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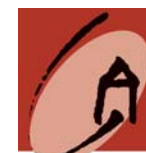
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Editorial

The current edition of *Employability and Homelessness* introduces a range of employability services offered by non-for-profit organisations working with the homeless people in Germany, Finland and the Netherlands.

The first article gives an account of the ongoing Young People's National Supported Housing Project realised by the Finnish Youth Housing Association in the framework of "Housing first" programme for 2008-2011. Many agencies are involved in the work of reducing homelessness. This article presents work of one of these agencies, Vamos Project. It consists of outreach work, life skills training, meaningful occupation and cooperation between multiple actors. Through coaching young people learn skills they need to manage independently and take the responsibility of their lives. In addition, one of the goals is to help them make realistic plans for the future and commit to them through different employment possibilities offered to them.

The second article looks at a "step –by-step" approach to achieving full labour market integration of homeless people developed in Germany. The SKM Paderborn is a non-for-profit organization which has created and expanded several work-integration social enterprises. In those enterprises, in



cooperation with the PES and local authorities, the most vulnerable, in particular the long-term unemployed facing special or multiple obstacles for placement, young and old alike, are integrated in the job market for the first time under fixed-term contracts of employment with the WISEs.

The third article presents a non-profit organisation De Wroeter Arbeidscentrum based in Flanders, Belgium. It is a training and employment project for the vulnerable segments of society and the long-term unemployed with multiple needs. Numerous employability services and initiatives of De Wroeter Arbeidscentrum are inscribed in the broader context of different entities of social economy of which this paper gives a brief account.

The last, fourth article in this issue of the Employability and Homelessness looks at at Workplace 1 Project developed by an organisation SMO based in the Netherlands. Workplace 1 provides daytime occupation through a form of work. Clients get structure and rhythm in their day-to-day lives and improve their social skills. The target group consists of clients with psychosocial and/or plural problems (for example unstabilised drug-addiction and psychiatric problems).

In the last two sections you will find information about interesting publication and other initiatives in relation to employability and homelessness as well as some upcoming events.

Your feedback is welcome. Simply write to the editor: Karolina.krzystek@feantsa.org

Enjoy the reading!



Every young person counts

Vamos - Young People's National Supported Housing Project 2008 - 2011

Olli Joensuu, General Secretary, The Finnish Youth Housing Association

Sari Timonen, project coordinator, Young People National Supported Housing project

Kaisa Tuuteri, project worker, Young People National Supported Housing project

The Finnish Youth Housing Association (Nuorisotasuntoliitto, referred as NAL) is a national umbrella organisation for 28 local youth housing associations and 7 national member organisations. It is a non-governmental and non-profit organisation which core activities are constructing and renting apartments for young people, providing and developing services for those in need of supported housing and lobbying the interests of young people that concern housing. NAL offers affordable housing and it has more than 3.000 apartments across the country. The local NAL-associations provide services that help to ensure the success of the independent living of the young. An essential principal of our work is prevention of homelessness and social exclusion.

The Finnish Youth Housing Association started to coordinate Young People's National Supported Housing project in 2008. It is a part of a programme of the Finnish Government for the years 2008-2011 ("Housing first") to reduce long term homelessness. The goal is to prevent and minimise homelessness among the youth by building affordable housing and helping young people to find their way to



independent living by finding work, education or purposeful activity by combining housing, employment and other services. The aim in cooperation between various agencies (state, NGO's, Church etc.) is to increase the number of projects devoted supported housing for young people. The target group is young people who have problems staying in education or at work and who are at risk of drifting into a cycle of exclusion and homelessness. The project focuses on the 10 biggest urban growth centres, where furthermore most of the homeless are found.

Vamos is a project coordinated by The Helsinki Deaconess Institute (HDI). HDI works in close cooperation with the City of Helsinki, local youth housing association and workshops, Finnish Youth Housing Association and National Workshop Association. Vamos-project is funded by HDI, the Finnish Slot Machine Association, the Ministry of Education and the City of Helsinki.

A home-base of Vamos-project is in Helsinki at a Youth Center that HDI founded in the autumn 2009. Vamos-project consists of both, outreach work, life skills training, meaningful occupation and cooperation between multiple actors. The term coaching is used to refer to these working methods within this project. The target group of coaching is young people under 29-years old and in danger to exclude socially due to multiple social and health problems. For example, there are young people who have dropped out of school or work, those who suffer from substance abuse, those who have learning disabilities and those who are looking for a place in the society and have difficulties to commit to any long-term activities.

