

# SUPPORTING SOCIAL INNOVATIONS FOR EMPLOYMENT



Degroof Petercam Foundation



# Why a foundation?

The Degroof Petercam Foundation (DPF) was founded in 2008 as a **Public Interest Foundation** and is now among the largest foundations in Belgium.

The Foundation selects and supports **innovative solutions for employment**. These solutions can focus on developing skills for the future, **contributing to job creation** by supporting entrepreneurship and helping those with a more difficult access to jobs.

3

## Our vision

We believe in a **sustainable, inclusive society** in which all people have a chance to **thrive through a quality job**.

## Our mission

We support social entrepreneurs and innovators scaling their solutions for employment.

4

3,1

**million**

of unemployed people in  
the three countries we are  
active in (Belgium, France  
and Luxembourg)

16

**million**

of unemployed people  
in Europe

173

**million**

of unemployed people  
worldwide  
(source: ILO, 2019)



## DPF Award: 1 laureate per year

Each year, Degroef Petercam Foundation selects and provides a 1 million euro grant to one project. Next to providing financial aid, the Foundation also closely follows the project over five years and guarantees access to its expertise and network.

1

million  
euro  
financial support  
over five years

5

years  
of project support

300

hours  
of non-financial support  
and networking opportunities

5



# How does the DPF work?

Degroef Petercam Foundation chooses to work with social entrepreneurs and innovators who provide solutions that benefit **employment** and the **sustainable prosperity**. The Foundation has therefore created the DPF Award , which is granted to a project every year.



## Selection process

- Shortlist of candidates by a network of professional nominators
- Online preselection
- Phone calls
- Field visit
- Final selection by an independent jury

## Basic selection criteria

- **Innovation:** an outstanding solution with the potential to reach systemic change
- **Geography:** impact in Belgium, France and/or Luxembourg
- **Scope:** skills, entrepreneurship and job accessibility
- **Maturity:** project with a first proven impact and potential for scale-up

# The change we want to see

Degroof Petercam Foundation distinguishes three types of interventions which can help address employment challenges.

8

## Skill-building:

Develop skills that fit the needs of the labor market.

How? Formal training, customized education, re-skill programs, experiential learning, lifelong learning.

## Fostering entrepreneurship:

Stimulate entrepreneurship as powerful levers for economic growth.

How? Formal education geared towards entrepreneurship, vocational training, mentorship, promoting and upgrading the status of entrepreneur, reducing social and financial risks.

## Bringing together talent and jobs:

Strive for a more inclusive employment market.

How? Career guidance, job search support, placement support, training, flexible working models.





## Operations

The Foundation receives **0.30% of the net result of the Degroof Petercam group**, with a minimum of 250 000 euro per year. Moreover, it receives **donations from clients** of Degroof Petercam. It currently has an **annual budget of more than 1 million euro**.

The assets of the Foundation are managed by Degroof Petercam.

In essence, the Foundation wants to leave a mark on society, by addressing the theme of employment in all its aspects, including when it comes to the Foundation's assets and investments. The Foundation manages its impact on society by avoiding investments in certain sectors and applying strict environmental, social and governance (ESG) criteria.

## Laureate of the DPF Award 2019: **DUO for a JOB**

In 2019, Duo for a Job was awarded a 1 million euro grant spread over 5 years. The objective of this partnership is to help the organization expand its activities throughout Europe, starting in France.

IO



DUO for a JOB pairs young job-seekers having a migrant background with experienced workers (50 years and older) who can assist them in finding a job. The non-profit organization serves both young people and potential mentors. It was founded in Brussels in 2013, and is now also active in Antwerp, Ghent and Liège.



II

Matthieu Le Grelle and Frédéric Simonart, both founders and managers of DUO for a JOB:



We are very proud and enthusiastic that our project has been selected. The financial aid will enable us to further unfold our project throughout Europe. What drives us? Through our mentoring program we strive to facilitate and increase the number of encounters between different cultures and generations while creating jobs.”

## Laureate of the DPF Award 2020: Bayes Impact

The Degroof Petercam Foundation provides a 1 million euro grant to Bayes Impact spread over 5 years. This partnership aims at helping Bayes Impact growing internationally and launch their 'Bob' program in multiple countries, starting with Belgium.

12

Bayes Impact is a French NGO whose objective is to use technology to tackle social issues. Among the various problems our society is struggling with, Bayes Impact focuses on facilitating access to employment. How? By means of its public service called "Bob", a free and open source tool relying on artificial intelligence and powerful algorithms to help people find a job in a personalized manner.





Paul Duan, the founder and president of Bayes Impact:



It is a privilege to be awarded the Degroof Petercam Foundation's Grand Prize", says Paul Duan. "Thanks to this substantial support, 'Bob' will be provided with additional resources enabling us to accelerate its internationalization and to increase its capacity to accompany job seekers affected by the economic crisis. The partnership we offer to the public sector consists of reinventing their services with new technologies. It is there that our impact can become exponential."

## Winner of the DPF Award 2021: **Ticket for Change**

The Degroof Petercam Foundation is donating 1 million euros to Ticket for Change, spread over 5 years. In addition to this financial support, Ticket for Change can also count on the expertise and network of the Foundation to grow internationally, starting with Belgium and Luxembourg. With its approach to social and environmental issues, Ticket for Change is creating a ripple effect that can uniquely and effectively promote the transition to a sustainable economy.

