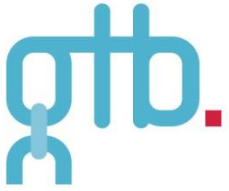


Vienna conference

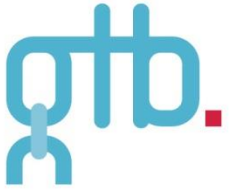
Dabei -september 2018

some facts, some
figures...from Belgium.



Some facts.... GTB

- **Started in 2008 (merge of 5 regional services into 1 Flemish organisation)**
- **Not for profit, subsidized by the Flemisch Public Labour Agency**
- **GTB = Specialised 'pathway determination and guidance'**
- **Case management towards employment**



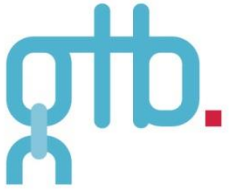
Mission statement

We support jobseekers and employees

In an empowering environment

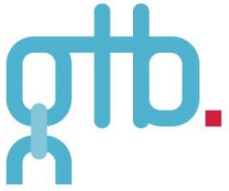
Towards self managed careers

As a basis for lifelong inclusion



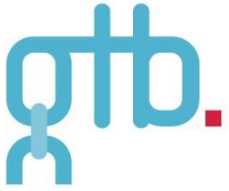
Some facts... GTB

- **GTB is inbedded in the public employment houses: inclusive!**
- **Octobre 2012 coöperation agreement with public employment service, Riziv, the mutualities and GTB: going for a rehabilitation-model!**



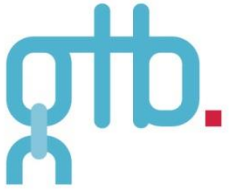
Some facts... **GTB**

- **Building bridges to overcome the gap between...**
 - School and work
 - **Mental health services and work**
 - **Sickness and work**



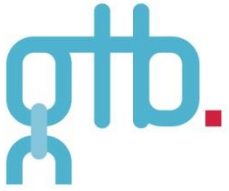
Numbers...

- 5 regional departments
- More than 80 locations
- 300 case managers
- 105 screeners



Numbers...

- Results
 - 6000 - 8000 guidances ended/year
 - 70% had a focus on a paid job
 - 40% found a paid job
 - 5% is waiting for a job in sheltered/social employment
 - 7% is active in labour care (form of supported voluntary work)
 - 15% is in illness



Numbers...

- Picture of our customers ...
 - 30% has a physical disability
 - 29% has a mental health problem
 - 26% has a intellectual disability

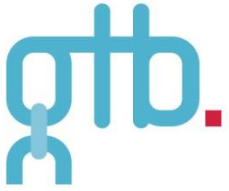
 - 65% experiences other barriers towards employment
 - 55% can count on a special employment measure



Definition: 'work disability'

- Any **important** and **longstanding** problem of **participation in working life**, due to the interaction of impairments of a mental, psychological, physical or sensorial nature,

limitations felt in the performance of activities
- and personal or external



RIZIV - Health insurances

- RIZIV = National Institute for sickness and invalidity insurance
- Cooperation agreement between VDAB-GTB-RIZIV
- Involvement of all the health insurances
- Advising doctor of the health insurances plays crucial role

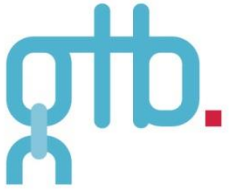


RIZIV - Health insurances

New vision about the importance of work in rehabilitation

Health care and work are partners!

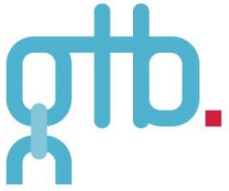
3 months sick-leave results in 80% not-return-to work for 5 years!



