



Activity Report 2022



Edito



2022 was a very important year for our association because it allowed the relaunch of all our programs after two years marked by the pandemic. Thanks to the Be.Face team's dynamism and ingenuity, this year's results are, as you will see from the report, fully satisfactory.

Our success, even if it is never guaranteed, requires rigorous financial management and a continuous improvement in our actions and in the services offered to our members and to all our beneficiaries.

This year was also marked by the succession of Sophie Englebert, as Managing director, to Norma Di Niro, who, nevertheless, continues to help us as a member of our Board of Directors.

Thank you, Norma, and congratulations to Sophie for a very successful first year. I would also like to thank the Steering Committee and the entire operational team, most of whom are volunteers.

I had the honour of being able to create Be.Face 12 years ago with the help of a few executives who agreed to devote themselves to the launch and the first successes of our association. I would like to thank them

and their companies for allowing us to develop socially responsible projects, for hosting our team and for ensuring that Be.Face can develop and expand its impact: from 5 companies we are now close to 30.

After having been the President of Be.Face since its beginning, it is time to pass on the baton.

This period has been a very enriching experience, in human terms, which has enabled me to give back the magnificent opportunities I have enjoyed during my 52-year career with Intercom, Electrabel, Tractebel, Suez, Engie and all the subsidiaries of this large Energy Group.

My last responsibility was Be.Face and I do not think that one could dream of a better finish to a long career.

I am convinced that Be.Face will continue to evolve and grow in the service of the essential needs of integration and support for the less privileged in our society.

Thank you to all those who have accompanied me during these 12 years and thank you to all those who, today and tomorrow, will ensure the continuity and future success.

Emmanuel van Innis

They're involved!

Board of Directors

| | |
|--------------------|---------------------------|
| VAN INNIS Emmanuel | President |
| VERHELLEN Kris | Vice President |
| SIMON Anne-France | BNP Paribas Fortis |
| HENDRICE Renaud | Deloitte |
| BROUNS Jimmy | Positive Thinking Company |

Steering Committee and member companies as of December 2022

| | | | |
|--------------------------|------------------------------|------------------------------------|-------------------|
| AB INBEV | BOONE Laurence | LABORELEC | LAUF Dimitri |
| AKKANTO | DARHMOUCH Hakima | LEM INTERIM | LEMAITRE Henri |
| ATELIERS JEAN DEL'COUR | DRION Dany | LEVI STRAUSS & CO | ELLOUZATI Sam |
| BAKER MCKENZIE | LION Philippe | LINKLATERS | MAMECHE Sabrina |
| BAXTER | CORRALES ORTEGA Clarisse | MAGOTTEAUX | NISIN Pierre |
| BEFIMMO | AGNEESSENS Delia | NAUTADUTILH | DUQUESNE Thierry |
| BNP PARIBAS FORTIS | AMEZIAN Karima | NESTLÉ | PANNECOUCKE Femke |
| CLIFFORD CHANCE | DE BOCK Pieter | N-SIDE | RIBESSE Sarah |
| CONTASSUR | BOCQUE Brigitte | POSITIVE THINKING COMPANY | BROUNS Jimmy |
| DELOITTE | DE LAET Tanya | PROXIMUS | JACZYNSKI Vincent |
| ENGIE | CAWET Daphné | QBE EUROPE | KUNZ Delphine |
| ENTRAKT | DECLERCQ Philippe | SOLVAY | FLOURIE Marie |
| ETHIAS | JACOBS Serge | TOTALENERGIES FOUNDATION | DE PRINCE Katia |
| FINTRO | VANDROOGENBROECK Charline | TRACTEBEL | NDOLIMANA Marius |
| INFRABEL | PONCELET Clarisse | VO EVENTS | GLAUDEN Manon |
| INTEREL | GHYOTT Geoffrey | | |



What we achieved in 2022!



Job Academy

53

Job Academy
mentees



Bright Future

102

Bright Future
mentees



Workshops

20

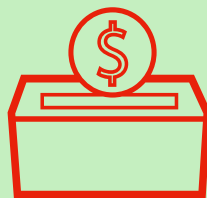
workshops

175

participants

6

companies
involved



Donations

3731

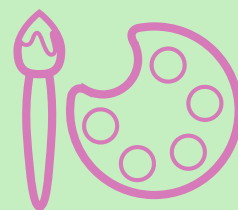
donated items

20

beneficiary
associations

8

participating
companies



Culture
& Education

403

kids involved

Bright Future: a word from Sherine, alumni

MA student in Law at ULB

Click here to view the video:

<https://youtu.be/ljxzKwvtOKg>



What does Yahya think about Bright Future?

MA student in Business Engineering at VUB



Hi, I am Yahya!

I am a MSc Business Engineering student at VUB.

At the beginning of this year, I was still a bachelor's student who was looking for opportunities after graduation. I was aware that it is hard to find jobs and even internships in Belgium, especially if you are non-European and you don't speak any of the national languages.

Hence, I applied for Be.Face to have a mentor to guide me through.

My journey here began with an interview in which I explained my background and my professional plans so I could have a suitable mentor.

Since I was interested in data and have some experience, I got a mentor named Anthomy who is working as a data scientist.

With his advice, his help to create a proper CV for me and mock interviews we conducted, I got three internship offers from big companies in a couple of months and currently, I am doing an internship at Unilever.

As far as I see, the mentors at Be.Face are not some random people but volunteers who have impressive backgrounds and rich experience which make the whole program more valuable.

Be.Face and its mentoring program are a real advantage for students who are looking for some guidance for their future.

“Be.Face and its mentoring program are a real advantage for students who are looking for some guidance for their future.”

Bright Future: a word from Meray, alumni

MA student in Architecture at ULiège

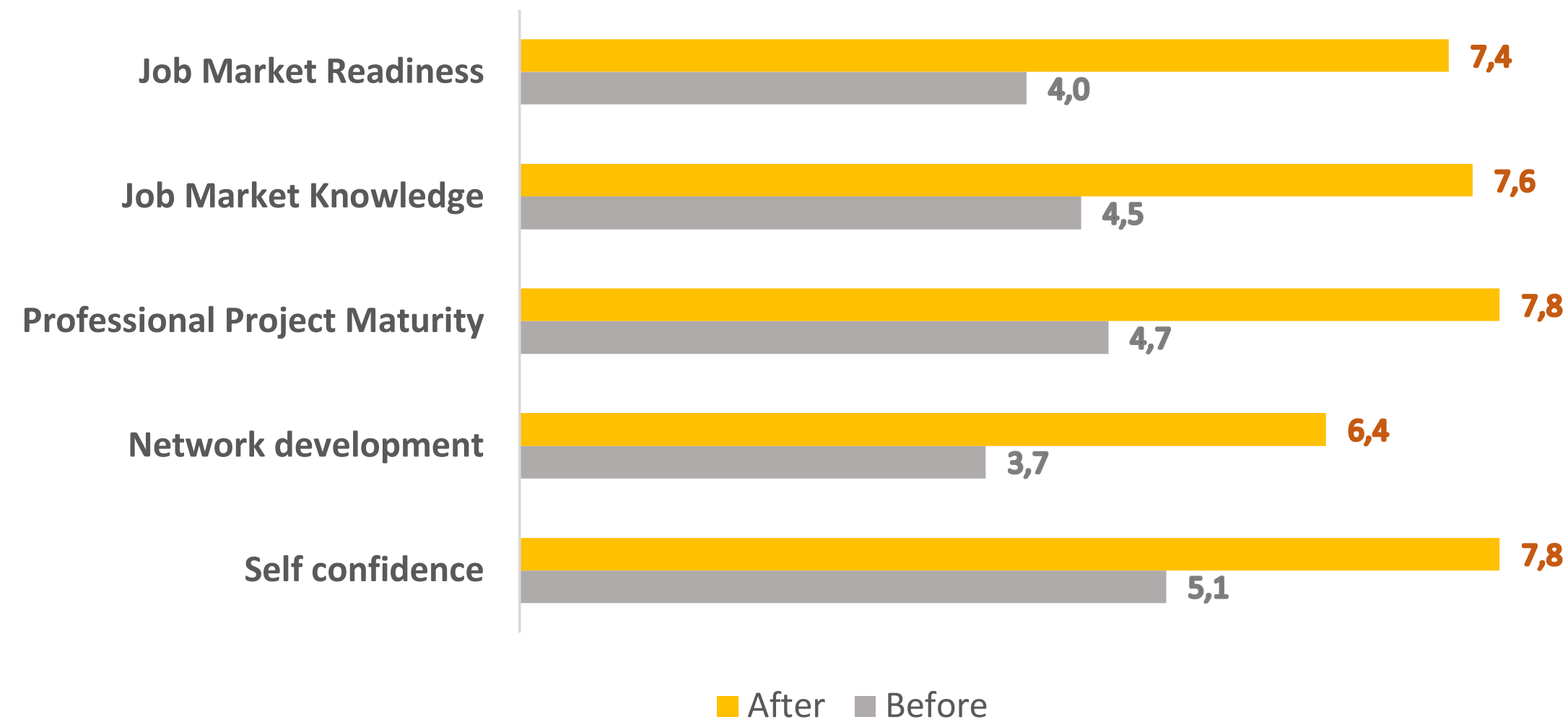
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<https://youtu.be/wq9YzQ0-fzk>



