



Profit with a purpose

“The first day: questions like "where can we go together?" and, in the end, goals achieved, motivation, moments of life shared together. An opening to the world of business.

How a life journey that I wouldn't wish on anyone (that of the Mentee) gives us a wake-up call as adults and brings us as much as what we can offer.”

Laurent De Blende
Mentor



Editorial

Every stone builds the wall



The pursuit of **equity** in access to education and job opportunities is what defines Be.Face and constitutes its unique offer to our stakeholders. To achieve this, we prefer **action** over words, we are not into advocacy, but into measuring concrete results in the field. Our mentors get the opportunity to actively engage in **sharing their experiences** with our students and job seekers. It all starts with listening emphatically to each other and providing **insights** more than rules. Thus, promoting all the benefits of **creative diversity** in the corporate world.

“A community of private companies working actively to ensure a level playing field for those confronted with aspects of exclusion while studying or entering the job market.”

There was a time when our target audience were labeled “underprivileged”, but **we don’t believe in privilege nor in comparison**. We do see that there are still many ways in which not every student and job seeker, has the same access, treatment, or support with respect to their righteous objectives. It starts with understanding oneself and believing in one’s ambitions, seeing beyond obstacles. A little guidance from our mentors can do wonders.

Editorial

Every stone builds the wall (ctd)

Throughout the past year, we set out on several projects aiming at increasing our impact.

First, we refocused on our core competences in sourcing, matchmaking, and coaching mentoring relationships. Second, we deeply analysed our workflows and processes for more efficiency.

Third, we embarked on an ambitious process to digitalize as much as possible the organizational or repeating tasks, to free up more time for quality interactions with both our mentors and mentees.

Fourth, we engaged more deeply with our corporate partners to enhance the quality of our services. Fifth, with the active support from several of our members, we worked on improving our communication and visibility and developed new sector-specific activities.

Finally, we have prepared more opportunities for in person meetings among all participants, as human interaction remains essential to all our endeavours.

All this was only possible through the daily commitment and motivation of our staff and all the volunteers who graciously contribute their time and expertise to our common goals. I trust our corporate members and all members of our board to join me in expressing our appreciation and gratitude for their continued support.

We have started 2024 with fresh energy to increase our impact both in terms of number of mentors and mentees, but foremost in terms of real success for our mentees, realizing their dreams as much as they can.

Thank you for believing in them.

Kris Verhellen - Chairman

They are committed!

Board of Directors

VERHELLEN Kris.....	Chairman
BROUNS Jimmy.....	Collaboration Betters The World
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HUGE Anne-Sophie.....	Engie
SIMON Anne-France....	BNP Paribas Fortis

Since more than 12 years, Be.Face and its partnering companies are committed to more diversity and inclusion in the workplace through MENTORING of students and job seekers from the diversity.

“ A big thank you for the collaboration with Be.Face, which allows us every year to engage volunteers from BNP Paribas Fortis in supporting young students or job seekers. Creating connections between volunteers and beneficiaries of associations is an integral part of our corporate social responsibility approach. In 2023, more than 10,000 hours of volunteering were accomplished by bank employees, and we can be proud of this result. ”

Anne-France Simon

Head of Diversity, Equity & Inclusion
CoE Diversity & Social Inclusion



They are committed!

Steering Committee

Our partnering companies and their representatives

AKKANTO	DARHMOUCH Hakima	FINTRO.....	HENRY Véronique
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BAXTER	CORRALES ORTEGA Clarisse	LABORELEC	DEGREEF Diane
BEFIMMO	AGNEESSENS Delia	LINKLATERS	GOETHALS Alexia
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CLIFFORD CHANCE	DE BOCK Pieter	NESTLÉ	NACHTERGAELE Demi
CHEVRON PHILIPPS CHEMICAL. CONTASSUR.....	IRUBA Fredine	N-SIDE	RIBESSE Sarah
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DENTONS GLOBAL ADVISORS	DE LAET Tanya	SOLVAY	FLOURIE Marie
DLA PIPER.....	DE LAET Tanya	TOTALENERGIES FOUNDATION	DE PRINCE Katia
ENGIE	BAUSSENS Delphine	TRACTEBEL	NDOLIMANA Marius
ENTRAKT	HOFKENS Carine	VO EVENTS	DANGER Pierre
	CAWET Daphné	WHYTE.....	KERVYN Marguerite
	DECLERCQ Philippe		

Why is Be.Face one of their ESG partners?



Progress beyond

“Be.Face is our eyes and ears on the ground, without them we could not reach out to the audience we thrive to support, from school kids to university students or job seekers. They are a precious ESG partner to help us design meaningful initiatives that have real impact.”

Marie Flourié
ESG Digital Transformation Leader
Solvay



“Today, being a global economic player is not enough. We want to be a driver for positive change in the regions where we operate.”

Patrick Pouyanné
Chairman and CEO
TotalEnergies



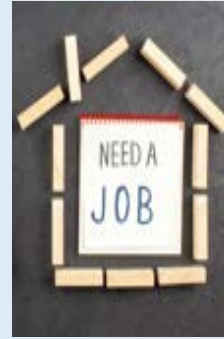
“Be.Face truly helps us to include diverse talent in our talent pool. It also gives our people the opportunity to share their experience with the younger generations and to enable them to become successful in their law study and future career.”

