

## WHY IS WORK SO IMPORTANT FOR YOU?

"I am Maarten, 28 years old. I have autism, struggled with depression in the past and I have paid work. Work is very important to me. As I become more successful in my career, I also start to feel more confident. And no matter how you look at it, money is also important. It feels good to know that I'm no longer dependent on benefits. At the end of the month I receive money that I have earned myself."

### DO YOU 'EARN' A JOB?

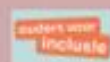
At the EUSE Conference in 2019, some parents of young people with Down syndrome became angry. Despite legislation and SUEM frameworks, not a single person with Down syndrome in Flanders is paid for their employment.

### I BELIEVE YOU DO!

What happens if we create a systematic belief that everyone can do paid work? We tried it out with people that are labeled as 'unfit to work' and it became a big success thanks to this key elements:

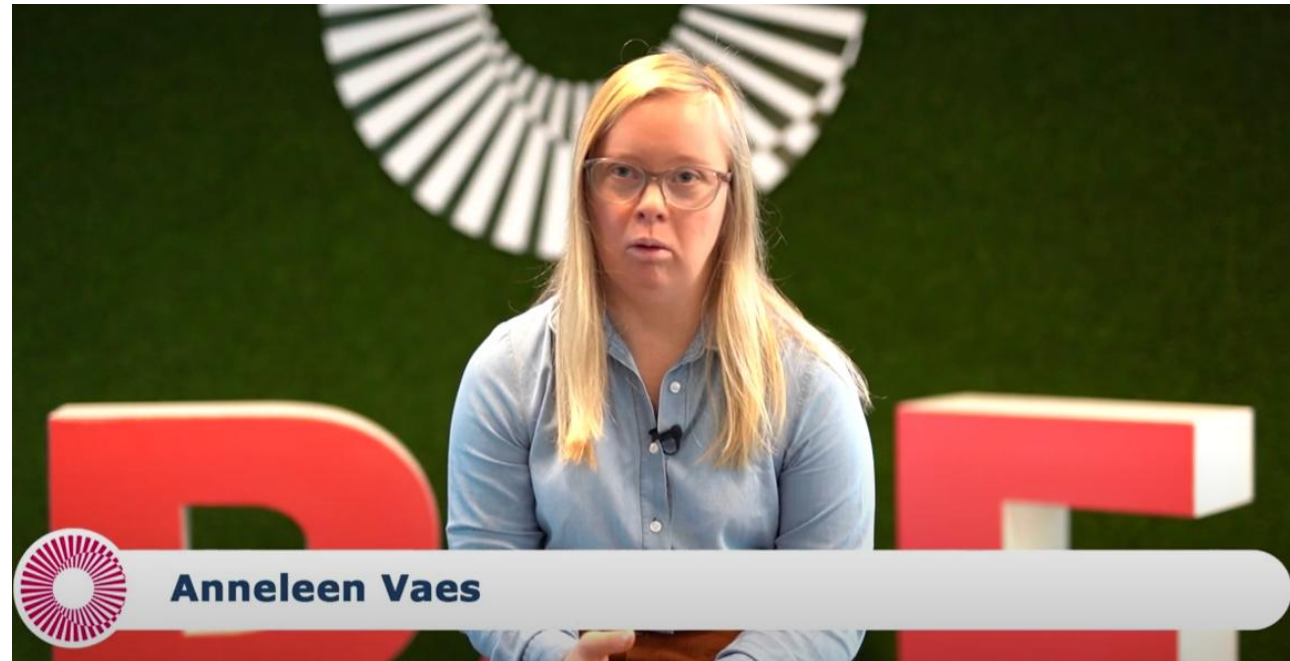
- Implement the SUEM-framework in your organization
- Reduce internships, go immediately for paid jobs on the open labour market
- Intensive coaching, place and train on the workforce
- Close cooperation with parents and personal network
- Strong employer support

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## INCLUSION AND WORK

# Intro



## Anneleen:

30 years  
down syndrome  
had inclusive education  
wants paid work  
Disability allowance (less then 33% earning capacity)

## Marleen:

Mother of Anneleen  
Follow the dream of your child with a disability  
There are many prejudices

































