

Good evening ladies and gentleman,

I'm pleased that I have the opportunity to give a presentation of the organisation that I work for. I will try to give in a short time a good impression of the OMIJ – organisation.

History

OMIJ started almost 7 years ago on the principle " new employment and payable services."

It started as an umbrella organisation for existing employment projects.

The clustering was necessary because:

- ?? The projects belonged to different organisations for whom it was not a priority (or main task);
- ?? In most organisations no expertise nor instruments were available to support the people to the regular labour market;
- ?? Through clustering more attention could be paid to the individual development of people, more possibilities for continuity of work and it facilitated switching workplaces;
- ?? It also made it possible to stop competition between the different employment projects.

Aims

Omij stands for new employment and payable services:

Payable services to provide products and services to people with low financial capacity and new employment to offer people with poor prospects the possibility to develop, by means of work and education, so they can try to obtain a place in the regular labour market.

For whom

OMIJ is special because it can help all groups that have a problem to get into the regular market.

Everybody who is motivated to work is welcome. Production, pace, possibilities and skills are no criteria for a workplace at OMIJ.

OMIJ works with people who have been unemployed mostly for a long time. We work with intellectually or physically disabled people, young people (mostly school drop outs), people who do not master the Dutch language (at Omij we work with more than 45 different nationalities), people with other problems that hinders their access to regular work, such as drug-users, alcoholics or ex-psychiatric patients etc.

The strength of our organisation is our ability to work with all these different groups.

In 2002 more than 650 people worked at Omij, 12 % have learning disabilities. For OMI J everybody is equal. The basis of the work structure at OMI J for everybody is "normalisation": learning to function in a normal work environment. So also for the group with learning disabilities the final aim is to obtain regular work. They follow the same work method and they have to stick to the same rules. For this group we started a pilot project in 1999. This was a collaboration between PameijerKeerkring and OMI J, Peter van Loon, the next speaker will tell you more about this project and the results of the collaboration for the people with learning disabilities.

Work Method

Omij tries to offer an extensive package of products and services so we can give each of our employees a tailor made route to employment. That is why we also try to fill the overhead functions with people from the target group. If there is, despite of the wide opportunities at Omij, no suitable function, we try to find a suitable function outside OMI J and place the person there.

Later I will show you a video where most of our product and services are shown.

The standard work method of OMI J is to make an individual work support plan for each employee. We use different instruments as change meter, a portfolio etc. to get as quickly as possible a valid picture of the developmental possibilities of the employee. For the people who cannot formulate a choice of career we offer short work experience placements in different divisions at OMI J.

During the time they spend at OMI J, the support plan of the employee will be evaluated and adjusted on several occasions, based on the observations of the supervisors.

At OMI J we work in the support plan with a three-stage model: orientation, qualification and the stage of outplacement.

For everybody an evident part of the support plan is schooling.

The orientation stage teaches people the normal standards of behaviour and communication which operates in a workplace, for example arriving on time, communicating with colleagues and the boss, and asking for free time. For our non Dutch colleagues language training is a large part of the orientation stage.

In the qualification stage the people work on (most of the time admitted) professional training. In the last part of the support plan the people are looking purposefully for employment in the regular labour market.

Last years almost 20 % of the people were outplaced. Not everybody to a regular job but sometimes to other employment where they can work further on to development of their skills etc.

Challenges

I think I can say that in seven years we have developed a successful formula which helps people with poor employment prospects to integrate in the regular labour market.

This formula asked a lot of creativity of our management team. Not in the least because the base of regular supervisors is very small. In most projects the supervisors develop from the target group, they are pillars of our organisation. This means that at the moment a person is fully developed, he or she has to go to the regular market. When they are

"sitting" in a very crucial function in our organisation we loose one of our pillars. So the challenge is to have a continuously developing pool of talent. That is not easy because of our double aim of personal development and reaching production targets and supplying services which gives a healthy financial bases for OMIJ . It

is a big but pleasant challenge for everybody in our organisation.

To give you an impression of the work projects at OMIJ we have made a video. This video is also made by people working at OMIJ, people with poor employment prospects in the regular labour market.
