



BEO Project Needs Analysis National Report – ROMANIA (October 2024)

**BEO Project (Business Engagement Odyssey) -
Employer Engagement Training and Good Practice Guide
(Ref: 2023-1 – BEO2-KA220-VET-000164060)**



Erasmus+

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BEO Project Activity 2.4 – National Report, Romania

No of responses - 25 Completed Supported Employment Professional Questionnaire
9 Completed Employer Questionnaire

SECTION A– RESULTS OF THE SE. PROFESSIONAL SURVEYS

- I. Please identify how the participants answered to the questionnaires (it is possible to give more than one answer):
- ☐ Face to face
- ☒ Online
- ☐ Other (please describe)
- II. Please identify the participants in the table below: (please add extra lines if necessary)

No.	Gender			Age Group					Working experience in the SE field:				
	F	M	n/A	< 25	26-35	36-45	46-55	>55	0-1 years	2-5 years	6-10 years	11-15 years	More than 15 years
	23	1	1	0	9	9	6	1	5	15	3	2	0
	92%	4%	4%	0%	36%	36%	24%	4%	20%	60%	12%	8%	0%

- III. Concerning COMPETENCES OF SE PROFFESIONALS please indicate how many participants answered to the following items:

1. In your opinion: is there a need of a specialized training course in employer engagement area?					
Strongly agree	Agree	Neither agree nor disagree	Disagree	strongly disagree	Don't know
16	9	0	0	0	0
64%	36%	0%	0%	0%	0%

2. How assured do you feel in contact with employers?			
Highly assured	Partly assured	Partly unsure	Unsure
3	13	8	1
12%	52%	32%	4%

3. How often do you use the following competencies in employer engagement process?

a. Activate and search with the client for suitable job opportunities				
Always	Very Often	Sometimes	Rarely	Never
9	6	9	1	0
36%	24%	36%	4%	0%
b. Contact employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)				
Always	Very Often	Sometimes	Rarely	Never
5	8	11	1	0
20%	32%	44%	4%	0%
c. Identify the needs of the employer				
Always	Very Often	Sometimes	Rarely	Never
6	8	8	3	0
24%	32%	32%	12%	0%
d. Carry out job analyses to understand prospective employment opportunities				
Always	Very Often	Sometimes	Rarely	Never
8	5	6	6	0
32%	20%	24%	24%	0%

e. Mediate between employer and client/ Negotiate the hiring				
Always	Very Often	Sometimes	Rarely	Never
6	11	8	0	0
24%	44%	32%	0%	0%
f. Use methods to match individual job seekers to paid employment opportunities				
Always	Very Often	Sometimes	Rarely	Never
5	11	5	4	0
20%	44%	20%	16%	0%
g. Analyse and creates instruments to support the insertion of employee (job seeker)				
Always	Very Often	Sometimes	Rarely	Never
5	5	8	7	0
20%	20%	32%	28%	0%
h. Monitor the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise				
Always	Very Often	Sometimes	Rarely	Never
4	6	6	6	3
16%	24%	24%	24%	12%

4. In your opinion what competencies are necessary to be improved at SE practitioner through a training course in employer engagement? Rate each competence on the scale from 5 (very necessary) to 1 (not necessary)

a. Activates and searches with the client for suitable job opportunities				
5	4	3	2	1
15	7	2	1	0
60%	28%	8%	4%	0%
b. Contacts employers within the different sectors of activity, aiming to create a network (updated pool of companies and employers)				
5	4	3	2	1
16	7	1	1	0
64%	28%	4%	4%	0%
c. Identifies the needs of the employer				
5	4	3	2	1
20	3	2	0	0
80%	12%	8%	0%	0%
d. Carries out job analyses to understand prospective employment opportunities				
5	4	3	2	1
21	3	1	0	0
84%	12%	4%	0%	0%
e. Mediates between employer and client/ Negotiate the hiring				
5	4	3	2	1
20	4	1	0	0
80%	16%	4%	0%	0%
f. Uses methods to match individual job seekers to paid employment opportunities				
5	4	3	2	1
22	1	2	0	0
88%	4%	8%	0%	0%
g. Analyses and creates instruments to support the insertion of employee (job seeker)				
5	4	3	2	1
21	2	2	0	0
84%	8%	8%	0%	0%
h. Monitors the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise				
5	4	3	2	1
18	5	2	0	0
72%	20%	8%	0%	0%