One important objective of coaching is to continue and reinforce Vamos-outreach workers' support and offer low threshold services to young people. After young adults have interacted with outreach workers for some period of time, they have a possibility to start participating in the Youth Center activities, too. Many of these young adults are homeless. Therefore, the role of a local youth housing association is to arrange an apartment and housing services such as housing counseling. Vamos-counselors (coaches) work with young people both individually and in small groups. Together they try to find purposeful things to do and coaching also helps empowering young people to take an active role. Those in danger of exclusion often become socially isolated. The first step is to get them to participate in group activities. Through coaching, it is possible to support young people to learn skills they need to manage independently and take the responsibility of their lives. In addition, one of the goals is to help them make realistic plans for the future and commit to them. Often, for many young adults, adopting a suitable day-rhythm is the "square one". Coaching further helps young people to acknowledge their life situation and start realizing possible changes that need to be made. Having a designated counselor who has a comprehensive perception of the situation throughout the whole process is important to make young people to feel safe and coaching to be effective.

Coaching is based on motivating young people through productive learning, interaction and activities. Self-confidence and social skills of these young adults are often quite low. Hence, finding their own interests and resources is an essential factor. Personal strengths and talents of young adults should be recognized in order to support one's life, social skills as well as self recognition. This can be done, e.g., through music, photographing or cooking together. The whole coaching process is goal-directed and it's documented

individually by both the counselor and the young adult. In addition, coaching aims at providing needed services for young people. By finding and building multi-professional safety networks with social work, health care and employment services, ensures that young people have easy access to these necessary services. Most representatives of these networks, e.g. health care workers, are regularly available at the Youth Center.

Usually young adults attend activities in the Youth Center from six to more than twelve months. They get information about studying and working possibilities, economy, parenthood, health, sexual behavior etc. During this period, counselors encourage young adults to find suitable activities, education or work. If young people are ready for studies, internship or work, Vamos-counselors actively help them with the applying process. They get job search training too, e.g. CV writing, Internet and self presentation skills. There is preparatory education in Helsinki Diakonia College, which is an option for those young people who have dropped out of school or have difficulties continuing their education.

One of the employment possibilities is working in a HDI's social enterprise (Diaconal Real Estate Services Ltd). Another possibility is supported employment at a youth workshop organized by the City of Helsinki. There, young adults can, for example, work with media, metal industry, wood and construction, restaurant business or do something in the field of art or theater and get personal support and vocational training. Activities of the Youth Center and support are available for young people even after they have started their studies or work. One can get the support and guidance of Vamos-counselors as long as it is needed. During these three years, 360 young adults have participated in Vamos-project, through which

50 young adults have got an apartment and about 60% have started either at work or in education or committed to some other activities.

CASE OF BOB (The story of Bob is fictional but realistic)

Outreach workers of Vamos found a 23-year-old Bob through employment services a year ago. Bob had moved to Helsinki a couple of years ago after he dropped out of school. He had friends in Helsinki and he thought that he could easily find a job and an apartment there. But it didn't quite work that way. First, Bob just crashed at his friends apartments, but after a while, he had no place to go. He started to spend nights at night shelters and begun to use more alcohol to feel better about his life. When the outreach workers of Vamos project found him, his situation was already getting worse.

A Vamos-counselor started to meet Bob regularly several times a week. They contacted NAL to get a flat for Bob. They went together to an interview for a flat and started to guide Bob's life to better direction with other authorities as well. Bob got an apartment from NAL because he committed to meet his Vamos-counselor regularly and was willing to try to get his life back on track. He also started in a rehab, because alcohol abuse had started to disturb his life. After Bob got his housing arrangements under control, his own counselor asked if Bob was interested in going to Vamos Youth Center. First, Bob had doubts, but later on he decided to give it a chance. At the beginning, Bob participated only every other week. He liked photographing and painting, but at first he had difficulties to be in a group with other people. After a couple of months, being in a group got easier for Bob since he started to get to know other members. He started to visit the Center on a regular base about two to three times a week. Little by

little, he started to feel better about himself and felt that he was a part of something. He also got a chance to continue school that he had dropped out of before. Now Bob is 25 and still lives in a NAL-apartment. He also has a workplace, he works in a ship yard in Helsinki.

* **The Helsinki Deaconess Institute** is a 140-year-old public utility foundation that provides social and health -care services as well as educational programmes in these fields.

* **National Workshop Association (NWA)** is a non-governmental organisation that produces training, development and information services in the field of workshop activities and social employment for its member organisations and interest groups. The goal is to support the development of the know-how and professional skills of both organisations and workshop workers through close cooperation with the field. The Association develops and supports the general preconditions for employment and the development of workshop activities and social employment. The target group includes people with poor education and employment opportunities. Activity is based on a communal, customer-oriented approach together with shared experiences that aim at improving an individual's ability to function and work

More information:

<http://www.hdl.fi/fi/kehittamistoiminta/vamos-projekti>

<http://www.nal.fi/fi/in+english/>

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SKM Paderborn: A profitable not-for-profit A “step –by-step” approach to achieving full labour market integration of homeless people

Johannes Bracke, SKM Paderborn, Germany

As a charity association, SKM Paderborn wants particularly to help improve the social conditions of people in need of help and support. It has made assistance for the homeless, offenders, people under court supervision and the long-term unemployed its core task.

