

**“Welcome”**

**WEB**

An Bruylandt

Coach @ WEB



## How people find their way to us?

VDAB: Flemish public employment service



GTB: Specialised counseling



OPZ + CAW

Psychologist  
Psychiatrist

Work-Welfare pathway (W<sup>2</sup>)



WEB

Empowerment coach



## How we proceed?

**Group session of 12 new clients each month  
Diverse group of unemployed people ...  
with physical, psychiatric, personal problems and other special needs**

**To share basic information about our project ... activation process**

### Ultimate goal:

**Giving advice in terms of work**

**Getting people back to work or volunteering activities**



# How we explain our project?

## What?

### **Project of 18 months**

1. Three Group sessions
2. Individual coaching
3. Internship
4. Education



# 1) Three group sessions

- Orientation:

“What do i want to do in **my** future?”

“Focus on possibilities; not on limitations”

- Motivation:

«**My** motivation to get back @ work?»

- Realisation :

« Practical tips and tricks »



# 1) Individual coaching

- Together ... on “a” way to work
- Individual conversations, at their own speed
- Orientation based on people’s interest , skills and motivation
- Looking for opportunities in term of work
- Taking into account the obstacles in each situation
  - Medical
  - Personal
  - Psychological
  - Others



## 2) Internship

- **Goal:**

Figuring out and trying out what's possible in terms of work and daily activities in people's personal situation

- **Period of internship** : max. 520 h / min. 40 h

- **Where?:**

- \* regular working places
- \* sheltered workshop
- \* locations for volunteering activities



## 3) Education

- In consultation with coach, free
  - Communication, assertiveness, coping with stress
  - Working in team
  - Self-reliance and ability to cope with paperwork
  - Computer initiation
  - Support for theoretical driving license
  - VCA : education about safety





## Exercises during groupsession:

**Wheel of participation** : thought process to track:

- Requests for help / Preconditions
- Participation in society

**Sectortest:** application form:

- To find out interests of people
- Orientation

## At the end of the groupsession

- Signing cooperation contract
- Individual appointments with OPZ/WEB



# Coaching

- Individual file
- 3 conversations to start
  - Acquaintance & explanation project and purpose
  - Orientation & formatting personal goals
  - Finding place for internship
- Intake @ company for internship
- Intermediate evaluation
  - Fysical situation
  - Psychological situation
  - Attitudes to work (working together, dealing with rules and agreements, work organization, work rate, ...)
- Final evaluation → advice in terms of work



## Advice in terms of work

- **NEC : normal/regular economic circuit**
  - + GTB
  - + GOBmin. 20h/w
- **BW + SW : sheltered employment**
  - BW industrial work place min. 20h/w
  - SW social work place min. 20h/w
- **AZ: sheletered employment**
  - Special coaching @ work place max. 13h/w
  - Basic tasks
- **NT + VW-werk**
  - Not able to work in any of the above
  - Volunteering activities max. 12h/w





## Story ... to think about !

This is a story about four people  
named Everybody, Somebody, Anybody and Nobody.

There was an important job to be done  
and Everybody was asked to do it.

Everybody was sure Somebody would do it.

Anybody could have done it,

but Nobody did it.

Somebody got angry about that,

because it was Everybody's job.

Everybody thought Anybody could do it

but Nobody realized

that Everybody wouldn't do it.

It ended up that Everybody blamed Somebody

when Nobody did

what Anybody could have done.



Thanx for listening 😊