



This presentation of "EMPOWER NPOs" was brought by Christophe Danschutter of Jong KVG npo, as part of the study visit which fits in the Interreg IVA project, Tackling Social Exclusion. The subvention programme "Interreg IV A – 2 Seas" of the European Union is a trans-border co-operation project for the period 2007-2013 between France, the Netherlands, the United Kingdom and Flanders. In the framework of this programme, the Ghent Municipality is co-operating with the cities of Southampton (United Kingdom) and Rotterdam (the Netherlands). This project is entitled 'Tackling Social Exclusion'. We will be working together for the period of January 1st 2009 up to December 31st 2011. The province of East Flanders is also supporting this project with a subvention.

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Our vision: Empowerment



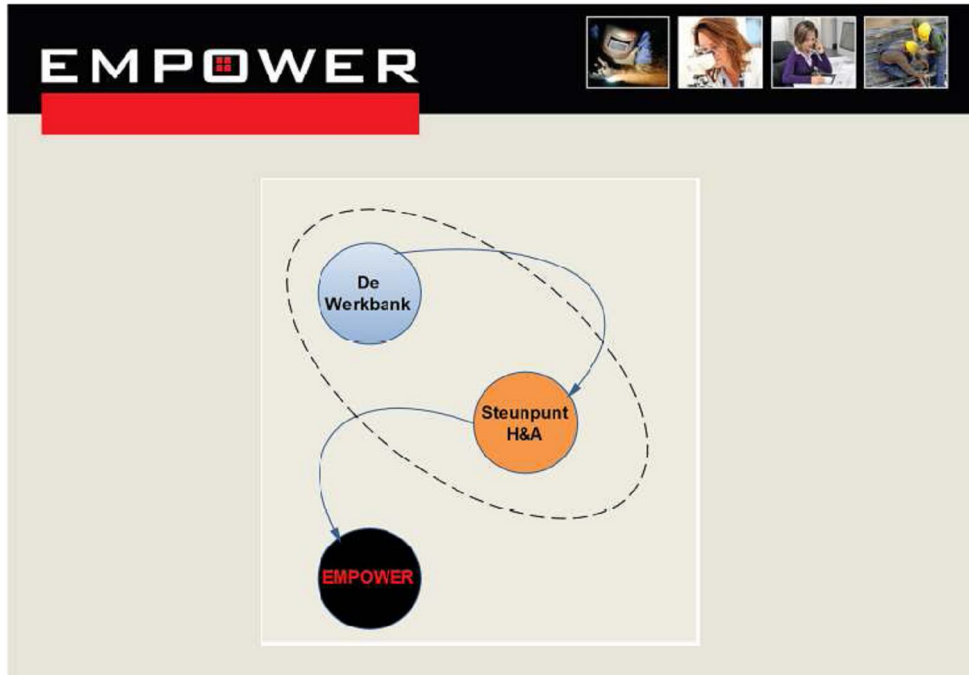
The core business of Empower



- HR consult
- Diversity Management



The origin Of Empower



- Blue = the job application centre
- Orange = Regional Office (Steunpunt Disability and Labour)
- Black = empower



The jobapplication centre (de werkbank)

- Founded in 1979
- Labour counselling /job coaching
- Training centre for employees/students
- To chair in policy committees: SERV (Social Economic Council of Flanders), VDAB (Flemish Employment and Professional Training Agency),...



Point of support for disability and labour

- Founded in 2005 under the authority of the employment office
- Knowledge centre for diversity consultants
- Helpdesk for diversity consultants
- Training centre for diversity consultants