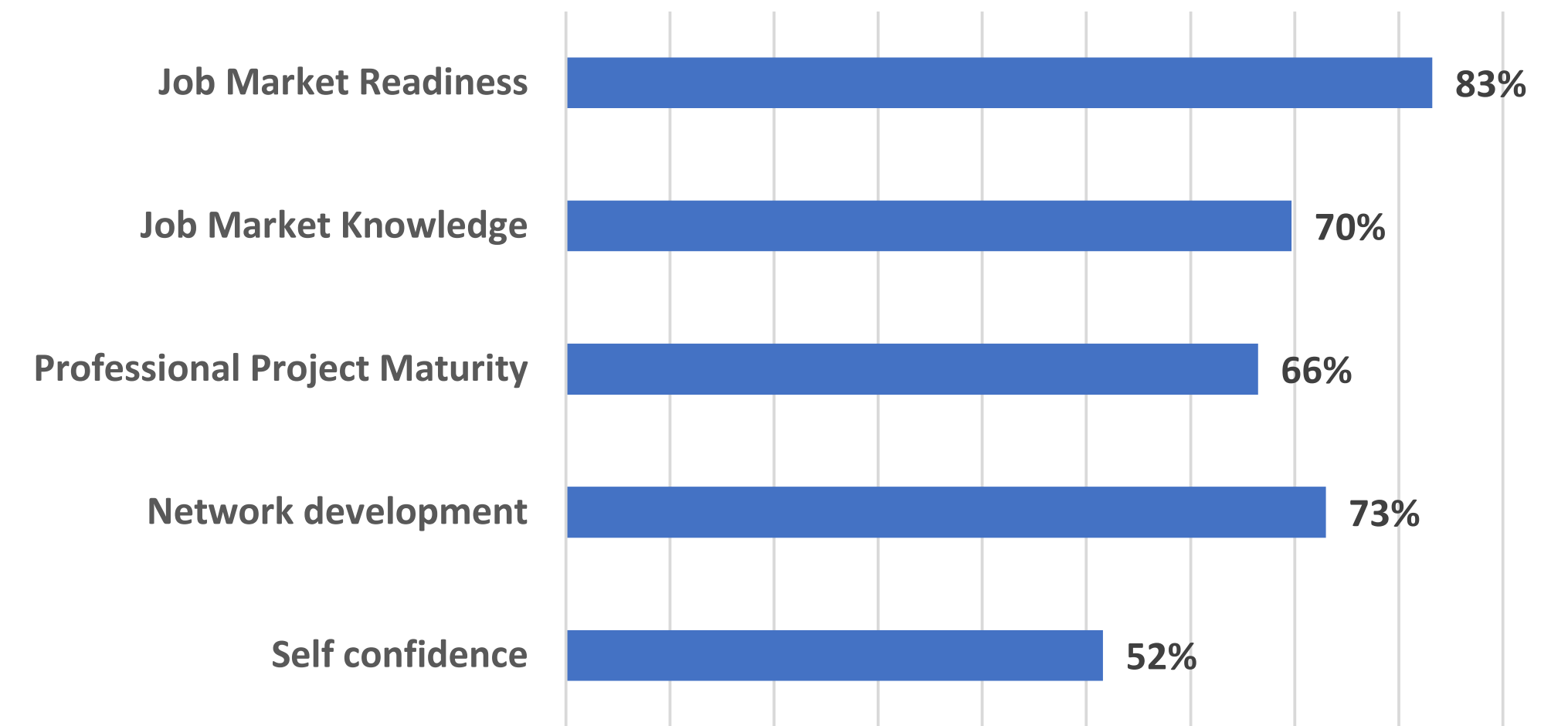
100% of the students recommend Bright Future

Our program significantly contributes to the job market knowledge of our mentees.

Benefits of Bright Future for Mentees



Benefits of Bright Future for Mentees Improvements reported



Who are the Bright Future students?

