Good practices for the Professional integration of adults with Chronic Kidney Disease in the Netherlands

1.

Name of the good practice	**Werkcenter Programme**
A general description of the good practice	It's a Youth Employment Welfare to Work Programme for social inclusion, gaining work experience for young people with disabilities and diseases… The Werkcenter Model has the Dutch From Work to Work approach: What can you do? The Werkcenter Model : Creates local employment in times of crisis. https://www.euronews.com/2013/07/15/solving-youth-unemployment
Details about the activity	● The Werkcenter International philosophy is 'From Work to Work; that's the way it works', a comprehensive local approach which is taken up to regional, national & international level where Werkcenter International is the centre of the re-entry of young people with disabilities and far from employment (on benefits) to a work situation. Werkcenter International is aligned to encourage (learning to) start-up, (self-)employment & job search at all stages. ● Through a simple structured approach, it improves the position of young unemployed people in the jobs market immediately, while at the same time improving their long-term employability. The Werkcenter approach is based on, while the development of individual working skills is vital, that it can only be delivered when young people have access to meaningful work. That is where Werkcenter comes in. Werkcenter jobs are not simulated but offer real and varied work. ● Outline of Werkcenter programme / activities and approaches used: - Gatekeeper

	- Fast all of the above approach - Everybody can do something' is better than everybody must do something - Everybody who can work gets an job offer - No thresholds, (multicultural) life coaching, job coaching, job hunting, preventive illness/absent culture policy - Regular labour is better than simulated labour - Full worthy job, full worthy salary (salaries = 120 % of benefit), stands above simulated labouring (=work with a benefit) - Zero hour contract: the more you work the more you earn - Responsibility is better than to much care ('betutteling') - Opportunities above boundaries - '2nd chance principle - Win-win-situation for all (municipality, employer, employee, Werkcenter, social partners and society ● 1-2-3 Methodology 1)Assessment * Quick Scans , job interviews (Apps) E Guide, Homework Assignments, Expectations, CV's, Workshops (Mindset) 2) Development Phase * Working, with Personal Job coaching in (an) actual Work (placement) 3) Job Mediation/placement Phase * Job interviews with employers and working outside the Werkcenter The work experience model and its 1-2-3 methodology has been established in May 29th 2005 in the Dutch municipality of Papendrecht (a city close to Rotterdam).

	This innovative 'Work Experience Model' has been used in more than 250 municipalities (that is half of all municipalities, including the big cities of Amsterdam & Rotterdam) in the Netherlands. Through the years the Werkcenter approach also added digital professional guidance for the young jobseeker.
Where was it implemented?	Netherlands and Scotland (United Kingdom)
Who was involved?	Patients with CKD and other disabilities and diseases and accompanied persons (their carers and family welfare to work professionals
A picture from the practice	
If possible: A statement from the person who is sharing the good practice, about what this activity has done for their health	“From my Werkcenter job it was much more easy to get another job’’ - Mariska Verduin ‘’ When you give your best, this project gives you the chance on a job opportunity’’ - Tania Sangiorgi
Website, email, or social media pages of the good	https://werkcenterinternational.wordpress.com/

practice/organisation that implemented it	Ketelweg, Papendrecht & Hobbemastraat, Hazerswoude-Dorp, Netherlands werkenterinternational@gmail.com Tel: +31 6 2269 63 73

2.

