

Gek Op Werk

(crazy for a job)

Job Reintegration for people with
psychic or psychiatric problems

Creative Steps – June 2010

G E K
O P W
E R K

Education in Job Reintegration

- Mostly one on one
- Empowerment courses (groups)
- E Learning



Figures

- 4 % severe psychiatric disorder
- 19 % psychiatric problems
- Incapacitated people due to above: officially 30 % of the people who are incapacitated (officially not able to work) unofficially > 60 %)



Company

- Acknowledged by Social Security Services
- Commercial (but not for profit)
- Network based
- Based on Supported Employment method
- Growth through innovation (e-coaching, peer-to-peer approach)



Organisation

- Board of supervisors (3)
- Director / Jobcoach
- Jobcoaches and E-learning developers (5)
- Volunteers and freelancers



Finance and partnership

- Social Security Services (tenders)
- Mental Health Institutions (referrals and cooperation)
- Consumer's organisations (referrals and cooperation)
- Funds



E Coaching and E Learning

- Since 2009
- 2 year's pilot
- Job reintegration through chat
- Peer to peer approach
- Development of a method
- E learning modules (empowerment courses, 'How to' courses)



Targetgroup problems

- In shock from the disease or have learned to cope in a negative way
- Passive ((hospitalisation)
- Practical problems (debts, social deprivation, housing problems)
- Good in reflecting
- Cooperative
- Creative
- Motivated

**GEK
OPW
ERK**

The way we work (TOOLS)

- Open & equal meetings between jobcoach and coachee (empowerment)
- Integral approach
- Making the map (reintegration plan / strategy)
- Find and keep the right job



Flexibility

- Beyond the protocols and scripts (a professional ‘friend’)
- Stay close to what the learner wants
- A continuous changing situation (inside, surrounding and interaction)
- Flexible strategies: Emerging Design

G E K
O P W
E R K

Creativity = Recovery

- **The Crazy Genius & the unhappy childhood :Creativity as a repair model**



Empowerment & Loss of power: Who do you think you are? About attitude of the teacher.

- It is just a role (I could be you)
- The learner cannot do it alone (Supportmodel)
- Impact of position



Examples / Cases

- Meet Daphne: Foodgarden for the Foodbank (use the creativity of the learner, creativity in financing)
- Meet Ricky: (Ammen)



Enhancing of the Tools

- Jobcoach is teacher
- Has to reflect
- Learning to be flexible
- Don't wait for inspiration
- Keeping contact
- Making room for possibilities

G E K
O P W
E R K

The River of Life

- Friday afternoon
- Talking and painting
- The jobcoach learns
- The learner becomes teacher
- Continuous story

G E K
O P W
E R K