Presentation ‘Talento-scope in non-profit’

Belgium/Flemish ESF call 392 – nr. 7057 start 1/11/2017 until 31/10/2019

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1. Flemish Partnership

Promotor:

GTB vzw: mediation to paid employment for persons with a greater distance to the labor market, structural partner of VDAB (the official PES). Capacity: 7500 clients/year; success rate 48% paid employment.

Partners:

Sterpunt Ondernemen Vzw: Long-term support in work for people with a greater distance to the labor market. Cooperative organization of more than 100 member organizations who realize employment for workers with a great distance to the labor market. Promotor of inclusive companies and an inclusive labor market.

Verso vzw: intersectoral employers’ organization for the social services sector in Flanders, representing 14,800 companies.

Howest: High School, practical health sciences, introduces methodological project development in service design and impact assessment.

Non-profit organisations in our scope are: hospitals, houses for the elderly, organisations for disabled persons, child care, well fare ....
1. Short project description and identification of possibilities for transnationality

**Our final project challenge is:** increasing the employment rate of individuals with special support needs in the non-profit sector.

This employment rate is particularly low into the non-profit sector in Flanders, so only 0.8% of the staff is has a disability.

We will realize this by investing in the following major actions:

**Action 1: Targeted employers’ awareness to engage in an active diversity policy to strengthen the growth of the organization.**

- To do in Flanders:
  - Literature research on the current employment rate of persons with a greater distance to the labor market in the non-profit.
  - Interview of 3 major non-profit employers to find out their exact needs regarding recruitment and retention of employees.
  - Detecting skills with a job profile that closely matches the capabilities of our target group (person profile).
  - Design of a new service for labor market operators to meet the employers needs as well as the needs of the employees.
  - Set up targeted, active sensitization actions so that our final target group gain workable work in the non-profit.

- Transnationality:

  Mutual learning:

  - What is the employment rate of the target group in the non-profit of the Member State?
  - Which job profiles can be open to the target group?
  - What is the existing service design of the labor market operators? Can a SWOT analysis be made about this?
  - Active awareness campaigns based on our project goals?
    - Is the focus of CSR successful to gain employment for people with a greater distance to the labour market? Is the use of ISO26000 a success full way to create employment?
  - Make together a business model canvas of our new service.
**Outputs:**

A. Quality survey rapport on the employers (non-profit sector) needs on disability management.
B. Business model canvas on the new services we have to provide.
C. Service blueprint from the perspective of the unemployed person as well as from the employer.

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**Action 2: The labor market actors build a tailor-made service that guarantees:**

- To act as a single point of contact for the employer if he has questions about recruitment, supervision, workplace learning, job retention, job creation, preventive team support in relation to our final target group. This single point of contact can advise the employer in taking concrete actions to enable workable jobs for job seekers with a greater distance to the job market.
- Balanced care support of employer, employee, job seeker.
  - To do Flanders:
    - The creation and testing of a new service model to the labor market actors to increase the employment of our final target group in the non-profit.
    - Investigate the financing of the services.
    - To formulate policy recommendations to implement the new service
  - Transnationality:

**Mutual learning:**

- Testing the new service design developed in Flanders and by the transnational partners if possible/necessary
- Knowledge sharing about training and actions to be developed in the workplace.
- Knowledge sharing about the realization of new services within and between labor market actors.

**Outputs:**

A. Script of the new services and action plan of what must be developed/integrated.
B. Test protocols
C. First version of the impact evaluation
Action 3: To facilitate the new service by expanding or connecting to: Databases with single points of contact for employers, job management and support for employers, employees and job seekers. In doing this we seek maximum alignment with existing initiatives in Flanders

- To do Flanders:
  
  - Databases of non-profit organizations that are open to internships - workplace experience with minimum generic competence requirements, contact details, responsible account manager from the labor market operators.
  - Database with vacancies specifically aimed at our target group.
  - Database for employers looking for a workplace support to help him/her with concrete questions about managing diversity at the workplace.

- Transnationality

Mutual learning:

- Knowledge sharing around the variables to be included in the databases
- Knowledge sharing about the software requirements of the databases

Outputs:

A. Paper on the first test results, quality indicators reported by the jobseekers, employers and job coaches. Need to adapt the scripts?
B. Definitive version of the way to do the impact evaluation.
C. Concept of the data bases necessary to implement the new service.

Action 4: Calculating the social gain and cost of realizing the new service.

- To do Flanders:
  
  - Developing a tool to calculate the cost of the new service.
  - Develop a tool to calculate the social gain of the new service.
  - Spread these tools into non-profit and labor market actors to assess the effectiveness and efficiency of the new services comparatively.

- Transnationality:

Joint development:
- Creating a model to compare the costs and social profits from new service designs.
- Testing whether this model can be used as a comparison tool between different projects aimed at increasing the target population's employability and within different Member States

**Outputs:**
A. Interim evaluation report of testing the new services.
B. Definitive protocol of the impact evaluation
C. Model of the gained benefits related to the costs of the new services.
D. Paper on the dissemination activities if the new services are validated by the (Flemish) ESF.

**Contact details:**
Patrick Ruppol,
GTB vzw
patrick.ruppol@gtb.be
0032/473 25.232.21

**Summary:**

*The final project challenge ‘TALENTO-SCOPE in social sector’ is:* increasing the employment rate of individuals with special support needs in the care and welfare sector.

This employment rate is particularly low into the social profit sector in Flanders, so only 0.8% of the staff is disabled.

We will realize this by investing in the following major actions:

*Action 1: Targeted employers' awareness to engage in an active diversity policy to strengthen the growth of the organization.*
Action 2: The labor market actors build a tailor-made service that guarantees To act as a single point of contact for the employer if he has questions about recruitment, supervision, workplace learning, job retention, job creation, preventive team support in relation to our final target group.

Action 3: To facilitate the new service by expanding or connecting to: Databases with single points of contact for employers, job management and support for employers, employees and job seekers. In doing this we seek maximum alignment with existing initiatives in Flanders.

Action 4: Calculating the social gain and cost of realizing the new service.