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BUSINESS
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Sol World Conference May 2025, Mechelen Belgium
2023-1-BE02-KA220-VET-000164060





Population

- Belgium 11.7 million
- Flanders 6.7 million

Working age population (18 – 64y)

- 3.9 million

Employment rate

- Flanders 76,7%
- PwD 46,5%
- = 30% less!

Unemployment rate

- 3,2 % (190.000)
- 20 % PwD (increasing)

Inactivity - disabled and long-term sick people

- 500.000



Target group:

- ✓ people with disabilities or health problems

Mission:

- ✓ mediate towards paid work
- ✓ support in job retention
- ✓ support employers in inclusive entrepreneurship

Staff:

- ✓ 600 employees

Objectives:

- ✓ 11,000 new jobseekers each year

Structure:

- ✓ NGO
- ✓ Unique partnership with public employment service

We are building an **inclusive society in
which employment** for people with
disabilities or health problems
is **self-evident.**

Exchange with your neighbour...

- What's your job or do you have a social commitment?
- How is this valuable?
- How did you find this or how do you keep it?
- Did anybody help you in this proces? How?



GTB.
Together we can.



GTB



'Krachtgericht werken' or 'Strength based approach' as a trademark.

1. Krachtgerichte Hart and Soul (as a value)
2. Strength based approach as a organisational structure (methodiek)

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**Strength based approach.
Together we can.**

Strength based approach

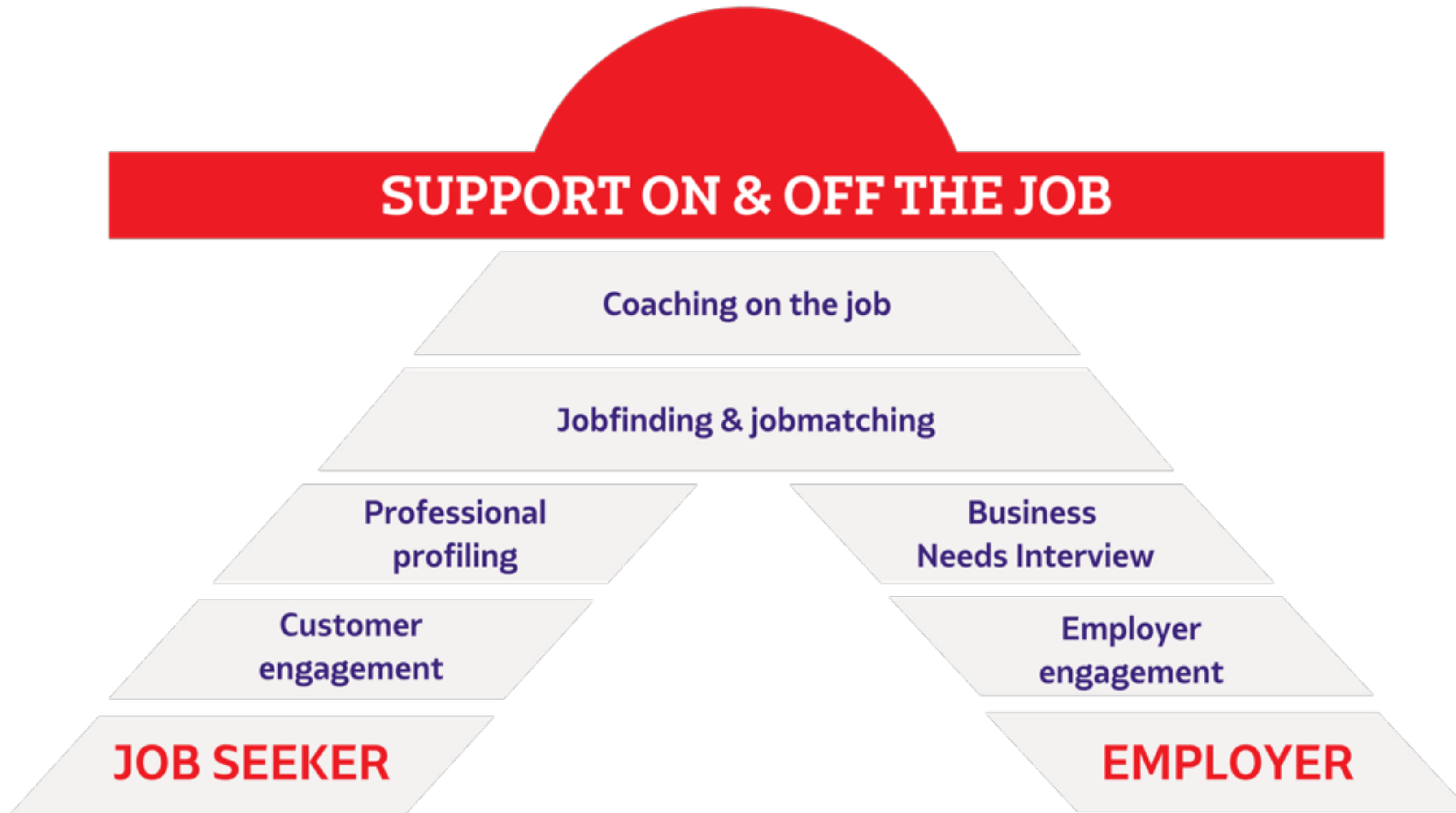
- ✓ **Cooperation** is key.
- ✓ Start with a **dream**.
- ✓ Focus on **opportunities** and strengths.
- ✓ Big dreams, small **steps**.
- ✓ **Sustainable** careers and quality of life

