

LTG ESSER T.  
20 NOV 2023

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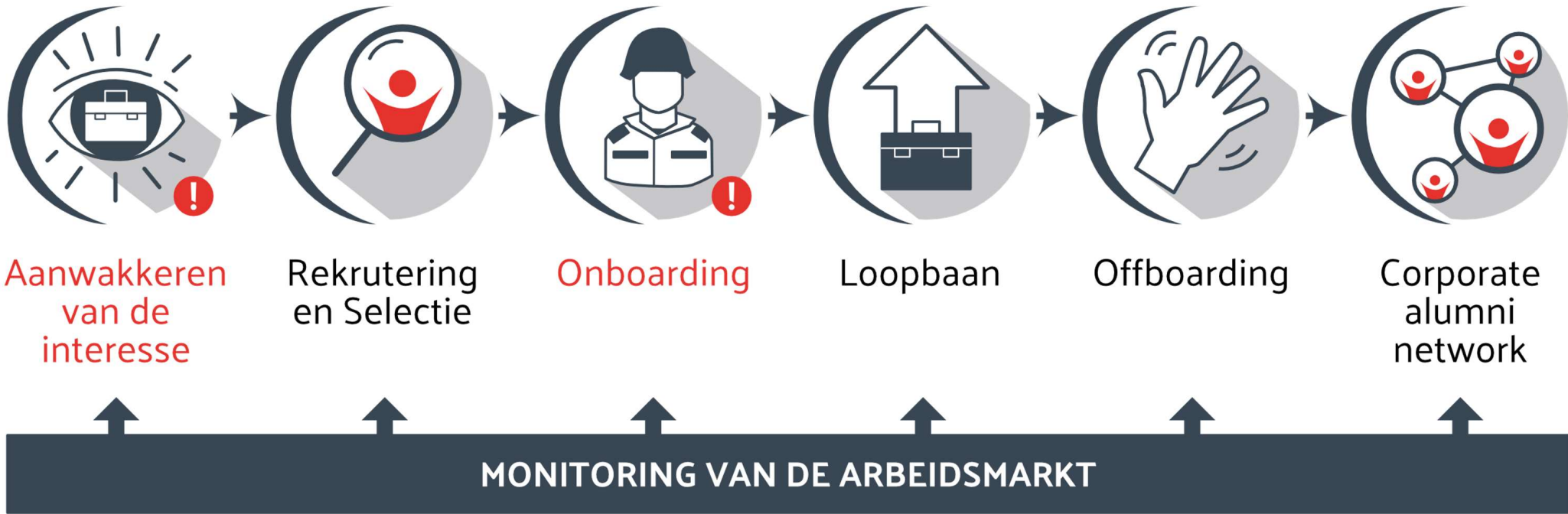
DEFENCE

# La nécessaire diversification des viviers de recrutement : une opportunité sociétale

## ■ NEETs inclusion: main challenges

1. Insufficient internal support within the Belgian Defence
2. Limited follow-up and communication during the recruitment process
3. Limited integration of vulnerable groups in the workforce
4. Lengthy and rigid recruitment trajectory

