

GTB Presentation:



Visit Minister Jamie Hepburn

VDAB - GTB

Brussels

23-01-2017





Some history:

Until 2007: financed by the
Care/Health sector

Recognized by the "Flemish Fund for
People with a Disability"



some history:

- In that "Flemish Fund" work and rehabilitation towards work were very small points on the agenda
- The main topic, the main concern and almost the whole budget and legal framework were about **care-organisations for people with a disability**



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some history:

- Most organisations were linked to care-structures.



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Some history:

Since 2008: a major shift towards "mainstreaming":

all the organisations dealing with "WORK" moved to the **department of work**, and are now recognized by the **Public Employment Service (VDAB)**





Some history:

Organisations concerned in 2008:

- training centers,
- assessment services,
- sheltered workshops,
- our guidance organisation (GTB)



some history:

For our guidance organisation (GTB)
the government went even one step
further:

it should be an **inclusive** service
with a **stakeholder-model**,
compared to our P.E.S.: the board
consists of labour unions, employer
organisations, user-groups and
some experts





At the start in 2008

- 12 training centers
- 12 assessment centers
- sheltered workshops (disability)
- social workshops
- 1 guidance service: GTB



Today

- 11 training centres
- 1 integrated model sheltered and social workshop
- 1 guidance service: GTB



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Today

Training centres:

- intensive programmes in the centre or on the workflow
- technical and general training
- longterm work placement
- payed placement with employment guarantee



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Today

Training centres:

- about 2000 persons a year
- 10.000 euro per person
- 50 – 60% result in payed work





Today

workshops

- more than 20.000 persons
- wage and support susidies
- industrial work, gardening, contract work
- low transition to open employment
- projects of "enclave"-work



Today

GTB:

- all the guidance staff (counselors) are included or embedded in the **local "jobshops"** of the P.E.S.: inclusive model
- working in the whole country
- corporate partnership with P.E.S on all levels





Today

GTB:

- about 8000 new customers a year
- individual mediation, screening and assessment, strong collaboration with broad partnership in work and care
- 1350 euro per customer
- result: about 40% in payed work = 3500 persons a year.



Today


GTB

- a **structural inclusion**, not only in the buildings, but also in the structures of the P.E.S., both local and central,
- via structural meetings and involvement in innovation work.






Today general practice

- persons with a disability enters in the jobshop of his town
 - VDAB or GTB: as mainstream as possible, as specialised as necessary
 - individuel pathway starts with personal meetings
 - importance of activation
 - person-centered becoming person-driven: empowerment
- 



Today general practice

- if needed screening or assessment
 - determination of possible specialised employment measures (workplace adaption, supporting communication deaf, supporting transport, guidance support financement, attendance workshop): joined team VDAB - GTB
- 



Today general practice

- if needed specialised training centre
- activation via jobplacements as soon as possible (supported employment)
- mediation with employer
- support on and in employment



Some special programmes

TAZ

= special rehabilitation programme for persons with a long distance to the labour market, due to (mainly) mental or psychiatric problems.





Some special programmes

TAZ

- Starts in the "jobshop"
- Assessment is joined with P.E.S.
- Start is an activating programme for 12-18 months



Some special programmes

TAZ

- Includes -via GTB- organisations for mental health and empowerment





Some special programmes

TAZ

- Leads to over 30% paid work
- Similar programme now with all actors (public and insurance) for rehabilitation after health problems



Some special programmes

Transition programme with special education

- Run by GTB in cooperation with VDAB and education
- For ca 600 students in their last year of special education
- Gtb comes into the school in last year.





Some special programmes

Contract with health-care

- Run by VDAB and GTB, with official structure of illness and benefits
- For ca 3500 persons recovering from sickness a year
- Result: 40% succesfull rehabilitation in payed work



Some special programmes

Supported employment


- Flemish network = cooperation of VDAB (only PES in Europe!), GTB, federation of GOB, special workshops.
- world conference in Belfast june 2017





Some special programmes


DUO-day

- one special day a year: about 800 jobshadow places for customers in all kind of employment-organisations
 - this year in 10 European countries.
 - good tool of general awareness raising (press, minister and Fons Leroy giving a jobshadow opportunity,...)
- 



2018 and further on...

Next step in mainstreaming and inclusive partnership!

- more focus on active mediation
 - more focus on supported employment
 - more focus on employer and on career-service and career-development
- 



2018 and further on...

- structure of GTB remains and becomes even more inclusive organisation (corporate partnership with VDAB): important role of social partners and service-users!
- structure of GOB's becomes more open, more organisations and will focus on on-the-job-support



2018 and further on...

- new thinking about target group: wider than persons with disability, more distance to labour market or vulnerability
- use of ICF as positive language in reporting and screening





Innovation specialised services 2018

Basic service via GTB

- Specialised mediation to work (incl. screening en career-support)
- Specialised empowerment actions
- Casemanagement work in work/care programmes
- Specialised information to support jobseekers, working persons, employers,
- About 2300 euro/ 10.000 persons

Partner services via GOB a.o.

- Specialised jobcoaching
- Intensive employers service
- Specialised on the job support
- Career guidance
- About 5000 euro/ 3500 persons

Link to VDAB key figures:

<https://partners.vdab.be/sites/web/files/doc/trends/Key%20figures%202015%20ENG.pdf>

Biographies:

Jamie Hepburn MSP Minister for Employability and Training



Jamie Hepburn was educated at Hyndland Secondary and the University of Glasgow, graduating with a degree in Politics and History.