IV. Concerning KNOWLEADGE please indicate how many participants answered to the following items:

1. Please, rate your need of knowledge in your current field of work related with employers engagement on the scale from 5 (very needed) to 1 (not needed)				
a. Knowledge about local, regional and national labour market (current job market and trends, sources, how to access them, knowledge of each of the employers doing business in the locality)				
5	4	3	2	1
10	10	5	0	0
40%	40%	20%	0%	0%
b. Business systems / Knowledge of economic process and theories				
5	4	3	2	1
7	8	8	1	1
28%	32%	32%	4%	4%
c. Current national and international employment and equality legislation requirements for the workforce				
5	4	3	2	1
9	13	2	1	0
36%	52%	8%	4%	0%
d. Knowledge of corporate culture and various policies (e.g. Diversity, Equity and Inclusion - DEI strategy)				
5	4	3	2	1
9	7	6	3	0
36%	28%	24%	12%	0%
e. How to make initial contact with employers across different sectors in a way that engages and interests them				
5	4	3	2	1
16	5	2	2	0
64%	20%	8%	8%	0%
f. Knowledge about working in partnership with entrepreneurs and building networks				
5	4	3	2	1
16	4	3	2	0
64%	16%	12%	8%	0%
g. Knowledge of recruitment methods				
5	4	3	2	1
15	5	3	2	0
60%	20%	12%	8%	0%
h. Why and how reasonable adjustments may need to be made to secure equal access to paid employment as well as the safety and welfare of those in paid employment				
5	4	3	2	1
15	6	1	3	0
60%	24%	4%	12%	0%
i. Knowledge of workplace teaching methods and their applications				
5	4	3	2	1
14	7	1	3	0
56%	28%	4%	12%	0%
j. How to conduct task and job analyses to understand all aspects of employment opportunities				
5	4	3	2	1
14	4	4	3	0
56%	16%	16%	12%	0%
k. Knowledge and methods to match individual job seekers to paid employment opportunities				
5	4	3	2	1
15	6	1	3	0
60%	24%	4%	12%	0%
l. Techniques used to advocate for support to achieve positive outcomes				
5	4	3	2	1
13	7	2	3	0
52%	28%	8%	12%	0%
m. Knowledge about lifting and mobilising natural supports for individual support				
5	4	3	2	1
15	4	3	3	0
60%	16%	12%	12%	0%
n. Techniques for coaching and supporting learning in and outside the workplace				
5	4	3	2	1
13	7	2	3	0
52%	28%	8%	12%	0%

V. Please identify what are the most needed SKILLS of a SE Professionals in respect of employers in an ever-changing labour market, with challenges from globalization, digitization, robotization and aging made by the participants

Communication,	14
sales skills	8
Social skills	6
Negotiation	7
mediation	4
networking	3
empathy	3
marketing	2
learning	2
adaptation	2

Concerning receiving any training on these skills within the occupation participants are currently working in, please indicate how many of them answered:

2. Did you receive any training on these skills within the occupation you are currently working in?				
Yes, a formal one, as a prerequisite before starting	Yes, extra occupational training	Yes, within my enrolment from colleagues	No, but an informal training	No, but it was "learning by doing"
2	6	2	11	7
8%	24%	8%	44%	28%

Concerning skills needed in employer engagement process in order of relevance, please indicate how many of them answered:

3. Rate the listed skills needed in employer engagement process in order of relevance (from 1= lower relevance to 10= high relevance); give each skill its ranking from 1 to 10:									
a. Sales and marketing skills									
1	2	3	4	5	6	7	8	9	10
4	2	1	0	0	0	1	5	5	8
b. Networking and relationship skills									
1	2	3	4	5	6	7	8	9	10
3	0	1	0	0	0	1	3	5	13
c. Advising employers about recruitment and selection processes to ensure that best methods are used to assess the suitability of the job seeker for the specific job role									
1	2	3	4	5	6	7	8	9	10
2	0	1	0	0	1	1	2	5	13
d. Supporting employers to formulate tasks and required competences of the missing profiles									
1	2	3	4	5	6	7	8	9	10
2	0	0	0	2	0	1	2	6	12
e. Problem solving skills									
1	2	3	4	5	6	7	8	9	10
2	1	0	0	1	0	1	8	6	13
f. Social and relational skills									
1	2	3	4	5	6	7	8	9	10
3	0	0	0	1	0	1	2	4	14
g. Negotiation and mediation skills									
1	2	3	4	5	6	7	8	9	10
3	0	0	0	0	1	1	2	5	13
h. Information, advice and guidance skills									
1	2	3	4	5	6	7	8	9	10
3	0	0	0	0	0	2	1	8	11