RIZIV - Health insurances

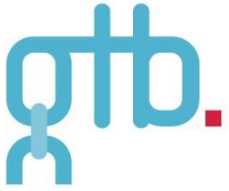
For who?:

- every one who is motivated to step back to work**
- who is at this moment officially sick**
- who receives permission for this rehabilitation by a advisory doctor**
- who is know by the public employment servide**



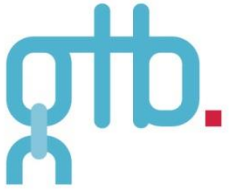
Some facts... GTB

- **Clients from Riziv:**
- **ages:**
 - **21 – 30: 16%**
 - **31 – 40: 34%**
 - **41 – 50: 39%**
 - **51 – 60: 11%**



Some facts... GTB

- **Clients from Riziv:**
- **reasons:**
 - **Fysical: 51%**
 - **Intellectual: 6%**
 - **Mental health: 58%**
 - **Sensorial: 2%**

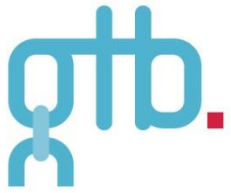


Some facts... GTB

- **Clients from Riziv:**
- **results:**
 - **Payed work: nearly 40%**
 - **Still ill: 39%**
 - **Unpayed work: 10%**

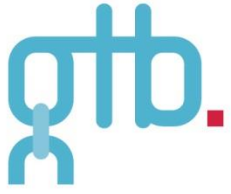
Average time: 1,4 year.

Over 4000 people involved a year!



Crucial elements of guidance

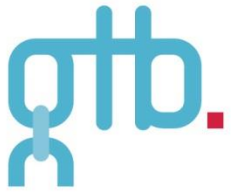
- Provide **information**: to clients, to referring organisations, employers, ...
- **Coordination** of steps in the client's pathway AND the network of services
- **Consulent/case manager** is the ally and advocate of the client
- **Holistic** approach, via other services e.g. accomodation, mobility, nursery, ...
- **Individual** approach
- Based upon **skills** and **motivation**



Some figures...!

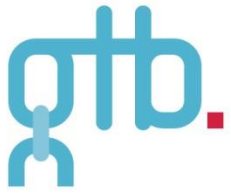
vision





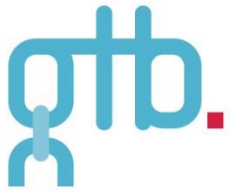
Some figures...!





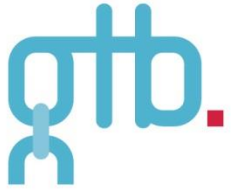
Some figures...!





Some figures...!





Some figures...!

Rachel Perkins!

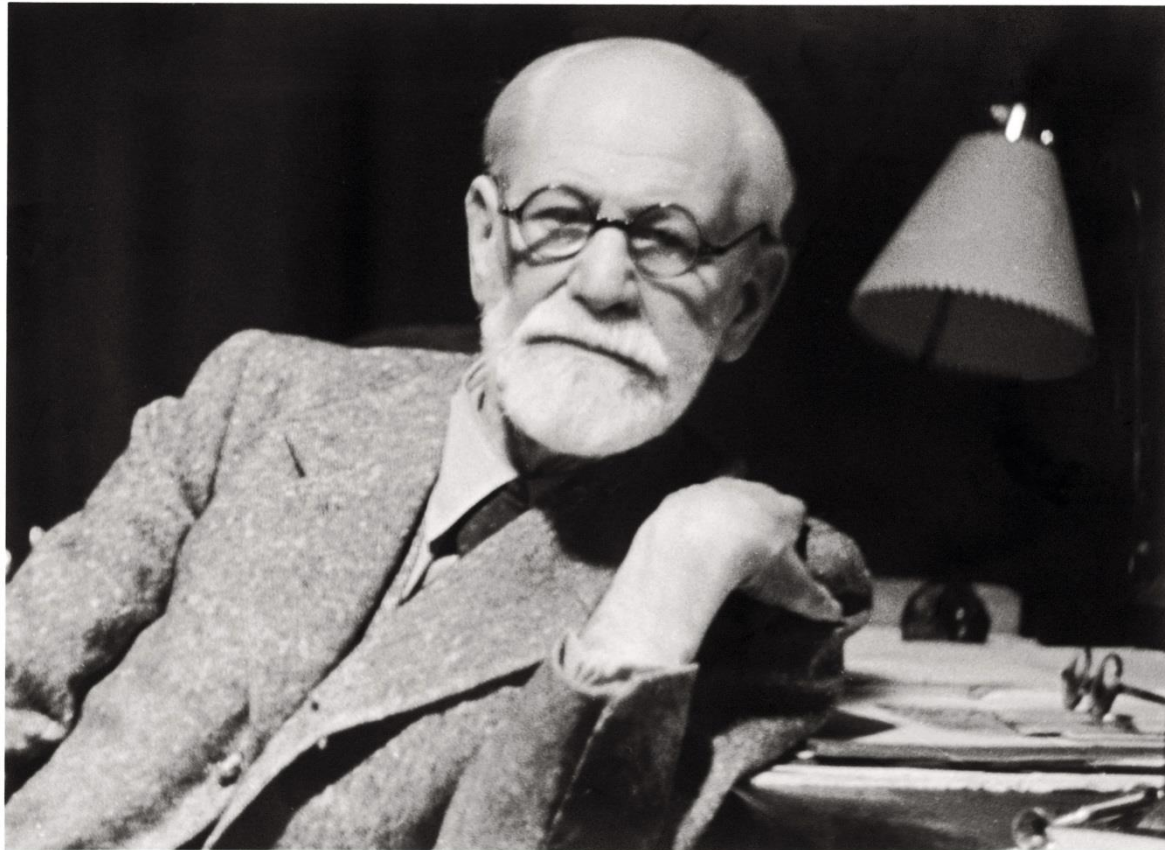
(See on youtube!)

