

Active Inclusion of Young people with disabilities in the Netherlands

Combating Young Disabled People's Worklessness

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CHAMP Research & Consultancy



- on Education, Work, Safety, Health & Disability
- Return to Work strategies
- Effects of Active Labor Market Policies
- Member Disability Studies expert groups

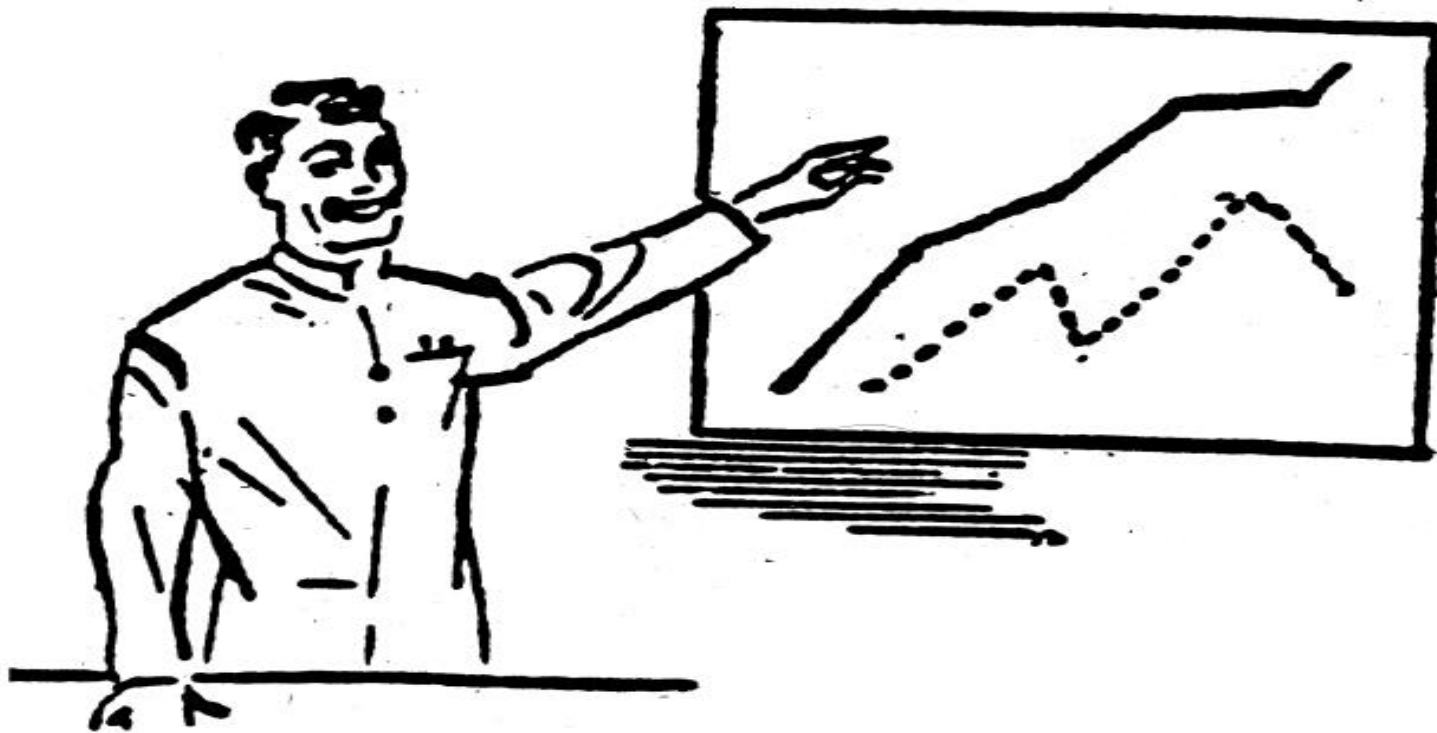
This presentation

Active Inclusion of young people with disabilities in NL

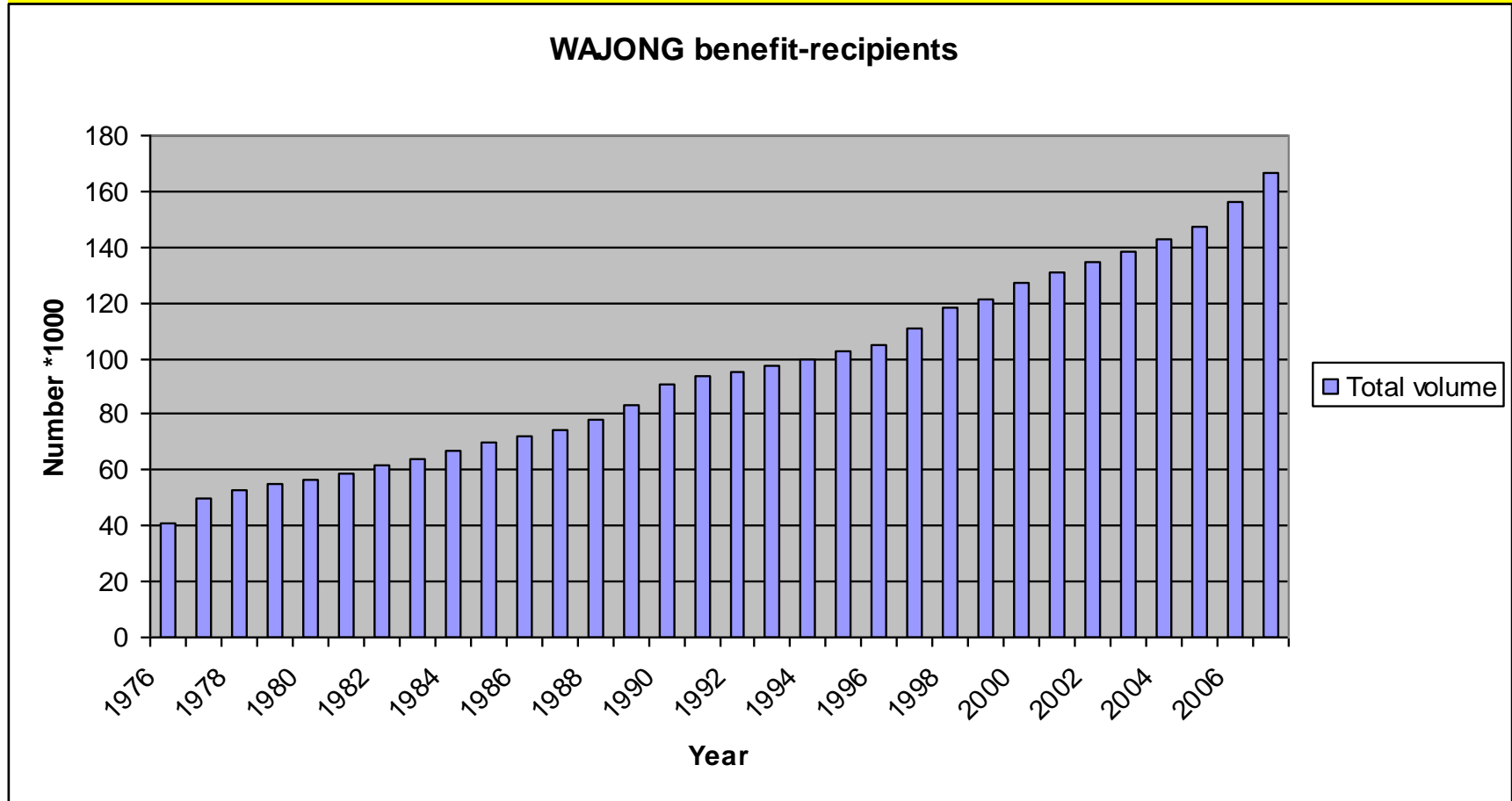
1. New developments and policies

2. Employment

1. Developments: Rise in young people with disabilities in most EU-countries



The Dutch situation: Young people on disability benefit rising (6% PY)



