



# INSERT-BD

## Integrating NEETs in Society through Employment, Recruitment and Training in the Belgian Defence

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# Context

Primary focus: the large group of people who are currently not in employment, education or training (NEET)

- Societal factors and person-related determinants
  - Prevention and activation
- The role of the Belgian Defence
  - Societal role
  - Recruitment strategy



# Partners



## HIVA KU Leuven

- Work, Organisation and Social Dialogue
- Labour Market and Education

## Royal Military Academy

- Chair of Sociology

With support from

- Netherlands Defence Academy (prof. Eric-Hans Kramer)
- Antwerp Management School (prof. Ans De Vos)
- SD Worx Staffing & Career Solutions



# Objectives

1. Clear view on the NEETs population, policies and strategies in Belgium
2. Analysis of labour market outcomes of NEETs, and in- and outflow dynamics at the Belgian Defence
3. Understanding strengths, weaknesses, opportunities and threats regarding NEETs in the Belgian Defence
4. Identification of challenges and possible interventions
5. Designing and testing of interventions.

# Expected Results

## Academic

- 1 national and 1 international conference paper
- 2 journal papers
- Final conference (academic track)
- Post-project strategy

## Practice

- Guidelines on activating and integrating NEETs
- Portfolio of challenges and possible interventions
- 5 tested interventions
- Final conference (workshops)



# Innovative Aspects & Impact for the Belgian Defence

- Innovative aspects
  - Combination of methods (qualitative, quantitative, co-design)
  - Focus on both academic research and valorisation
  - Combined focus on recruitment, training and sustainable employment
- Impact for the Belgian Defence
  - Strengthen academic collaboration and scientific excellence in the field of security and Defence
  - Fostering employment for the Belgian Defence in line with the People Our Priority (POP) global plan implemented since February 2021
  - Optimising Defence's recruitment processes to societal evolutions (in this case, NEET-related) in order to attain the required personnel objectives
  - Putting a special focus on the diversity of profiles (e.g. gender and ethnic diversity) of potential candidates in order to encourage a greater diversity in the Belgian Defence



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