Name of the good practice	**Journey to Work**
A general description of the good practice(up to three sentences)	A Youth employment KA 1 Erasmus+ Exchange project for young people with disabilities. Also, young kidney patients (with dialysis) have worked and lived for 6 weeks abroad. If you want to know more about the key success elements of this KA1 Good practise click here: https://fromworktowork.wordpress.com/2018/08/02/the-key-success-eelements-of-the-journey-to-work-programme/
Details about the activity (up to three paragraphs)	Journey to Work is a Scottish-Dutch collaboration, between the Dutch Foundation of Innovation Welfare 2 Work (DFW2W) (https://www.dutchfoundationofinnovationwelfare2work.com/) and Werkcenter Scotland which is built on award-winning good practices Future Move (2012) and Future Move II (2014 -Solving youth unemployment? https://www.euronews.com/2013/07/15/solving-youth-unemployment). The Scottish especially requested to start up a similar youth employment scheme in Scotland. In order to address the structural causes of youth unemployment, we have designed Journey to Work. Joblessness lasting more than 6 months is a major factor preventing young people from getting (re)hired, with potentially grave consequences: lost production, increased social spending, decreased tax revenue and slower growth. On a personal level the impact on the young job seeker is no less devastating and includes; loss of confidence & self-reliance, depending on social benefits, etc. In any given month, a newly jobless young worker has about a 20 to 30 % chance of finding a new job. By the time s/he has been out of work for 6 months, though, the chance drops to 1 in 10. The skills mismatch on youth labour markets has become a persistent & growing trend. Many of these young people are not only early-school leavers, lacking qualifications, relevant skills & work experience but more & more it affects third-level graduates who cannot find a first job. Nordström/Skans (2011) show that an unemployment spell of more than 51 days subsequent to graduation increases the probability of unemployment 5 years later. By request of the Scottish Government (SG) & Edinburgh Capital City Partnership (CCP), Skills Development Scotland (SDS), Ingeus & the Joined Up for Jobs network we will

	do anything in our power to support recent graduates from VET-schools in their Journey to Work. That's why Werkcenter Scotland in collaboration with the Dutch Foundation of Innovation Welfare 2 Work has submitted an Erasmus+ already submitted 6 KA1 project applications. Currently, Journey to work 5 is in progress. Journey to Work, a collabouration of Werkcenter Scotland (WS), its Model, the 1-2-3 methodology ("EU Good Practice 2006, 2012 & 2014') and the Dutch Foundation of Innovation Welfare 2 Work (DFW2W), delivers work experience to recent graduates from VET schools as they are asked by potential employers about their work experience before they even have the chance to obtain any work experience. The approach of WS & the host organisation DFW2W is to support & guide recent graduates in getting & improving new knowledge, skills & qualifications to facilitate personal development & responsibility to obtain basic work experience & qualifications and/or participation in the local, national and EU labour market. A fresh Italian Partner CPA, will join the project. DFW2W is a very experienced partner and has been our partner in YfEj, From Work to Work, JTW 1,2,3 and 4 and is specifically chosen for their apprenticeships and specialization in the Dutch Rotterdam area and the Green Heart inside the Randstad area. DFW2W has an educational social inclusion approach & uses person-centred planning & action-based learning processes. DFW2W has a very broad range of apprenticeships in the fields of Welfare, Work, Income, Health & Care & Public Affairs. WS will tackle passivity, and youth unemployment in JTW5 & aim to reduce the number of recent graduates without a job on a small scale. We place recent graduates on a structured JTW. WS & DFW2W both have extensive international experience with similar successful projects. CPA is a very experienced player as well. If you want to know more about the key success elements of this Good practice click here: https://fromworktowork.wordpress.com/2018/08/02/the-key-success-eelements-of-the-journey-to-work-programme/
Where was it implemented?	Scotland, United Kingdom.
Who was involved?	Young people with disabilities (including patients on peritoneal dialysis) and accompanied persons (trainers and family)

A picture from the practice	
If possible: A statement from the person who is sharing the good practice, about what this activity has done for their mental health	Bellow a few testimonials, click here: Blog –Keep Calm and Go Dutch: https://fromworktowork.wordpress.com/2017/05/05/a-blog-keep-calm-and-go-dutch/ -Going Dutch Blog: https://fromworktowork.wordpress.com/2016/08/05/going-dutch-blog/ - Rebecca's Journey: How is it going? https://fromworktowork.wordpress.com/2021/07/28/rebeccas-journey-how-it-is-going/
Website or social media pages of the good practice/ that implemented it	https://fromworktowork.wordpress.com/2018/08/02/the-key-success-eelements-of-the-journey-to-work-programme/ Werkcenter Scotland, Berkeley Street, Glasgow, Scotland Email: info@werkcenterscotland.org.uk