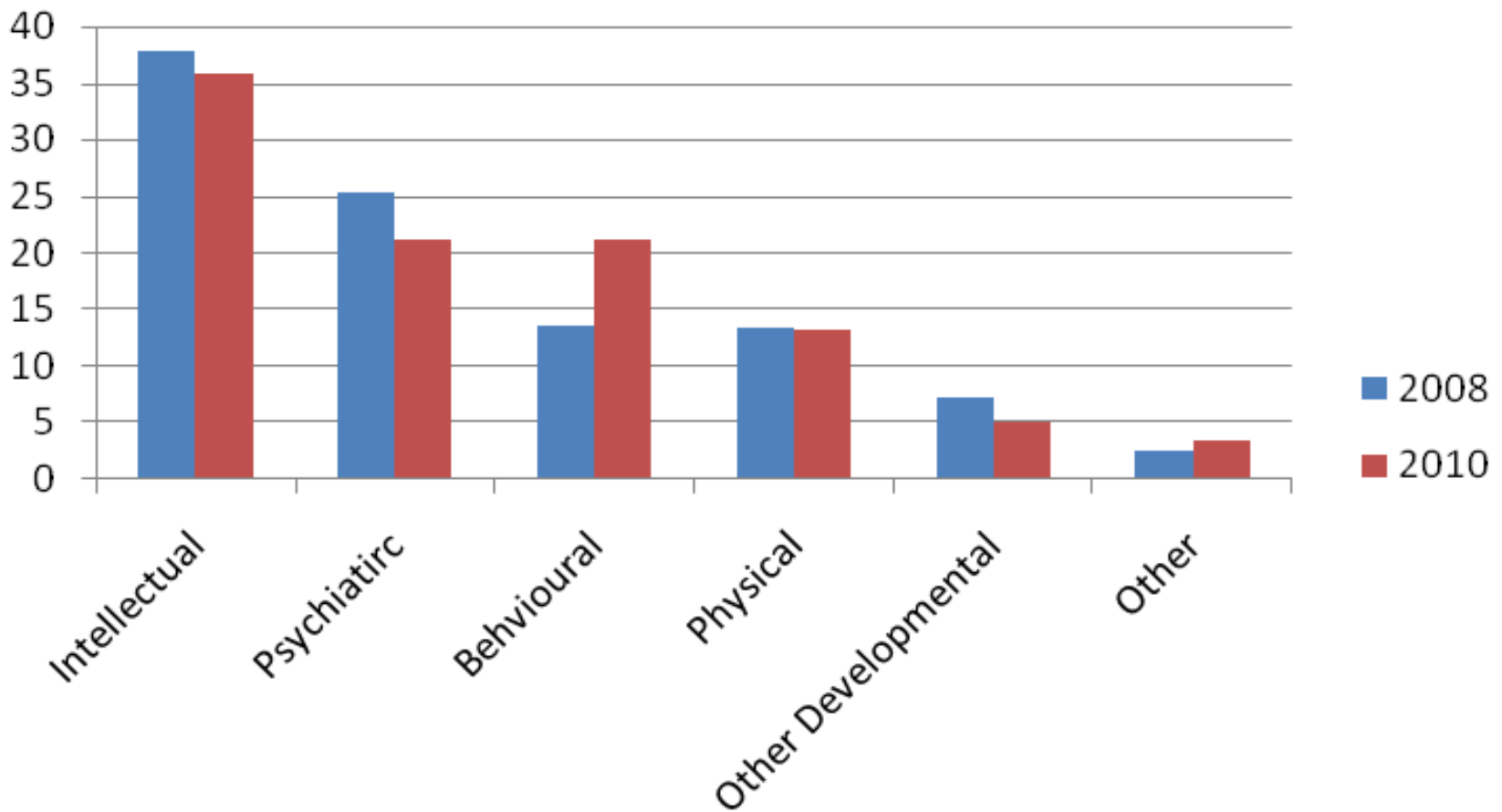
The Dutch situation 2

- Growth in Wajong benefit dependency
 - 233.000 end 2013
 - 245.000 end 2014
- 9% of the recipients have a regular job
- 17% have a job in sheltered employment
- 66% of the total Wajong population is considered to be able to work in some way

Growing types of health problems

- Developmental disorders
 - attention deficit hyperactivity/ADHD
 - disorders in the autism spectrum
 - attention deficit disorders (ADD)
- Psychiatric disorders (schizophrenia, personality disorder)
- NL: 42% multiple problems

Health conditions Young people as Disability Benefits entrants – NL First half 2008 and 2010