SKM Paderborn created an initial community-based company with the second-hand furniture shop. In the meantime, a **community-based department store** has emerged from this furniture shop where people with a low income (receiving unemployment benefits, social welfare, subsidised rent, etc.) can obtain furniture, clothing and household goods in good condition, thereby providing an offer for needy people. Initially, an employment project, in which only men were involved, was supervised by SKM in cooperation with homeless service providers. Today, long-term unemployed women as well as men are involved. Their task is to:

- Organise and carry out the collection of furniture, clothing and household goods and, where necessary, the dissolution of an entire household;
- Clean and set up the furniture and household goods to be distributed to needy recipients in the community-based department store;



- Distribute or deliver furniture and household goods to the recipients.

Because of their low income, clients of the community-based department store can only pay a low price for the individual articles. As a result, the revenues cannot cover the expenditures of the department store. SKM consequently depends on subsidies from the municipalities and on donations to cover the operating costs. Measures are also taken by the “Arbeitsgemeinschaft für Arbeit im Kreis Paderborn” (ARGE) [Paderborn District Council] to provide financial support for taking on the long-term unemployed, which helps cover a large part of labour costs. In 1995 SKM created another community-based company: **RELUM – Recycling gemeinnützige GmbH**.

In cooperation with the job centre, the ARGE and the cities and municipalities in Paderborn District, the difficult to place workers, in particular the long-term unemployed facing special or multiple obstacles for placement, young and old alike, are to be integrated in the job market for the first time under fixed-term contracts of employment with the community-based company. The creation of sustainable jobs, including for severely disabled persons, is also possible to a limited extent.

RELUM stands for: “Recycling – Landschaftspflege – Umweltschutz” [Recycling – Landscape Conservation – Environmental Protection] On the **recycling** front, RELUM, as a certified specialist disposal firm, provides volunteer additional services for the municipal collection and sorting of electrical and electronic waste, whereby tasks can also be assumed by certain severely disabled persons.

RELUM is also active on the **landscape conservation** and **environmental protection** front with additional tasks for the care and improvement of green spaces and recreational facilities, in cooperation with the municipal depots in the district. In the woods around Paderborn, certain forest services are being helped with the clearance and repair work after the devastating damage caused by Storm “Kyrill.” For instance, trails, shelters, benches and waste bins are being repaired so that the public can once again use the woods as recreational area. Additional cultivation measures are being implemented through natural regeneration and planting elsewhere.

Income is generated through recycling as well as landscape conservation and environmental protection works. However, this income does not suffice to cover the cost, as the purpose of the undertaking is to provide meaningful work to as many people as possible to promote community cohesion and not to make a high profit with the lowest possible costs. Subsidies and donations are indispensable to get this work done and to cover the costs.

Contact details: [info\(at\)skm-relum.de](mailto:info(at)skm-relum.de)
More information: www.skm-relum.de

SKM Paderborn: Profit eines Non-Profit Unternehmens

Johannes Bracke, SKM Paderborn, Deutschland

Der SKM Paderborn als caritativer Fachverband will unter anderem dazu beitragen, dass sich die sozialen und gesellschaftlichen Bedingungen hilfebedürftiger Menschen verbessern. Den Schwerpunkt seiner Arbeit hat er auf die Hilfe für Wohnungslose, Straffällige, Menschen unter gesetzlicher Betreuung und Langzeitarbeitslose gesetzt. Bereits 1983 hat der SKM Paderborn mit dem Gebrauchtmöbellager einen ersten sozialen Betrieb gegründet. Inzwischen ist aus diesem Gebrauchtmöbellager ein **Soziales Kaufhaus** entstanden, in dem Menschen mit geringem Einkommen (Arbeitslosengeld, Sozialhilfe, geringe Rente etc.) gut erhaltenes gebrauchtes Mobiliar, Bekleidung und Hausrat erhalten können. Es ist also ein Angebot für bedürftige Menschen. Ursprüngliches war es ein Beschäftigungsprojekt, in dem nur Männer tätig waren, die im Rahmen der Wohnungslosenhilfe durch den SKM betreut wurden. Heute sind darüber hinaus auch andere langzeitarbeitslose Frauen und Männer tätig. Ihre Aufgabe ist:

- Organisation und Durchführung der Abholung von Mobiliar, Bekleidung und Hausrat und eventuell Auflösung eines kompletten Haushaltes
- Reinigen und Aufstellen der Möbel und des Hausrates für die Ausgabe an den hilfebedürftigen Empfänger im Sozialen Kaufhaus

- Ausgabe bzw. Auslieferung der Möbelstücke und des Hausrates an den Empfänger

Aufgrund ihres geringen Einkommens können die Kunden des Sozialen Kaufhauses nur einen geringen Preis für die einzelnen Artikel bezahlen. Daher können die hierdurch erzielten Einnahmen nicht die Kosten des Kaufhauses decken. Der SKM ist daher auf Zuschüsse der Kommune und Spenden angewiesen, um die Betriebskosten zu sichern. Ebenso werden über die Arbeitsgemeinschaft für Arbeit im Kreis Paderborn (ARGE) Maßnahmen zur Beschäftigung für Langzeitarbeitslose finanziell gefördert, wodurch ein großer Teil der Personalkosten gedeckt ist.

