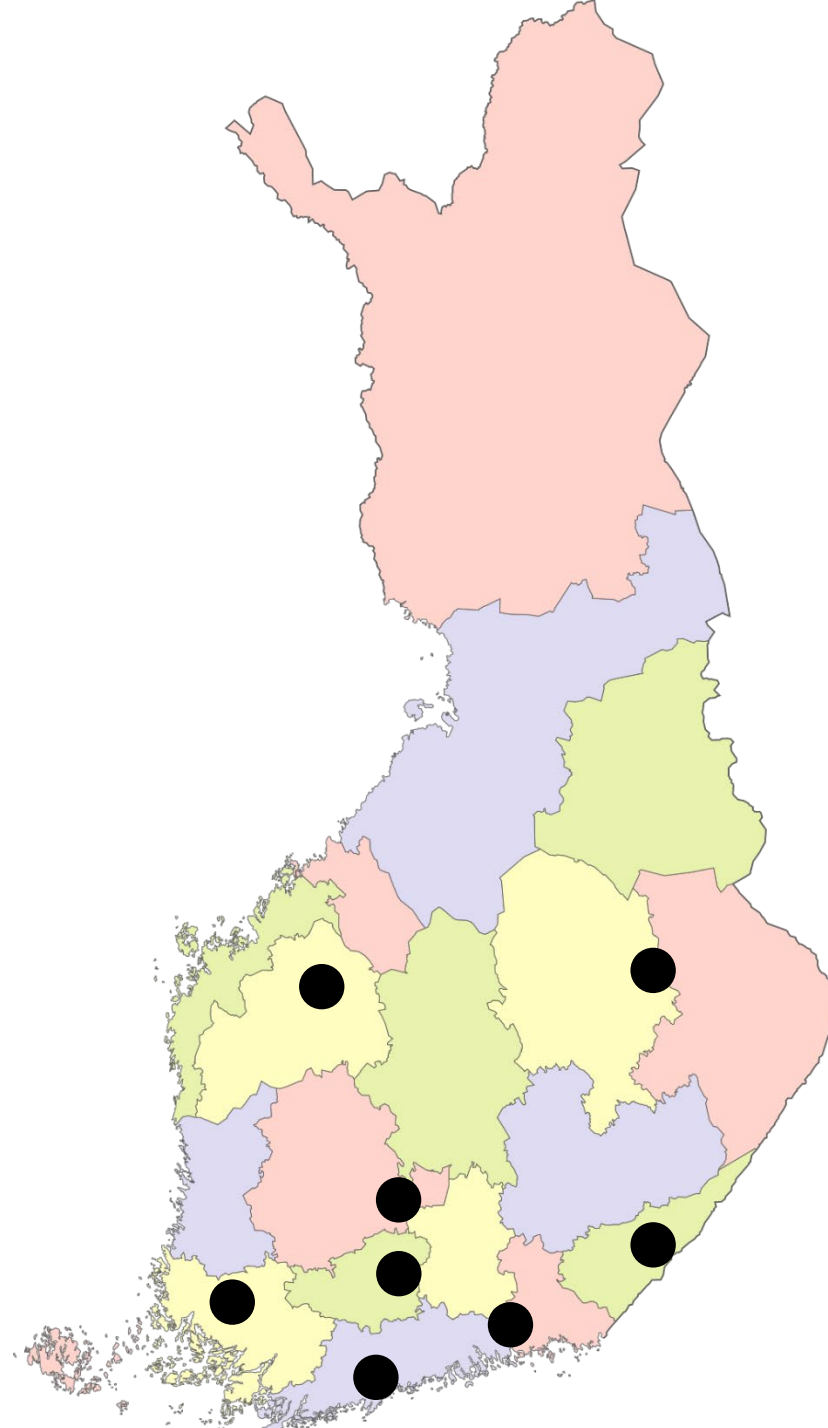
18 group homes

12 day activity centers

A farm with sheep, horses
and chickens



GreenCare
FINLAND



Our services

Homes from **24/7** service to different levels of service, including **supported living** and **coaching for independent living**