102
Mentees
accepted

Gender



F: 74 → 73%

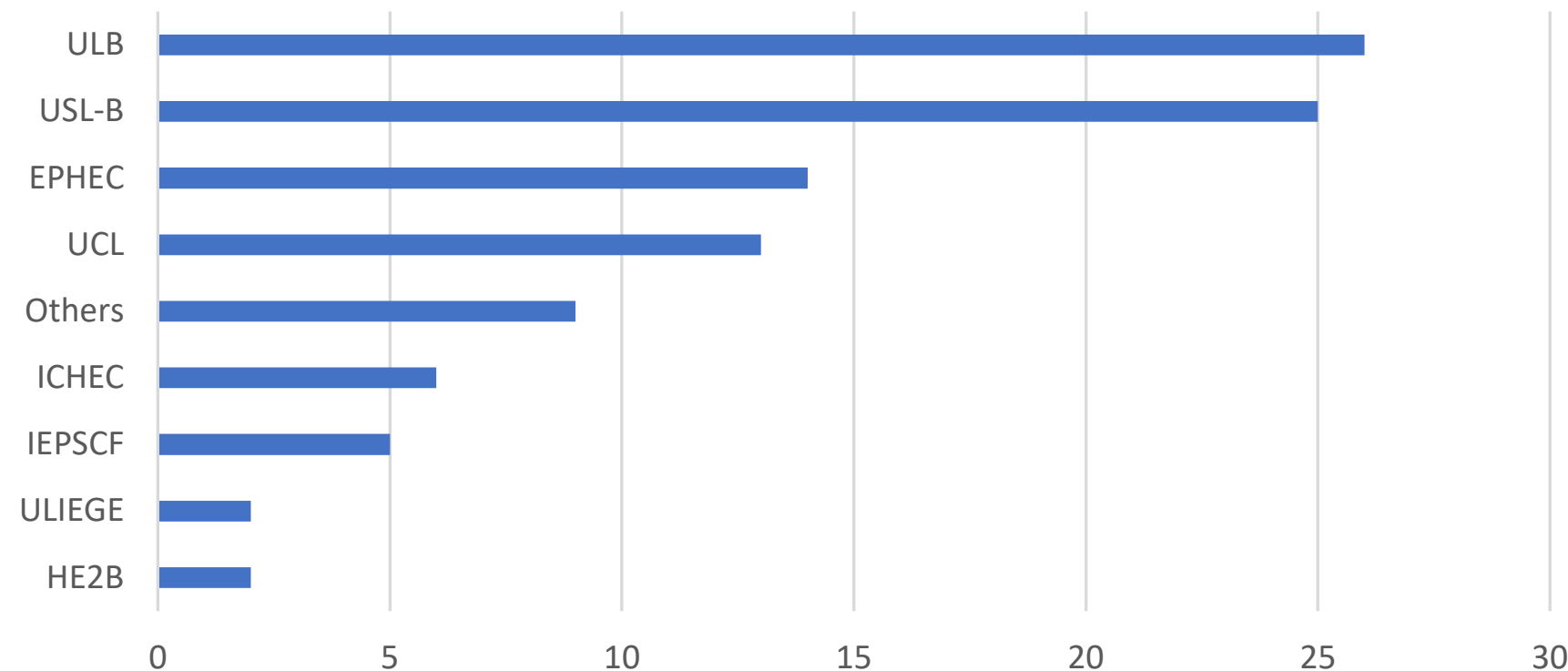


NB: 0 → 0%

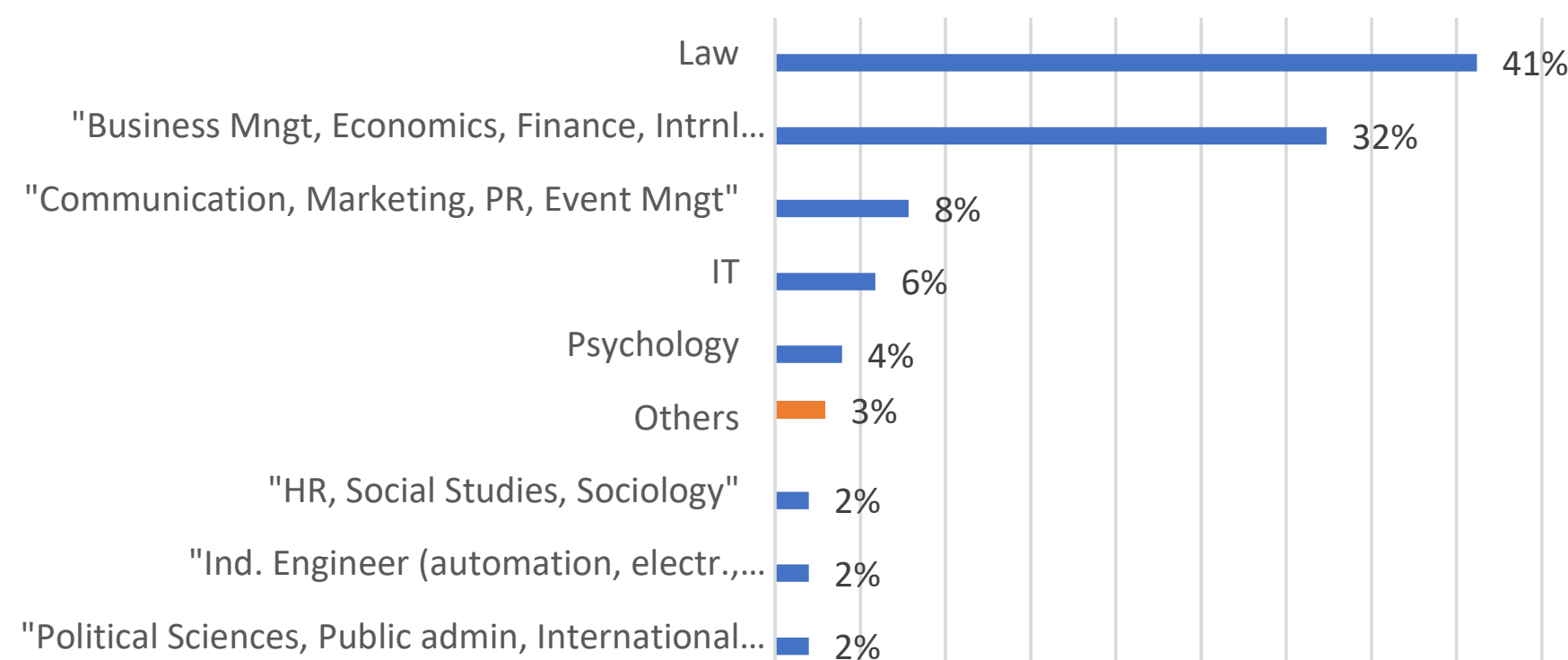


M: 28 → 27%

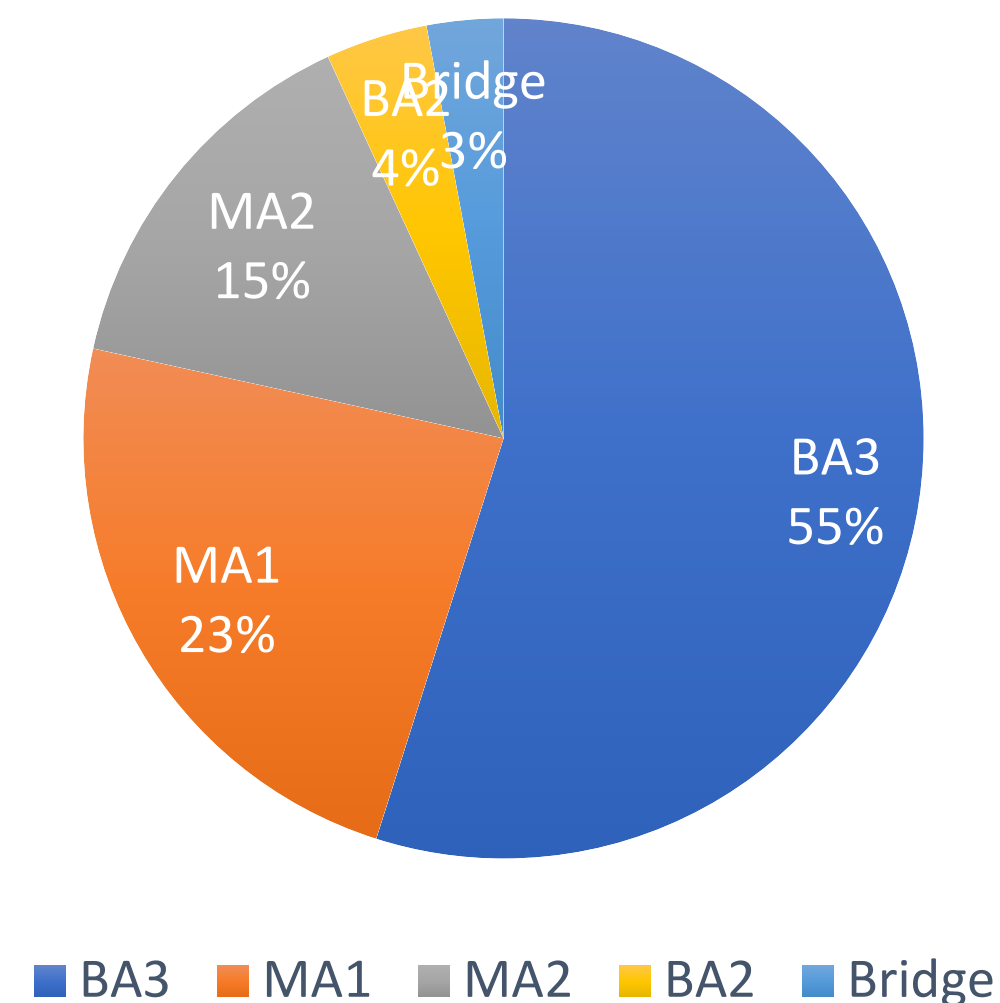
Breakdown by Universities/Colleges



Breakdown by Studies



Breakdown by year of study



Thanks to an additional financial support from BNP Paribas Fortis focusing specifically on student refugees and students with a migratory background, we have developed new partnerships allowing us to have a more positive impact on these target groups.

Students are more equally dispersed among universities due to direct targeting of student groups on Facebook.

Our workshops

We organised 20 workshops with 175 attendants provided by 6 companies and Be.Face. We had 58 % of workshops on-site and 42 % in digital format with an average of 9 participants.

Our workshops have various objectives including the development of non-academic skills, a better knowledge or understanding of our member companies and of the business environment, as well as an increased readiness for a job or internship search.



