

# Tackling Social Exclusion

Ghent is working on accessibility as regards urban internal employment for disabled people.

**December 2nd Lunch meeting:  
'Together extraordinarily abel!  
Does your colleague also have  
a disability?**



# Programme

- Welcome by Mr. Tapmaz, deputy mayor for the personnel, computer science, administrative simplification and quality care
- Introduction with facts and figures
- Interview with colleagues who have a disability, followed by the direct feedback of the offer of urban internal services
- Two executives give their opinion.
- Presentation of the 'trail to employment'
- Discussion and questions



# Diversity of disabled people

Just as diverse as the diversity between modal people:

Towards type and gradation:

- People with a motorial functional disorder, wheelchair, crutches, ...
- People with a visual impairment with gradations from bad sight to complete blindness, photophobic versus light-loving.
- People with a auditive disability, hearing impaired, with implant to complete deafness
- People with an intellectual disorder in all its gradations
- But also people with MS of which the disease will evolve towards a disability, people with autism spectrum, ...
- Combination of different forms of functional disorder, e.g. combination of visual and auditive restriction, an intellectual disability with epilepsy, a psychiatric restriction...

As from the moment the disability was acquired:

- birth, evolutive or acquired

Visible or invisible



# Some figures

Target figure People with a Labour Disability in service

Federal government	3%
Flemish government	4.5%
City of Ghent	2%



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# Situation in Ghent

- +10% of the population has a disability
- On a population of 243.140 persons it concerns 24.314 individuals
- Ghent is the 4th to 5th largest employer in the area

	numbers
Number of employees working for the city of Ghent	5011 pers. (VTE: 4326)
Seen from proportional labour participation	500 pers.
Target figure	100 pers.
In reality	Cfr. inquiry 2011
Registered People with a Labour Disability	53 pers.
Labour service	19 (See separate table)
Medical problems	Very small group



<b>Project</b>	<b>Labour disability</b>	<b>No labour disability</b>	<b>Total</b>	
Leerwerk bedrijf	10	101	111	of which 4 Extraordinary Secondary Education (Buso)
Bridging project	0	48	48	
Activa	0	4	4	
Sine	5	30	35	of which 3 Extraordinary Secondary Education (Buso)
Starting jobs	4	13	17	of which 4 (Buso)
<b>total</b>	<b>19</b>	<b>196</b>	<b>215</b>	

# Taskforce Disabled people

Objective: to make proposals

- To employ a larger number of disabled people in the City of Ghent
- To improve the circulation
- To optimise counselling for People with a Labour Disability



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# Interview

- Nathalie Rainchon and Jean Claude De Clercq
- Joost Mussche
- Tom van Dijck and Elke De Dekker
- Representatives Recruitment & Selection (Stefan Vanbroeckhoven), Facility Management (Paul Claeys), Bart Stichelmans (Digipolis), IDPBW (Sandra de Clercq), Training (Hilde Sturtewagen)





# Offer 'trail to employment'

Myriam Carlier

Co-ordinator UCBO Trainings



# Survey of the offer of network PmAH of job-seekers & employees

- Specialised Route Determination and Route Counselling Service (GTB)
- Specialised Training, Counselling and Mediation Services (GOB) in Ghent:
  - Job & Co
  - UCBO – UGent
  - Braille League: for blind and visually impaired people
- Training and counselling service for opportunity groups, a.o. People with a Labour Disability: Groep INTRO



# What can we do for you?



"Investing in your future" Cross border Cooperation Programme 2007 – 2013 Part –financed by the European Union (European Regional Development Fund – ERDF)

# We help you in your search for an appropriate candidate for your vacancy

- Thorough screening of our candidates
- Evaluation whether candidates are appropriate for your vacancies
- Referral of appropriate candidates
- Advice to make the selection accessible for People with a Labour Disability



# We help you in your search for an appropriate candidate for your vacancy

You can announce your vacancies at

GTB – UCBO - Job & Co – Braille League – Groep INTRO



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# Convince yourself via an apprenticeship!

- You get the opportunity to evaluate the potential employee
- The employee gains experience
- You invest in the training but not in the wages
- You get extra support from one of our counsellors

To answer questions, to think about solutions with respect to specific problems, ...



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# Convince yourself via an apprenticeship!

- A short profession-exploring apprenticeship of max. 5 days via a route counsellor (GTB or UCBO)
- A short apprenticeship of 2 to 3 weeks via Braille League, Groep INTRO, Job & Co or UCBO
- A long-term apprenticeship of 5 to 8 months via GOB (Braille League, Job & Co or UCBO)



# Your potential employee needs training?

## In that case you might need a GIBO!

- GIBO stands for 'Specialised Professional Training on the Workfloor'
- Free of charges for the employer; fee for the candidate-employee
- Recruitment (contract for unlimited duration) of the candidate after positive evaluation
- Intensive support and counselling by one of the counsellors of the Counselling and Mediation Service (GOB)





Your potential employee needs  
training?