Krachtgericht werken



Strength-based approach and Supported Employment come together in **looking at what still works**, starting from the **(work) dream**, whereby people, with the support of their (professional) **network**, are empowered to take steps towards **sustainable work** and thus **actively participate** in society.

Strength-based Supported Employment



Practical exercise

A red L-shaped graphic element is positioned on the left side of the slide, consisting of a vertical bar and a horizontal bar meeting at a right angle.

Our Goal is not their goal

4% of all new employees will not return after a horrible first day



4%

22% will leave the company within 45 days



22%

51% of all employees will leave within 6 months



51%

- incorrect hiring costs up to 150% of that employee's annual salary
- 50% of employees do not return after 3-6 months of sickness
- after a proper onboarding process, employees are 4.6 times more driven to commit to their work.
- ...



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Partners



University
Rehabilitation Institute
Republic of Slovenia



- GTB - Gespecialiseerd Team Bemiddeling, Belgium
- EUSE – European Union of Supported Employment
- HAO – Health Action Overseas, Romania
- APEA – Portuguese Association of Supported Employment
- URI – University Rehabilitation Institute, Republic of Slovenia
- BASE – British Association of Supported Employment

What do we want to achieve?

Needs Analysis Report

Detailed needs analysis goal:

- Identify skills, knowledge, and competencies for successful employer engagement, required by **SE professionals**
- Identify needs and concerns of **employers**