Daily activity services

wide variety of different activities,
including professional art counseling

Coaching and guidance

Employment promotion / work activities

Neuropsychiatric coaching

Animal-assisted activities

Social pedagogical horse activities





**Autism
Foundation
Finland**

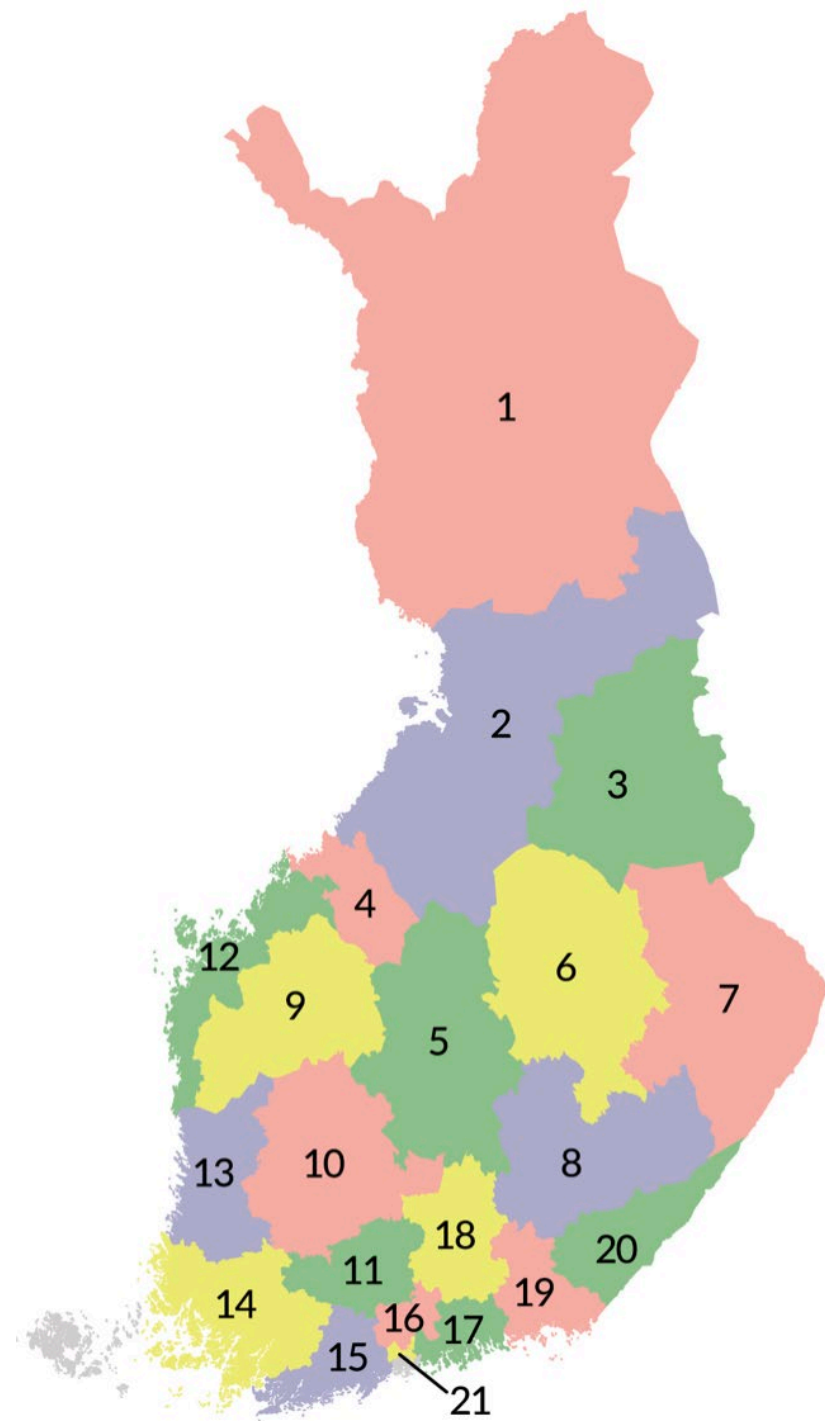




The procurement process

The services are procured by 20 + 2 **wellbeing services counties**
(Helsinki and Ahvenanmaa separated)