14



Ticket for Change originated in France. The organization offers training and tools that allow anyone to activate their talents to help solve today's social and environmental challenges. Since 2014, it has been mentoring entrepreneurs who create jobs with a social or environmental objective, as well as supporting executives and employees who want to give their jobs a new twist to generate more impact. Finally, the organization assists job seekers and people in transition in finding meaningful employment. All of these initiatives clearly demonstrate Ticket for Change's main objective: to reconcile employment and positive impact.



© Laetitia Striffling

15

Matthieu Dardaillon, president and co-founder of Ticket for Change:



**We are very honored by this recognition which demonstrates the relevance of our initiative. The Degroof Petercam Award will allow us to move faster on the international map. This will allow us, among other things, to launch new initiatives in Belgium.**

# Employee Social Engagement

Alongside its main mission for employment, the Degroof Petercam Foundation is committed to promoting philanthropy within the Degroof Petercam Group.

The Employee Social Engagement program proposes different ways to act:

- Volunteering during the Solidarity Days: employees can voluntarily offer a day of their working time to support a social project.
- Microdonations: a monthly automated donation from employee's salaries that is doubled by Degroof Petercam Group is awarded to one project of their choice.
- Skills-based sponsorship: talents within the Group can dedicate up to 2 hours per month of their working time to a charitable cause by sharing their competencies and expertise.





## Solidarity Days

In 2019, 3168 hours were invested by 396 colleagues from Belgium and Luxembourg who teamed up and supported 35 associations in total, ranging from participating in activities involving people with disabilities, planting trees to sporting with refugees and many more.

## Mobile Schools Micro-donation

In 2019, more than 20.000€ were collected and donated to 'Mobile Schools'. This social enterprise offers street-proof education materials which enable local street educators to teach children on the streets.

## Foundation Portray Skills-based sponsorship

With the skills-based sponsorship program, colleagues can chose to share some of their working time with a person with a mental disability. Valerie and Alain spent a great afternoon visiting the Battle of Waterloo Memorial.

## Board Members





## **Xavier van Campenhout**

Chairman, Degroof Petercam Foundation

## **Silvia Steisel**

Managing Director, Degroof Petercam Foundation

## **Bruno Colmant**

Board Member, Degroof Petercam Foundation

Head of Private Banking, Degroof Petercam

## **Jean-Marc Verbist**

Board Member, Degroof Petercam Foundation

Group Chief HR Officer, Degroof Petercam

## **Marie Melikov**

Board Member, Degroof Petercam Foundation

Estate planning & Philanthropy International Desk, Degroof Petercam

## **Etienne Denoël**

Board member, Degroof Petercam Foundation

CEO, NGO Agir pour l'enseignement

## **Yvette Verleisdonk**

Board Member, Degroof Petercam Foundation

Partner, Curia Advocaten

## Timeline of the Foundation



10th anniversary  
of the Foundation

Resources of the foundation increase fivefold. Review of the strategy: DPF opts for a “moonshot” approach by selecting one laureate every year for a 1M€ budget

2019

Selection and grant to Duo for a Job, first laureate of the DPF Award

2020

Selection and grant to Bayes Impact

Creation of the first “urgency” grant in the context of covid crisis:

- Creation of an urgency loan to micro-entrepreneurs with Microstart
- Launch of “Revival” to support bankrupt entrepreneurs

# Theory of Change – our organisation goal

## WHY we EXIST

The change we want to see in society. Our purpose as a public interest Foundation.

- Because we believe in a sustainable and inclusive society where everyone has a chance to thrive through a quality job
- Because unemployment remains a systemic issue leading to inequalities, poverty and mistrust in our institutions
- Because social innovation is as hard to finance as it is crucial for society

## WHAT we AIM

The outcome we want to have on the long term.

- The social innovators we support are ready to reach a systemic impact for employment:
  - Able to influence policies
  - Reach a significant portion of a target group
  - Work as a multiplier of social impact
  - Being copied widely
  - Serve as a reference on a specific issue and share knowledge

## WHAT we DELIVER

The outputs/results we will achieve in the mid-term.

- **We select, empower and help innovative employment solutions operate on a larger scale:**
  - We strive for a collaborative impact
  - We help reaching more beneficiaries
  - We help replicating the solution and enhance its impact
  - We help building legitimacy with the public sector

## WHAT we DO

The activities we run in the short-term.

### **We deployed a specific strategy**

- We select the most promising social innovators in the field of employment in Belgium, France & Luxembourg
- We offer a financial and tailored non-financial support to the projects
- We work on the social sector to improve efficiency
- We share our knowledge with other philanthropists

## What we INVEST

The inputs we have in the short term, our key resources that enables our activities.

- We offer a 5 years support to the projects
- We grant a budget of €1Million per project
- We guarantee the projects 300h of coaching from the Foundation and the Group as a non-financial support
- A team of 3 persons and human resources of Degroof Petercam group are dedicated to support
- We share our network and knowledge with the projects

## Team & Contact

24

### Florence Desmarets

Impact & Program Manager  
Degroof Petercam Foundation  
f.desmarets@degroofpetercam.com

### Silvia Steisel

Managing Director  
Degroof Petercam Foundation  
s.steisel@degroofpetercam.com

### Sabrina Koesharto

Office Manager  
Degroof Petercam Foundation  
s.koesharto@degroofpetercam.com



[foundation@degroofpetercam.com](mailto:foundation@degroofpetercam.com)

Degroof Petercam Foundation  
Rue de l'Industrie 44 - 1040 Brussels  
T +32 2 287 99 31 - [www.degroofpetercam.com](http://www.degroofpetercam.com)