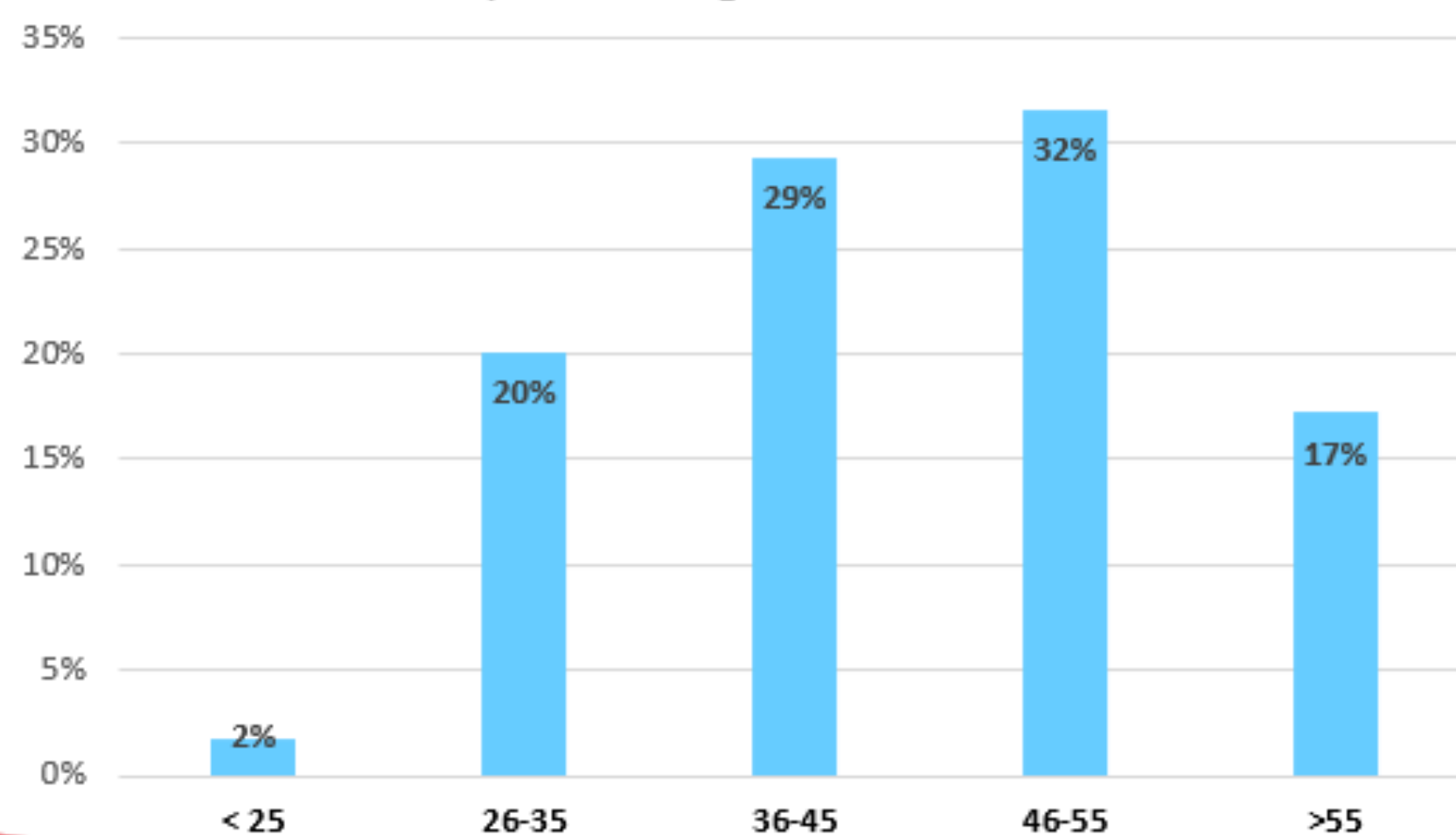
Methods:

- Desktop Research
- Questionnaire for SE professionals (*n = 174, 16 countries*)
- Questionnaire for employers (*n = 63, 5 countries*)