He served as National Convener of the SNP's student and youth wings. Jamie Hepburn was MSP for Central Scotland between 2007 and 2011 and has been MSP for Cumbernauld & Kilsyth since 2011. Jamie was appointed as Minister for Sport, Health Improvement & Mental

Health on November 21, 2014 and appointed as Minister for Employability and Training in May 2016. Jamie lives in his constituency with his wife, Julie, and two children

Didier Gosuin biography:

Agé de 64 ans, Didier Gosuin est né à Ixelles. Après dix années de combat dans l'opposition au parlement, elles-mêmes précédées de trois législatures ininterrompues au gouvernement régional, (essentiellement en tant que ministre de l'Environnement mais aussi de la Rénovation urbaine et du Commerce extérieur), Didier Gosuin est aujourd'hui Ministre régional de l'Economie, de l'Emploi, de la Formation professionnelle et de la Santé. Il est également bourgmestre d'Auderghem depuis 1995. Il ne peut officiellement pas exercer son mandat en raison de la problématique du cumul incompatible de fonctions.

Echevin d'Auderghem en 1977

Titulaire d'un régendat en français et histoire, Didier Gosuin est également licencié en science du travail à l'UCL.

Il enseigne quelques années avant de lancer sa société de vente de pralines et un bureau de comptabilité.

En 1976, il décide de se présenter aux élections communales à Auderghem. Amoureux de Bruxelles, il rejoint les rangs du FDF (ancien DÉFI) : à l'époque, « le seul parti urbain qui, surtout, ne fait pas de l'idéologie une obsession » selon ses mots. Un an plus tard, il devient le plus jeune échevin bruxellois. Il est en charge de la Jeunesse, de la Culture et ensuite de l'Urbanisme.

Son activité publique au niveau local coïncide avec son passage à Peutie et au Petit Château (1977-1978). C'est en effet à ce moment aussi qu'il occupe la présidence de la maison de la Culture d'Auderghem.

Ministre de l'Environnement de 1991 à 2004

Sur le plan régional, Didier Gosuin devient secrétaire d'Etat à l'Environnement, au Logement, à la Conservation de la Nature en 1989, avant de devenir ministre, toujours au sein du même exécutif, en 1991.

13 années au cours desquelles la problématique de l'Environnement et de la Propreté publique à Bruxelles auront connus d'importantes avancées. Par exemple, la collecte sélective (sacs blancs, jaunes, bleus, verts) a été instaurée, les stations d'épuration de Bruxelles ont été mises en place ou encore l'arrêté Gosuin visant à lutter contre le bruit généré par le trafic aérien a été adopté.

Bourgmestre d'Auderghem depuis 1995

Didier Gosuin gère sa commune en bon père de famille. Il s'agit d'ailleurs de la seule commune bruxelloise qui ne fait pas varier les impôts. Les taux d'imposition sont les plus faibles de la Région et Auderghem peut se vanter d'avoir un budget à l'équilibre, tout en offrant à ses habitants une qualité de vie.

Didier Gosuin est très impliqué dans la vie culturelle de sa commune. Il a notamment lancé le « Paris-Théâtre ». Ainsi, chaque année, 7 grandes pièces parisiennes viennent se reproduire sur les planches du Centre Culturel d'Auderghem.

Ministre bruxellois de l'Economie, de l'Emploi, de la Formation, de la Santé, du Budget et de la Fonction publique

Didier Gosuin prête serment le 20 juillet 2014 au Parlement de la Région bruxelloise, à la COCOF et à la COCOM en tant que Ministre de l'Economie, de l'Emploi, de la Formation Professionnelle, de la Santé, du Budget et de la Fonction publique. Ces compétences, il les voulait. Sa campagne est axée sur la transversalité des compétences Economie, Emploi et formation professionnelle. L'un de ses chevaux de bataille : (re)mettre les Bruxellois à l'emploi, en particulier les jeunes, dont le taux de chômage est le plus important en Région bruxelloise.

A l'issue des élections de 2014, les chiffres officiels concernant les voix de préférence à Bruxelles le placent en pole position avec 22.906 votes de confiance. A la fin de cette législature, celui que l'on surnomme depuis « l'homme aux 22.000 voix » sera aussi l'homme politique ayant exercé la plus longue carrière politique en Région bruxelloise.

Fons Leroy biography:

Fons Leroy, CEO of the VDAB

Master in Law and Criminology. Special master in Public Administration and Management. After finishing his studies, Fons Leroy (° 23 June 1954) lived in Canada for some time where he made a study of the legal assistance system. He lectured at the HISKWA-Arbeidershogeschool in Brussels and was responsible for the RVA (National Employment Office) research division. In 1990 he became Deputy Chief of Cabinet of the Community Minister for Employment of that time. During 15 years, he worked as a Deputy Chief of Cabinet and later as a Chief of Cabinet at the Flemish Employment Cabinets. In this capacity, he contributed to the establishment of the Flemish employment policy. In 2005, he became the CEO of the Flemish Employment and Vocational Training Service (VDAB).

Fons Leroy is also a visiting HR management lecturer at EHSAL, president of Synerjob (the Federation of the Belgian Public Employment and Training Services). He is a member of the Hoge Raad voor de Werkgelegenheid (Employment High Council). Fons Leroy is also a frequent and much-appreciated speaker at seminars and colloquia about labour market policy and employment. He authored several books and contributes to public debate through columns and blog posts."

Fons Leroy was elected Public Service Manager of the year in 2009 and HR Ambassador of 2010.