“

The workshop was an excellent opportunity to meet Mr. Jacques. I also thank Be.Face for this opportunity. We have discussed a lot about difficult circumstances people face in their lives. We talked about some coping mechanism, build up resilience and positive attitude for a normal life.

”

Bright Future Event 2022 : Living in a digital world

With 91 participants our 2022 Bright Future Event was a great success. We were very happy to meet up again on-site. Speakers from N-Side, Baker McKenzie, Positive Thinking Company and Bellerose provided us with their insights on a very hot topic: living in a digital world. It was inspiring to hear the testimonies of a wonderful duo mentee-mentor: Sherine and Laura.

A special thanks to our guest speakers:



Jean-Baptiste Mairy
*Life Sciences Product
Director*
N-SIDE



Margo Allaerts
IP & IT Lawyer
Baker McKenzie



Jimmy Brouns
Brand Leader Belgium
Positive Thinking Company



Frédéric Vitre
CEO
Bellerose



Laura Legardien
Junior Associate
Deloitte Legal



Sherine Denisse
Alumni Bright Future
Graduated in Economic
& Labour Law at ULB



Click here to view the video:
<https://youtu.be/Pk7H8b0StX8>

Job opportunities for our students

It was an exceptional year. We have had a total of 61 student job, internship and job opportunities for our mentees among others at Deloitte, BNP Paribas Fortis, VO Event, Contassur, Linklaters, NautaDutilh and Clifford Chance.

Related to the total number of students in the program, 1 in 2 students (60%) had the opportunity to add a relevant professional experience to their CV.



“ I had the opportunity to learn and discover a lot about the world of insurance, which was, up until now, unknown to me.

Binta, Ephec student in Accounting

”

A word from our mentors

Click here to view the video:

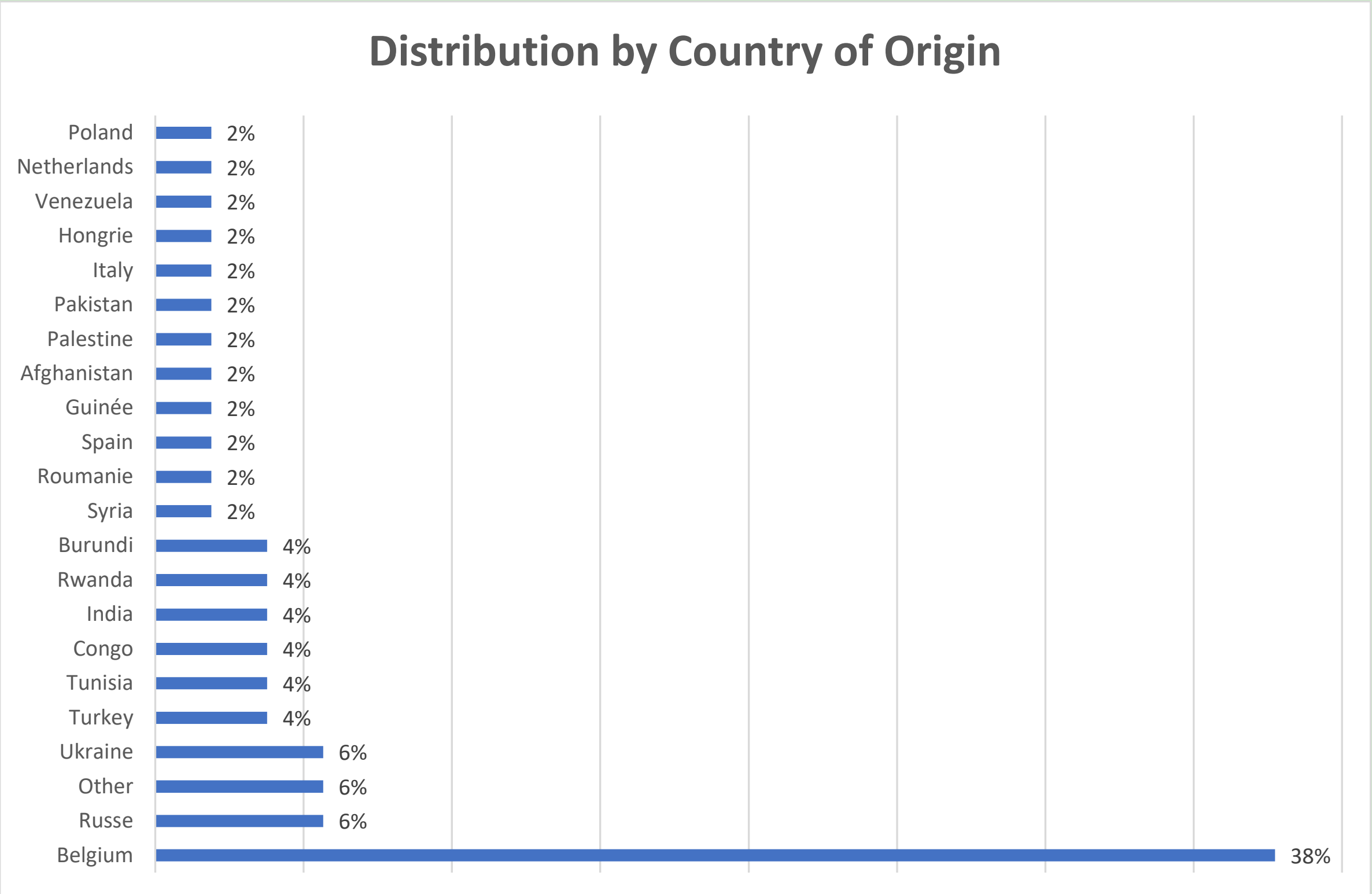
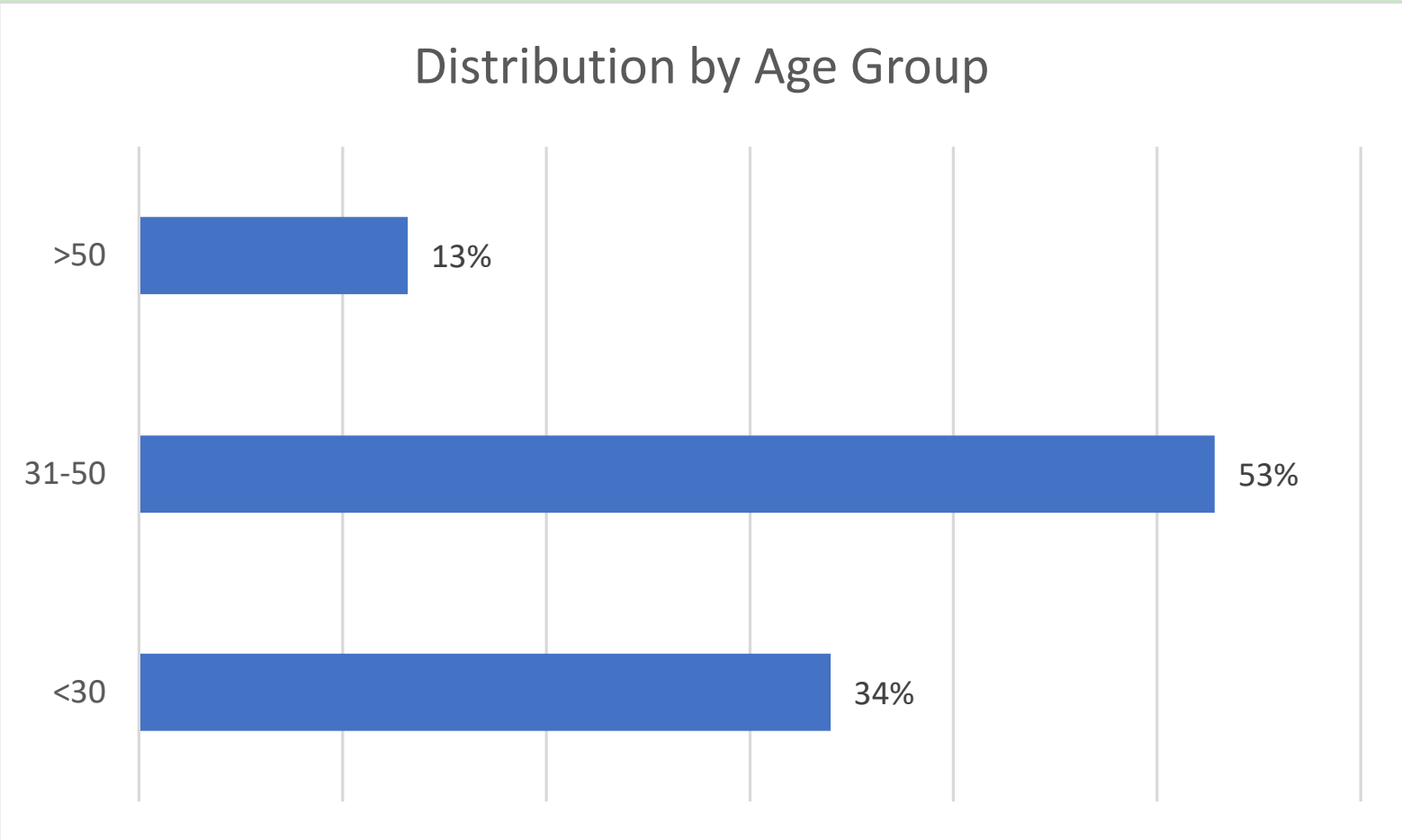
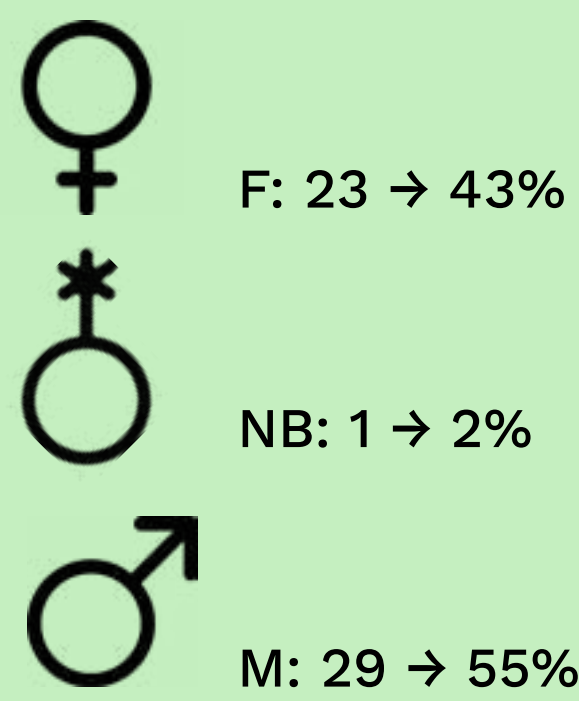
<https://youtu.be/qLojetEio9k>