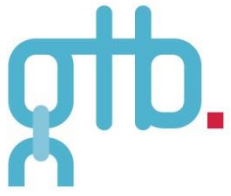
**The biggest problem in
rehabilitation?**

The professional staf!



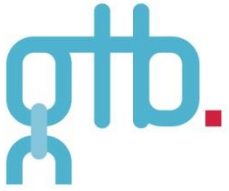
Some figures...!





Some figures...!





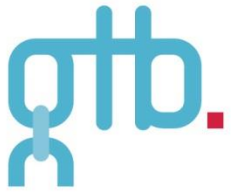
Freud and Sartre

- We're all 'dream'-catchers
- Do not focus on what people are,
but on who they can become!



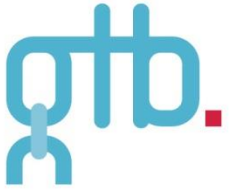
Some figures...!





Freud, Sartre, spice girls and...?



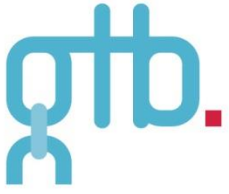


Freud, Sartre, spice girls and...?



My grandson:
a vision on abilities....
talent...
competences...





Freud, Sartre, the spice girls and ...!

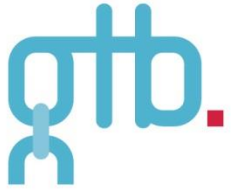
You have to be creative,

To go where it is not obvious,

To use “spices” in your guidance...

To look at talents...

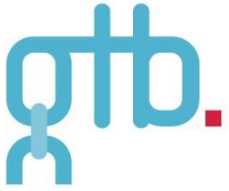




Supported employment leads to:

***equal right to
a free chosen or accepted
payed job
in an open, inclusive
and accessible
work environment***

(Art 27 UN CRPD)



All I live for is now

All I stand for is where and how

All I wish for are magic moments

As I sail through change

My resolve remains the same

What I chose are magic moments

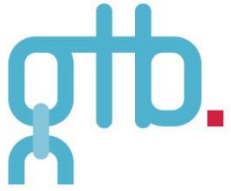
Because ships are safe in harbour

**But that is not what ships are made
for**

The mind could stretch much further

**But it seems that is not what our
minds are trained for**

William GT Shedd



**facts,
figures
...and questions!**

Luc Henau

luc.henau@gtb-vlaanderen.be