

# Workshop Social enterprises can transform sheltered workshops to social economy

Arend Pieterse  
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 Cedris



# Six instruments to achieve an inclusive labour market

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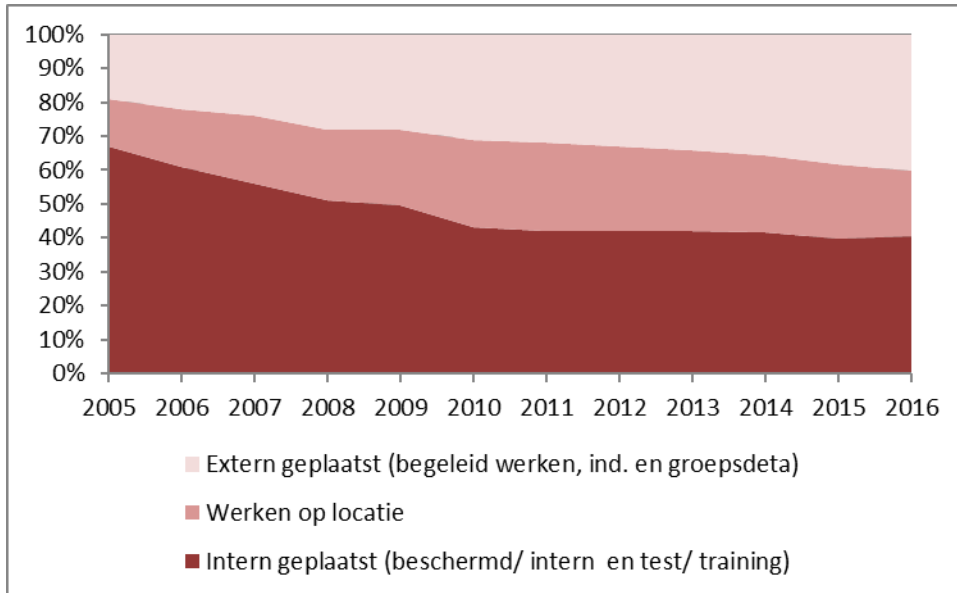


# Introduction

- Cedris is an umbrella organisation of 93 members.
- Most of them are sheltered and supported employment providers. They have on average > 1,000 employees working for them and with subsidy on the open labour market.
- Some are social enterprises. They are much smaller and focused on a specific product or service besides providing work for persons with a disability.

# Sheltered and Supported Employment Act

- From 1998 onwards more emphasis on trying to get persons with a disability in the open labour market.



# Participation Act

- Introduced in 2015
- Goals:
  - More persons with a handicap on the open labour market.
  - Extensive economic measures.
  - Political responsibility from the national level to the local level (municipalities).

# Our mission

- The Participation Act caused us to reconsider our mission.
- More paid work for persons who are not capable of earning the minimum wage on their own.
- If possible on the open labour market, when necessary at a social enterprise or in a sheltered environment.

## Six instruments



## Six instruments

1. Tailored work: Specialists advise employers on how to make adjustments so that the work fits the candidate.
2. Sheltered work: For people whose disabilities limit their regular employment opportunities, there are sheltered work places: jobs accompanied by personalised assistance and modified workspaces.
3. Matching and guidance: Job brokers who ensure a good match between employer and employee. They explore the needs of the employer and job coaches support the employee on the job.



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4. Development of employee skills: Not every candidate is ready for the working world. In order to make them more employable, they first need to work, for example. In some cases also they can get specific diplomas and certifications for a potential job.
5. An employer network: There are plenty of employers who would like to give an opportunity to not easily employable people. But how to locate them? And how do they find the right candidates? It's important to understand and speak the language of entrepreneurs and to build a network of regional businesses.

## Six instruments

6. Outsourcing: When it's too big a step to take on a new employee right away, it's possible to hire through temporary placement services. The employer then avoids administrative burdens and is not the one taking on the risk. Sometimes this can be just the extra nudge needed to give it a try.

# Questions?

Arend Pieterse  
[apieterse@cedris.nl](mailto:apieterse@cedris.nl)

+31 - 6 10 53 73 42

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