

# CREATING ACCESS

## JOB CARVING AND JOB CRAFTING

39<sup>TH</sup> CEFEC CONFERENCE | 1 – 2 JULY 2025 | MAINZ, GERMANY



### July 1<sup>st</sup> Program

08:00 – 09:00	<b>Reception – Registration of delegates – Distribution of materials</b>
09:00 – 09:15	<b>Welcoming</b>
09:15 – 09:35	<b>Welcome address</b> Dörte Schall, <i>Minister of Labor and Social Affairs, Rhineland-Palatinate</i>
09:35 – 10:05	<b>Keynote “Inclusive Labour Markets for the future of Europe – Vision, Responsibility and Collective Action”</b> Stefan Olsson, <i>deputy director-general for “Jobs, Skills and Social policies” at the European Commission Dep. Employment, Social Affairs and Inclusion</i>
10:05 – 11:05	<b>Opening Session</b> <b>Greetings, and introduction of the moderation team</b> <b>Opening panel discussion:</b> <ul style="list-style-type: none"><li>• Felicitas Kresimon, <i>General Secretary of CEFEC</i></li><li>• Dr. Annette von Kalckreuth, <i>Head of Dep. V „Participation of Persons with Disabilities, Social compensation and Social Assistance” at the German Federal Ministry of Labour and Social Affairs.</i></li><li>• Jürgen Dusel, <i>Caretaker Federal Commissioner for the Disabled</i></li><li>• Stefan Olsson, <i>deputy director-general for “Jobs, Skills and social policies” at the European commission</i></li><li>• Michael Hamm, <i>Chairman of the Supervisory Board of gpe</i></li><li>• Ellen Kubica, <i>State Commissioner for the Disabled</i></li></ul>
11:05 – 11:20	Coffee break
11:20 – 11:30	<b>Introduction of the “Stereotypen”</b>
11:30 – 11:55	<b>“Job Carving and Job Crafting” – Anette Scopetta</b> <i>European Center for Social Welfare, Policy and Research, Vienna</i>
11:55 – 12:10	Discussion / Q&A
12:10 – 12:35	<b>“How can vocational assessment help identify the optimal job match and ensure long-term placement for the target group?” – Ute Fragner - ATRIUM of gpe</b>
12:35 – 12:50	Discussion / Q&A
12:50 – 13:30	<b>Lunch</b>

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13:30 – 13:55      **“The Impact of Social Firms in Germany: Social, Economic, and Fiscal Perspectives”**  
Klaus Meyer zu Brickwedde - *bag if*

13:55 – 14:10      Discussion / Q&A

14:10 – 14:35      **“Data-Driven Decision-Making in Job Carving and Job Crafting”** – Ophir Peleg  
*Shekulo Tov Israel*

14:35 – 14:45      Introducing the Dialogue groups and study visits

14:45 – 15:00      Coffee break

15:00 – 17:00      **Dialogue groups and study visit** (with individual coffee breaks)

Job Carving and Job Crafting – Exchange of Experience:

### Dialogue groups

#### In English:

- 1.) Hospitality – Alexander Tränkmann  
*Hotel INNdependence / Embrace Hotel Association*
- 2.) IT-Recycling – Kai Keune - *AfB*
- 3.) Gardening and Landscaping – Michael Scheer - *Gemüsewerft*
- 4.) Communal Catering – Grischa Wolff – *Iks*
- 5.) Circular Economy (CE) in Textiles – Marinka Vovk  
*Center ponovne uporabe*

#### In German:

- 6.) Workload in Inclusive companies (ageing employees, technical possibilities) – Andreas Schneider - *Schneider Organisationsberatung*
- 7.) Is a transition from a social firm to the general labor market – without institutionalized support structures – possible and beneficial? –  
Andrea Steyven – *Caritas für Menschen in Beschäftigung*

### Study visits

- 9.) Hotel INNdependence
- 10.) Organic supermarket “natürlich”
- 11.) Beekeeping project

17:00 – 18:00      **Presentation of Results** (excluding study visits)

18:00                      End of Program

19:30                      **Dinner at Restaurant Citadelle** (for members of *bag if* and CEFEC, as well as reserved guests) **personalized Voucher required (Conference Folder)**

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### July 2<sup>nd</sup> Program

9:30 – 09:40	Welcoming
9:40 – 10:15	<b>“Practical Examples of Supporting Employers in Creating or Securing Jobs for People with Disabilities”</b> – Monika Labruier, Tanja Apholte – <i>Projekt Router</i>
10:15 – 10:30	Discussion / Q&A
10:30 – 10:45	Coffee break
10:45 – 11:25	<b>Presentation of Results – CEFEC Academy, 4th Edition</b> – drd. Petru Vasile Gafiuc <i>CEFEC Academy coordinator</i>
11:25 – 11:55	<b>Keynote “AI - Opportunities for Inclusion”</b> Dr. Berit Blanc, Verena Anton, Lidia Garoscio – <i>KI-Kompass inklusiv</i>
11:55 – 12:15	Discussion / Q&A
12:15 – 12:30	<b>Announcement of Prize Winners for the “EcoEurope Selfie Challenge – Social Firms on the Move”</b> Two prizes with the kind support of – AfB social and green IT – an inclusion company ( <a href="http://www.afb-group.de">www.afb-group.de</a> )
12:30 – 12:50	<b>Summary and Closing Remarks</b>
12:50 – 13:00	<b>Outlook: CEFEC Conference 2026</b>
13:05 – 13:45	<b>Lunch</b>
13:45 – 15:30	<b>General Assembly</b> – or –
13:45 – 16:45	<b>City Tour</b>
	<b>End of convention</b>

Thank you for your understanding that all program items may still be subject to change.

Venue: Akademie der Wissenschaften und der Literatur, Geschwister-Scholl-Str. 2, 55131 Mainz

<https://cefecannualconference.eu>