In that case you might need a GIBO!

The 'trail to employment' and the counselling  
during a GIBO is done by a GOB:

- Braille League
- Job & Co
- UCBO



# Advice as regards labour-supporting measures

- General such as Activa, bounty 50+, ...
- Special for People with a Labour Disability (BTOMs):
  - Flemish Support Bounty (VOP: 20 to 60% of the labour cost)
  - Contributions in adaptations in working stations, specially adapted labour material, in moving costs or accommodation expenses, interpreters for the deaf,

...



# Flemish Support Bounty VOP

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- Basis cycle 1st year: strong financial impulse (40%) – Later on degressive (30%, 20%, 20%,20%); afterwards evaluation with respect to prolongation
- For local governments: only for new employees, recruited since 1/7/2008
- Change of employer: basis cycle starts again
- On request raise to max 60% after visit DAH on the place of work and after provisional decision DAH with evaluation moment
- Large accumulation with other subsidies



# Advice as regards labour-supporting measures

- Request of rights for a person with a labour disability via Route Determination and Route Counselling Service
- Our counsellors investigate together with you which measures apply to your situation and offer you all the necessary information to carry out the applications
- <http://vdab.be/arbeidshandicap>



# Support after recruitment

- We offer at least 3 months of **follow-up**, both for the employer and the employee.
- During the first year of the employment **jobcoaching** is available: counselling on the workfloor of the new employee and his/her employer (only NEC) by one of our coaches (Braille League, Groep Intro, Job & Co and UCBO).



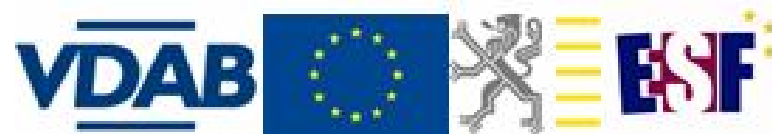
# And what can we do for an employee with a labour disability?

- The entire offer of the GOB's is also available for employees: training, whether or not of the work floor, coaching, advice in case of difficulties/questions, ... (Braille League, UCBO, Job & Co)
- Job counselling for employees with a labour disability (GTB)
- Counselling during the reintegration of employees who threaten to drop out, who already dropped out, owing to long-term health problems and/or function restrictions (UCBO)



# And what about the costs?

Our services are for **free** thanks to the subsidies of the Flemish Employment Agency and/or ESF



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# Are you interested?

Participate in “Duodag” and form for 1 day a Duo with a person with a labour disability.

He can experience your job and you can get acquainted with the possibilities of a person with a labour disability

[www.duodag.be](http://www.duodag.be)

March 24th 2011





# Do you have any further questions?



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You can consult further information as  
regards Tackling Social Exclusion  
at

<http://tse.two-seas.eu/nl-NL/>



Short presentation of the services  
within the network :

## Route Determination and Route Counselling Service GTB



- Counseling towards a customised job
  - At the open labour market
  - In a sheltered workshop
  - In a social workshop
  - Within labour care
- Jobcounselling for employed people
- Activation counselling
  - jobseekers mmp problems
  - In co-operation with partners care, welfare and empowerment
  - focus on the removal of thresholds in function of 'the trail employment'





GTB in East Flanders  
Minnemeers 2  
9000 Ghent  
09/269 46 80  
[info.ovl@gtb-vlaanderen.be](mailto:info.ovl@gtb-vlaanderen.be)

## gespecialiseerde trajectbepaling en –begeleiding **vzw**

### **maatschappelijke zetel**

Minnemeers 2 - 9000 Gent

### **provinciale afdelingen**

**Antwerpen** - Deurnestraat 208 - 2640 Mortsel

**Limburg** - Europalaan 74 bus 1.1 - 3600 Genk

**Oost-Vlaanderen** - Minnemeers 2 - 9000 Gent

**West-Vlaanderen** - Stationsdreef 83 - 8800 Roeselare

**Vlaams-Brabant en Brussel** - Kapucijnenvoer 10 - 3000 Leuven



ESF investeert in jouw toekomst.



# Specialised Training, Counselling and Mediation Services (GOB) UCBO - JOB & CO – Braille League



ESF investeert in jouw toekomst.