(formerly all of the 309 municipalities procured services by themselves)



System of Vocational Rehabilitation and Employment of Persons with Disabilities in Finland



Legal and Policy Basis

Finnish Constitution: right to work and livelihood

Acts on rehabilitation & allowance (Kela)

Earnings-related Pension Acts

Accident and Traffic Insurance Acts

Disability Services Act & Social Welfare Act

Key Actors

- Kela – rehabilitation & allowances
- Pension institutions – rehab to prevent disability pensions
- Employment services – job search, wage subsidies, training
- Insurance institutions – accidents/traffic cases
- Municipalities & wellbeing counties – disability services, daily support

Eligibility

Medically verified illness, injury, or impairment reducing work ability

Pension rehab: sufficient work history & earnings

Kela: for those outside pension system, incl. youth & unemployed

Measures & Supports

- Vocational guidance & assessments
- Work trials, job coaching, supported employment
- Training & retraining
- Workplace adaptations & assistive technology
- Rehabilitation allowance (income)
- Wage subsidies & self-employment support
- Social rehabilitation & personal assistance



Process

Early detection of reduced work ability

Application with medical certificate & plan

Decision by responsible body (Kela, pension, insurer)

Implementation: training, trials, adaptations

Outcome: return to work or disability pension if needed

Strengths

- Comprehensive coverage & multiple pathways
- Rehabilitation prioritized over disability pensions
- Strong support services from municipalities
- Preventive, work ability-focused system

Challenges

Fragmented responsibilities & rules

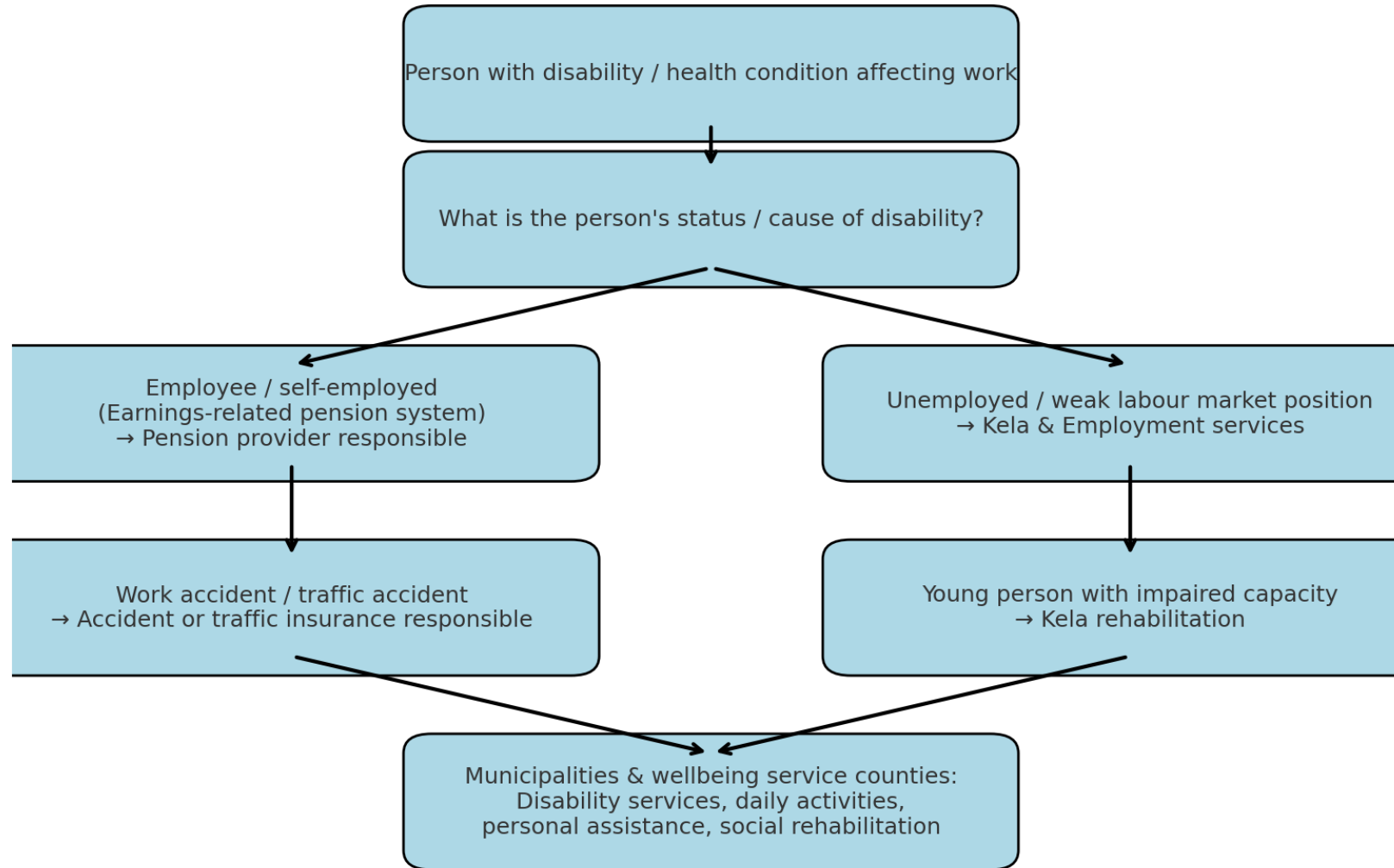
Access harder for long-term unemployed/low-income groups