Who are our job seekers ?

53
Mentees
accepted

Gender



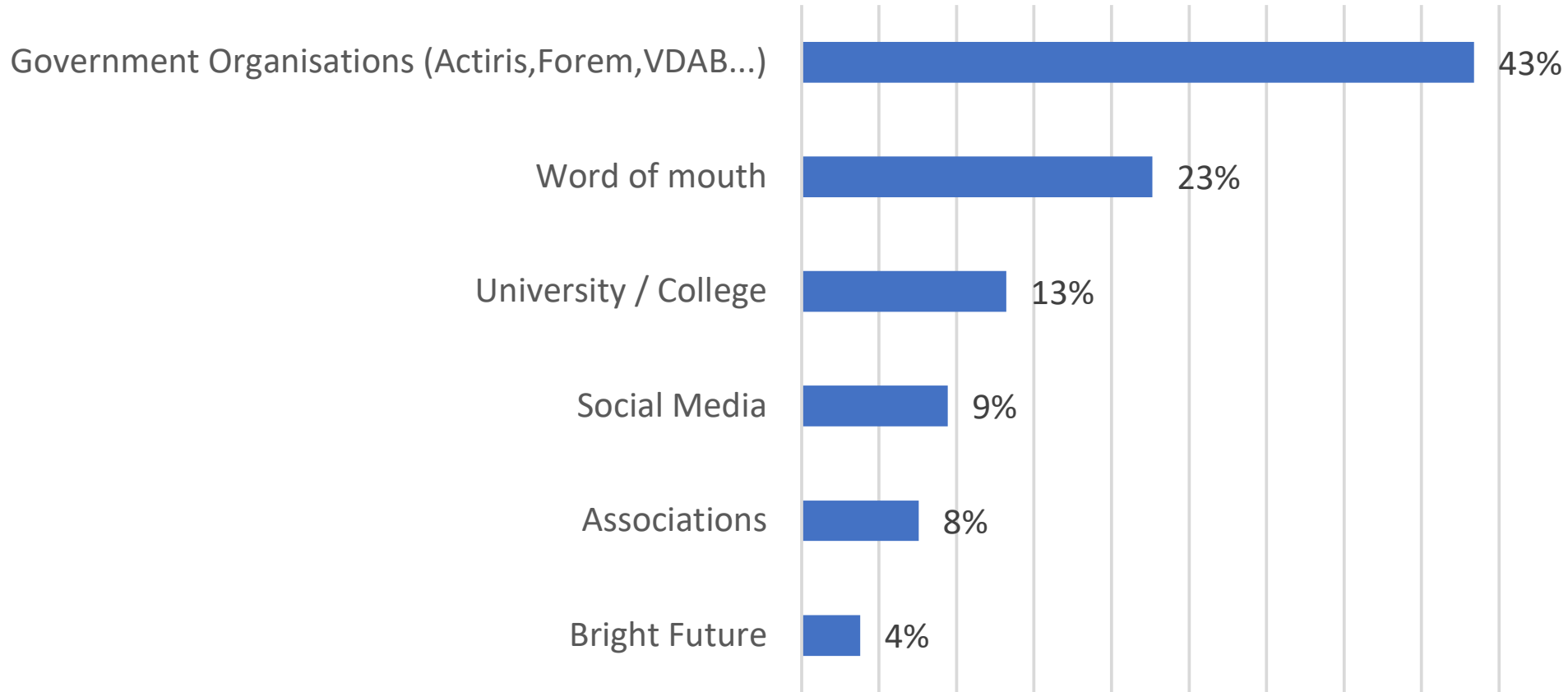
- Contrary to what we might have expected, following the war in Ukraine, very few candidates registered.
- We noted that the job seekers' countries of origin vary greatly during the year, depending on our active partnerships. This year we had a significant proportion of Belgians.

This year we accompanied more job seekers than ever!

