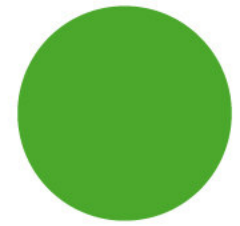
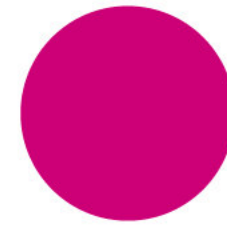
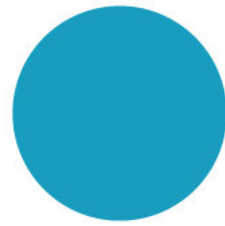


**i**mpuls



## Employabilitybeleid bij Impuls

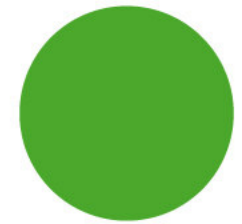
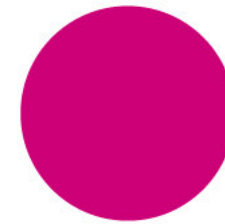
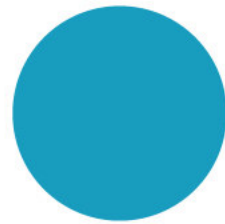
**Even voorstellen...Wie is Impuls?**

**Een brede Welzijnsorganisatie met een  
“kinderopvangpoot”**

**700 medewerkers, waarvan 430 in welzijn**

sterk in mensenwerk

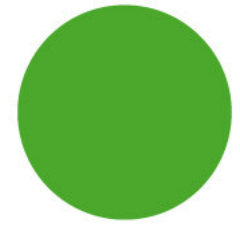
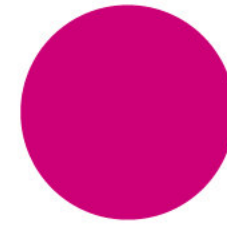
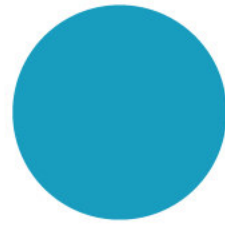
**i**mpuls



## Definitie van employability

**Het vermogen van individuen om werk te verkrijgen danwel te behouden = arbeidsmarktfithheid**

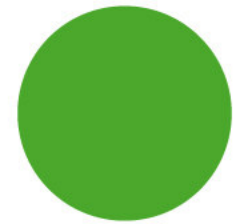
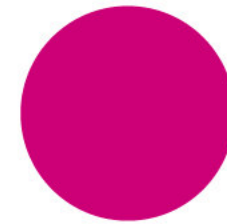
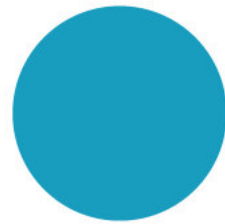
**i**mpuls



## Definitie van Employabilitybeleid volgens Impuls

**De eenduidige en stelselmatige aanpak van Impuls met een geldigheid voor iedere werknemer vanuit het oogpunt dat arbeidsmarktfitheid van iedere medewerker bijdraagt aan de brede inzetbaarheid van medewerkers in een flexibele organisatie die adequaat reageert op de markt.**

**impuls**



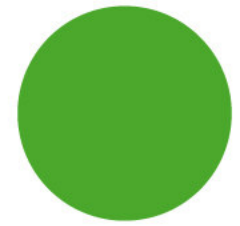
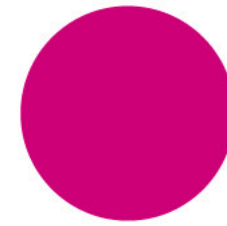
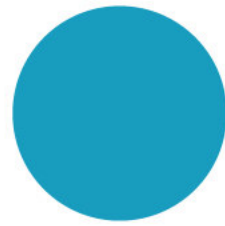
## Waarom employabilitybeleid?

**Verplichting in de CAO Welzijn**

**Belangrijk beleid om medewerkers (bewust te maken van) hun arbeidsmarktfitheid en van de noodzaak van arbeidsmarktfitheid**

**Bewustmaking van de rol van de organisatie en van de medewerker zelf**

**impuls**



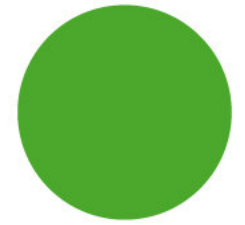
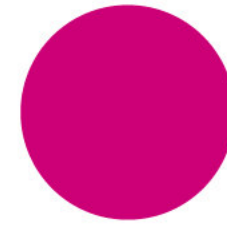
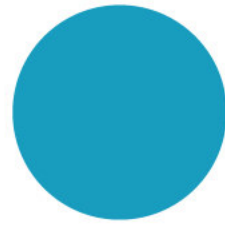
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**i**mpuls



## stakeholders

**Medewerkers**

**Management**

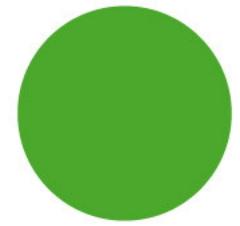
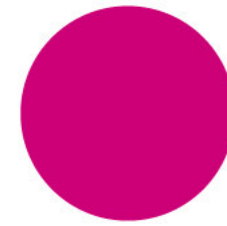
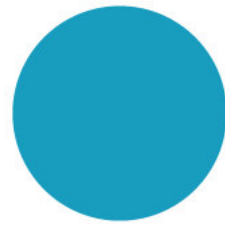
**OR**

**P&O**

**ABVAKABO**

**FCB**

**i**mpuls



## Hoe ziet het employabilitybeleid van Impuls eruit?

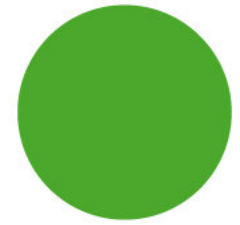
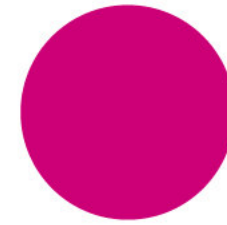
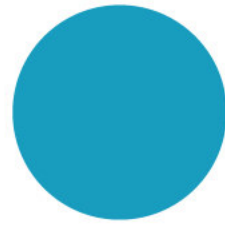
**Scan**

**POP**

**Portfolio**

**Functioneringsgesprek**

**i**mpuls

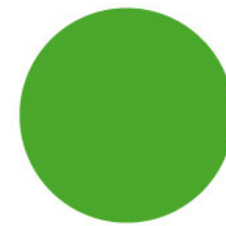
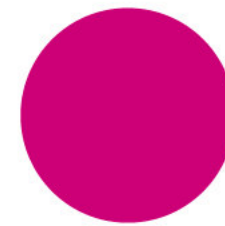
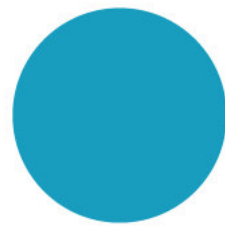


# Implementatietraject

**Workshops en USBsticks**



**i**mpuls



Vragen?