

<Work Center Papendrecht >

**General details**

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**Details of activity**

<p>Background to the case study</p>	<p><b>Aims and objectives</b></p> <ul style="list-style-type: none"> <li>• All the young people who are able to work (under 30 years old, phase 1,2 and 3) will be offered a regular job and will be paid in full (this salary is 20% higher than the benefit they would have claimed)</li> <li>• The annual outflow of benefit claimants to paid work must grow in Papendrecht with 10%.</li> <li>• Reduce the amount of benefit claimants of young people (&lt; 30 years old) with more than 50%</li> </ul> <p><b>Brief rationale</b> To match the employer demand with the supply of young employees</p> <p><b>Implementing organisation</b> City of Papendrecht and Foundation Innovatief in Welzijn.</p> <p><b>Funders</b> City of Papendrecht, Innovatief in Welzijn, employers</p> <p><b>When activity started / end date?</b> Start: 6<sup>th</sup> of December 2005</p>
<p>Description of activity</p>	<p><b>Outline of programme / activities and approaches used</b></p> <p>The project has 7 principles</p> <ul style="list-style-type: none"> <li>- Regular labour is better than simulated labour</li> </ul>



	<ul style="list-style-type: none"> <li>- The earnings for regular job is at least 120% of benefit standard (that's better than work with conservation of benefit – leads to more motivation among the beneficiaries to work (also better to sell)</li> <li>- Use of Benefits (zero hour contract) is better than sanctions</li> <li>- Second chance principle</li> <li>- Policy: 'Everyone can do something' instead of 'Everyone must do something'</li> <li>- Giving responsibility is better than pampering</li> <li>- No thresholds for work</li> </ul> <p><b>Origins – how it came about – bottom up / top down, grew from previous initiative (if so what)</b> The Work Center is a project that has grown out of an earlier Youth project</p> <p><b>Who was involved in the design, management and delivery of the programme</b> Pieter van Schie, president of Social affairs and Employment in the City of Papendrecht has made the design. Wim Coster, president of Innovatief in Welzijn has made several contributions tot the concept</p> <p><b>Recognition – has the programme been recognised as good practice? If so, by whom?</b> Yes, it's been recognised by ministry of Social Affairs and Employment, Taskforce Youth Unemployment, and StimulanSZ as 'good practise'</p>
<p>Policy context within which the programme operates</p>	<p><b>Is there an explicit relationship between policy priorities / local activities?</b> In the Netherlands priority is given on Youth unemployment by the national government. The City of Papendrecht decided to fulfil this national priority in its concept of a Work Center of regular jobs. They only made the span of control of youngsters bigger (under 30 years old)</p> <p><b>Is the policy context supportive / prohibitive?</b> The policy context is supportive, that is, if you are willing to take some risks in the grey zone. If you're looking for opportunities you will always find them!</p> <p><b>Has the policy context changed during the life of the activity</b> Yes, It is a continuous search for change and fine-tuning to get the result you want: getting youngsters in a regular job for a long</p>



	<p>period of time.</p> <p><b>Which came first – local activities or policy priorities (i.e. is activity leading or following policy priorities)?</b> Local activities were prior to the policy priority. Further it has been a dual process.</p>
Geographical focus of the case study	<p><b>At what level does the programme operate?</b> It's now working in the city of Papendrecht (31.000 habitants) and on this moment there are negotiations to expand the reach of the project to the cities of Dordrecht, Zwijndrecht, Hendrik-Ido-Ambacht, Alblasterdam and Sliedrecht (total of a 220.000 inhabitants)</p>
Impact	<p><b>Outputs – scale and scope of people reached through the programme</b> The impact is big:</p> <ul style="list-style-type: none"> <li>• The annual outflow of benefit claimants to paid work has grown in Papendrecht with 35% (the objective was an increase of 10%)</li> <li>• There is a big decrease of young people (under 30 years) with a benefit. Right now (12/4/2006) only 29 young people (most of them phase 4: that means unable to work due to physical or mental problems) are still having a benefit from Social Affairs and Employment of the city of Papendrecht. This is a decrease of more than 60%</li> </ul> <p><b>Outcomes: at local level – what difference at local level and at regional and / or national level – what difference made?</b> On a local level there's a big difference now the project is been implemented. The results are visible and large.. On this moment we have negotiations with other local governments to implement the concept in their regions. The project will have immediate results when implemented in these regions!</p> <p>The succes of the project can be seen on all levels:</p> <ol style="list-style-type: none"> <li>1) The youngster gets responsibility, working experience and the chance to develop his skills in a regular job with a full salary. The youngster can prove himself. He or she can do that on own strength</li> <li>2) The employer gets quality for an attractive low price, regulated from the Work Center</li> <li>3) The Work Center, which acquires profit from production, posting and outflow to other regular jobs;</li> <li>4) The city of Papendrecht (municipality) which offers perspective to young people and saves at the same time</li> </ol>



