



Ministerie van Sociale Zaken en
Werkgelegenheid

Integrating young adults with disabilities into the workforce

*Policy innovation in the
Netherlands*

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Slide 1

HH2

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Helpdesk Huisstijl, 5/15/2009



Introduction

- Young people are the fastest growing age group of disability benefit recipients in various countries
- Personal, social and economic costs of not intervening are unsustainable
- Active inclusion policy is needed



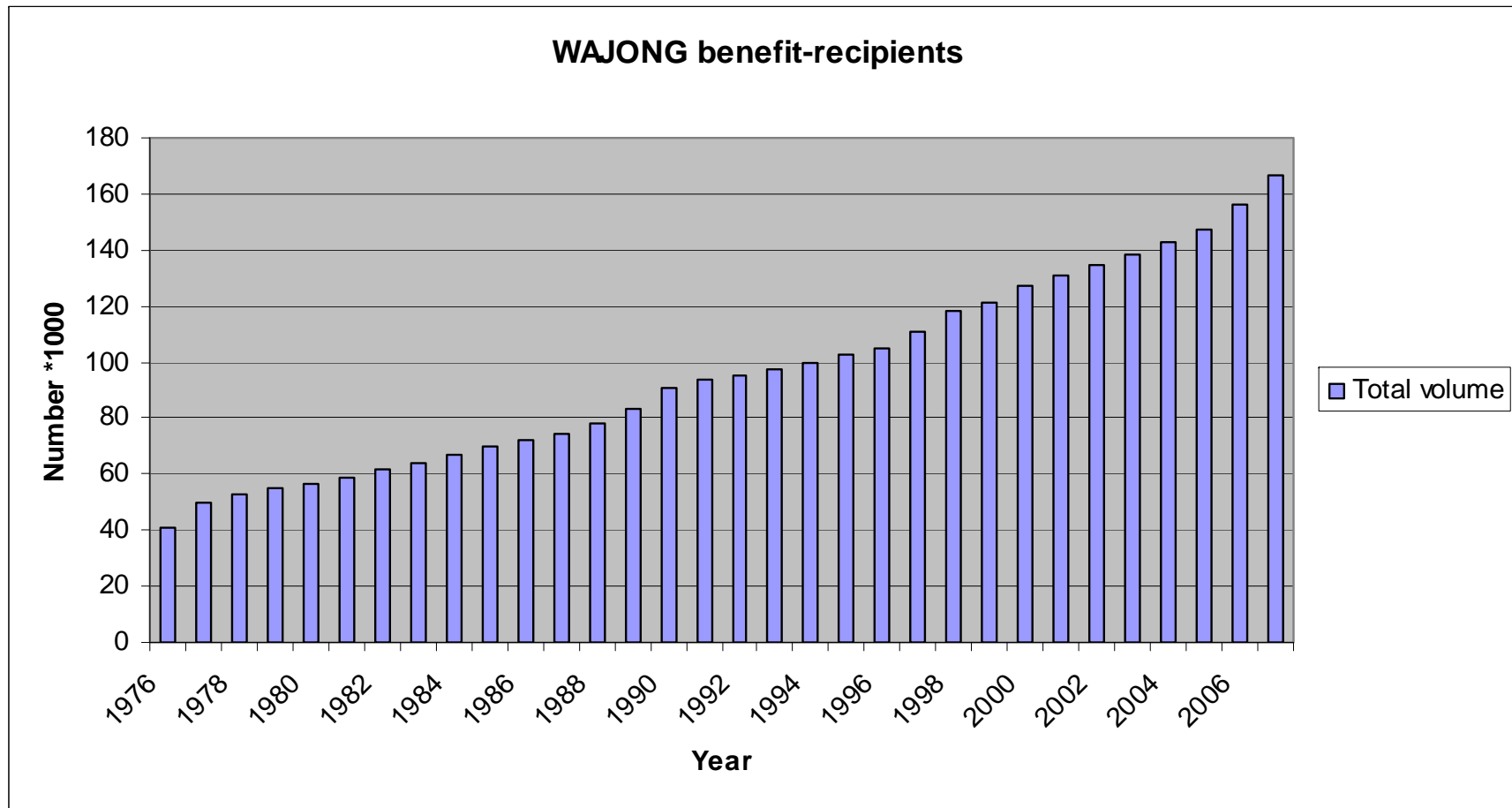


Fundamental policy change in The Netherlands





The Dutch situation





The Dutch situation

- 9% of the recipients have a regular job
- 17% have a job in sheltered employment
- 66% of the total population are considered to be able to work





Causes of growth

- More complex labour and society
- Relation with volume growth in special education
- Better diagnosing, 'medicalization'
- Benefit-schemes are more widely known
- Adverse financial incentives





Policy innovation

Goal of current Dutch policy

People with disabilities are not excluded from society but are encouraged and empowered to participate as fully as possible in economic and social life, and in particular to engage in paid employment



Policy innovation – recent measures

- Fundamental change of benefit scheme
- Promotion of a better school-to-work transition
- Improving support for employers
- Culture change program





Fundamental change of benefit scheme

- Income-support for those unable to work
- Work-oriented approach for clients with workcapacity:
 - Focus on workcapacity, not on disabilities
 - Participationplan: prospects for work, rights and obligations
 - Obligation to accept work- or education offer
 - Stronger financial incentives to take up work



Promotion of a better school-to-work transition

- Local and integrated cooperation
- Labour-orientated education
- Coaching during internships





Improving support for employers

- Regional service centres
- Stimulating special arrangements within collective employment agreements
- Improving match employer – employee
- Further development of rehabilitation measures:
 - o Minimum wage dispensation
 - o Jobcarving voucher
 - o Coaching on the workplace
 - o Work place adaptations
 - o Rebate on social contributions





Culture change program

- Stimulating a culture of participation in labour
- Target-groups: youngsters, parents, employers and professionals in healthcare & education
- Examples of actions:
 - seminars about empowerment
 - influence the education of professionals
 - Peer-to-peer stories from employers

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Results?

- Fundamental change takes time
- Impact current economic climate
- Better view of the composition of the population
- Increased awareness of capacities and possibilities
- More employers willing to hire people with disabilities