

# Custom Work Companies Flanders

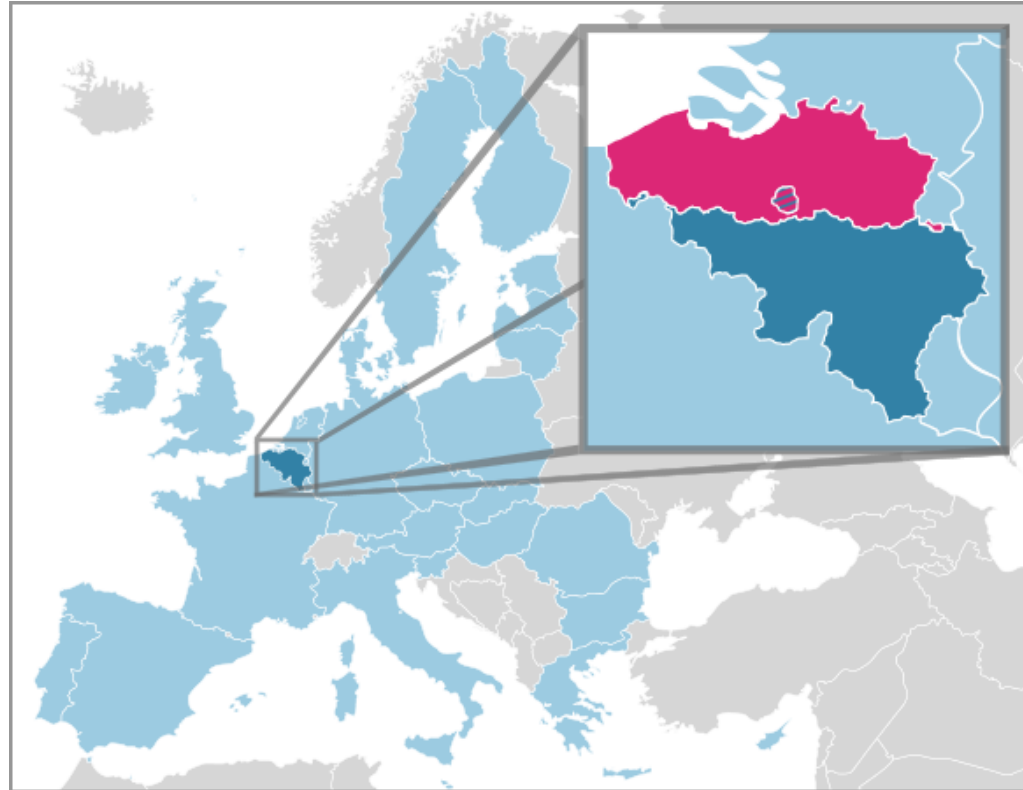
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**Conference VSZOSZ**

14th November 2019



# Belgium?



# Federal

## General interest

- Army
- Justice
- **Health incomes (IR)**
- **Social security**
- ...

# Social security



# Flanders

- Economy
- Culture
- Education
- Well-being
- Employment
- ...
- **Social economy**

# PwD: work vs well-being



# Employment Flanders

- Ambitious employment rate
- PwLD?
  - 1/7 (14,9%)
  - Employment rate?

# Who are we?



GROEP

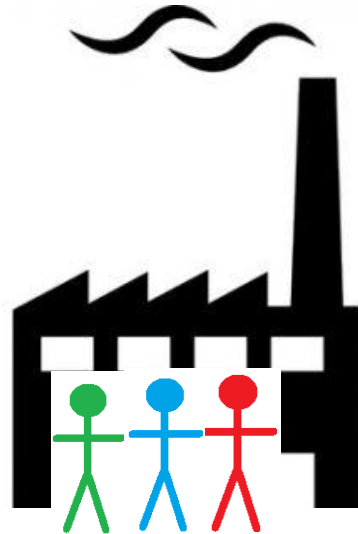
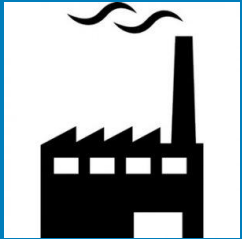
MAATWERK

