

The need for training in
using ICT/AT and
experiences in
vocational training and
the labour market



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Target group

People with disabilities in the working environment. We see this disability as a longstanding and important problem of participation in working life due to the interplay between functional, cognitive, psychological, physical or sensory limitations in performing activities, as well as personal and external factors.

This is a broad definition: some people experience problems at work but not at home. We intend to include all people who experience any significant problem *at work* due to a long standing problem.

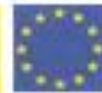


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What we don't mean:



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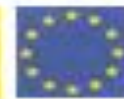
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What we do mean: disabled persons ...



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Different measures/help depending on personal situation:

- employed**

Versus

- Seeking work**

support while at work

Government support:

- Adaptation of the work place: surroundings, tools and clothing
- Allowance for travel and accommodation expenses
- Flemish Support Premium: financial subsidy to compensate for potential efficiency loss
- Allowance for interpreters (for persons with impaired hearing)
- Employment in a sheltered workshop

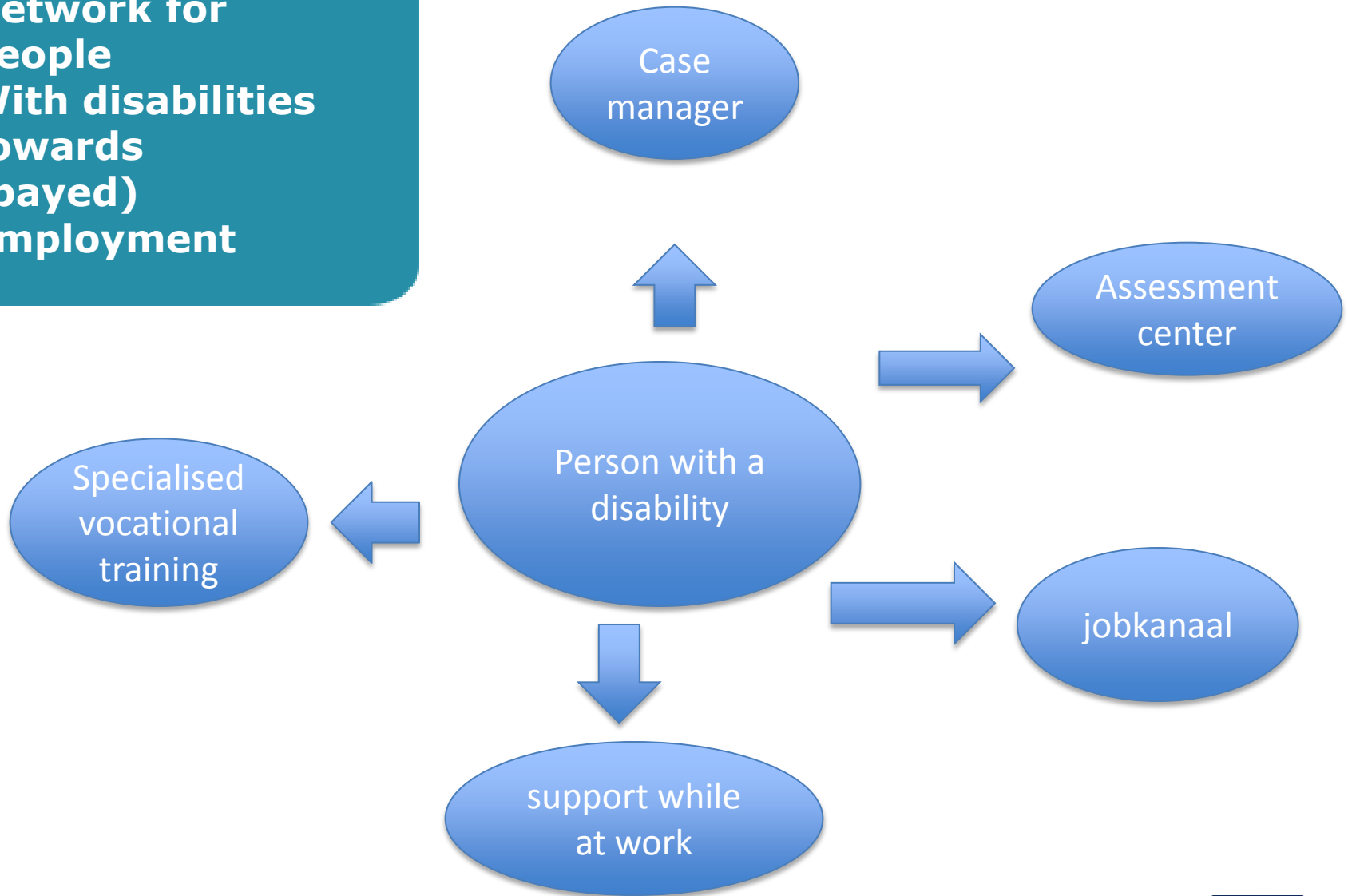
support while at work

- A case manager or coach can provide tailor-made job-coaching at the start of a new job (eg. Support client, advise employer, coach colleagues, advise on necessary adjustments,...)
- Possible support later on during the career, eg career counseling, support of employer/colleagues,...

When seeking a job

- There is an extensive network of partners to help a client toward (payed) employment

**Network for
people
With disabilities
towards
(payed)
employment**



Core business

Professional integration of people with a disability. We work with a customer approach. Our starting point is always respect for the individual and his or her questions, as well as the belief in the client's personal abilities and motivation. Through an empowering approach, the customer is invited to help shape his path towards work.



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Case manager

There is a specialized service and guidance organization for people with disabilities.

They will help people with disabilities find their way in the extensive network of specialized services.

They have extensive knowledge of all partners and their procedures, opportunities suited for the specific situation, all necessary paperwork,...



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Case manager

They guide people to a suitable job and support them in maintaining these jobs.

Primarily, they look for paid work on the open labour market.

If paid work in the open labour market is not feasible, they will look for a suitable alternative such as a sheltered or social workplace or volunteer work.

During the first three months of employment, they can support both the employee and the employer with advice and guidance.



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Assessment center

This is a multidisciplinary team that can assess skills and (labour)disability. Through extensive testing, they get a better idea of person's strong and weak points.

Eg; testing of intelligence, verbal and writing skills, learning skills, motor skills,...

The *goal* of this information is to heighten the chance of a long-term and perfectly matched employment, to motivate and activate clients to work, to find the necessary adaptations and to determine the next step for the client and case manager.

Specialised vocational training

If the client does not have the skills to do the preferred job, he or she might need extra education. There are special organizations who will help clients with a disability to get extra vocational training.

This might be a training, organized solely for people with a disability, or it might be extra support while a person with a disability follows 'regular' vocational training. In this case the client will get extra support, but there is also support for the trainers.

Specialised vocational training

After the vocational training, the client will get help applying for jobs, eg write a CV, write a cover letter, practice current job interview questions, etc.

If needed, the coach will also mediate with a potential employer.

Specialised vocational training

If the client is unsure of what he can or likes to do, the coach can organize one or several **internships** in a company to try out his or her skills.

If a client finds a possible employer, but the employer is unsure the client has all the necessary skills, the client can follow a **special internship**. The client works for a maximum of 1 year for the employer, while still enjoying unemployment benefits. The employer only pays a small amount of money, and can 'train' the would-be employee during this time. The employer agrees to hire the client after this internship.

Jobkanaal

Jobkanaal is a free recruitment tool for employers to find suitable and motivated job candidates from disadvantaged groups.

The employer has the option to publish a vacancy exclusively on Jobkanaal for 3 weeks, or see Jobkanaal as an additional recruitment channel.

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