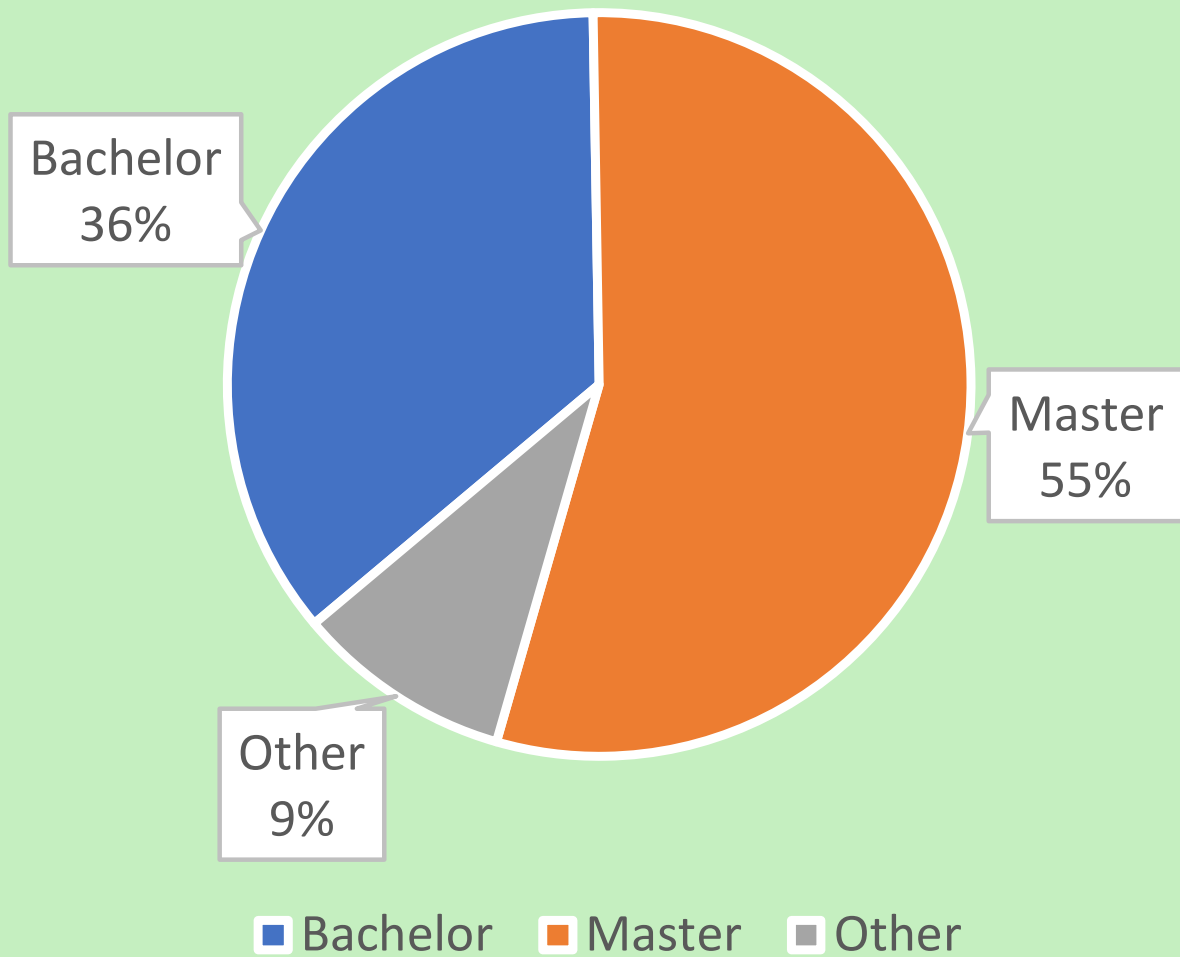
... thanks to the incredible commitment and motivation of several volunteers within the Be.Face team. Following our efforts last year we stayed in close contact with a number of universities. We published on their career center websites, reviewed our one pager, organized webinars and participated in various events.

We also launched a very successful collaboration with the VDAB. We noticed than the majority of the job seekers joining us are mainly newcomers in Belgium, English-speaking, with a wide variety of backgrounds and of a higher age group than we experienced in previous years.

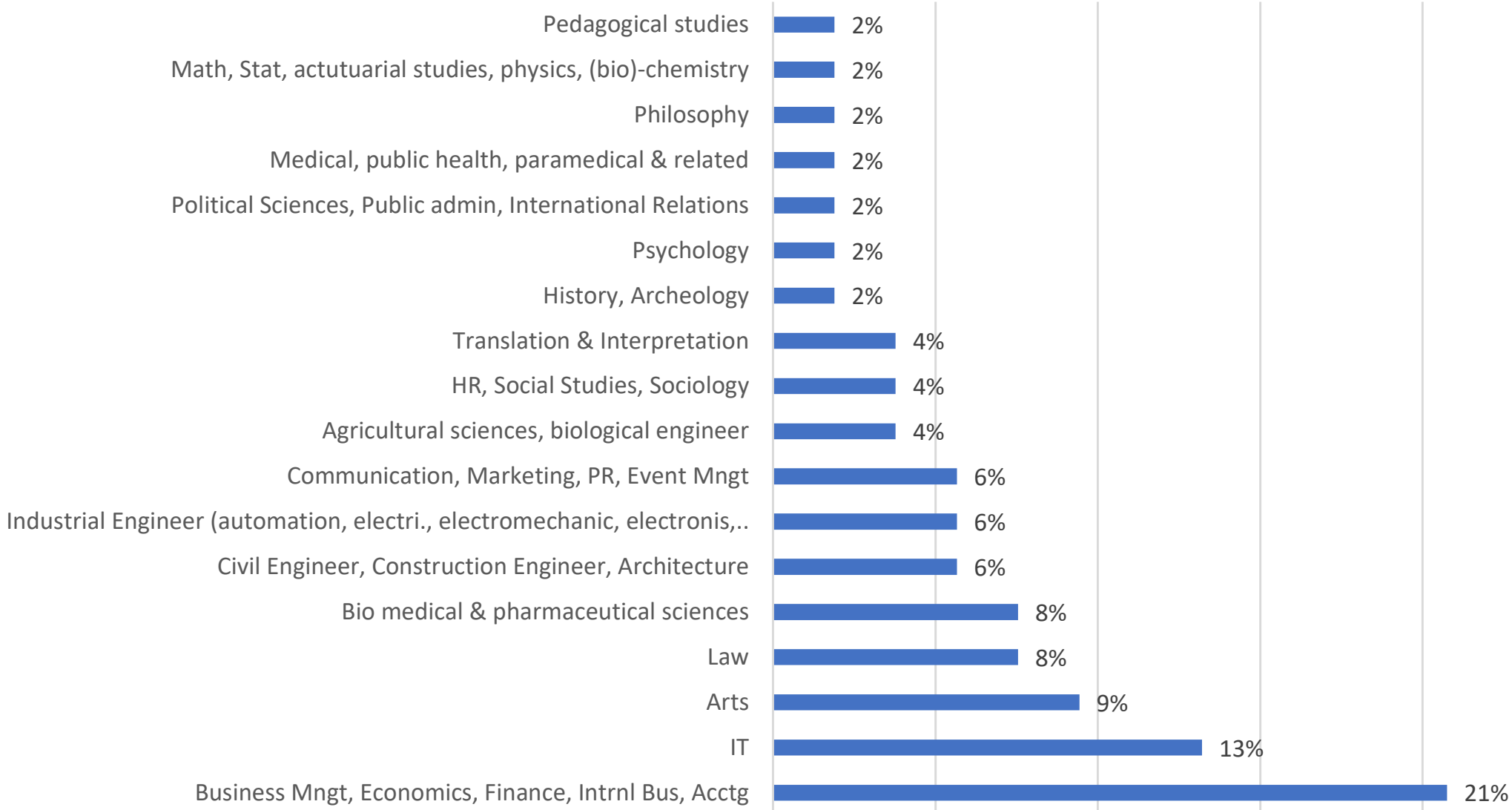
How did Job Seekers hear about Be.Face ?



