

PES' support to vulnerable groups

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**ALMPs AND GOOD PRACTICES IN REACHING OUT TO
PEOPLE FURTHEST FROM THE LABOUR MARKET**

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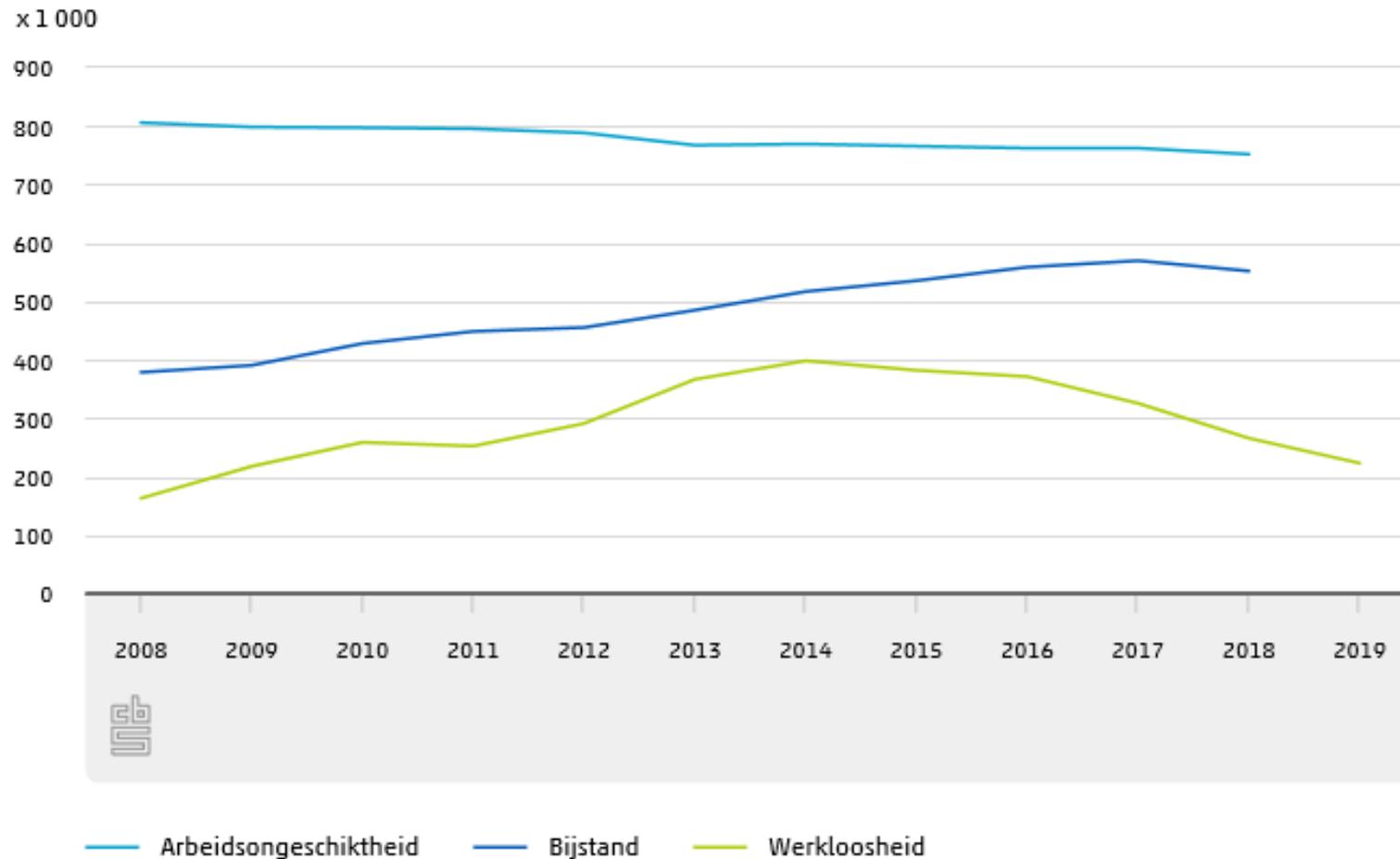


Shared problem analysis

- Amongst others, a recent study by The Netherlands Scientific Council for Government Policy (WRR) underlines the need for more activating and inclusive labour market policy since there's still 1.6 million people 'in the system'. This study was published before the pandemic.
- Total population +- 17 million, unemployment rate 3,4% in 2019 potentially rising to 6.1% in 2021.