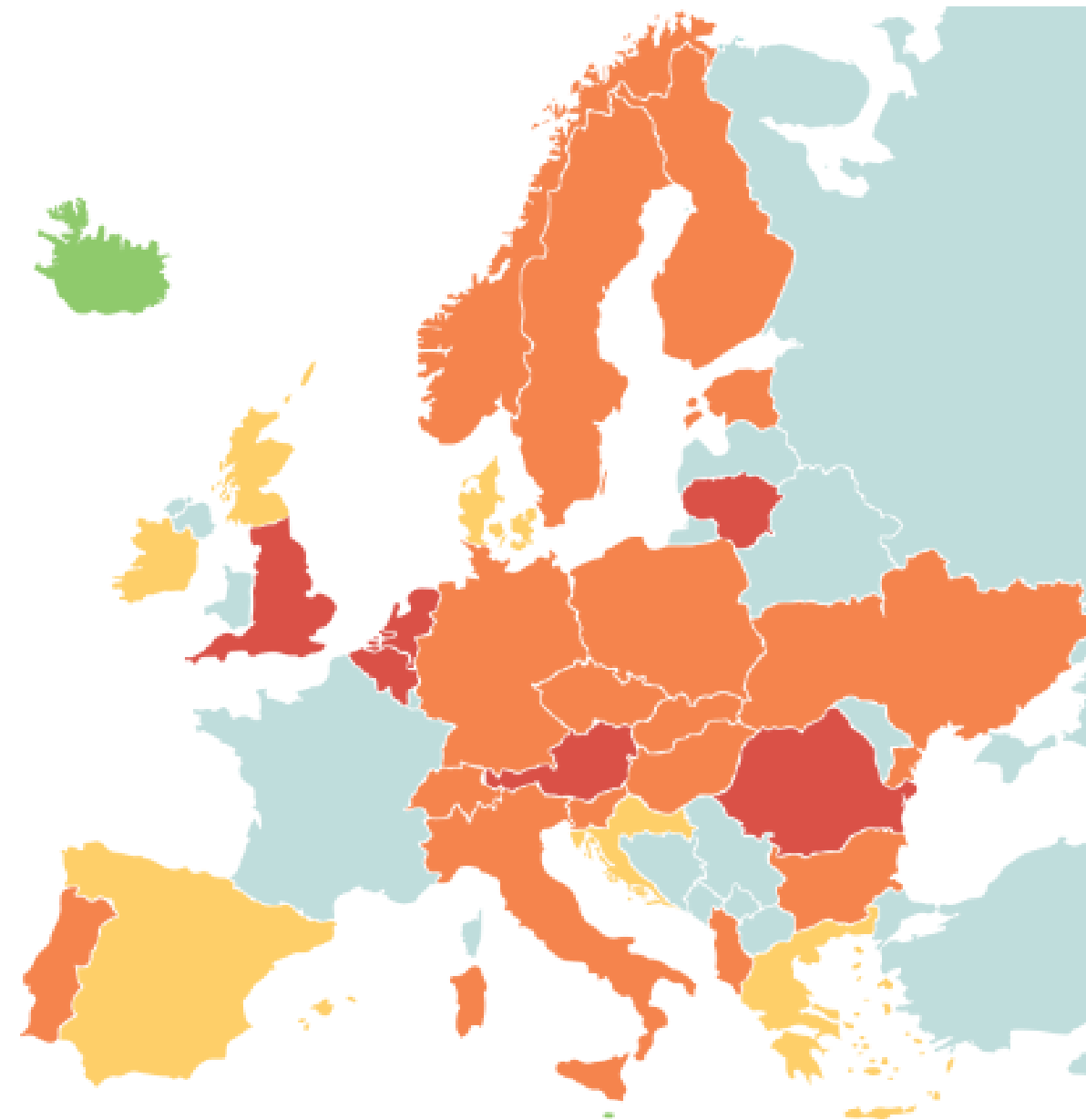
Not a single person with  
Down syndrome in  
Flanders is paid for their  
employment !



## Lack of employment opportunities

### Employment

 8,5	 3,8
 7,7	 3,7
 6,5	 3,7
 5,8	 3,3
 5,8	 3,3
 5,5	 3,3
 5,4	 3,3
 5	 3,3
 4,9	 3
 4,7	 2,8
 4,6	 1,8
 4,4	 1,8
 4,1	 1
 4	 1
 3,9	 1



- In 29 countries few or no people with intellectual disabilities are employed on the open labour market.
- In 18 countries people with intellectual disabilities risk losing their disability benefits when they earn their own salary.
- In 13 countries adults with intellectual disabilities working in 'protected employment' get paid less than minimum wage.

## PROJECT I EARN A JOB

## SUPPORTED EMPLOYMENT

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1. **Place:** The priority is to find suitable employment for the client and support their placement in a job setting
2. **Train:** Once placed, the client receives support to learn the job. This may include one-on-one assistance from a job coach to help them acquire the necessary skills
3. **Maintain:** After the job is established, the job coach continues to support both the individual and the employer to ensure that the needs of both parties are met
4. **Progress:** As part of the ongoing support and job maintenance, the jobcoach also assists the client with career development and progression

# PROJECT I EARN A JOB

# SUPPORTED EMPLOYMENT

## RESULTS



Target group with label '**no earning capacity**'

- 88% of clients: first contact with an employer **within the first 4 weeks**
- **Employment ratio**: 56% of customers have at least 1 employment
- 81% started their paid job **without any preparatory measures** (internship, training)
- The participants work in a **wide variety of jobs**
- Employment is usually on a **permanent contract**.
- Participants work on **average three days a week**

# MISSION POSSIBLE

# RIGHT TO WORK

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## **Service design:**

- ✓ Zero exclusion
- ✓ Informed consent
- ✓ Benefit counseling
- ✓ Intensive jobcoaching
- ✓ Caseload 20 clients
- ✓ Place then train
- ✓ Paid work - jobdesign
- ✓ Employer services
- ✓ Network of the client

## **Ambition and leadership:**

- ✓ Focus on supported employment
- ✓ Partnership agreement between benefit authorities and employment agencies
- ✓ Cross sector collaboration
- ✓ Labour Law: Deviation from the Minimum Contract Duration Requirement
- ✓ Wage subsidies
- ✓ Flexible rules for combining income from work and social security benefits
- ✓ Transition from unpaid workplace activities to paid employment
- ✓ Scientific research

# MISSION POSSIBLE RIGHT TO WORK

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My daughter is first person  
with Down syndrome in  
Flanders in a paid job

[Movie of Anneleen](#)



# Together we can...

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