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# TALENTOSCOPE IN NON-PROFIT ORGANIZATIONS

Phase 1: 1/12/18 – 31/7/19 -> project development  
Phase 2: 1/08/19 – 30/11/19 -> dissemination



## Rationale and objectives:

Our final project challenge is: increasing the employment rate of individuals with special support needs in the non-profit sector. We believe that non-profit organizations like hospitals, living for elderly, socio-cultural organizations,... can be a catalyst on diversity management.

By using the Intervention Mapping Protocol (IMP) we explored that if we will create an appropriate mindset to invest in diversity management with the employers, we need to improve the success of work teams in dealing with disabled/disadvantaged people.

More and more organizations seen not the person or worker as the key element of an organization but the team. This insight can support our aim to gain employment for disabled/disadvantaged persons.

Our concept is that we have to bridge the gap between vocational training, mediation and the work team by providing support on the work floor. This can't be a standard approach delivered by job coaches. Each time we have to find out what the specific questions of the work team are and what we can offer as specific solutions.

## Common transnational objectives of the partners:

- Deliver a high level service of job coaching on the work floor in non-profit organizations.
- Support the diversity-management into non-profit organizations by working closely together with employer organisations, the management and work teams within the organisation.
- Create sustainable jobs for our jobseekers.

## Target group:

The final target group are jobseekers with a great distance to the labour market due to disability or disadvantage. To realise sustainable jobs for these job seekers we have to work as service providers closely together with employer organizations, the management and workteams.