Job Participation Support | jops
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Matches, directs, supports in suitable employment

Within Wageningen University & Research, Job Participation Support | jops is the go-to team for job participation. Jops matches and supports candidates with a functional impairment, and, in doing so, relieves the administrative burden of HR-professionals, managers and teams as well as supporting the employment process. Jops ties in with the Job Agreement Legislation, with which we develop an inclusive organisation.
WUR builds on inclusion with Job Agreement

The Job Agreement Legislation is part of the Social Plan, which is embedded in the national law on participation. Everyone able to work, but unable to do so without help in the regular employment market, falls within the law on participation. This agreement is designed to help more people find employment. This is also applicable to people with a functional impairment.

The WUR Executive Board has entrusted jops to work further on the Job Agreement and in doing so contributes to building an inclusive organisation. WUR strives to create at least 230 positions for people with a functional impairment by 2024.

‘Our focus on “Finding Answers Together” requires us to continue building an inclusive community in all areas and at all levels within our organisation: and this certainly includes employees with an impairment.’

Rens Buchwaldt, member executive board WUR
Mission

Jops stands for inclusive, safe employment within WUR, with opportunities for suitable employment for new employees and colleagues with an impairment.

**Nina Smits**, team manager Vegetation, Forest- and Landscape Ecology at Wageningen Environmental Research, on having a participation candidate in her team:

'We looked for someone who is very precise for the input and management of data, and who is capable of checking the quality. This is a very defined task that requires a high level of precision and this was an excellent match. It’s always nice to have someone enjoying the work and enabling us to perform our research based on better data. This is really a win-win situation.'

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**Advantages of jops**

- A specialised team providing full service and answers to all your questions on employment participation
- An overview of suitable candidates with an impairment
- Managing the process for you, with one point of contact
- Extensive relevant network with municipalities, UWV and job coaching agencies
- Up-to-date expertise
- Central payrolling through jops, no salary costs to teams
- Facilitation of adjustments to the work place
- Training for the support of colleagues with a functional impairment
How does jops work?

1. **matching**
   - Jops supervises the job interview and coordinates with the HR advisor
   - Jops helps with creating a team position and offers suitable candidates in consultation with HR

2. **directing**
   - Jops supports and informs the team in coaching the candidate

3. **supporting**
   - Jobs handles administration and initiates case specific training on request
   - Jops provides a fixed point of contact, who is available for support during the entire process

4. **unburdening**
   - A sustainable, suitable position for a new colleague with a functional impairment

Candidate or team interested in a participation job

Jobs handles administration and initiates case specific training on request
‘Diversity is being invited to the party; inclusion is being asked to dance.’

Vernā Myers, inclusion expert

More information
Want to know how jops can help you or your team? Contact us.

Job Participation Support | jops
Dreijenplein 4
6703 HB Wageningen
T  0317 483000
M  jops@wur.nl

The jops team are
Els Dieleman, Petra Krop,
Cor Meurs en Ann-Marie Ryan

www.wur.nl/jops