Module 3
Live Session

The case of David



THE CASE OF DAVID

David is 37 years old and has a mental health condition with recurring phases of anxiety, exhaustion and social overload. Over the past few years, he has gone through several vocational integration measures, but has not found lasting employment. He lives alone, receives social benefits and depends strongly on having a predictable daily routine.

During the Discovery process, it becomes clear that David works very carefully, has a good sense of order and prefers tasks with a clear structure. He would like to work in a smaller company, ideally without constant customer contact. A regional office service is generally willing to offer him an adjusted position in archiving, mail preparation and simple data entry. The employer shows openness, but asks very directly about David's health situation and wants to know "what to expect." She also says that she can only plan properly if she knows as much as possible about his diagnosis and any possible crises.

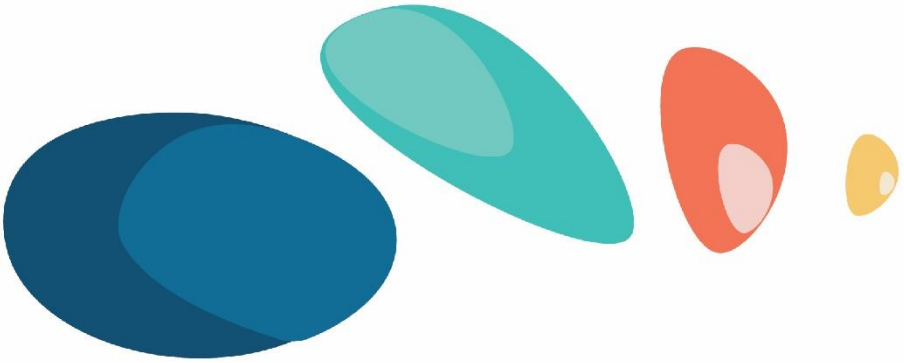
David would in principle like to try the job, but says very clearly that he does not want his mental health condition to become "too much of a topic" in the workplace. At the same time, he says that he sometimes needs short-term withdrawal and is afraid of being seen as unreliable in the new job. His family is pushing him to accept the offer because it would finally be "a normal job." The job coach sees potential, but is unsure how to deal with the issue of disclosure, sensitive health information, workplace planning needs and the possible risk of overload.

Ethical analysis

Answer the following questions and take notes so that you can then present the main points of your discussion to the other groups:

- What does David want, and what do the other people involved want?
- Where do you see possible pressure, dependency or signs of premature agreement?
- What opportunities does the proposed employment offer?
- Which ethical risks can be identified?

- What role do data protection and informational self-determination play in this case?
- How should the tension between disclosure and protection of privacy be assessed?
- Does this have the potential to be good work, or is there a risk of a formally suitable but unstable or precarious solution?
- How does the “No Worse Off” principle apply in this case?
- What would need to be clarified, secured or adapted before taking the next step?
- What professional recommendation would you make as job coaches?



CeVET

Co-funded by the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them. Project Number:

2024-1-NO01-KA220-VET-000256669