	<p>on the benefits (€250.000). This saving can be invested in other groups who are in need of support.</p> <p>5) Eventually you can say that it results in profit for the whole society.</p> <p><b>Any impact at European level?</b> Not yet.</p>
	<p><b>Name and briefly describe partner’s contributions to programme</b>          Innovatief in Welzijn (Workcenter)          CWI (Centre of Work and Income)          Randstad Uitzendbureau (Employment Agency Randstad)          UWV (Institute of Unemployment Insurance)          Kinderopvang Wasko (Child care Wasko)          De Zorgmakelaar (the Care broker)</p> <p><b>How does it work (also explained in the model beneath)?</b>          The youngster claims an unemployment benefit at the CWI (Center of Work and Income). Immediately the youngster will get an ‘Intake Work’ with the Work consultant of CWI. This consultant gives the youngster some job openings and a ‘work task assignment’ (which also contains an appointment on the same day with Employment Agency Randstad, and, if necessary, an appointment with child care within 3 days). Within 5 days the work consultant of CWI has a second conversation with the youngster about work. If the youngster has done his ‘Work Task Assignment’ well and still has no job to show for, he will be transferred directly to the unemployment benefit intake at the counter of the city of Papendrecht in the same building. At this counter the consultant of the city of Papendrecht stipulates this claim for a benefit. If the answer is: ‘yes’, then the youngster will be offered a regular job in the Work Center. At the same time the application for the benefit will be withdrawn. The Youngster signs for approval. The job coach will take the youngster under his wings. The job coach lays the necessary contacts with the participating employers, accompanies the youngster to the employer, discusses problems on the work floor, and stands besides the youngster on the workplace if needed. Moreover, also at least 1 work coach is active in the Work Center. He sees to it that the products and activities are business as usual.</p> <p>If the youngster refuses the regular job that he/she gets offered in the Work Center, then he/she will get no benefit (this means a 100% fine on his benefit for the duration of 1 month). At the end</p>



	<p>of this month the Youngster will be offered the job again. If he/she refuses then there will follow a fine on the benefit for the duration of 2 months, etc.</p> <p>A youngster who works at the Work Center can be dismissed for several reasons. If this happens then you can blame it on the youngster. When the youngster applies for a benefit he or she will be excluded for the benefit for the duration of 1 month. After that the youngster will be offered a job again (in the work Center). This second chance will be accompanied by care of the 'care broker'.</p>
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### Theme-Specific Questions

Who was targeted by the programme?	All the youngsters (< 30 Years) who are able to work
Which levels of government were involved, informed or consulted?	At first only the City of Papendrecht, at local level. Later on the concept has been shown to the ministry of Social Affairs and Employment and Taskforce of Youth Unemployment. They have been informed and consulted.
What actions resulted in mainstreaming?	<p><b>How did they do it? Serendipity / luck, contacts, drive, X factor? Where has programme been replicated?</b></p> <p>The success of the programme is due to quick warm contacts between the several consultants in the process and lies in the fact that the responsibility is in the hands of one man. The contact with the press and politics are of great importance.</p>
Sustainability	<p><b>What achieved / how funded?</b></p> <p>It's easy to finance. You finance the project with the money the claimants otherwise would have gotten from their benefit. Better still, you only use 80 percent of that money for a shorter period of time than they would have claimed the benefit (phase 1: 3 months, phase 2: 4 months, phase 3: 5 months). This way you stimulate the executives of the Work Center to get to your main goal: getting young people at work in a regular job for a fair price!</p>
Successes / lessons learned	<p><b>What contributed to the programme's success?</b></p> <p>Speed, good contacts, one man in control, easy to finance, good principles, etc.</p> <p><b>What lessons have been learned</b></p> <p>Ensure a good political climate while implementing the project</p>



**If they had their time again what would they do differently?**

We should have made our contacts with the Social Services in the region much earlier. We now sometimes have the problem that there are more jobs than youngsters! You don't want to lose those jobs, so the youngsters out of the greater region (not just the city) must be matched with those jobs.

