

## Labour market inclusion, long-term employment and career development using The Integrative Model at Shekulo Tov Group, Israel

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### Abstract

**Statement of the problem:** Literature indicates that the extent of employment mobility among people with psychiatric disabilities is low, even though most of them want and can work. Furthermore, while supported employment has significantly improved competitive work outcomes throughout the world, it leads to sustained work in only 25-35% of persons with psychiatric disabilities, while most person loss jobs within a few weeks/months after beginning them or never obtain competitive work.

**Methodology & Theoretical Orientation:** Shekulo Tov is a non-profit organization and a service supplier for the Israeli Ministry of Health for more than 3,000 service users. Shekulo Tov's integrative model represents an essential change of perception vis-a-vis vocational rehabilitation. It is a formative shift from the two sequential approaches of "train, then place" or "place then trains" to a simultaneous approach of "train and place". The model's continued development led to the formation of the Shekulo Tov Group which operates in a large number of businesses and organizations as "integrative units" based in the community, who all embedded the model. Among Shekulo Tov Group businesses: Rebooks (secondhand bookshops), Good Coffee (social cafes), God Dog (dog walkers).

**Findings:** The Integrative Model has successfully transitioned more than 25% of service users from vocational rehabilitation to open labor market placements. Furthermore, the model has reduced service users' preparative vocational training for open labor market placement from 4 years to 20 months.

**Conclusion & Significance:** Along ongoing support, job applicants are offered vocational rehabilitation, skills and career development, training programs and are provided with necessary preparation and support to measure their vocational progress. This gives them a security net, especially in cases, they did not hold their job in the free market. In these cases, service users can temporally return to vocational rehabilitation while looking for a new job in the free market.

### Biography :

Irad Eichler founded "Shekulo Tov Group" in 2005 and is the group chairman ever since. "Shekulo Tov Group" is a leading Israeli organization for vocational recovery. He and mental health professional in Shekulo Tov Group, such as CRO Hagar Aloush, developed The Integrative Model in cooperation with the Israeli Ministry of Health. Shekulo Tov's Integrative model was awarded the "Project Zero" prize for impactful social enterprises in early 2017, categorized under Innovative Practice 2017 on Employment, Work and Vocational Education and Training. In addition, he is the founder of "7 chairs", a platform for text support groups and the founder of "Israeli social business school", an Israeli third age festival and a podcaster. He is a serial social entrepreneur and was announced by the world economic forum as a social entrepreneur of the year 2008.

Note: This work is partly presented at This work is partly presented at 6th World Congress on Mental Health, Psychiatry and Wellbeing on March 20-21, 2019 in Hilton New York