



TALENTOSCOOP

Dissemination Event

5- November – Leuven, Belgium

Vlaams Administratief Centrum – Diestevest 6, 3000
Leuven

List of participants:

Katrina Sevruka
Paul Bos
Daan Kos
Didier Roche
Katja Geiger-Weidlich
Kerli Tamme
Kristi Juur
Judit Fekete
Paula Vinhas
Tânia Goncalves
Andrea Pracht
Teresa Vrenna
Yvonne Thies Brandner
Kaiti Katsouda
Werner Leemans
Edurne Alvarez de Mon Gonzalez
Roberto Zanon
Patrick Ruppel
Marieke Eggermont

The final event of the Talentoscoop project was attended by 19 professionals from 11 European countries. To ensure greater participation and to reach a greater number of professionals interested in the theme of the project, the event was combined with the Training on Employment and Job Coaching skills organized by European Platform for Rehabilitation, SUEM and GTB.

The aims of both events to provide an in-depth analysis of the skills necessary to Job Coaching, to improve the effectiveness and impact of its intervention. Participants were all professionals who work in the field and who want to deepen and improve their skills.

In this framework, the Talentoscoop project was meant to give participants the chance to learn from a successful good practice in the field of Employers' Engagement.

Patrick Ruppol of GTB, project coordinator, and his colleague Wannes Marivoet introduced the project, taking the time to present the following elements:

- Service Design, infographic, business model canvas on Talentoscoop Concrete outputs
- How Questionnaires were prepared and used in the project
- The roadmap:
 - Information
 - Dream Detection
 - Consulting Process
 - Match Report
 - Action Plan
 - Impact Evaluation
- The 2 fundamental roles in the Talentoscoop methodology:
 - KAM-D: the Key Account Manager
 - SPOC: the Single Point of Contact
- Results after 9 months in 6 organizations
- Lessons Learned
- Concrete Outputs

A case study (Sint Lodewijk) was the introduced by **Marieke Eggermont**, giving an overview on how the SPOC was introduced and implemented in a real project.

Edurne Alvarez de Mon Gonzalez of Inserta introduced then her organization and its pathway to employment for people with disabilities. A particular focus was dedicated to:

- Inserta Services for Jobseekers
- Inserta Services for Companies
- Portamento: Training and Employment platform
- Awareness and Communication campaigns



Judit Fekete of Corvinus University of Budapest spoke about the project ProAbility - Promotion of the employment of people with disabilities through the training of employers, touching the following topics:

- People with disabilities on the Hungarian labour market
- Phases of the proAbility project:
 - Needs assessment
 - Awareness-raising among present and future managers
 - Dissemination of results
- How can PWD and businesses connect?
 - PWD as consumers
 - PWD as suppliers and partners
 - PWD as employees



At the end of the day, **Roberto Zanon** of European Platform for Rehabilitation presented the Partnerships with Employers Toolkit, developed by EPR in 2018¹:

- Success factors and tips in partnerships with employers
 - Ideas to show employers the value of hiring people with disabilities
- How can enterprises achieve business success while simultaneously creating equal opportunities?
 - Reasonable Accommodation / Workplace adjustments
 - Examples of good practices

All presentations were followed by a Questions and Answers session that showed a great interest from the participants, in particular for the more practical and operational elements of the good practices brought as an example.

The evaluation of the event by the participants shows a high level of satisfaction both for the contents and for the format. In particular, the transferability of some instruments and their applicability in different contexts has been considered as one of the most useful elements and will guarantee greater impact to the event.

The project webpage contains more information about the activities and outputs of the project

<https://www.epr.eu/talentscoop>

¹ <https://www.epr.eu/publications/epr-toolkit-on-partnerships-with-employers/>