(Social/ unemployment/ disability) benefit recipients 2019

7.1 Personen met een uitkering



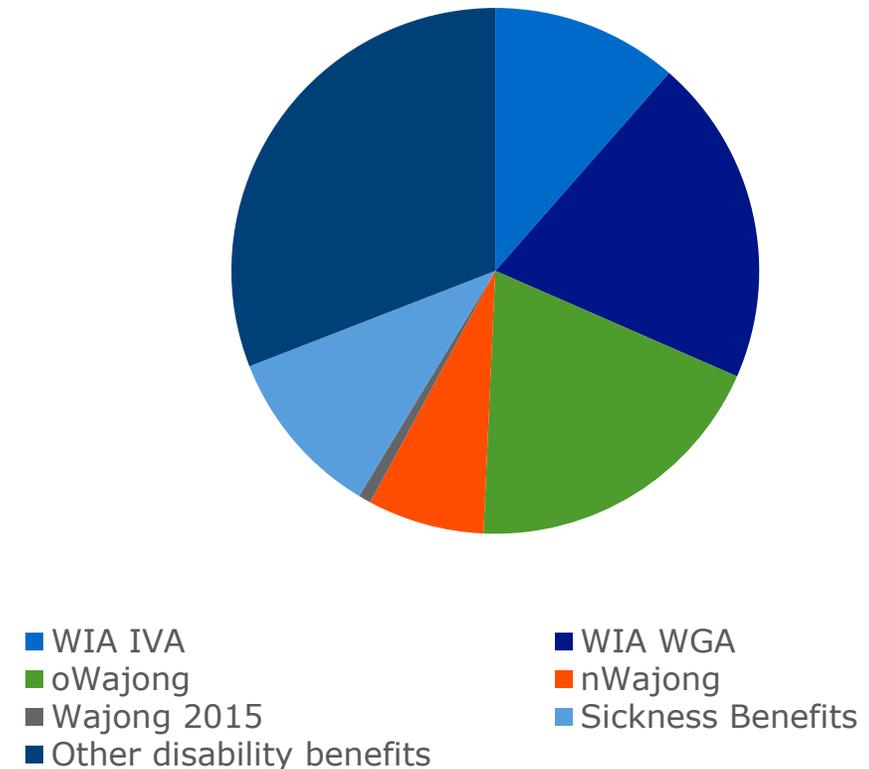
Vulnerable groups

- Studies underline: Migrants, people with disabilities, older workers (50+) & low skilled jobseekers are the most vulnerable groups (weak labour market position)
- Those groups are present both in our caseload (unemployment benefits, disability insurance/ benefits) and in the caseload of municipalities (social benefits – Participation Act).
For example: 60% of unemployment benefit recipients with an unemployment spell >6 months, are 50+
- Urgency → with the economy suffering as a result of the pandemic, job opportunities decrease (between the end of February and May minus 125.000 jobs).

Different laws, different benefits, different responsibilities: some facts and figures

- In total around 908.000 persons on a sickness or disability benefit:
 - Sickness benefit – 95.000
 - Long-term Invalidity Act (WIA)– since 2006
 - Scheme under the Full Invalidity Benefit Regulations – 104.000 people
 - Scheme under the Return to Work (Partially Disabled Persons) – 183.000 persons
 - Invalidity Insurance Act for Young Disabled Persons (Wajong)
 - oWajong (1997 – 2010): 174.000
 - nWajong (2010 – 2015): 65.000
 - Wajong 2015 (2015 - Present): 7.000
 - Other disability benefits: 281.000

Total Number of persons with a Disability Benefit from UWV: 908.000



Degree of participation (PES caseload) in labour: facts & figures

- About half of all young disabled persons with labour capacity are working at the moment.
- One in every five persons with a Return to Work benefit works.
 - Persons with labour capacity, but with limited functional abilities (80-100% incapacity): 8,4% was working in 2016
 - Persons with labour capacity and more functional abilities (35-80% incapacity): 43,9% was working in 2016



Twofold approach:

1. continuous improvement of servicemodels
2. teaming up with partners (initiatives on both supply and demand side)

Division of responsibilities: cooperation between PES and municipalities is inherent to the system

Social security in the Netherlands



Social security system – Organisation

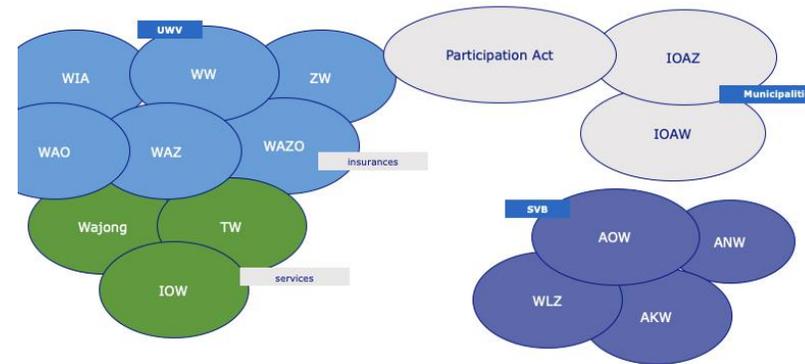


UWV districts

- 11 districts
- 35 labour market regions and PES offices
- 3 Client contact centres
- Head office in Amsterdam



Five core tasks



A low-angle shot of a wooden ladder extending from the bottom left towards the top center of the frame. The ladder is made of light-colored wood and is set against a clear, bright blue sky. A semi-transparent blue horizontal bar is overlaid across the middle of the image, containing white text.