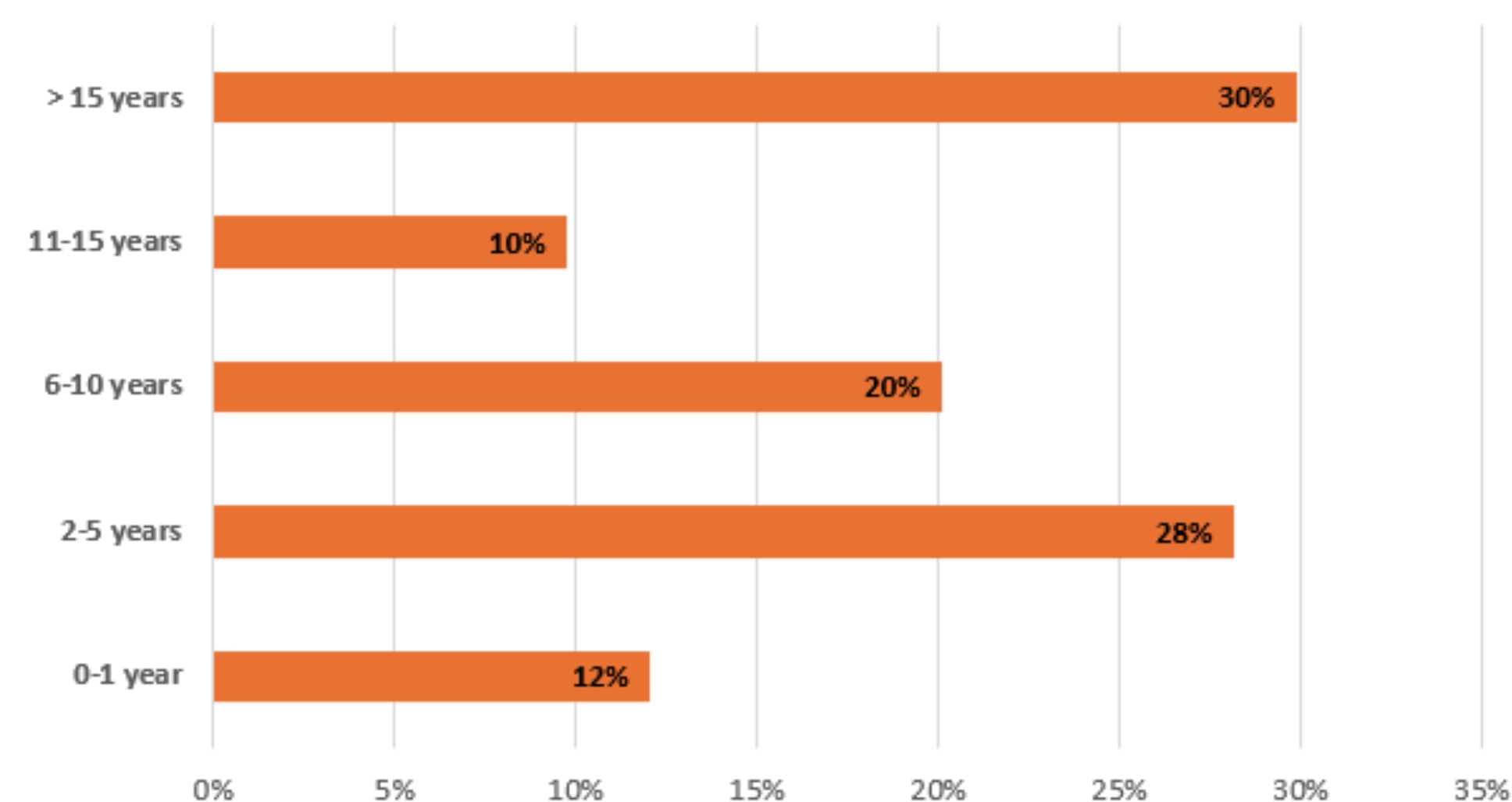
Who can *help* employers?

