**Talentenprogramma IBN - your route to a suitable workplace**

**Congratulations: you are starting the talentenprogramma!**

We believe that everyone is talented and that you learn best in the workplace. The talentenprogramma helps you step by step to a workplace that really suits you. We look at what you can do, what you want and what you need. It is about your development and your future. You will do it and we will help you.

**The purpose of the talentenprogramma**

The goal is to help you find a suitable workplace with a company other than IBN. The route to a suitable workplace is different for everyone. You may start working at several places in order to get closer and closer to regular work. The ultimate goal is to work for a regular employer if that is feasible for you.

At the start of the talentenprogramma you will receive your personal talentenmap. In this folder you can keep track of your development and successful steps.

**Intakegesprek**

During the intakegesprek you met with your trajectregisseur and talked about:

* What can I do?
* What do I want?
* What do I need for the next step?

The answers to these three questions are needed to outline your route to a suitable workplace. You have also set yourself learning goals. We think it is important that you think about what you want to learn and achieve. These are your learning objectives and IBN will support you in achieving them. The first steps towards your future workplace have been taken!

**Evaluatiegesprekken**

During the talentenprogramma there are several evaluatiegesprekken. We talk about how you are doing at work, about your personal development, learning goals and future. Is the workplace where you are currently working still appropriate or is it possible to take the next step?

*What does the talentenprogramma look like going forward? This is different for each person. Every talentenprogramma is tailor-made.*

**Bemiddeling**

Your first workplace may be at one of IBN's companies or at a company other than IBN. Together with your trajectregisseur you discuss which workplace suits you best. We look for a workplace where you can develop your talents. Your trajectregisseur will arrange a tour and an introductory meeting with your future teamleader.

**Voortraject**

A voortraject can be used if you still have to get used to work. For example, if you have not worked for a long time or if this is your first job. In the voortraject learning to work and personal learning are important. For example, you work on building up hours and developing skills such as working with colleagues. You keep your benefits during this period. You do not yet receive a salary. How long the voortraject lasts varies from person to person. The goal is to prepare you for paid work.

**Proefplaatsing**

A proefplaatsing lasts up to two months. During this period, you also work with benefits. The purpose of the proefplaatsing is to determine whether the workplace is appropriate and whether you are capable of starting a garantiebaan.

**Garantiebaan in werkleerlijn**

When you start at one of IBN's companies, you start in a garantiebaan in a werkleerlijn. At IBN we have several werkleerlijnen, such as cleaning and logistics. In a werkleerlijn you receive practical training for a profession in which there is always work to be found. The purpose of the werkleerlijn is to prepare you for work at a company other than IBN.

A werkleerlijn lasts a maximum of 23 months. You start with an employment contract of at least six months and you receive salary. If working for another employer is still not possible after 23 months, you will be considered for a permanent employment contract with IBN.

**Uitstroom and jobcoaching**

The aim of the talentenprogramma is to help you find a suitable workplace with a regular employer. We call this uitstromen. If you succeed in doing this, a jobcoach from IBN will help you take that step. The jobcoach supports and guides you by having personal conversations with you. This makes it easier for you to get used to your workplace.

If the transition to a regular employer is too big or it does go too fast, IBN has a terugvalfunctie. This means that you can come back to IBN if you have not received a contract extension within 24 months, and there is no fault on your part.

**We wish you good luck with your talentenprogrmma: On to new job opportunities!**