

**In Team Job and Clarification in Job center Bornholm we meet citizens who are not ready for job, where the work ability is limited due to:**

**Examples:**

- 1. Psychiatric disorders and psychological vulnerability**
- 2. Addiction problem – Narcotics, and alcohol abuse.**
- 3. Low IQ**
- 4. Health issues due to physical illness and attrition.**
- 5. Severe social problems.**
- 6. Bad schooling and lack of education.**
- 7. Some have single problems, and others are challenged by more complex issues.**

**Each case worker has contact to 40 – 50 citizens, and should coordinate the various initiatives within various legislative areas. For example the Social and health care sector – the employment sector.**

**A case of proceedings with a citizen usually lasts 1 – 5 years. Most citizens do not get into the labour market on normal terms, most get approved for flex job, a system they can get into if it turns out that the work ability is significantly and**

**permanently reduced. A flex job is usually employment in an enterprise for fewer hours, e.g. 20 hours a week.**

**Employer/the enterprise pays a part of the salary, and the municipality/state the rest of the salary. You can be in flex job system until the retirement age.**

**If it turns out that the citizens have no work ability, and all support opportunities have been tried, an early retirement is granted.**

**Early retirement is an economic benefit, which will be paid until the retirement age.**