Einen weiteren sozialen Betrieb gründete der SKM 1995 mit der **RELUM – Recycling gemeinnützige GmbH**.

In Zusammenarbeit mit der Agentur für Arbeit, der Arbeitsgemeinschaft für Arbeit im Kreis Paderborn (ARGE) und den Städten und Gemeinden im Kreis Paderborn sollen schwer vermittelbare Arbeitnehmerinnen und Arbeitnehmer, insbesondere Langzeitarbeitslose mit besonderen oder mehrfachen Vermittlungshemmnissen sowie jugendliche und ältere Arbeitnehmerinnen und Arbeitnehmer im Rahmen der durch den sozialen Betrieb zur Verfügung gestellten, befristeten Arbeitsverhältnisse wieder in den ersten Arbeitsmarkt integriert werden. Die Schaffung von Dauerarbeitsplätzen - auch für Schwerbehinderte - ist in begrenztem Umfang ebenso möglich.

RELUM bedeutet : Recycling – Landschaftspflege – Umweltschutz

Im **Recycling** erbringt RELUM als zertifizierter

Entsorgungsfachbetrieb freiwillige und zusätzliche Leistung im Rahmen der kommunalen Sammlungen und Sortierung von Elektro- und Elektronikschrott. Mit einigen Schwerbehinderten kann er dabei auch Pflichtaufgaben übernehmen.

In Zusammenarbeit mit den Bauhöfen der Kommunen im Kreis ist RELUM in der **Landschaftspflege** und im **Umweltschutz** mit zusätzlichen Aufgaben in der Pflege und Verbesserung der Grünflächen und Naherholungsanlagen tätig. In den Wäldern rund um Paderborn herum werden einige Forstdienststellen nach den verheerenden Sturmschäden durch „Kyrill“ bei den Aufräum- und Reparaturarbeiten unterstützt. So werden zum Beispiel Wanderwege, Schutzhütten, Ruhebänke und Abfallkörbe instand gesetzt, um den Wald für die Allgemeinheit wieder als Erholungsraum nutzen zu können. Durch Aufziehen von Naturverjüngung und Einpflanzen andernorts werden zusätzliche Kulturmaßnahmen durchgeführt.

Sowohl durch die Arbeiten im Recycling als auch in der Landschaftspflege und im Umweltschutz werden Einnahmen erzielt. Doch diese Einnahmen reichen nicht aus, um die Betriebskosten zu decken, denn das Betriebsziel heißt, möglichst vielen Menschen eine sinnvolle Arbeit zu geben, die darüber hinaus der Allgemeinheit nutzen und nicht, mit möglichst geringen Kosten einen hohen Gewinn zu erreichen. Damit diese Arbeit getan werden kann und die Kosten finanziert werden, sind Zuschüsse und Spenden zwingend erforderlich.

Contact details: [info\(at\)skm-relum.de](mailto:info(at)skm-relum.de)

More information: www.skm-relum.de



Introducing the non-profit association “De Wroeter Arbeidscentrum vzw”

Ludo Lathouwers, De Wroeter, Belgium/Flanders

1. Origins and history

“De Wroeter Arbeidscentrum” is a training and employment project for the vulnerable segments of society and the long-term unemployed who also have other problems. The project originated in 1982 from providing assistance. The initial aim was to organise “meaningful employment” for people in sheltered accommodation.

De Wroeter thus opted resolutely for a non-category approach, and works with a very diverse group of people: people with a mental disability, former psychiatric patients, people living on subsistence allowance, the long-term unemployed, people with a police record, political refugees, etc. A day centre and an employment centre emerged from this in 1988. The employment centre obtained accreditation as a training project under the European Social Fund (ESF). It soon became apparent that for most participants in De Wroeter there were no opportunities for employment in the regular employment circuit. The employment centre consequently has worked on obtaining recognition as a social workplace for this target group. The experimental subsidy for a social workplace was obtained as of 1994. At present, 42.5 FTE participants are employed there under an open-ended employment contract. De Wroeter has through the years ascertained that every time that a group of vulnerable people acquires a legal framework, there is always a group left out, that



cannot be accommodated within it. In this way, the bar of social employment is too high for a number of participants. They are not strong enough to function in this scheme. An occupational care project has been created for such workers. Lower production, output and quality requirements are set for this segment. This group tends to be responsible for tasks for the entire project and also for a part of the semi-industrial activities.