174 SE professionals from 16 countries responded to the questionnaire:

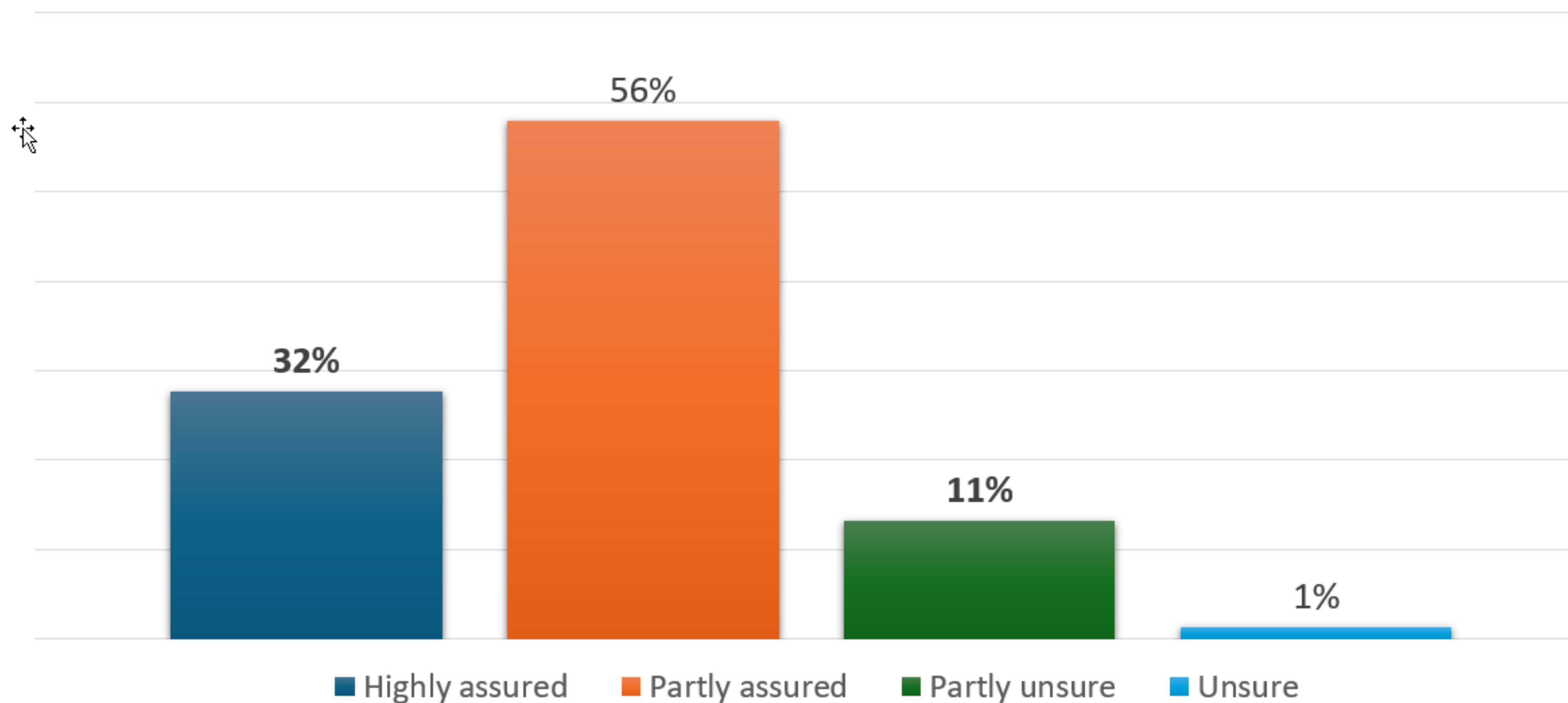
Respondents' age



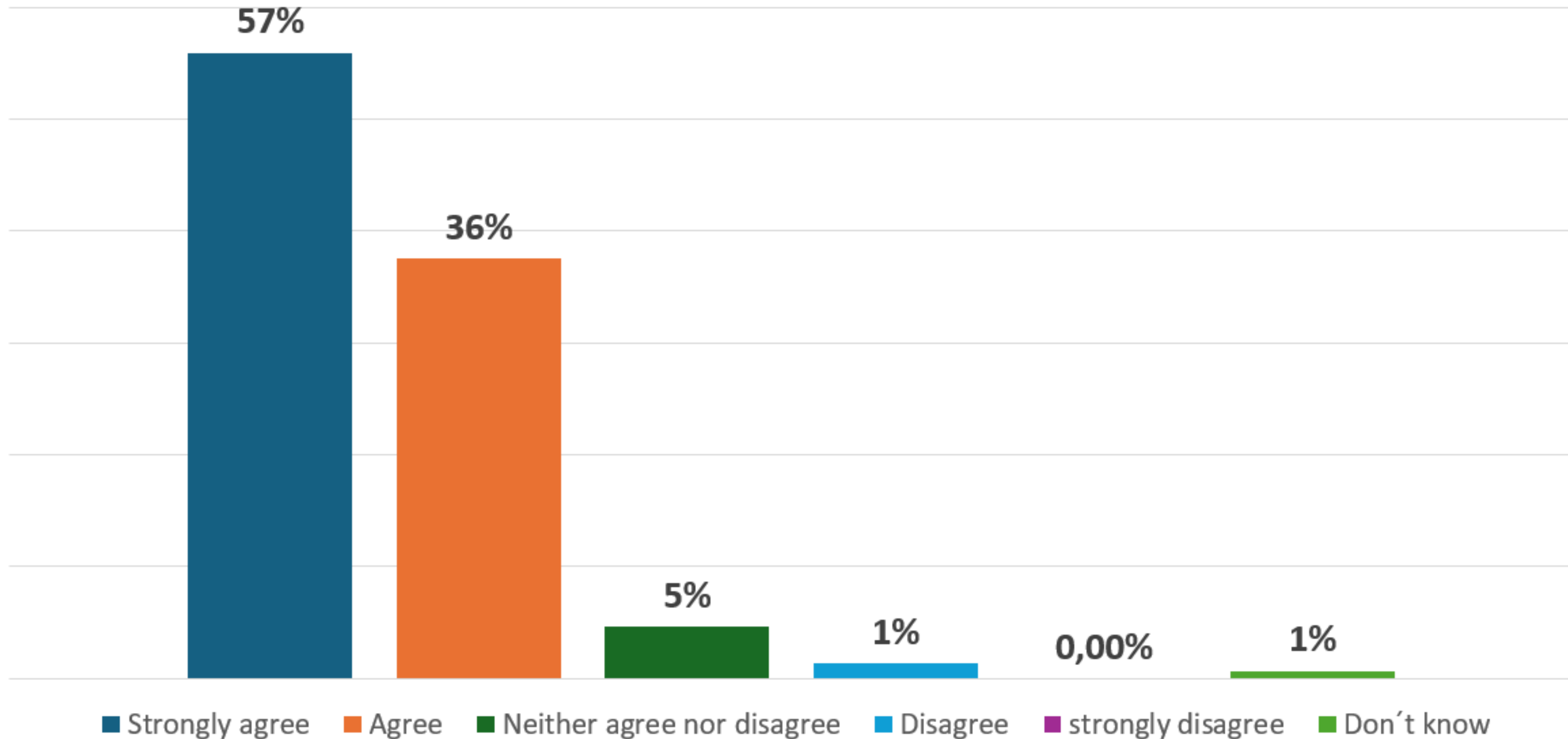
Respondents working experience in SE in SE field