Delays in early intervention

Varying employer engagement in workplace adaptations



System of Vocational Rehabilitation and Employment of Persons with Disabilities in Finland



Future Legislative Developments in Finland

Stronger coordination – simplify responsibilities (Kela, pension, municipalities, insurers)

Integration with wellbeing service counties – smoother cooperation with Kela & TE services

Reform of Disability Services Act – rights, inclusion, employment focus

Earlier vocational rehabilitation – employer & occupational health obligations

Inclusive labour market measures – wage subsidies, supported employment, possible quotas

Digitalisation & accessibility – legal requirements for assistive tech & services

EU & international alignment – CRPD & EU Disability Strategy 2021–2030

STAFF PLANNING

Why use AI in workforce planning?



Bad outcomes reduce employee satisfaction

Employees are unhappy about their work-life balance

Plans do not support recovery and healthy sleeping patterns

The healthcare sector is perceived as unattractive and people leave

Why use AI in workforce planning?



A time-consuming process

In the EU alone healthcare personnel planning costs more than 2B€ annually [1]

Time spent on planning worsens the lack of healthcare experts by more than 50 000 FTE

Why use AI in workforce planning?



Difficult problem

There are numerous rules a plan must fulfil

The situation is constantly changing

Employee preferences, planning quality criteria and organizational needs are often at odds

We used to spend approximately two working days per unit to plan the next six weeks = 450 days of workforce planning per year!

Next generation workforce planning with AI:

SUPERHUMAN QUALITY AND SPEED



Vuorox – individual roster plans in minutes



Vuorox is a workforce planning solution designed for healthcare and social sector