i. Data collection skills									
1	2	3	4	5	6	7	8	9	10
1	2	0	0	1	1	3	4	3	10
j. Assessment and planning skills									
1	2	3	4	5	6	7	8	9	10
1	2	0	0	0	0	2	4	7	9
k. Training skills (ex: know how to plan, develop, monitor and evaluate professional training in a work context)									
1	2	3	4	5	6	7	8	9	10
2	1	0	0	0	1	2	2	6	11
l. Supporting development skills									
1	2	3	4	5	6	7	8	9	10
3	0	0	0	0	1	2	2	6	11

SECTION B – RESULTS OF THE EMPLOYERS SURVEYS

I. PROFILE OF COMPANY (EMPLOYER)

1. Please identify how the participants answered to the questionnaires (it is possible to give more than one answer):
- ☐ Face to face
- ☒ Online
- ☐ Other (please describe)

2. Please identify the PROFILE OF COMPANIES (employers) in the table below:

No.	Company size						
	0–14 employees	15–25 employees	26–50 employees	51- 250 employees	251-499 employees	500 - 1499 employees	1500+ employees
1	0	1	2	2	1	0	3
2	0%	11,1%	22,2%	22,2%	11,1%	0%	33,3%

3. Please identify which types of industries the participants belong to

i.	Retail– 5
ii.	Production - 2
iii.	other service activities 2
iv.	Restaurant 1

4. Please identify the title of the participants:

	President/ CEO	Senior management	Junior management	HR-staff	Others
1	0	4	1	3	2
2	0%	44,4%	11,1%	33,3%	22,2%

5. Please identify the functions of the participants:

i.	Administrative - 7
ii.	HR -4
iii.	Benefits - 1
iv.	Personnel relations, recruitment, legal - 1

6. Please identify the number of years of participants with their organisation.

0-1 years	2-5 years	6-10 years	11-15 years	More than 15 years
0	0	2	4	4

II. Concerning BENEFITS/ SERVICES/RESOURCES please indicate how many participants answered to the following topics:

Topic	Used	Not used	Very helpful	Somewhat	Minimally	Not helpful at all	I don't know
1. Wage subsidies (financial assistance to employers who employ PwD)	1	9		1			
2. Employment incentives for workplace adaptations	0	10					
3. SE services, tax exemptions and other financial incentives	0	10					
4. Information and advice services (about recruiting, adjusting a workplace, benefits of employing PwD, online application for the employment assistance fund and supported wage system)	5	5	2	3			
5. Staff disability awareness training	2	8	2				
6. Counselling services on how to deal with a disability in the workplace (types of disabilities and their characteristics, limitations and advantages, etc.)	4	6	3	1			
7. Opportunities to network, share resources and learn from other employers' efforts to offer more opportunities to PwD.	2	8	1	1			

III. Concerning the COMPANY VISION AND STRATEGY FOR THE INCLUSION OF PEOPLE WITH DISABILITIES AND RESPECT FOR FUNDAMENTAL RIGHTS please indicate how many participants answered to the following topics:

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. The company has internal regulations or a Code of Conduct where the commitment to non-discrimination and the inclusion of people with a disability is specifically stated.	7	3	6	1	
2. The company has implemented a DEI (Diversity, Equity, and Inclusion) strategy that is regularly reviewed	4	6	4		
3. The company has a partnership (formal or informal) with a social organisation, through which the company integrates PwD professionally	3	7	3		
4. Company site, recruitment boards and online tools are fully accessible to persons with different types of disabilities	6	4	4	2	
5. Has the company appointed a person responsible for ensuring the implementation of inclusion actions for the person with disability (who may be an employee with a disability who already works in the company)	5	5	5		
6. The company has a policy for job change and job coaching (reintegration after sickness), if needed?	5	5	4	1	

IV.