2. Overview of forms of work in social economy in Flanders in 2010

Flanders currently has seven recognised forms of work in the community-based economy. Each has its own object and specific target group, with or without contract of employment for a specified or unspecified period.

- **Start-up companies offering job opportunities to the unemployed:** Jobs under contract for an unspecified period are created in regular companies through a 2-year start-up subsidy. The eligible groups are: participants (under 50 years old) who have been unemployed for at least 1 year and have higher secondary education at most; participants (over 50 years old) who have been unemployed for at least 6 months and have higher secondary education at most. People are also eligible after 6 months of subsistence income or 6 months of unemployment and disability or those who are part-time jobseekers. More information: www.vlaamsinvoegplatform.be

- **Sheltered workshops:** Jobs under contract of employment for an unspecified period of time are created for people with disability through continuous subsidies and own revenues. Participants are job seekers with disability. More information: www.vlab.be

- **Social work places** (*nl. Sociale werkplaatsen*): Supported employment in Work Integration Social Enterprises. Jobs under contract of employment for an unspecified period of time are created for structurally long-term jobseekers through continuous subsidies and own revenues. Participants are people who have been looking for a job for at least 5 years and have lower secondary education at most. Often, there is also a personal and environment-related problem.

More information: www.sst.be

- **Occupational care**: Volunteer, unpaid work through production tasks and services under supervision for the weakest target group. Participants have no contract, and keep their unemployment benefits.

Target group: not (yet) capable of working in a mainstream economy; this is determined by screening.

More information: www.psza.be

- **Local service economy**: Jobs under contract for an unspecified period of time are created in new, supplementary services through “cloverleaf” financing (beneficiaries of the scheme contribute towards the financing thereof). Target group: persons who have remained unemployed for the minimum period of 1 year unemployed and higher secondary education at most.

More information: www.lokalediesteneconomie.be

- **Practical training companies**: Regular employment after work experience under contract for 18 months at the most. Target group: people who have remained unemployed for at least 2 years or who have been living for at least 12 months on subsistence income. Part-time trainees with a personal or

environment-related problem are also eligible. More information: www.sln.be

- **Business and employment cooperatives**: Finding a job as a self-employed entrepreneur after work experience of 18 months maximum. Target group: Unemployed, subsistence allowance, outplacement, returnees and newcomers.

More info: www.ondernemersatelier.be

3. De Wroeter Arbeidscentrum areas of operation and concrete activities

The total number of participants of the non-profit association “De Wroeter Arbeids- en Opleidingscentrum” amounts up to 100 people (70 full-time employees) and could be, subdivided into 3 accreditation forms, according to the summary list in point 3, namely: social workshop, occupational care, and practical training company. In financial terms, this means that 50% of the annual resources come from subsidies. The other part comes from revenues generated from the sale of our products and/or our labour.

Purpose:

In De Wroeter’s view of meaningful employment, the social aspects therefore occupy the central place. It is almost impossible to fully participate in the modern society without having an employment. Meaningful employment means that a vulnerable person entrust someone with a task to measure their skills and capacities. De Wroeter therefore endeavours to involve service users as much as possible in the consultation and planning of their tasks.



Activities:

The activities are as follows:

- organic fruit and vegetable cultivation
- green maintenance
- semi-industrial work in subcontracting
- sale

De Wroeter currently owns 3.5 hectares of field vegetable production and 1.6 hectares of greenhouse production, plus 15 hectares of standard fruit trees and 3.5 hectares of half-standard fruit trees. We perform green and landscape works for Regional Landscapes and public administrative authorities.

Fruit and vegetables are sold through the following channels:

- Direct sale at weekly markets and in the shop on the farm (45%)
 - Organic food packages to food teams (group of people from the same neighbourhood who collectively buy fresh food from producers who work with sustainable agricultural methods through a web shop) (10%)
- Brava organic auction in Kampenhout (45%)

In all our activities, we opt for labour-intensive tasks, and as such tend to supplement rather than compete with the regular market.

4. Challenges and the future

After 28 years in operation, the organisation has grown into a serious company, where the right balance must always be struck between economic and social considerations. This is an ongoing quest and a constant challenge. Transparent management and well thought out decisions are called for more than ever before.



The community-based social economy in Flanders has in the meantime emerged as a serious partner on the economic front. The local service economy in particular has tapped new niches that address the demand in our current welfare society. The economic crisis has not spared our sector either. Prices are getting more competitive and there is often competition between community-based economy companies. On the other hand, we are under pressure to grow because of the bulging ranks of the unemployed.