How confident do you feel in contacting employers?



Is there a need for a **specialised training** in employer engagement?



Conclusions

- ✓ Employers want tailored support
- ✓ SE-Professionals have experience but:
 - ✓ They want training on knowledge and skills
 - ✓ But most important they feel uncertain.

Concept of the training?

- ✓ Where can we find good practices?
- ✓ What can we learn from each other?

-->trainingsmanual: based on:

- ✓ Experiences of the participants (collective intellect)
- ✓ Do more of what works
- ✓ Let go of what doesn't work



Output of the training

Employer engagement is something I am good at and I intend to develop further in this context.

Training Day 1



Training Day 2

NAME OF THE COMPANY:
Contact details:
<p>Date:</p> <ul style="list-style-type: none">○ Contact moment: Describe the specific moment of contact with your employer (e.g. meeting, email, conversation).○ Purpose of the Contact: What was the purpose of this contact?○ Achieved Results: What was the result of the contact?○ Positive aspects: What went well during the contact?○ Challenges: What obstacles did you encounter○ Feedback Received: What feedback did your employer give you?○ Lessons Learned: What did you learn from this experience?○ Future Adjustments: What would you do differently at the next contact moment?



Training Day 3

Waar wil ik op inzetten?	Wat doe ik al goed?	Hoe ziet mijn WGDVL eruit?
Bespreekbaar maken bij de werkgever om eventueel een takenpakket een stukje aan te passen ifv haalbaarheid voor de klant. Hiervoor denk ik ook beroep te kunnen doen op mijn collega's om hun ervaringen te bevragen.	Nog geen ervaring op dit moment.	Actief meedenken met de werkgever om tot een takenpakket te komen dat zowel beantwoordt aan het profiel van de werkzoekende als aan de noden van het bedrijf
Inschatten of een klant past binnen een bepaalde job door actief te bevragen bij WG wat de verwachtingen zijn. Samen met de klant langsgaan in het bedrijf.	Met klant vacatures overlopen en solliciteren. Langsgaan bij werkgever samen met klant en daar verantwoordelijke aanspreken met vraag naar vacature, takenpakket,... Telefonisch contact nemen met werkgever om verdere info te bekomen rond vacature/functie.	Oriënteren naar een job/vacature
Zowel klant als werkgever bevragen naar wat goed loopt en waar er nog uitdagingen zitten. Een gesprek met alle partijen samen hiervoor lijkt me nuttig.	Bevragen bij klant wat hij moet doen, bevragen naar sfeer op de werkvloer,...	Opvolging en ondersteuning na de aanwerving, evaluatie van het takenpakket van de opgestarte werknemer
	Zelf wel al enkele bedrijven gecontacteerd. Voordat werkgevers zelf aan ons denken,	Contacten met werkgevers. Het zou fijn zijn als werkgevers de reflex hebben aan



"He who asks is a fool for five minutes, but he who does not ask remains a fool forever."





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