sociale ondernemers Vlaanderen





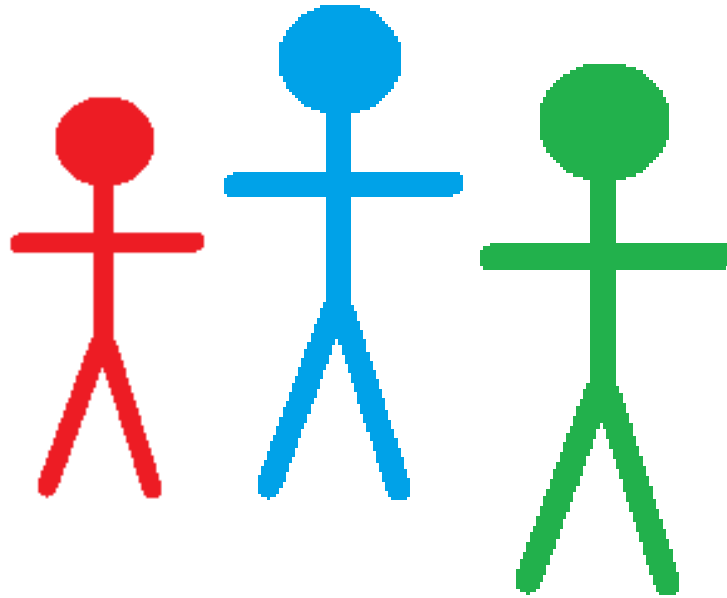
# Custom work companies



## Custom work companies

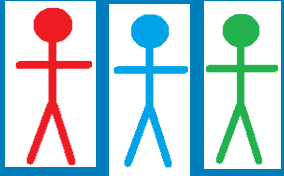
- 65% PwLD
- Min 20 FTE
- Private
- Not-for-profit

# Target Group



# Target group

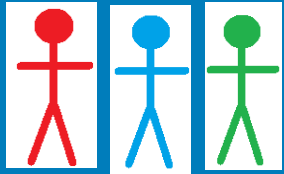
- 3 categories:
  - PwLD
  - PSP
  - Vulnerable people



- Who?
  - Type
  - Numbers



# Target group: start support



	Basis	Enhanced
PwLD	45% + M	60% + H
PSP	45% + H	60% + H
VP	45% + L (max. 2 jaar)	/



# COACHING ON THE WORKFLOOR



# Coaching on the workflow

3 degrees:

- Low:  $1/13$
- Middle:  $1/10$
- High:  $1/7$



# SUBSIDIES



# Subsidies

> *Flemish support prime*

> *Subsidies for Custom Work Company*





# Subsidies

## Custom Work companies

- Organisational premium
- Work support premium
  - Salary premium
  - Coaching on the workfloor
- ~~Infrastructure~~



# Organisational premium

- Quality standards
- Social services
- For PwLD and PSP: ( $\text{€ } 663,26 \times \text{Contract} + \text{€ } 79,59 \times \text{Contract} (\leq 100)$ ) (max. capacity)



# Work support premium

- **Salary**
  - 40% - 75%
- **Coaching**
  - 1 FTE per 13/10/7 PwLD



# EVALUATION



# Evaluation

Work support premium is temporary!



- 10% will be evaluated
- Each 5 year new evaluation
  - Is WSP correct?
  - Is transition towards REC possible?

# TRANSITION



# Transition

- **4 steps:**

1. Intake (max. 1 month)
2. Jobmatching (max. 3 months)
3. Internship (max. 3 months)
4. Care (max. 3 months)

**On average 140h**

> Actual transition rate?