Our services for people with (functional) disabilities

Services provided by UWV

- Monitoring
 - people who are not able to re-integrate, due to problems of a medical or social nature (severe debts, housing problems, social isolation); we keep an eye on their current situation and try to point them in the right direction seeking help from the appropriate institutions (thus cooperating with municipalities since they are responsible for the social domain - care).
 - People who are working, but who are still eligible for a disability benefit
- Coaching
- Online services (personal work folder)
- Workshops/group meetings
- Jobhunting and other employer/employee related services
 - Matching
 - Advise for employers on possibilities of job carving and job assembling
- When eligible, granting facilities to compensate disabilities in the work environment such as: transportation facilities, intermediary facilities, technical facilities. Actual realisation of the facility is outsourced.

Services provided by reintegration companies

Two main services, Fit for Work and To Work

- Fit for work
 - Enhancing employee skills
 - Enhancing personal situation
 - Determining labour market position
- To Work
 - Enhancing presentation skills
 - Use of multi-channelling while searching for jobs
 - Coping with rejection
 - Advise on how to become self-employed

Other services provided by reintegration companies

- Learning on the job (apprenticeships)
- Vocational training; maximum duration of one year, must be a relation between the training and job openings/vacancies
- Jobcoaching; coaching of the employee on the job, aimed at maintaining the job. Jobcoach also has contact with the employer, colleagues and, if circumstances demand as such, other persons that have a big influence on the person in question

Best practice: individual Placement and Support (IPS)

- Evidence based method for people with severe mental problems who want to work
- Twice as successful compared to other re-integration methods for people with severe mental problems
- First place then train; getting a (paid) job as fast as possible has priority. After that is accomplished, efforts are directed at maintaining the job.
- IPS activities start while the client is being treated for his mental problems. Zero exclusion: if the client wishes to work, his wish is granted.
- Execution of IPS-activities by Institutions for Mental Health; duration of the activities is 3 years.

Helping young disabled persons to work



Inclusive work analysis in 5 steps



A low-angle photograph of a wooden ladder extending from the bottom left towards the top center of the frame. The ladder is made of light-colored wood and is set against a clear, bright blue sky. A semi-transparent blue horizontal bar is overlaid across the middle of the image, containing white text.

Supply and demand: teaming up with (social) partners

Several approaches in recent years

- 125.000 jobs action plan for people with disabilities (2013-2026).
Targets for both public and private sector to create (extra) jobs for people with disabilities.
- “Kandidatenverkenner”. UWV & municipalities uploading jobseeker profiles in a shared tool. Ambassadors to highlight the importance of knowing our jobseekers and to create jobseeker profiles. Central team reaching out to/ facilitating municipalities to fill the database with client profiles (still only 1/3 of caseload identified).
- Action plan to increase labour participation of older unemployed (50+).
Increased budget for employer services, increasing the level of awareness of financial instruments available to employers, campaign with “famous” ambassador to promote (hiring) older workers.
- Perspective on Work action plan.

Perspective on Work – 35 multi-partner, regional action plans

- To boost cooperation between all labour market actors (municipalities, PES, employer organisations, educational institutes) on both the supply and demand side: regional action plans.
- Better cooperation leads to better matches.
- Boost insight in caseload (municipalities/ PES) and fit to work programmes.
- Up-/ reskilling with educational institutes.
- (learning on the) job offers for motivated jobseekers by employers.





Thank you!



Effectiveness of reintegration

- General knowledge:
 - Vocational training is effective on the long(er) term
 - Jobhunting is more effective than first train, then place (improving skills before seeking employment)
- Reservation:
 - Lots of research available about people on a social or unemployment benefit, however research about people on a disability benefit is limited
 - A lot is known about the activities on a whole, very few information available about the effectiveness of specific instruments/interventions
- Broad research programme 2018-2019 in cooperation with Ministry of Social Affairs & Employment
 - Researching the effectiveness of interventions for people with a disability benefit
 - Enhancing the provided services, continuous learning professionals based on evidence