

Welfare and Social services

the practical service provider



FCB

DIENTVERLENEN IN
ARBEIDSMARKTVRAAGSTUKKEN

Almost daily you deal, directly or indirectly, with issues concerning the labour market in the sector *Welfare & Social services*. How can I ensure safe and healthy work? How can I restrict personnel turnover? FCB supports directors, P&O managers, Works Council members and employees with numerous practical and useful products and services.

Knowledge centre

FCB is a knowledge centre. We offer adequate, immediately usable information and tools in the field of labour market issues, ranging from simple tips, checklists and brochures to digital information tools and research reports.

Flexible organisation

FCB is a flexible organisation with a permanent staffing of around eighteen staff members, ensuring the continuity of services. In addition, teams are formed per project or theme, sometimes with the assistance of external specialists.

Supervision

FCB is supervised by the employers' organisation *MOgroep* as well as the employees' organisations *ABVAKABO FNV* and *CNV Publieke Zaak*. Financing is provided by organisations operating in the Welfare and Social services sector, by means of lumpsum taxation arrangements. This financial construction allows FCB to develop and provide the required services and products.

Innovative projects, products and services

FCB responds to current developments within the sector *Welfare & Social services*. Based on the needs experienced within the sector, we develop specific products and services.

Innovative projects, products and services

With the campaign '*Welfare and Social services: opportunity rich work*', FCB helps you to find a new job or recruit new staff members. To create customised recruitment posters and advertisements, visit the webshop or go to the vacancy website: www.werkinwelzijn.nl. In addition to current vacancies, you will also find information about positions, education programmes and background information. Would you like to post a vacancy, free of charge? Then go to: wervingwelzijn.fcbwjk.nl

Arbo catalogue offers practical solutions!

Everyone wants their work to be healthy, safe and enjoyable. It applies to every employee, as well as to every employer. But what practical and truly effective tools are available? And what are the rules that must be observed? All relevant *Arbo* rules plus safe and healthy solutions have now been compiled in a (digital) *Arbo* catalogue. This 'solutions book' offers a complete overview of effective measures regarding work-related risks in your sector. The *Arbeidsinspectie* uses the *Arbo* catalogue as reference material when conducting inspections. You will find information on physical burden, aggression and hazards, work pressure and work stress, absenteeism and reintegration at: arbocataloguswmd.fcbwjk.nl

Digital RI&E

A risk inventory and evaluation (RI&E) is an important (and mandatory) tool to map and to restrict work-related risks. A questionnaire helps you pinpoint the risks present within your organisation. The next step is to draw up a Plan of Action, including measures to be taken and priorities. FCB has developed a handy tool to assist you: a digital RI&E.

Go to: www.fcbwjk.nl/rie

Healthy work

On the FCB website you will find all sorts of information relating to working healthily, physical burden, work pressure and work stress, absenteeism and reintegration, aggression on the work floor, and more. Prevention on the work floor really does work! You can download or order the information and products. You can also subscribe to the digital newsletter 'Gezond Werkt!' Go to:

www.fcbwjk.nl/gezondwerken

VerzuimSpiegel

Wish you could keep track of all your absenteeism figures and compare them directly to figures from the entire child day care sector? Then take a look at the *VerzuimSpiegel!* This 'absenteeism mirror' (or monitor) is a digital system that collects, records and processes absenteeism data. On the basis of the information generated, you can implement targeted measures to counter absenteeism in your organisation. To find out more, go to: verzuimspiegel.fcbwjk.nl

Meubilairwijzer

Which furniture should you choose when working with children? Which dressing table, cot or chair is most suitable? How do you weigh up ergonomics, application, prices and measurements? FCB's *Meubilairwijzer* will help you decide. You can consult this furniture guide on the FCB website: meubilairwijzer.fcbwjk.nl

Employability

Our website also provides practical information, tips and suggestions relating to employability. Employability refers to your ability to be employed now and in the future. It will help you enjoy your work more and it enhances your job certainty. It also helps create a healthy organisation that can

respond resolutely to market or social developments. To read more, or to get started right away, see the E-menu at: employability.fcbwjk.nl

Professionalisation

The Professionalisation Programme offers specific activities to help you get started right away. Five organisations (the pioneers) take the lead in the professionalisation trajectory, under supervision of FCB professionalisation coaches. You can track their progress and experiences through weblogs, and you can contact them or the coaches via the forum. To view the weblogs, the forum and lots of practical information, visit professionalisering.fcbwjk.nl

Levensfasebewust Personeelsbeleid

No matter if you're 25, 45 or older: every age and life phase comes with threats and opportunities regarding your career, for instance relating to health or motivation. Life-phase specific personnel policy takes account of this. FCB provides you with a digital menu offering lots of information, tips and practical suggestions. Read the menu to discover how you can apply *Levensfasebewust Personeelsbeleid* to yourself and your organisation to maintain a healthy balance between work and private life. To view the menu, go to:

levensfasebewust.fcbwjk.nl

Education & EVC

Are you wondering whether you have the right diplomas to work in a certain sector? Or do you need to find out for one of your employees? Just call or email FCB.

Do you have the required experience, but you lack the right diploma? Through *Erkennen van Verworven competenties* (EVC) you can obtain formal recognition of knowledge and experience acquired through work, education or elsewhere, for a professional education programme, a job or position. FCB will help you find the right institution, a mentor or even to apply for subsidy for an EVC programme. EVC can help expand your career options.

Research & Benchmarking

What about sickness absenteeism within the sector? Or figures on personnel turnover? Or the average age composition? All is documented by the research conducted by FCB and in the reports that it publishes for the sectors.

Through research, setting up 'monitoring stations', effect measurement, satisfaction surveys, and interviewing users, FCB investigates what people in the sector need or want. The result is an extensive collection of data on and for the child daycare sector, for you to consult and use.

Making subsidies accessible

FCB offers assistance in the application for and administration of subsidies. FCB additionally performs subsidy applications on behalf of the entire welfare sector.

FCB coach

For a more personal service, you can enlist the aid of an FCB Coach. The FCB Coach is involved in projects conducted by FCB, and can help you with the products and services that these produce. The FCB Coach provides advice, can answer your questions and leads workshops. The FCB coach can moreover tap into an extensive network within the sector. At your request, the FCB Coach is glad to visit your organisation for an introductory meeting.

FCB provides products & services in the following areas:

- Education
- Recruitment
- CAO
- Personnel policy
- *Arbo*, Absenteeism & Reintegration
- Labour market surveys
- Co-determination
- Subsidies

Glossary

FCB Dienstverleners in Arbeidsmarktvoorstellen:	FCB Services for Labour market issues
Welzijn & Maatschappelijke Dienstverlening:	Welfare & Social Services
MOgroep:	Sector association of social entrepreneurs
ABVAKABO FNV:	Federation of trade unions for the public sector
CNV Publieke Zaken:	Public sector union, part of the federation of Christian trade unions
CAO:	Collective Labour Agreement
Arbo:	Health and Safety regulations (employment conditions act)
"Kansrijk werk :	Promising work
Arbeidsinspectie:	Labour inspectorate
Gezond Werkt!:	"Health works!"
PVT:	Personnel representative
VerzuimSpiegel:	Tool to monitor absenteeism
Levensfasebewust Personeelsbeleid:	Life phase-specific Personnel Policy
Erkennen van Verworven competenties (EVC):	Recognition of acquired competencies