

GOOD PRACTICE DENMARK

The socio-economic enterprise Huset Venture

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

Huset Venture (“The House of Venture”) is a unique so called “social-economic enterprise” with a high profile in social responsibility. The enterprise functions on ordinary market conditions. Additionally, it is an umbrella organisation functioning as a national centre for knowledge and competence regarding employment for people with a reduced ability to work.

Contact person

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Information on the good practice ‘The socio-economic enterprise Huset Venture’

Aims

The aim of the company is to create as many workplaces as possible for the employed on special terms. They want the company to be economically sustainable without significant public funding. To do so the strategy is to establish various kinds of businesses via training and personal development courses.

Huset Venture aims at seeing the resources and not the deficits in people.



Target group

There are two target groups:

- Employees in the enterprise: 80-90 percent of the employees are in flex- and sheltered jobs. Many of the employees bring with them a great deal of experience and skills from earlier jobs, but they have had to slow down the tempo compared to earlier because of illness (physical or mental) or accident.
- Attendants of courses in the enterprise: they are persons with reduced ability to work, they are out of a job and need some need help to get back to the labour market.

Description

Employees are looked upon as if they were working under ordinary terms. They get wage subsidies in different ways. The company only hires people if they have competences that qualify them for a vacant job.

The company does not focus on the disease or the deficiencies of the employee. The idea behind this is to treat people as normal.

The same goes for the unemployed people attending courses. Here the focus is on resources and what you can do.

Why is it a good practice?

It is a good practice because Huset Venture practices its “own medicine”. They offer courses for people with disabilities from outside of the company, and they also employ people with disabilities themselves.

Huset Venture manages the good practice in two ways:

1. By employing people with reduced ability to work. They want to show that people with disabilities have a natural place on the labour market and can be a part of the community.
2. By having a business, which is providing courses for people with reduced ability to work. They want to help other persons with disabilities on the labour market.

A good coordination with various stakeholders is assured by the board of directors. Among others there are three politicians (from Parliament and from local level) and a representative of The Danish Confederation of Trade Unions (LO).

The idea of the company is to train people to return to work within the same job function as before they got sick and/or disabled. The employees find this more meaningful instead of having to change line of business due to an illness or a disability. The company on the other hand thinks that this is a way to take people more seriously instead of trying to get them to make a different career choice after having been sick or become disabled.



Results

Evaluation

Annual and quarterly reports of the activities of Huset Venture are sent to The National Labour Market Authority. The company is still looking for (better) ways to document their practice and write down their experiences.

Huset Venture is often visited by companies and policymakers, who are looking for inspiration and wish to learn from experiences on how to employ people with disabilities.

Incentives for success

No special incentives are arranged. In the enterprise a culture has developed that promotes solidarity, equality and acceptance. It has become a place where you can use all of your skills and explore your full potential.

Barriers for success

- Within the company: the only barriers for sustainable employability are those that stem from the reduced workability of the individual employee.

- From outside the company: concerning tenders. In some cases - especially when the tender is fairly big - Huset Venture cannot present the most competitive bid, because they cannot optimize the same way companies that only employ people on ordinary terms can do, due to the fact that Huset Venture cannot make employees work more or beyond their workability.