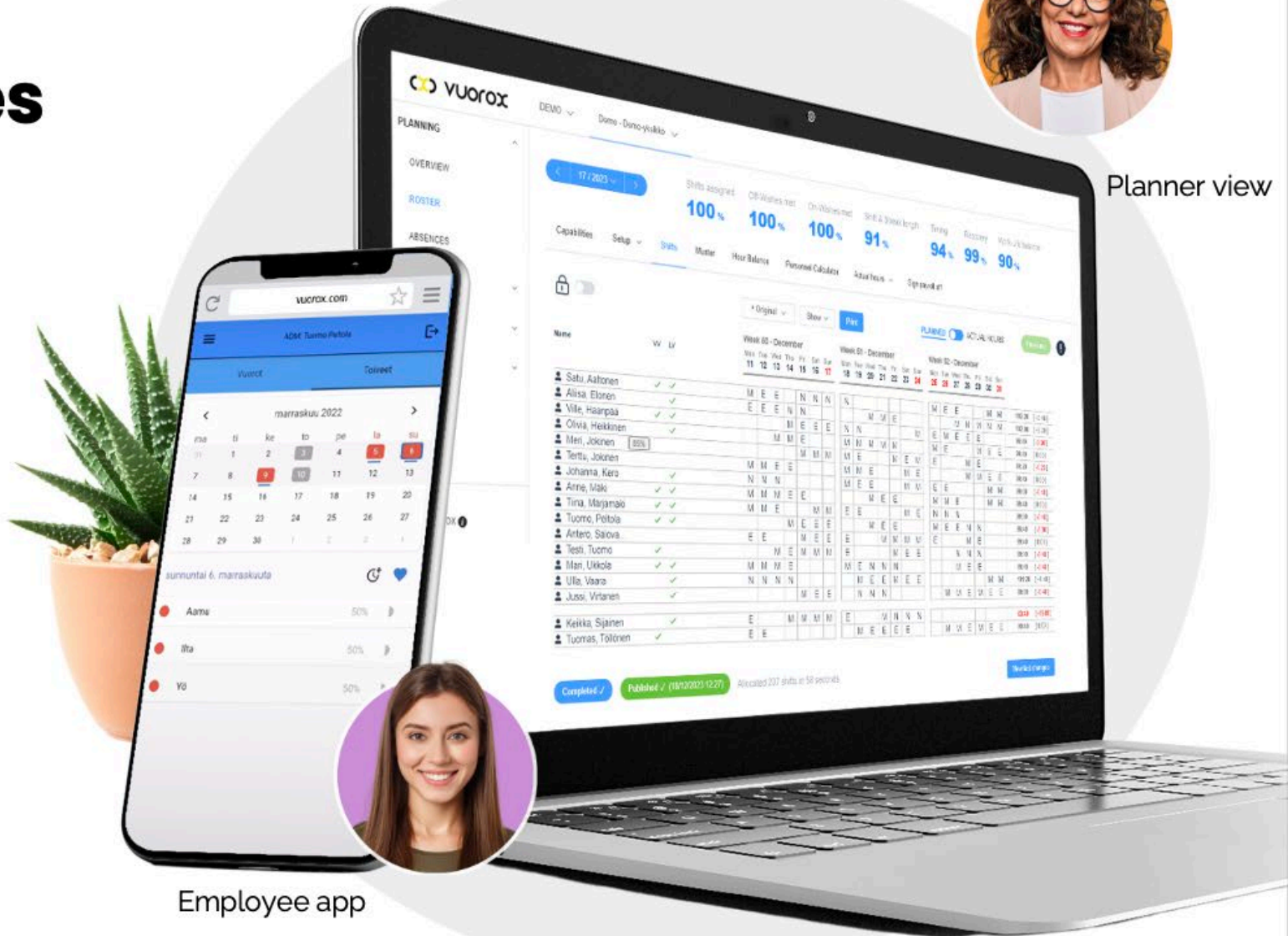
Our world-class AI solves the roster planning problem in minutes and meets the numerous requirements a roster faces



Vuorox is fair and unbiased towards employees. It takes individual preferences into account and strives for a good work-life balance in planning



Planner view



Employee app

The AI under the hood in Vuorox is based on AlphaGo Zero, an improved version of Deepmind's neural network which beat the world champion in Go

The AI architecture allows us to discover from first principles the best ways to plan a roster and achieve superhuman performance at the task



Roster planning process with Vuorox

Vuorox automates away 90% of the work a planner or supervisor needs to do

Pre-planning

- ~~- Compile employee preferences from post-its, emails, sms's etc.~~
- Gather information about special events during planning period from various sources
- ~~- List all absences~~
- ~~- Define needed shifts~~
- Confirm list of employees

Planning

- ~~- Allocate shifts to employees manually~~
- Assess result, identify problems, reiterate until satisfied
- ~~- Plan what to do with uncovered shifts~~
- ~~- Assess hour balances and finalize shifts~~
- Publish the roster

Aftercare

- Manage changes (sick leaves, additional shifts)
- ~~- Log actual hours~~
- ~~- Report salary information~~
- ~~- Report worked hours to governing authority~~
- ~~- Use whatsapp groups, direct phone calls, sms's etc. to get replacement workers~~
- ~~- Log extra hours on time-savings account and make sure employees can access their balance~~

Thank you for
your interest

Questions &
comments are
more than
welcome!