Concerning the RECRUITMENT AND OPPORTUNITIES FOR PROMOTION/TRAINING please indicate how many participants answered to the following topics:

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. Changing wording of job adverts by making them accessible and non-discriminatory	8	2	7	1	
2. Changing interview questions by making them inclusive and understandable for the candidate	8	2	7	1	
3. Modifying pre-employment testing (e.g., time flexibility)	5	5	3	2	
4. Create inclusive job design, use job carving	6	4	5	1	
5. Offer and/or expand mentorship, job shadowing and placements, internships and other training opportunities to people with disabilities, pre-employment training	5	5	4	1	
6. Vocational training and apprenticeship	5	5	4	1	
7. Job circuit (<i>Job Circuit methodology supports people with disabilities who need relevant work experience through short periods of different job activities</i>)	1	9		1	

V.

Concerning the REASONABLE ACCOMODATION please indicate how many participants answered to the following topics:

Topic	YES	NO	Has brought positive aspects	It needs improvement	I don't know
1. Made existing facilities accessible to employees with disabilities	8	2	6	2	
2. Restructured or modified jobs (<i>changing tasks, time etc.</i>)	2	8	2		
3. Flexible working (<i>having flexible start/finish times, working from home, etc.</i>)	3	7	3		
4. Purchased / Acquired or modified / adapted equipment or assistive devices	1	9	1		
5. Purchased / Acquired or modified / adapted examination or training materials	0	10			
6. Modified work environment (ex: work access, lighting, temperature, noise, break areas etc.)	2	8	2		
7. Consulted the worker with a disability about special equipment or assistive technology needed	5	5	5		
8. Other (Please specify)					

Section C – Conclusions and recommendations

I. Conclusions and recommendations regarding analysing data from SE PROFESSIONAL SURVEYS

All of the participants were surveyed via online.

Concerning the general characterisation of the participants involved in this study, 25 specialists in employment services answered to the questionnaire, 92% of them were female and 4% male. In what regards to the age of the participants, 36% were aged between 26 and 35 years old, 36% were aged between 36 and 45 years old, 24% were aged between 46 and 55 years old and 4% over 55 years old. Most of the participants (60%) has 2-5 years working in supported employment services.

1. Concerning COMPETENCES OF SE PROFFESIONALS, the results of the questionnaires showed that:

- **64 % of the participants are strongly agree and 36% are agree** there is a need of a specialised training course in employment engagement area
- 52 % of the participants are feel partly assured and 32% are feel partly unsure in contact with employers
- The most competencies **always** and **very often used** by the participants in employer engagement process are: Mediate between employer and client/ Negotiate the hiring (68%), Use methods to match individual job seekers to paid employment opportunities (64%), Activate and search with the client for suitable job opportunities (60%), Identify the needs of the employer (56%). On the other hand, the most competencies used **rarely and never are** Monitor the entire post-hiring process, recording incidents and providing support to both the company and employee (job seeker) in resolving any problems that may arise (36%) and Analyze and creates instruments to support the insertion of employee (job seeker) (28%)
- The competencies **very necessary** to be improved at SE practitioner through a training course in employer engagement are: Uses methods to match individual job seekers to paid employment opportunities (88%), Analyses and creates instruments to support the insertion of employee (job seeker) and Carries out job analyses to understand prospective employment opportunities (84%), Identifies the needs of the employer and Mediates between employer and client/ Negotiate the hiring (80%). There were not competencies rated as not necessary to be improved.

2. Concerning KNOWLEADGE the results of the questionnaire indicate:

- 64% of the participants consider as **very needed** the knowledge regarding:
 - How to make initial contact with employers across different sectors in a way that engages and interests them
 - About working in partnership with entrepreneurs and building networks
- 60% of the participants consider as **very needed**:
 - The Knowledge of recruitment methods
 - Why and how reasonable adjustments may need to be made to secure equal access to paid employment as well as the safety and welfare of those in paid employment
 - Knowledge and methods to match individual job seekers to paid employment opportunities
 - Knowledge about lifting and mobilising natural supports for individual support

3. The most needed SKILLS of a SE Professionals in respect of employers in an ever-changing labour market, with challenges from globalization, digitization, robotization and aging were: Communication , Sales skills, social skills and negotiation