# Job & Co : GOB working

1. On the job training & mediation  
: for each profession  
: for each labour disability
2. For job-seekers with labour disability. For employees with a labour disability  
For employers of persons with a labour disability
3. Centres in GHENT  
and Aalst – Lokeren - St Niklaas
4. Integral support of persons with a labour disability, before, during and after recruitment

For people  
with a job

For people  
looking  
for a job

For people  
with a  
disability

## Job&Co expertise development:

- Job coaching new employees
- Language coaching
- Sector expertise nourishment–  
cleaning
- Customized training/counselling  
of job-seekers  
of employers  
for employers/executives

For people  
with a job

For people  
looking  
for a job

For people  
with a  
disability



# Job & Co GOB contact data

- Antwerpsesteenweg 573 – 9040 Ghent

09/266 18 10

General : Ann Bodyn

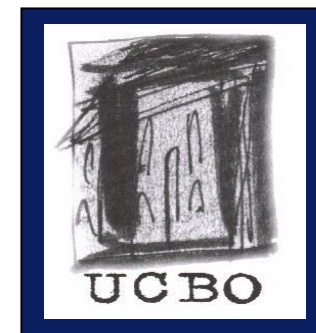
GOB Ghent : Annemie Merckx - Ingrid Tack

- Open Monday to Friday, from 8.30 a.m. to 4.30 p.m.
- [www.jobenco.be](http://www.jobenco.be)
- e-mail : [info@jobenco.be](mailto:info@jobenco.be)

For people  
with a job

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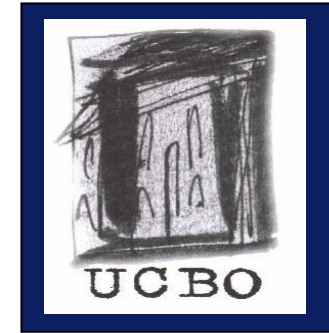


- The UCBO counsels the Person with a Labour Disability towards a suitable and sustainable employment, first and foremost at the open labour market.
- Training in the centre for administrative co-operator, agriculture (initiation), manual professions (initiation).
- Apprenticeships and coaching on the work floor for all professions; GIBO



ESF investeert in jouw toekomst.





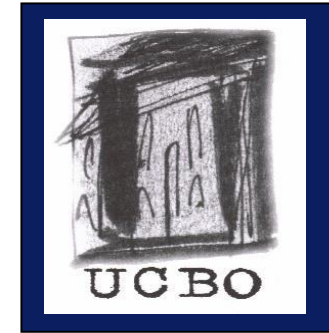
Specific expertise with respect to:

- Persons with non-congenital brain damage
- Persons with Autism Spectrum Disorder
- Deaf and hearing impaired
- Persons with psychological problems
- Counselling during the reintegration of employees which (threaten) (to) drop out (Disability Case Management)



ESF investeert in jouw toekomst.





## Contact data UCBO

Begijnhoflaan 464  
9000 GHENT  
09/331 03 31  
[info@ucbo.be](mailto:info@ucbo.be)  
[www.ucbo.be](http://www.ucbo.be)

Questions and information:  
Myriam Carlier  
[Myriam.Carlier@ugent.be](mailto:Myriam.Carlier@ugent.be)  
09/331 03 48



ESF investeert in jouw toekomst.



# GOB BRAILLE LEAGUE

UNIQUE GOB within the network of GOB's (Counselling and Mediation)

- Only for people with a visual disability from all over Flanders
- Strong individual counselling
- Expertise in the field of visual problems



# INFORMATION

For further information please contact

GOB Braille League  
Engelandstraat 57  
1060 Brussels  
02/ 533 33 91



Training and counselling service  
for opportunity groups, a.o.  
Persons with a Labour Disability:  
Group INTRO



ESF investeert in jouw toekomst.





## Groep INTRO vzw

training, education, trail to employment , job coaching, job experience and social economy, also for Persons with a Labour Disability

- **SWITCH**

- > 9 weeks training to become a production employee in a Sheltered Workshop, Social Workshop or NEC (packing, mailing, greenhouse work, large kitchen work)
- > 6 weeks of social and professional-technical skills
- > 2 weeks of apprenticeship and 1 week of selection training
- > in Aalst, Ronse and Ghent (in case there are enough participants, a group can be formed in the Waasland or Meetjesland area)

- **ADOORA**

- > 9 weeks training to become an executive administrative employee
- > 6 weeks of social and professional-technical skills, a.o.: computer science, Dutch language, business management, typing, social legislation
- > 2 weeks of apprenticeship and 1 week of selection training
- > in Ghent

- **JOB COACHING**

- > counselling on the job floor of the new employee and his/her employer (only NEC) by a company-external



ESF investeert in jouw toekomst.





## Contact data Ghent:

Annemie Vandenhende – Responsible of the team  
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