

Disabled Youth In The Netherlands

Active Labour Market Policy/Job coach

TNO Work and Employment



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IFDM conference
September 21th 2010



This presentation

A classical case of a Dutch employee

Man, 25 years old suffered a severe depression

Good practice of return to work via a Job Coach

TNO Work and Employment

- Applied Research on Work, Safety, Health
- and on Return to Work strategies
- Effects of Active Labour Market Policies

Active Labour Market Policies for disabled young workers

- One ALMP is to finance Job Coaching
- Job Coach = Private Disability Manager
- A form of Supported Employment
- What does it cost and what are the effects?

Case Example

- **Employee, 25 years old**
- **Financial controller at metal factory, 30 employees**
- **Competent and friendly until reorganization**
- **Suffering from a light form of Autism**
- **A chronic disease from childhood on**

Problem of the young employee

- **Mental depression after 5 years of work**
- **Became a work disability**
- **Going to lose his job because:**
- **Communication during work getting more important**

Problem for his employer

- **Loosing skilled informed worker**
- **Finding and training new employee**

The Dutch answer to this problem

- Find a solution together with
- Employee, employer, occupational physician and Workers insurance institute
- Job Coach provided by Reintegration service organization

Job Coach an ALM instrument

- **1998** **Start Job Coaches for youngsters**
- **2004** **4000 employees**
- **2008** **9000 employees**
- **2010** **12.000 employees**
 apx. 5.000 Job coaches

Task of a Job Coach

- Teach the employee new or special work skills
- Advise the employer on possibilities
- Advise the chef on does and don'ts
- Advise colleagues, how to deal with behavioral problems

Work of a Job Coach

- First weeks present at the workplace 2 hours a day
- 15% - 3% of the work time
- May be needed the rest of the working life

Costs of a Job Coach

For Dutch workers insurance institute

- 76 Euro an Hour
- 2000 Euro - 7000 Euro a year
- Total community costs 45 million a year

Effects of the ALMP Job Coach

- **Good results on return to work and job retention**
- **Employers keep their skilled workers**
- **Job Coach is cost effective compared to other instruments**
- **Less youngsters dependant on disability benefits (Wajong)**

Questions



Additional Information

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Other ALMP

- **Invest in education, innovation, technologies**
- **Change attitudes towards workers with disability**
- **Accept disabled to have ability to work**
- **Expect disabled to work in open employment**