- 92% of the participants did not receive a formal training in developing skills within the occupation and 44% of the participants receive an informal training in these skills while 28% of participants learning these skills by doing.
- The most relevance skills needed in employer engagement process are:
 - Social and relational skills
 - Networking and relationship skills
 - Advising employers about recruitment and selection processes to ensure that best methods are used to assess the suitability of the job seeker for the specific job role
 - Problem solving skills
 - Negotiation and mediation skills
 - Supporting employers to formulate tasks and required competences of the missing profiles

II. Conclusions and recommendations regarding analysing data OF THE EMPLOYERS SURVEYS

All of the participants were surveyed via online.

Concerning the general characterisation of the participants involved in this study, 10 representatives from 10 companies answered to the questionnaire. In what regards to the profile of companies 33,3% have 1500+ employees, 22,2% have 26-50 employees and also 52-250 employees and 11,1% have 15-25 employees and also 251-499 employees

Regarding the type of industries, 50% were from retail while 20% were from production and other service activities. 10% were from restaurant.

44,4% of the participants were staff from senior management while 33,3% from HR. Most of the participants have administrative functions with more than 11 years work experience in their organisation

1. Concerning BENEFITS/ SERVICES/RESOURCES used by the employers, the results of the questionnaires showed that:
 - all the employers (100%) did not use employment incentives for workplace adaptations or SE services, tax exemptions and other financial incentives
 - 90% of the employers did not use wage subsidies to employ people with disabilities
 - 80% of the employers did not deliver staff disability awareness training or have opportunities to network, share resources and learn from other employers' efforts to offer more opportunities to PwD
 - 50% of the employers have received information and advice services (about recruiting, adjusting a workplace, benefits of employing PwD, online application for the employment assistance fund and supported wage system) and all these information were considered very and somewhat useful.
 - 40% of the employers benefited by counselling services on how to deal with a disability in the workplace (types of disabilities and their characteristics, limitations and advantages, etc.) and the services are considered very useful.
2. Concerning the COMPANY VISION AND STRATEGY FOR THE INCLUSION OF PEOPLE WITH DISABILITIES AND RESPECT FOR FUNDAMENTAL RIGHTS the results of the questionnaires showed that
 - 70% of the employers have internal regulations or a Code of Conduct where the commitment to non-discrimination and the inclusion of people with a disability is specifically stated which brought positive aspects
 - 60% of the employers have site, recruitment boards and online tools fully accessible to persons with different types of disabilities from which 33% needs improvement
 - 70% of the employers do not have a partnership (formal or informal) with a social organisation, through which the company integrates PwD professionally
 - 50% of the employers appointed a person responsible for ensuring the implementation of inclusion actions for the person with disability (who may be an employee with a disability who already works in the company)
 - 50% of the employers have a policy for job change and job coaching (reintegration after sickness), if needed
3. Concerning the RECRUITMENT AND OPPORTUNITIES FOR PROMOTION/TRAINING the results of the questionnaires showed that:
 - 80% of the employers have changing wording of job adverts by making them accessible and non-discriminatory and also have changing interview questions by making them inclusive and understandable for the candidate
 - 60% of them created inclusive job design and used job caving
 - 50% of them offered and/or expanded mentorship, job shadowing and placements, internships and other

training opportunities to people with disabilities, pre-employment training and delivered vocational training/ apprenticeship

- 90% of the employers did not use Job Circuit methodology
-
4. Concerning the REASONABLE ACCOMODATION the results of the questionnaires showed that:
- All the employers (100%) have not purchased / acquired or modified / adapted examination or training materials
 - 90% of the employers have not purchased / acquired or modified / adapted equipment or assistive devices
 - 80% of the employers have not also modified work environment (ex: work access, lighting, temperature, noise, break areas etc.) while 70% of them have not assured flexible working (having flexible start/finish times, working from home, etc.)
 - 80% of the employers have made existing facilities accessible to employees with disabilities that brought positive aspects for almost of them
 - 50% of the employers have consulted the worker with a disability about special equipment or assistive technology needed

BEO Project Needs Analysis, National Report, Romania is available in accessible formats by contacting Communication and Dissemination lead partner, the Association of Supported Employment Europe E | edythdunlop@niuse.org.uk

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