Diplomas



Breakdown by Studies

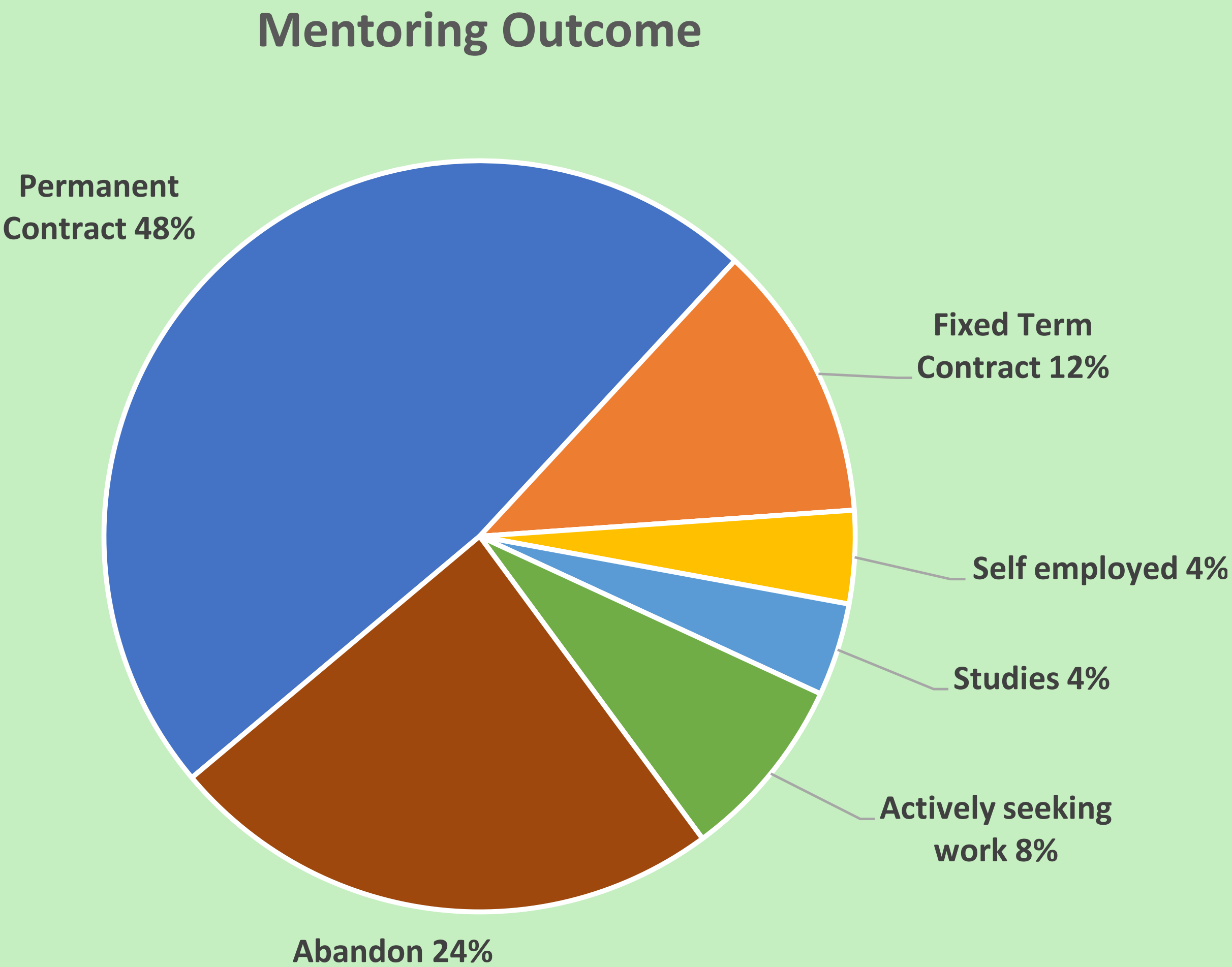
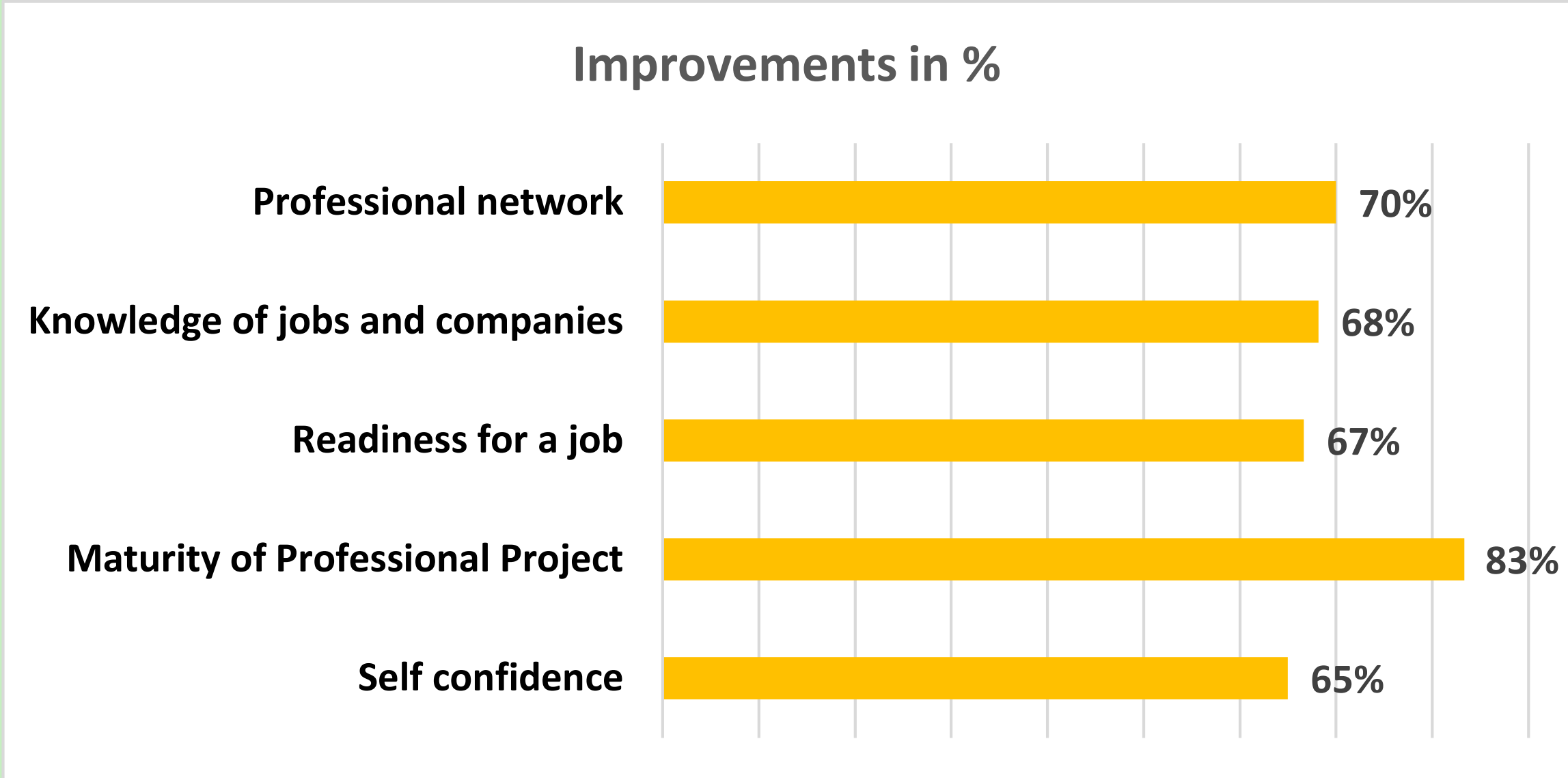


The benefits for our mentees

68% of our duos had a positive outcome,
with 48% finding a permanent contract!

At the core of this success is the mentoring, but not only because of the commitment and expertise of our mentors. Be.Face offers more than mentoring: job seekers can get language coaching, join our workshops with the Bright Future students and have an exclusive access to the learning platform SkillsBuild.

Year after year the results of our evaluations show a constancy of positive benefits and the satisfaction of project participants, proving the relevance of our activities.



Some success stories



“ Regarding my job search, I am very happy to inform you that I managed to get a job as a Java programmer at ETNIC. I would like to thank Be.Face very much for the help I received and for all the benefits I got from my mentoring with Eric.

Rami, mentee

“

To be accompanied by Be.Face during my job search allowed me to acquire new skills and especially to remain active during this slow period while being well supported and motivated by my mentor. My mentoring has clearly helped me maintain good mental health during this period of unemployment.

Having a person of reference available was a real asset not only to prepare me for the various interviews I had, but also to benefit from certain connections through his network. I recommend Be.Face to all job seekers :D

Andréa, mentee

”



“ I can only warmly thank you for putting me in touch with Aleksander. His advice, his benevolence and his availability towards me push me every day to give the best of myself and not to give up. One day I hope to become a competition lawyer as brilliant and altruistic as he is.

Katia, mentee

”

”

“

I take this opportunity to point out that thanks to Katia's personal qualities (her seriousness, willingness to learn, diligence, humility and good humor to name but a few) mentoring seemed very easy to me. I had nothing to do except let Katia show what she was capable of and convince the Commission and a top quality international law firm with her knowledge and motivation!