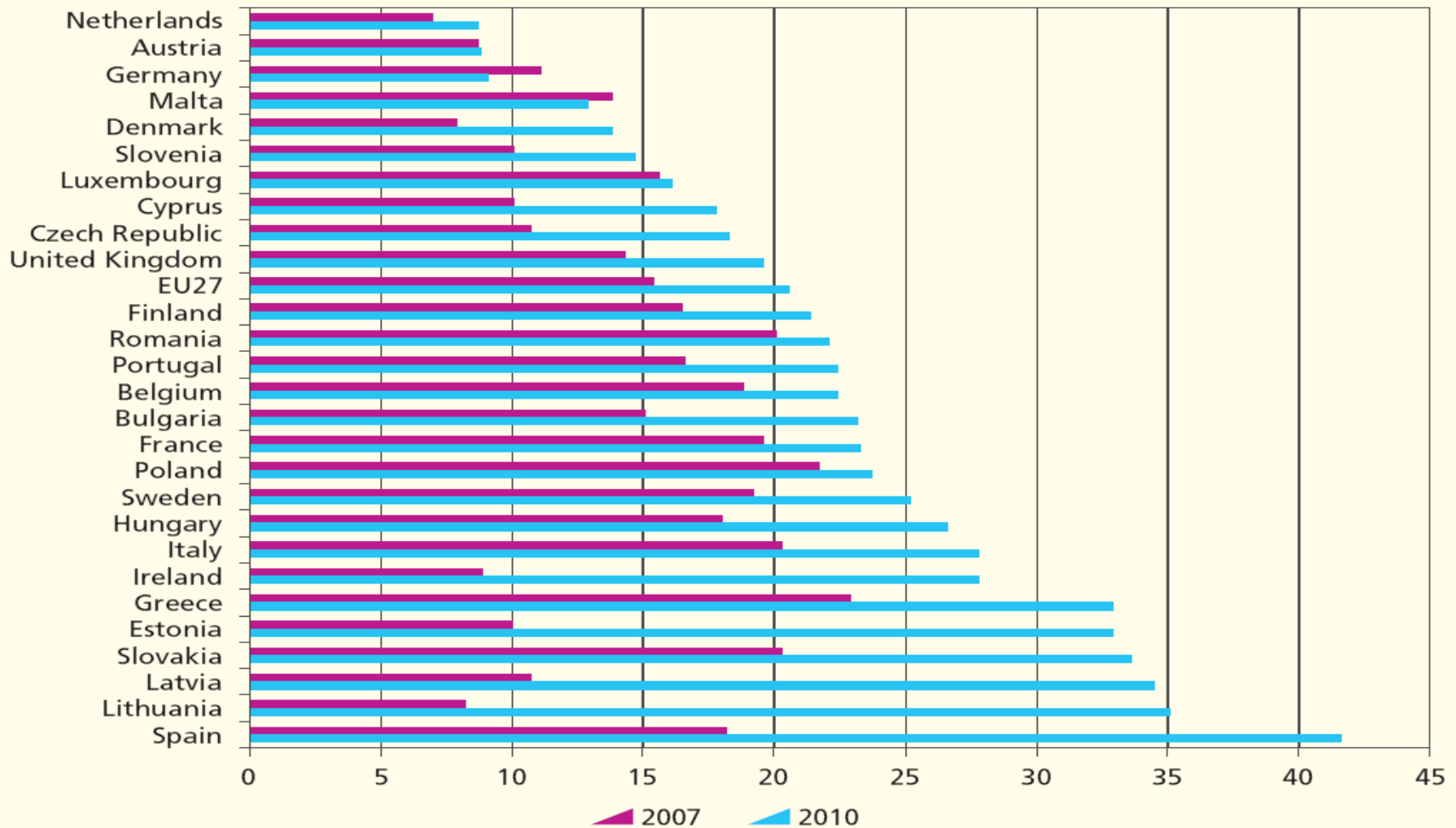
Increase young disabled persons on benefits

- Research (Eurofound & OECD):

Current employment patterns with long hours and more intense work are not conducive for people with health problems

Young people with health problems move directly from special education into incapacity schemes

Rising Youth unemployment rates EU 27, 2007 and 2010 (%)



Causes growth not only recession

- More complex and demanding labor, society
- Relation with volume growth in special education and care
- Better diagnosing, 'Medicalization'
- Benefit-schemes more widely known and actively offered
- Adverse financial incentives in formal benefit

2010

New viewpoints Disability

- “Work is good for your health”

A New Approach is Needed

- Focus towards possibilities of young people with disabilities to function as adults in society and become productive members of the labour market
- Not what young people cannot do (basis for disability pensions) but on what they bring to the labour market

Policy innovation – measures since 2010

- Fundamental change of the benefit scheme
- Promotion of a better school-to-work transition
- Improving support for employers
- Culture change program

