



EMPLOYMENT AND JOB COACHING SKILLS

Training

5-6 November – Leuven, Belgium

Vlaams Administratief Centrum – Diestevest 6, 3000 Leuven

Employment represents one of the fundamental elements to guarantee economic security, social inclusion, personal satisfaction and a good quality of life. However, job placement can be particularly difficult, especially for some disadvantaged groups, like people with disabilities. In recent years, Job Coaches tried to support their labour inclusion. However, skills required to Job Coaches are very complex and the effectiveness of their intervention difficult to guarantee.

How can companies and employers be involved in the job placement process? How to involve peers? How can supported employment provide effective solutions? What tools are available to Job Coaches?

This training aims to provide an in-depth analysis of the skills necessary to Job Coaching, to improve the effectiveness and impact of its intervention. The course is designed for professionals who work in the field and who want to deepen and improve their skills.

The training will also host one of the dissemination events of the Talentoscoop project, giving participants the chance to learn from a successful good practice in the field of Employers Engagement.

Programme 5th November

9.15-9.30	Registration
9.30-10.00	Welcome from Karen Warson and Sofie Meeuws; introduction to the training programme and its goals.
10.00-10.15	Supported Employment <i>Definition and discussion on what participants know of it;</i>
10.15-11.00	Supported Employment <i>Action framework and values; The principles linked to the 5 phases model; Informed choice and decision making process;</i>
11.00-11.15	Coffee Break





- 11.15-12.30 **Employers Engagement**
*How to approach Employers;
Employers, co-workers, supervisors;*
- 12.30-13.15 Lunch

Talentoscoop Dissemination Event



- 13.15-15.45 **Talentoscoop: a good practice on Employers Engagement**
Service design, infographic, business model canvas of Talentoscoop
Concrete outputs:
- Questionnaires
 - Roadmap
 - Impact Evaluation
- Implementation Strategy
Future developments*

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- 15.45-16.00 *Discussion on main learning from this first day of training*
- 16.00-16.15 *Day one conclusions*
- 19.30 *Optional Social Dinner:*
PepeNero, Italian Restaurant
*Muntstraat 19, 3000 Leuven
tel: 016 / 22 24 25*

Programme 6th November

- 9.15-9.30 Welcome
- 9.30-9.45 *First day rewind, feedback from the first day of training;*
- 9.45-11.45 **Good practice Exchange / Mutual Learning**
Participants present their services and projects. The goal is to exchange experiences and skills, with particular attention to methodologies and practical tools.



11.45-12.15

Group discussion:

The Vienna Declaration how can we make it more concrete?

Career Guidance: how can we support job retention?

12.15-12.45

Group discussion: *common challenges and future development, how can EPR make the most of what emerged from this training?*

Link to EPR Analytical Paper on Employment of People with Disabilities, 2018.

12.45-13.30

Conclusions and evaluation

the Trainers



Karen Warson

With a background in social sciences, communication science, Karen has worked at the Flemish PES (VDAB) for 20 years. She has been active in different areas of the employment service of which the last 7 years as an expert on increasing employment for persons with disabilities and achieving an inclusive labour market. She strongly believes in cooperating with private partners and stakeholders and using the model of supported employment to achieve inclusive employment for all.

Since 2013 she is working very closely together with and for GTB (specialized NGO-service and guidance organization for people with disabilities) to improve the service given to employers to hire and/or maintain an employee with disabilities.

Furthermore, she is member of the executive committee of SUEM.BE, the Belgian umbrella organization for supported employment and is highly involved in the European Union of Supported Employment (EUSE), the European umbrella.



Sofie Meeuws

Sofie works as an expert at GTB, which is an NGO that stimulates employers to hire and/or maintain the employment of talents with disabilities. She's fascinated about realizing the win-win for both the employer and the jobseeker or NGO that provides the support. Within this respect, Sofie is especially leveraging her expertise towards employers, who are often not seen as an equal partner in the process compared to the jobseeker. Therefore, employers often need guidance in defining a business case that allows for real value at both sides. Throughout many years, Sofie has been building expertise in designing, developing and disseminating tools and services that foster an inclusive society on the principles of employer engagement. This, together with her background in applied economics, provides a solid and multidisciplinary base for innovation and policy development.



Registration

To join the Training, please register [here](#)

For any other information, please contact Roberto Zanon (rzanon@epr.eu).