4. Reference information

Two new projects have emerged from the Employment Centre through the years, namely:

- the non-profit association Gors vzw: bed and breakfast and youth hostel in the community-based economy

Cf.: www.depastorie.be

- the non-profit association Horizont vzw: organises affordable holidays for vulnerable segments of society

Cf.: www.horizontvzw.be

Reference information:

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Voorstelling VZW De Wroeter Arbeidscentrum

Lathouwers, De Wroeter, Belgium/Flanders

1. Ontstaan en historiek

De Wroeter Arbeidscentrum is een opleidings- en tewerkstellingsproject voor sociaal zwakkeren en langdurig werklozen met een surplusproblematiek. Het project is in 1982 ontstaan uit de hulpverlening. De initiële doelstelling was 'zinnige arbeid' organiseren voor mensen uit beschut wonen.

De Wroeter koos ook resoluut voor een niet categoriale benadering. Er werd met een zeer heterogene groep van mensen gewerkt: mensen met een mentale handicap, ex-psiatrie patiënten, bestaans minimumtrekkers, langdurig werklozen, mensen met juridisch verleden, politiek vluchtelingen.

Hieruit is dan in 1988 een dagcentrum en een arbeidscentrum ontstaan. Het arbeidscentrum heeft sinds 1989 een erkenning als opleidingsproject onder het Europees Sociaal Fonds (ESF). Al gauw bleek dat er voor de meeste deelnemers van de Wroeter geen doorstroom mogelijkheden waren naar het regulier arbeidscircuit.

Het arbeidscentrum is dan ook gaan mee ijveren voor een erkenning als sociale werkplaats voor deze doelgroep. De experimentele subsidievorm sociale werkplaats is er gekomen vanaf 1994. Momenteel werken er 42,5 VTE deelnemers met een vast arbeidscontract.

In de loop der jaren heeft de Wroeter vastgesteld dat telkens

wanneer een groep sociaal zwakkeren een wettelijk kader krijgt, er altijd een restgroep overblijft, die nergens onderdak vindt. Zo ligt de lat van de sociale werkplaats voor een aantal deelnemers te hoog. Zij zijn niet sterk genoeg hierin te functioneren. Voor deze medewerkers is er een arbeidszorgproject opgericht. Hierin worden minder eisen gesteld wat betreft productie, rendement en kwaliteit. Deze groep is meer verantwoordelijk voor verzorgende taken voor het ganse project en tevens voor een deel semi-industriële activiteiten.

2. Overzicht werkvormen sociale economie in Vlaanderen, anno 2010

Momenteel telt Vlaanderen 7 erkende werkvormen sociale economie. Elk heeft zijn eigen doelstelling, specifieke doelgroep met al dan niet arbeidscontract bepaalde of onbepaalde duur.

- **Invoegbedrijven** : via invoegsubsidie van 2 jaar, jobs met contract onbepaalde duur, creëren in reguliere bedrijven.

Deelnemers (-50 jaar) zijn minimum 1 jaar werkloos en hebben maximum een HSO opleiding.

Deelnemers (+50 jaar) zijn minimum 6 maanden werkloos en hebben maximum een HSO opleiding.

Men kan ook instappen na 6 mnd. leefloon of 6 mnd. inactief en arbeidshandicap of deeltijds werkzoekende

Meer info : www.vlaamsinvoegplatform.be

- **Beschutte werkplaatsen** : via permanente subsidiëring en eigen opbrengsten jobs van onbepaalde duur creëren voor personen met een arbeidshandicap.

Deelnemers zijn werkzoekende met een arbeidshandicap.

Meer info : www.vlab.be

- **Sociale werkplaats** : via permanente susidiëring en eigen opbrengsten jobs met contract onbepaalde duur creëren voor structureel langdurig werkzoekende .

Deelnemers zijn minimum 5 jaar werkzoekend en hebben maximum een opleiding LSO gevolgd . Verder is er vaak een persoons- en omgevingsgebonden problematiek aanwezig .

Meer info : www.sst.be

- **Arbeidszorg** : vrijwillig onbetaald werk via productie taken en diensten onder begeleiding voor zwakste doelgroep . Deelnemers hebben geen contract, zij behouden hun uitkering .

Doelgroep : (nog) niet kunnen werken in arbeidsovereenkomst ; dit wordt bepaald via screening .

Meer info : www.psz.be

- **Lokale diensteneconomie** : via klaverbladfinanciering van diverse overheden en eigen inkomsten jobs van onbepaalde duur creëren in nieuwe aanvullende dienstverlening .

Doelgroep : minimum 1 jaar werkloos en maximum HSO gevolgd .

Meer info : www.lokalediensteneconomie.be

- **Leerwerkbedrijven** : via een contractueel werkervaringstraject van maximum 18 maanden doorstromen naar reguliere tewerkstelling .