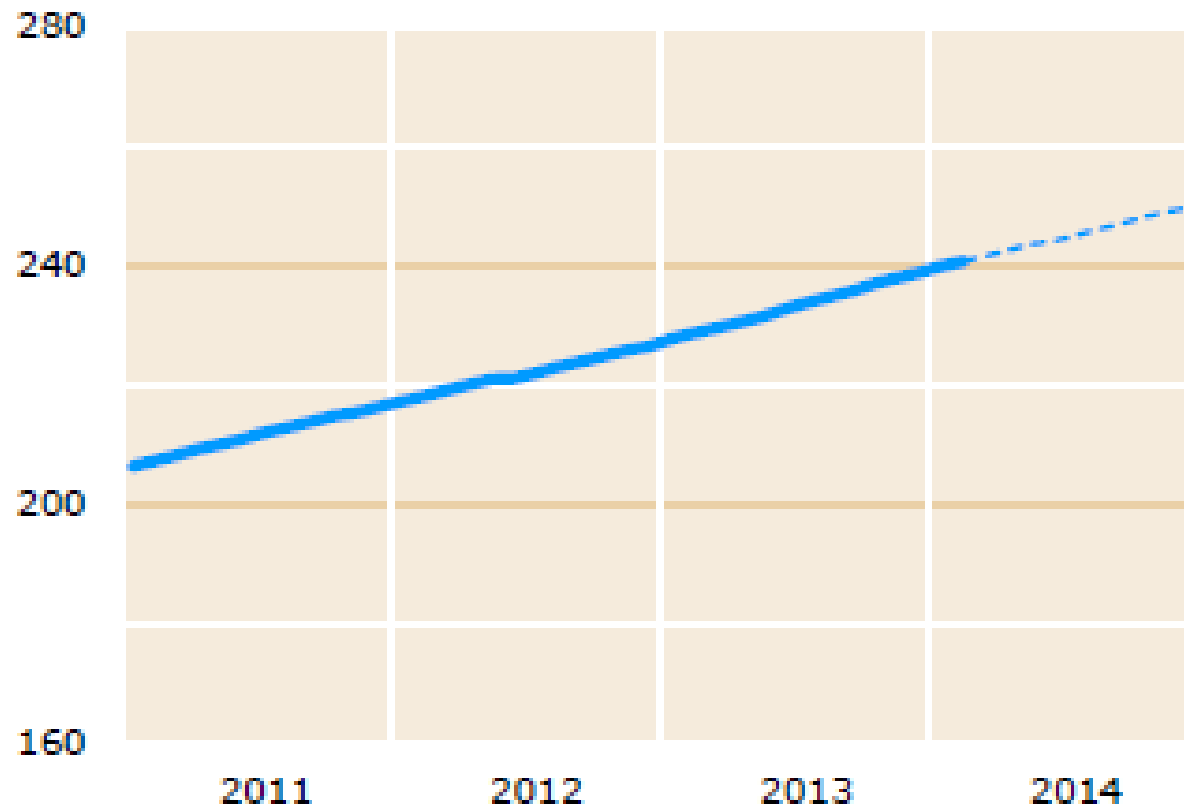
Policy innovation

Change of the benefit scheme

- Income-support only for those unable to work
- For clients with work capacity:
 - Obligation to accept employment or education offer
 - Stronger financial incentives to take up employment

Results? No !

Growth in WAJONG benefits



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Policy innovation – measures 2015

- Fundamental change of the benefit scheme
- Re-assessment all WAJONG benefit recipients
- 70% Reduction jobs in sheltered employment
- Employers create 150.000 new jobs
- Municipalities become responsible

Policy Decentralisation 2015

400 Municipalities responsible for

- Benefits for young people with disabilities
- Fort there Education, training and employment
- Youth Mental Health Care

- Facilities:
 - Transportation support
 - Support independent living
- Culture change programs

(De-)centralisation: Youth Policies

Welke organisaties zijn betrokken bij de domeinen jeugd, welzijn en werk?

DOMEIN: JEUGD

- 1 Bureau Jeugdzorg
- 2 Jeugdzorgaanbieder
- 3 Jeugd ggz-instelling
- 4 Justitiële jeugdinstantie
- 5 Raad voor de Kinderbescherming
- 6 Verloskundigepraktijken
- 7 Kraamzorgorganisatie
- 8 Provincie

DOMEIN: JEUGD & WELZIJN

- 9 GGD
- 10 Centrum voor Jeugd en Gezin
- 11 Welzijnsorganisatie
- 12 Veiligheidshuis
- 13 Huisartsenpraktijk
- 14 Ziekenhuis
- 15 Politie

DOMEIN: WELZIJN

- 16 Advies- en uitvoeringsorganisatie Wmo
- 17 Schuldhulpverlener
- 18 Ggz-uitvoerder
- 19 Vrijwilligersorganisatie
- 20 Sociaal team Friese gemeenten
- 21 Thuiszorgorganisatie
- 22 Verpleeg- en verzorgingshuis
- 23 Maatschappelijke opvangorganisatie
- 24 Verslavingszorginstellingen
- 25 Reclasseringsorganisatie
- 26 Sociale verzekeringsbank
- 27 Zorgkantoor
- 28 Zorgverzekeraar
- 29 Woningcorporatie
- 30 Centrum Indicatiestelling Zorg
- 31 Centraal Administratie Kantoor
- 32 Belastingdienst
- 33 Vervoersbedrijf