# HR-processen bij Defensie





# Eveil des vocations

3<sup>ème</sup> degré Défense et sécurité



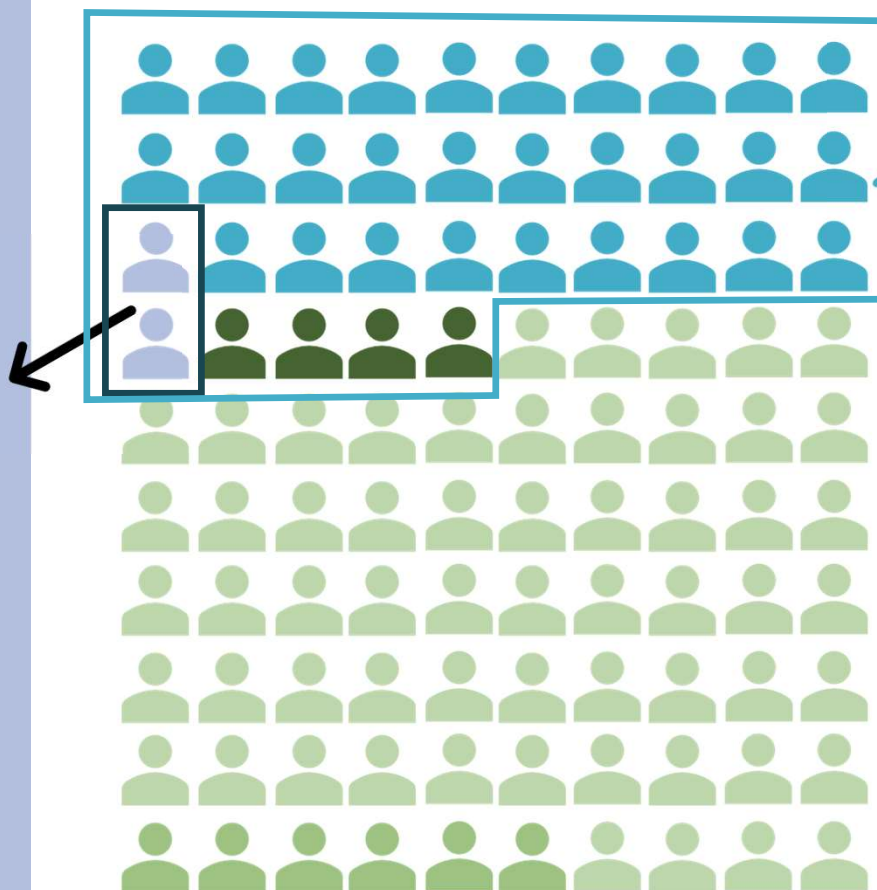
Stages jeunes








Cadets



Salons étudiants, ...

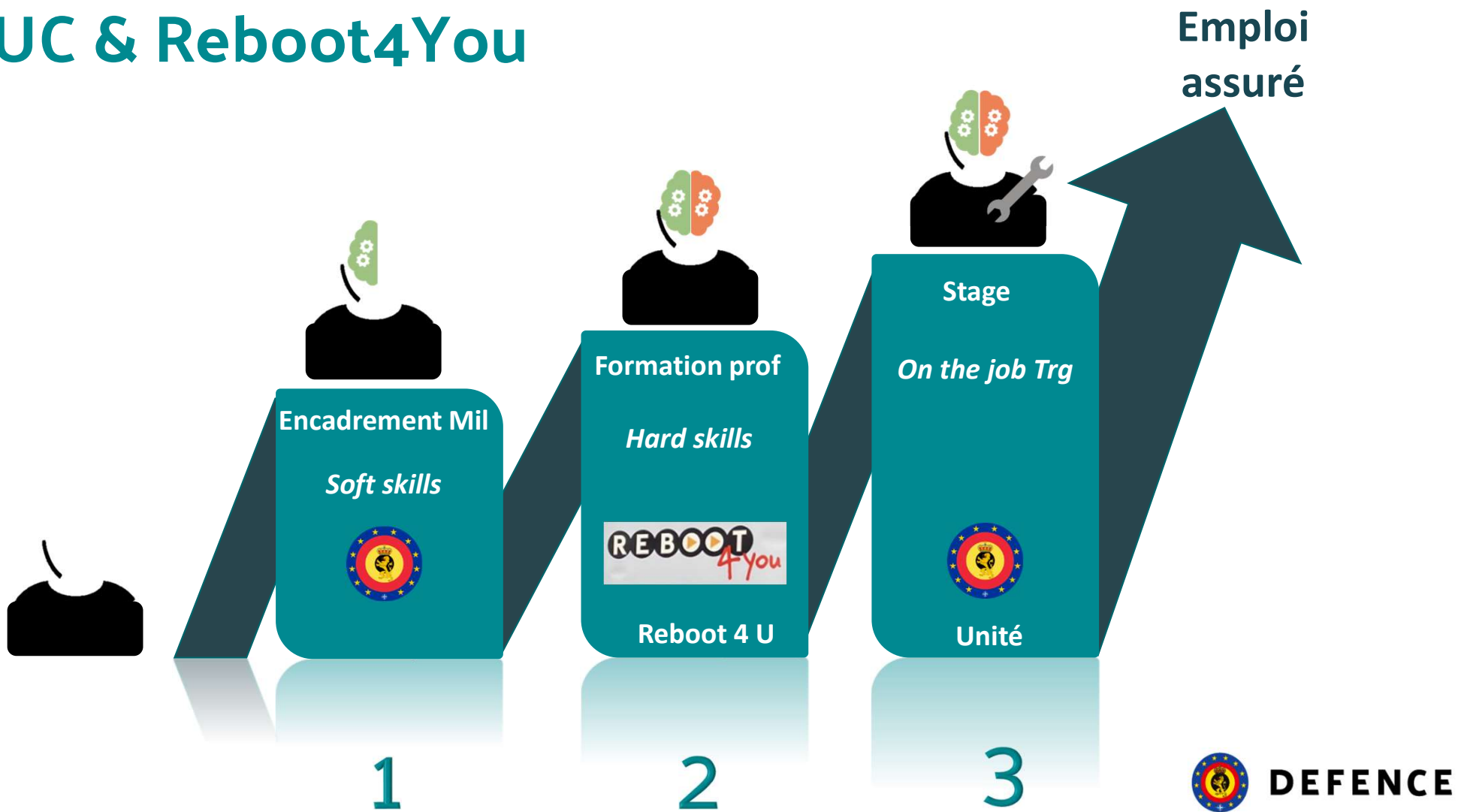


-  Inactifs
-  Primo-arrivants
-  Actifs (travailleurs)
-  Actifs (travailleurs) - Job Hopper
-  Actifs (chômeurs)



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# SUC & Reboot4You







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# ■ Questions - Vragen