Aleksander, mentor



”

“

My mentor brought me a network, social capital and knowledge of the labor market I did not have. Today, I landed a first job which reflects who I am and allows me to develop myself.

Florent, mentee

”



Donations: big or small, they always make a difference!

A surplus of boots at Tractebel was donated to Douchflux and Solidarité grands froids and homeless people in Brussels. A large Saint-Nicolas collection at Infrabel delighted many children at CPVCF.

Earlier in the year, our duos met at the museum thanks to tickets offered by Engie or at the opera thanks to BNP Paribas Fortis...

- 245 toys
- 99 Tickets culture or leisure
- 435 School supplies
- 9 Office furniture
- 25 IT equipment
- 1770 Food
- 1024 Clothes
- 124 Gardening tools



Volunteering as a team



“

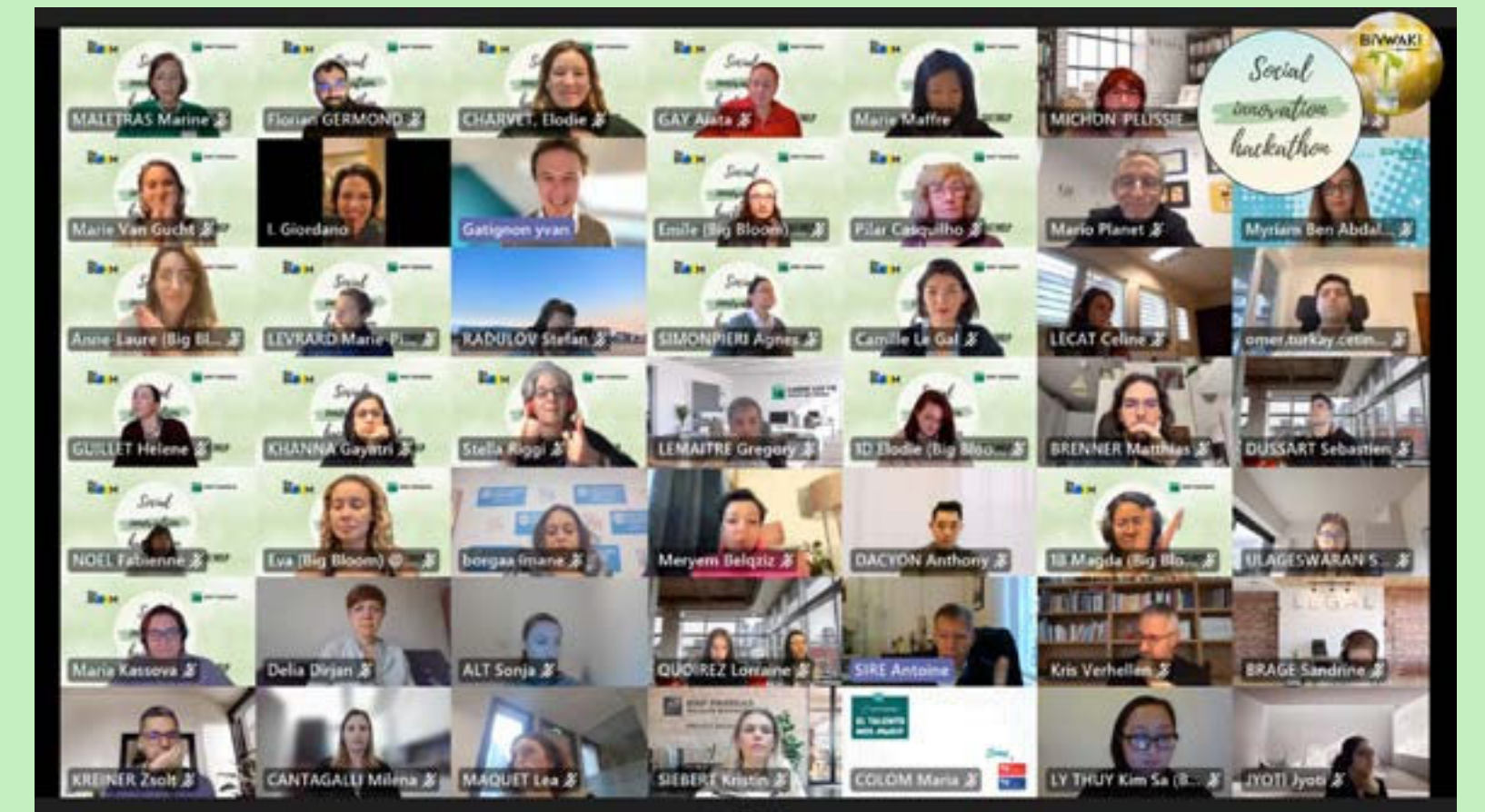
It was impressive to see the results that the new BNP Paribas Fortis employees provided in such a short time frame. They were extremely motivated and had a fresh and unconventional approach.

The Be.Face Team

”

Think about us for special opportunities!

BNP Paribas Fortis invited us to a hackathon with their new employees, who volunteered. In one day, they came up with ideas to help us improve our reach and have more students register.



STEM Program

An initiative for equal opportunities with vocational purpose

Creating vocations through an early and ‘funny’ initiation of children to sciences is a common objective and common challenge for several of our company members.

This is an even bigger challenge for children studying and living in areas with a low education level and/or with low incomes.

In the Xperilab bus (Solvay), 5th and 6th grade students can conduct scientific experiments that can be reproduced in a classroom without risk and with cheap ingredients.

403 children from 10 different schools have already benefitted from this initiative.



Communication: what we did...

2022 was a very fruitful year communication wise.
Our numbers are very impressive:

Followers growth in 2022

- LinkedIn : +44,9%
- Facebook: + 6,5 %
- Instagram: +35,6 %

Publication highlights (LinkedIn)

- 1983 Reactions: + 736.7%
- 81 Comments: + 800%
- 238 Reposts: + 815.4%

Visitors highlights (LinkedIn)

- 4,640 page views:
+ 640%
- 1,714 new visitors:
+ 682.6%
- 156 clicks on our links:
+ 1,460%

Follow us here if you haven't done it yet
and don't hesitate to share and like our content !



[linkedin.com/company/be-face](https://www.linkedin.com/company/be-face)

[@beface.mentoring](https://www.instagram.com/beface.mentoring)

[facebook.com/beface.be](https://www.facebook.com/beface.be)



« Meet our duo Katia & Aleksander »

- Viewed by + 4000 people
- Liked by 95 people, including a lot of employees from Clifford Chance, boosting our visibility beyond our network!
- + 250 clicks to our page



Our brand new website www.beface.be

Observations & remarks

- Consistently good viewing numbers on Facebook for volunteering
- High conversion numbers in registration when sharing posts in targeted student groups on Facebook, from Brussels and LLN
- High return of likes and views when our posts are shared and liked by the company and the employees. Well done!

Communication: what you did!

This year, our network of companies went above and beyond to create relevant content. Lots of posts on LinkedIn and Instagram, taking pictures for volunteering activities, and even, for the cream of the crop, some Be.Face dedicated videos! To all companies who took part and dedicated time in helping us grow our community, thank you!

Let's keep up the good work for 2023!



Click here to view the video: https://youtu.be/-nJpRs_E-9E

Be.Face's Team



Sophie Englebert
Managing Director



Isabelle Sosnowski
Job Academy



Jan Guns
Process, Systems & KPI's



Maren Sigge
Bright Future Leader



Evelyn Van Stappen
Job Academy



Jacques Escouflaire
Job Academy - Workshops



Michaël Decamps
Skill Sponsorship - Engie
Bright Future



Paolo Azzelino
Bright Future
& Job Academy Liège



Norma Di Niro
Transition Partner



Kim Sa Ly Thuy
Communication Leader



Nicole Van Autrève
Bright Future
& Job Academy Flanders

Our network of socially responsible companies





Want to know more about us?

→ Contact us at beface@beface.be !

Follow us on social media

 linkedin.com/company/be-face

 beface.mentoring

 facebook.com/beface.be

 www.beface.be

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