DOMEIN: WELZIJN & WERK

- 34 Arbo-bedrijf

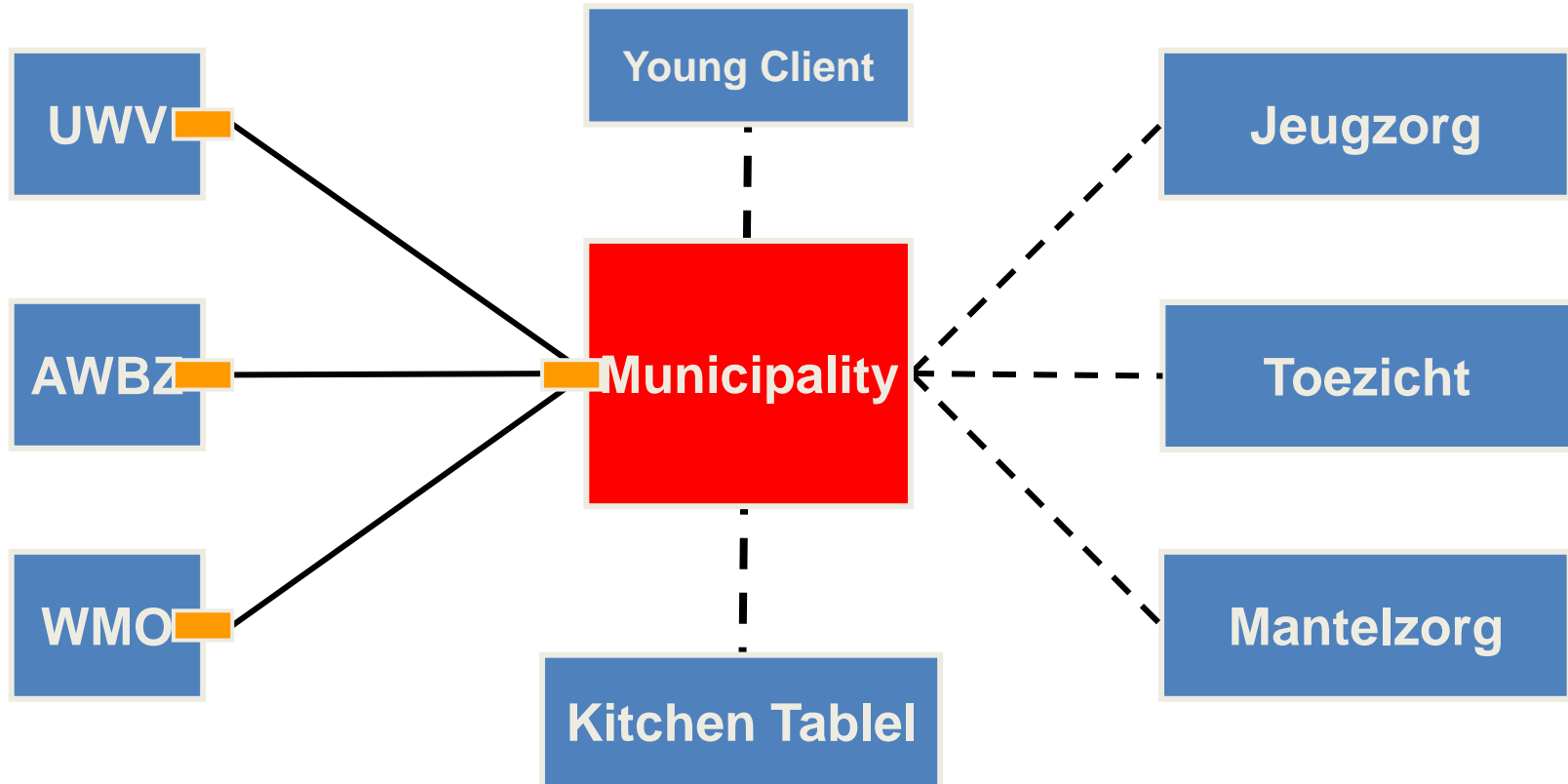
DOMEIN: WERK, JEUGD & WELZIJN

- 35 Sociale dienst (gemeente)
- 36 Cliëntenorganisatie
- 37 Juridisch loket
- 38 Kinderopvangcentrum en gastouderbureau
- 39 Peuterspeelzaal
- 40 Basisschool
- 41 Middelbare school
- 42 Speciaal onderwijsinstelling
- 43 ROC en AOC
- 44 Inspectie
- 45 Ministerie (SZW, VWS, OCW)

DOMEIN: WERK

- 46 Hbo-instelling
- 47 Regionaal Meld- en Coördinatiepunt (RMC)
- 48 Leerplichtambtenaar
- 49 DUO
- 50 UWV
- 51 Re-integratiebedrijf
- 52 Uitzendbureau
- 53 Sociale werkvoorzieningsbedrijf
- 54 Werknemersorganisatie

