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### **Factors facilitating and hindering the implementation of work ability support in workplaces**

Supporting the work ability of the working-age population is becoming increasingly crucial as the dependency ratio weakens. Work ability is determined in relation to the demands of the job, making workplaces and their stakeholders a key component of the success of processes related to supporting work ability. This study examined workplace representatives' experiences regarding which factors promote or hinder the implementation of change goals in work ability support at workplaces. The data consists of semi-structured, remote group interviews with workplace representatives (n=15) conducted during the period of 2021-2022. The study employed theories and frameworks from implementation research, and the data was analyzed using a deductive-inductive content analysis approach. The implementation of change goals was facilitated by the capabilities and commitment of workplace representatives and by supportive structures and practices within the workplace. Conversely, the implementation was hindered by factors such as the workplace's organizational culture, resources, structures, and the lack of integration of the change team's activities within the workplace. Facilitating and inhibiting factors often involved collaboration between different stakeholders. Future research should explore how workplaces identify their roles in supporting employees' work ability as part of collaborative efforts. In the development of frameworks for implementation research, it is important to consider the continuous updating of situational analysis, as a one-time analysis may not be sufficient in a changing operational environment.

**Key words:** work ability, implementation, implementation research, workplace, promotion of work ability