Doelgroep : minimum 2 jaar werkloos of 12 maanden leefloon . Ook deeltijds lerende met een persoons- en omgevingsgebonden problematiek komen in aanmerking .

Meer info : www.sln.be

- **Activiteitencoöperatieve** : via een traject van maximum 18 maanden doorstromen naar een job als zelfstandig ondernemer .

Doelgroep : werkzoekende, leefloon, outplacement, herintreders, nieuwkomers . Meer info : www.ondernemersatelier.be

3. Werkterreinen Wroeter Arbeidscentrum en concrete activiteiten

De totale deelnemersgroep van VZW DE Wroeter Arbeids- en Opleidingscentrum, ongeveer 100 personen (70 VTE) , is volgens het overzichtslijstje in punt 2, opgedeeld in 3 erkenningsvormen nl : sociale werkplaats, arbeidszorg en leerwerkbedrijf .

Financieel betekent dit dat ongeveer 50% van de jaarmiddelen uit subsidies komen . Het overige deel komt uit eigen inkomsten uit verkoop van onze producten en/of onze arbeid .

Doelstelling :

Centraal in de visie op zinvolle arbeid bij de Wroeter staat het sociale aspect hiervan . Je telt in deze samenleving niet mee als je geen baan hebt . Zinvolle arbeid betekent dat je iemand een taak bezorgt, die op zijn maat gesneden is, die hij aankan en die hem in contact brengt met andere mensen . De Wroeter streeft er daarom naar de deelnemers zoveel mogelijk te betrekken bij het overleg over en de planning van het taken pakket .

Activiteiten :

De activiteiten zijn de volgende :

- biologische groenten- en fruitteelt
- groenonderhoud
- semi-industrieel werk in onderaanneming
- verkoop

Momenteel heeft de Wroeter 3,5 ha volle grondgroenten en 1,6 ha serreteelt. Er worden een 40 tal verschillende groenten geteeld . De fruitteelt bestaat uit 15 ha hoogstam en 3,5 ha laagstam .

We doen groen- en landschapswerken voor Regionale Landschappen en openbare besturen .

De verkoop van groenten en fruit gebeurt langs de volgende kanalen:

- directe verkoop op de wekelijkse markten en in de boerderijwinkel (45%)
- biologische voedsel pakketten aan voedselteams en via de webwinkel (10%)
- biologische veiling Brava in Kampenhout (45%)

In al onze activiteiten kiezen wij voor arbeidsintensieve taken. Dit maakt dat we voor de reguliere markt eerder aanvullend dan wel concurrentieel zijn.

4. Uitdagingen en toekomst

Na 28 jaar werking is de organisatie uitgegroeid tot een serieus bedrijf, waar zowel economische als sociale doelstelling steeds een juist evenwicht moeten vinden. Dit is een voortdurend zoeken en een blijvende uitdaging. Transparante bedrijfsvoering en het nemen van weldoordachte beslissingen is meer dan ooit aan de orde.

Sociale economie is inmiddels in Vlaanderen uitgegroeid tot een serieuze partner binnen heel het economisch gegeven. Zeker de lokale diensteneconomie heeft nieuwe niches aangeboord die inspelen op de vraag in onze huidige welzijnsmaatschappij.

Ook de economische crisis heeft onze sector niet gespaard. Prijzen worden scherper en vaak speelt de concurrentie tussen sociale economie bedrijven onderling. Anderzijds staan we omwille van het toenemend aantal werklozen, onder druk om te groeien.

5. Referentie gegevens

In de loop der jaren zijn er uit het Arbeidscentrum 2 nieuwe projecten binnen sociale economie ontstaan, nl. :

- VZW Gors : bed en breakfast en jeugdherberg binnen sociale economie

Zie ook : www.depastorie.be

- VZW Horizont : organiseert betaalbare vakanties voor sociaal zwakkeren

Zie ook : www.horizontvzw.be

Referentiegegevens :

VZW De Wroeter Arbeidscentrum

Sint-Rochustraart 8

3720 Kortesseem

België

Tel . : 011 /375292

Fax : 011/ 375756

Website : www.DeWroeter.be

Verantwoordelijke : Ludo Lathouwers

Ludo.lathouwers@dewroeter.be

Werkplaats 1 Employability for vulnerable people with multiple needs

Jürgen Feuerriegel, SMO Helmond, the Netherlands

SMO was created in 1995 by the merger of the crisis shelter Het Doorgangshuis and the shelter for the homeless persons, Huize d'n Herd. In the years that followed, SMO developed into an organisation with a complete range of services for people at the lower end of society. SMO started, for example, overnight accommodation facilities for drug addicts, work placement for social activation, sheltered housing and refuges for women.