EMPOWER

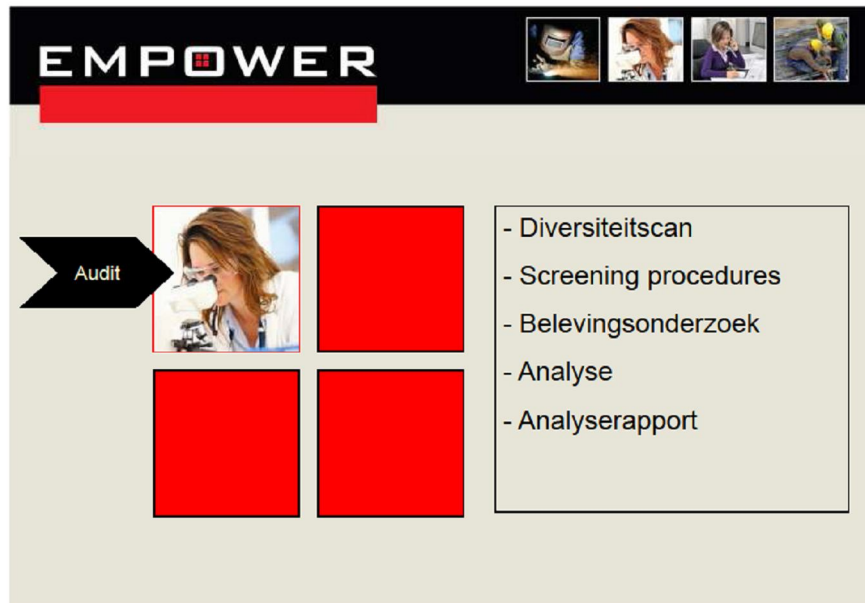


Audit

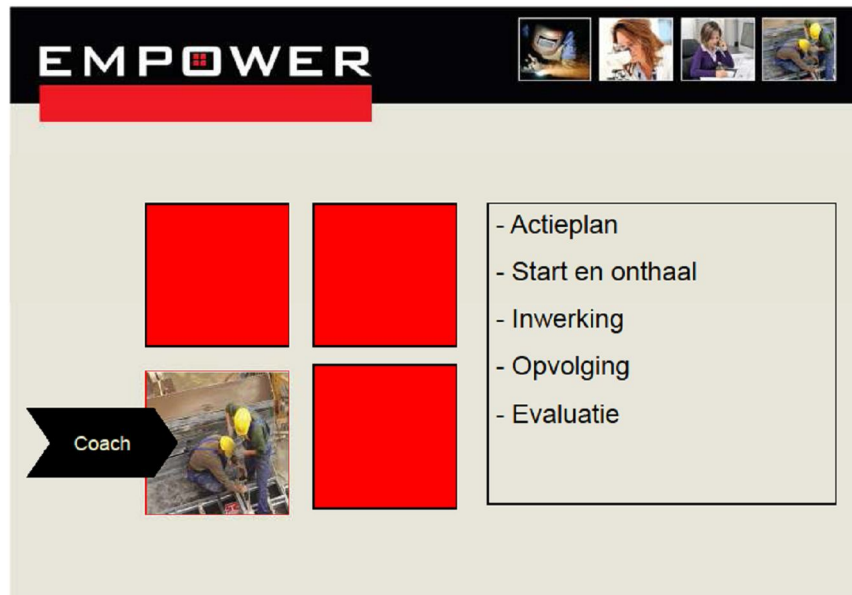
Development

Coaching

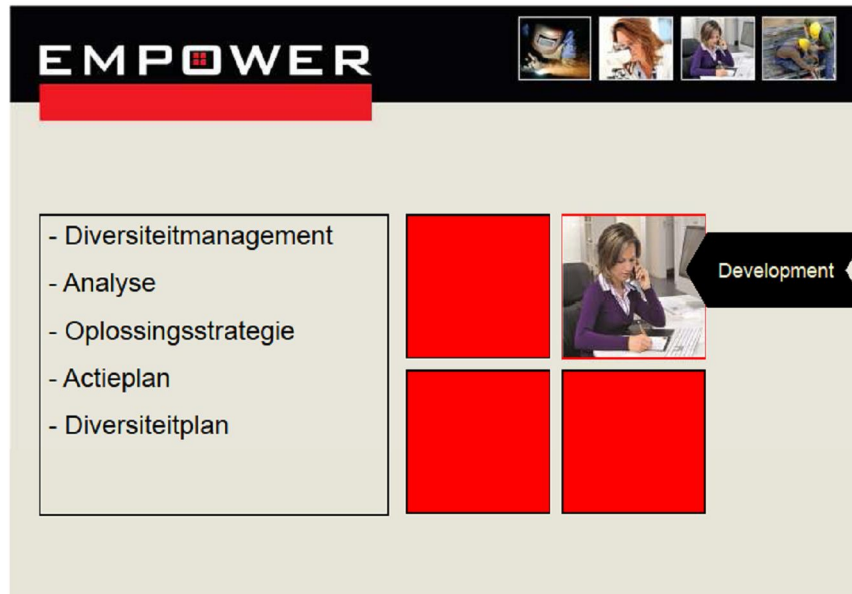
Service



- Diversity scan
- Screening procedures
- Experience analysis
- Analysis
- Analysis Report



- Action plan
- Start and reception
- Action
- Follow up
- Evaluation



- Diversity management
- Analysis
- Solution strategy
- Action plan
- Diversity plan



- Consult during selection
- Labour cost strategy
- Analysis BTOM
- Administration
- Subsidy applications