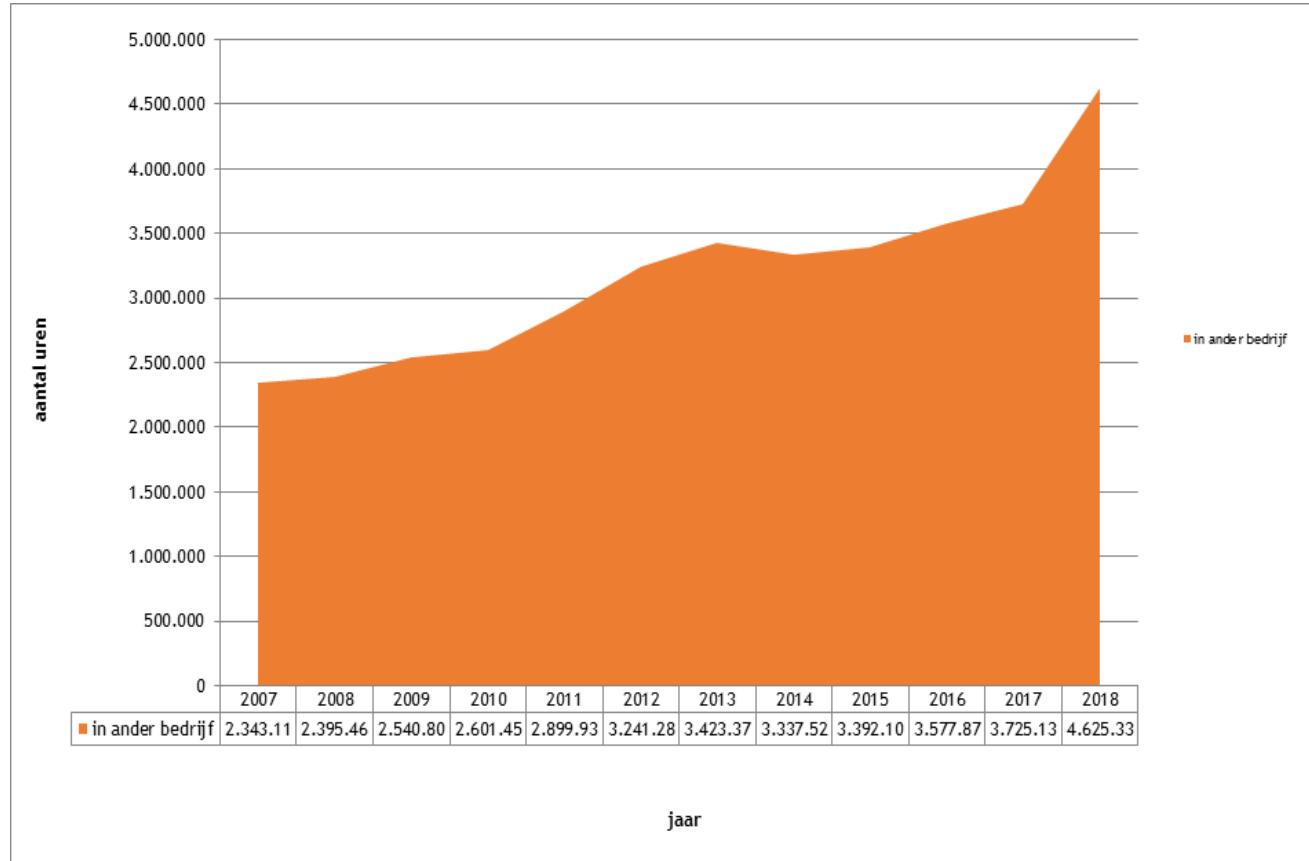


# ENCLAVE





# Enclave

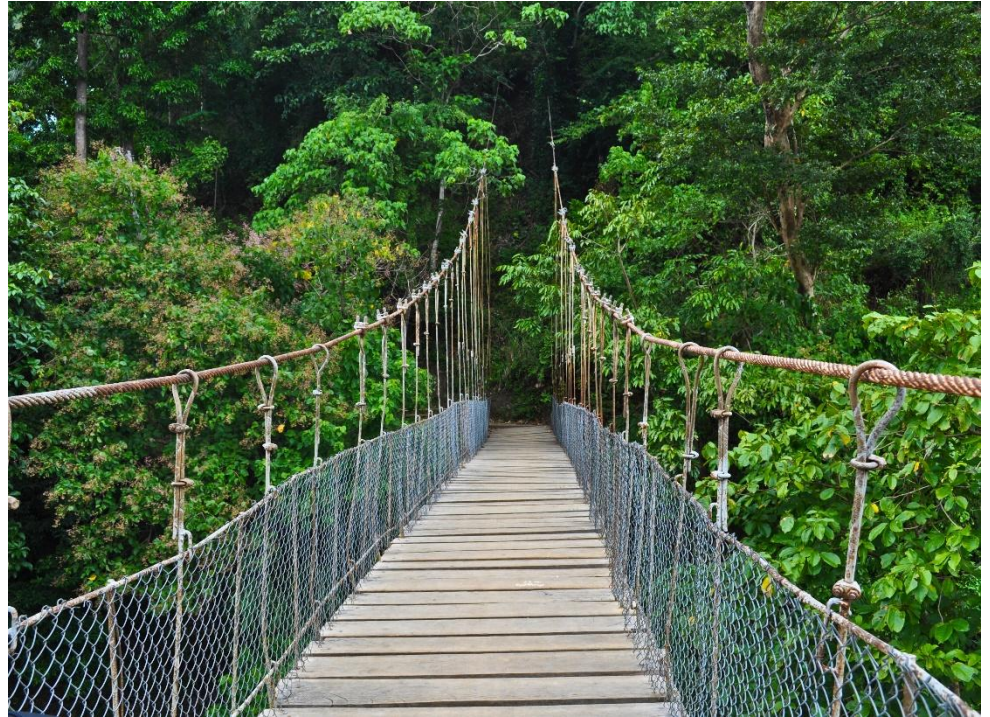


# Social bargaining

- National, sectoral, organisational
- Bargaining level?
  - Joint Committee
- Minimum wage



# Bridging severe disabilities @work



# Bridging severe disabilities @work



# Social and regular economy

Mutual partners

- Ambassadors
- Anchored in Flemish economy
- Same means, other aim (DNA)
  - Job sustainability
  - Agility



*Questions?*





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sociale ondernemers Vlaanderen

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