Workplace 1 was created in 1984. There was a hall at Huize d'n Herd where residents from Huize d'n Herd could work. At a later stage these activities were moved to a real workplace for people who live at shelter and care facilities from SMO and also for external people. The target group consists of clients with psychosocial and/or plural problems (for example unstabilised drug-addiction and psychiatric problems). Workplace 1 offers clients day-time occupation. The objective is to take care that clients can preserve their level of functioning or take care that the level will raise.

Workplace 1 provides daytime occupation and structure through a form of work. Clients get structure and rhythm in their day-to-day lives and improve their social skills.

This kind of occupation is based on the client's capabilities and reduces the distance to the labor market. Working, sometimes in a sheltered environment, improves clients' self-esteem. Where possible, people are prepared for participation in the work process. Some clients will always stay at the workplace and some will return to the labor market.

Workplace 1 has departments for assembly (light production work), creative activities, graphic finishing, bicycle repair and the production and decoration of ceramics. Some clients work here till they are 65, some for a couple of weeks and there are also clients who only come to work in wintertime because in the summer they live outside.

The clients are accompanied by a team of work supervisors and a coach. The work supervisor is the first contact point for the client on the work floor. The coach is responsible for the client's process from the initial interview until the end. We start with an initial interview procedure, preferably with the placing agency. The supervisor makes a supervision plan.

During this procedure they discuss the following subjects:

- the somatic condition
- the medical condition
- the psychiatric condition
- social network
- the training past
- the employment history



The supervisor makes a report of the initial interview. A joint decision is made about the number of day parts the client will start with. This can vary from three to nine day parts a week.

During the first four weeks of the observation period, the supervisor will make a daily report. After these four weeks the situation is evaluated and a decision is made about which skills the client will have to work at and what the targets are for the next six weeks. After these six weeks the situation is re-evaluated. Some clients can't learn new things and stay on the same level. There are also people who can't find a job because of their looks or tattoos and in situations like this can stay at the workplace.

Workplace 1 has home rules. They have a break three times a day. Food and drinks are not permitted on the work floor. Clients can smoke outside during breaks. Cell phones and iPods are not permitted during working hours, they can use these during the breaks. When the client is ill, they have to call the job supervisor. Clients have to check in with the job supervisor before they start working.



Workplace 1 is funded by the local authorities, by the clients themselves and by state benefits for special needs. The workplace also sells the products that clients make. The clients receive social benefits from the local authorities. They can work at the workplace for a compensation of €1,25 per day part. There is a maximum what they can earn as additional income.

Everything goes well at the workplace. But the workplace 1 has a broad offer, so they can offer everyone a job.

Some clients experience it as real work and other clients do not. They don't see it as real work because they don't want to. But they have no choice because they receive social benefits. The clients who enjoy coming to the workplace see this as a social network. They didn't have this before. They are used to the other clients and supervisors.



In 2011 workplace 1 and 2 before will merge into one workplace. They will move to one new location. Now you pay two times rental price, you have to drive a couple of times a day to the other workplace to bring some things. It has more advantages to move to one location.

More info: <http://www.smo-helmond.nl/english/index.html>

Contact details: j.feuerriegel@smo-helmond.nl

Information Resources

IPPR Report: Now It's Personal: Learning from welfare-to-work approaches around the world

Recent report on active inclusion *Now It's Personal: Learning from welfare-to-work approaches around the world* published by the Institute of Public Policy Research (IPPR)'s presents a comprehensive strategy for poverty reduction. [Read more](#)

Making Work, Work - campaign report on homelessness

Recommendations for supporting homeless people to gain and sustain employment

This report contains the findings of some research that Business Action on Homelessness commissioned the New Economics Foundation. The aim was to find out the full range of factors preventing homeless clients from taking a job or staying in work, and what could encourage them to gain and sustain employment. [Read more](#)

Events

Seminar - ESF Projects for Social Inclusion and Job Creation ESF Application Process in Europe

15th and 16th November 2010, Berlin

The European Commission is funding projects for social inclusion and job creation by the European Social Fund (ESF). Within the current period, the ESF strongly supports the modernisation of labor market conditions and promotes transnational cooperation in Europe. [Read more](#)



This Newsletter is supported by the European Community Programme for Employment and Social Solidarity (2007-2013).

This programme was established to financially support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.

The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

To that effect, PROGRESS purports at:

- providing analysis and policy advice on employment, social solidarity and gender equality policy areas;
- monitoring and reporting on the implementation of EU legislation and policies in employment, social solidarity and gender equality policy areas;
- promoting policy transfer, learning and support among Member States on EU objectives and priorities; and
- relaying the views of the stakeholders and society at large.

For more information see:

http://ec.europa.eu/employment_social/progress/index_en.html

The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

■ European Federation of National Associations Working with the Homeless AISBL

Fédération Européenne d'Associations Nationales Travaillant avec les Sans-Abri AISBL

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