Municipality in Centre



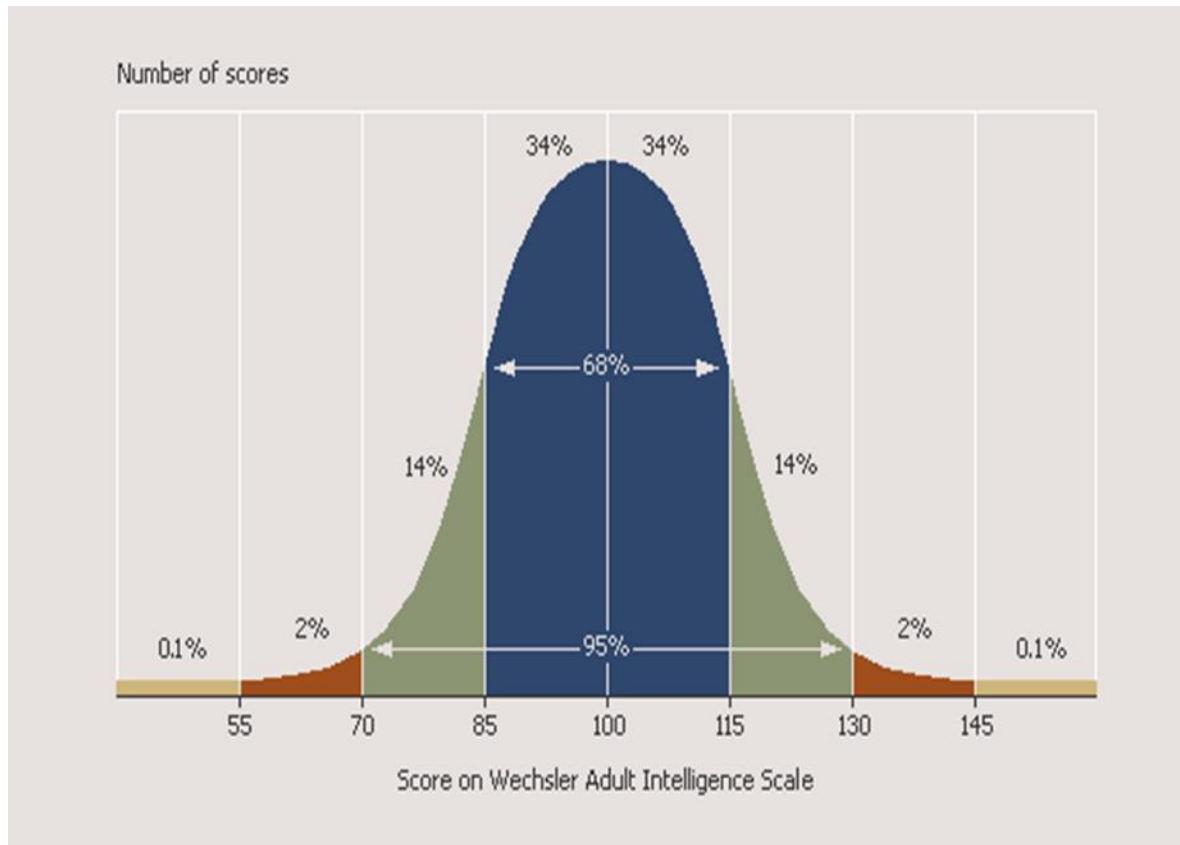
Thelma LVB



- No exterior disabilities
- Disabled in learning and thinking
- Disabled in self organising her life
- Can not generalise
- Her consciousness is not well developed
- Not social
- 5 X more change on psychiatric problems

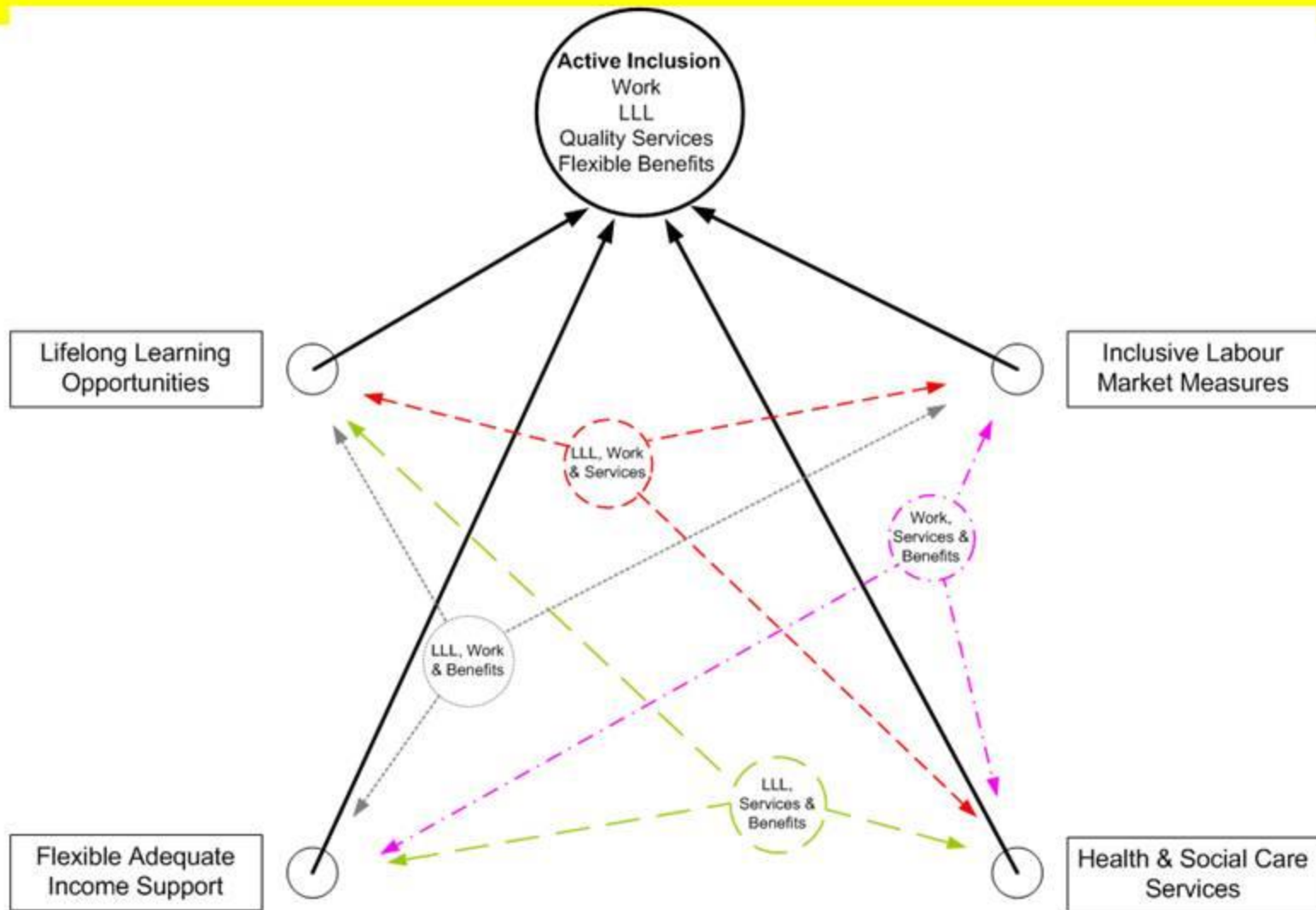


She is not alone



13,6% van alle jongeren: 440.000 jongeren

The Four Pillars of Active Inclusion



Project Inclusive City

Same opportunities for People with disabilities:
adequate income, education, employment,
housing, transportation, health services, sports,
artistic activities

Project connects and strengthens community
initiatives and good practices by building on
research, education and local government

Collaboration Disability Studies, University, City

Good practices

Finland – Job Bank

- **Beneficiaries**
 - Vulnerable groups (long-term unemployed, young people, immigrants, people with disabilities) employed directly by Job Bank, 80% have some health problems or learning difficulties, 50% are under age of 30.
 - Companies in need for temporary, seasonal staff
- **Key features** – people are first employed at Job Bank's premises and as their skills improve they move to client companies. Training and up-skilling is offered when business is slow.
- **Outcomes** – in 2009, 176 people found placement in 2010, 189 people moved to employment.
- **Active inclusion element** – full-time employment relationship for the employees, training during times of low demand and at least collectively agreed wage. Individual pathways to the open labour market. For companies risk-free and flexible workforce during peak times. Programmes is answering to the Ministry of Employment and Ministry of Social Affairs.

Project

INCLUSIEVE STAD

ALMERE

Mede mogelijk gemaakt door:



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Questions?





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Case study lessons

- **Principles of approach**
 - **Skills development, training and job placement** – an integrated approach is needed to these essential steps to employment
 - After training **ensure rapid placement** in a real job if momentum is to be maintained and skills are to remain relevant
 - **Empowering the individual** to take control of their career path – individuals should be able to make real choices in this area
 - **Employers may need support** with the recruitment, training and retention of some young people, e.g. those with disabilities
 - **Good projects evolve** over time to conform to the Active Inclusion approach