Carine Hofkens
Senior HR Manager-Belgium
DLA Piper UK LLP

Our 2023 achievements



- ✓ **96 students accepted**
- ✓ **95% of the students recommend the program**
- ✓ **Mentoring key contributions**
 - Job market readiness
 - Network development



- ✓ **76 job seekers accepted**
- ✓ **100% of the job seekers recommend the program**
- ✓ **Mentoring key contributions**
 - Network development
 - Self confidence
 - Job market readiness



- ✓ **17 workshops**
- ✓ **125 participants**
- ✓ **92% of the participants say the workshops met their expectations**

Live feedback

Based on general trends, the two common concerns among university students are **Employability** and **Relevance of Education to Employment**. These are the same concerns as the ones reported by our students when registering.

With their experience, Mentors will be able to address the following questions:

Employability: chances of finding a job after graduation, competitiveness of the job market, demand for their specific field of study, whether they possess the skills and qualifications employers are looking for,...

Relevance of Education to Employment: practical applicability of their education to real-world job requirements, whether they will need additional training or certifications to be competitive in the workforce,...

Benita, Bachelor student in IT
UCL



[Click here to view the video](#)

Students' opinion about the Be.Face Mentoring Program

We welcomed **96** students in our mentoring program!

Sarah, Master student in Law - ULiège

"I am very grateful to Be Face for allowing me to meet Marie, my mentor. Available, she has always been very wise in advising me on my academic and professional future. Without directly advocating for any specific decision, she guided my choices by alerting me to the questions I needed to answer in order to make my own decision."

Charles, Bachelor student in Business - IEPSCF

"Fouad was an excellent mentor, and I feel much more prepared to enter the world of work thanks to him. He also helped me secure a job."

Kürsat, Master student in Law - ULB

"My mentor has always been present and attentive. Thanks to her, I was able to explore the world of work and receive assistance for my future career path. I appreciate the implementation of this program."



Live feedback from our students and mentors

Asmaa, Master student
Law - ULB



[Click here to view the video](#)



Mouad, Ex-Mentee...
New Mentor!



[Click here to view the video](#)



Yousrat, Master student
Communication - IHECS



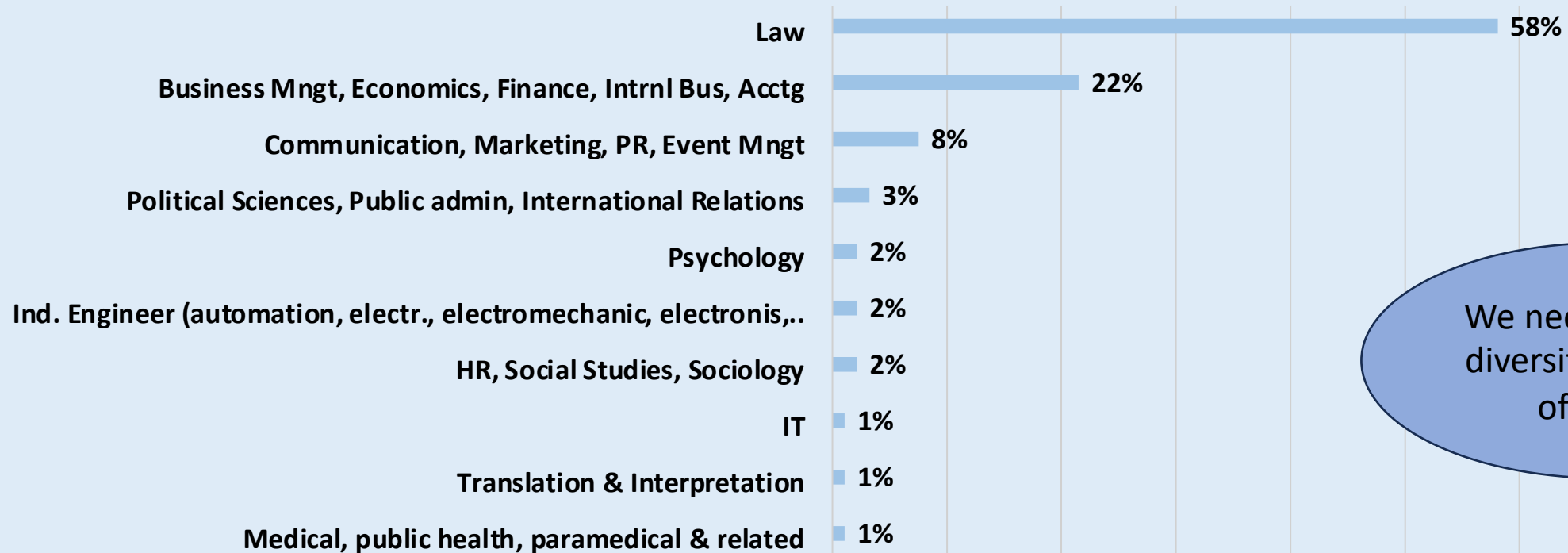
[Click here to view the video](#)



Getting to know our students

58% of our students are in the field of law in 2023 (vs. 41% in 2022).

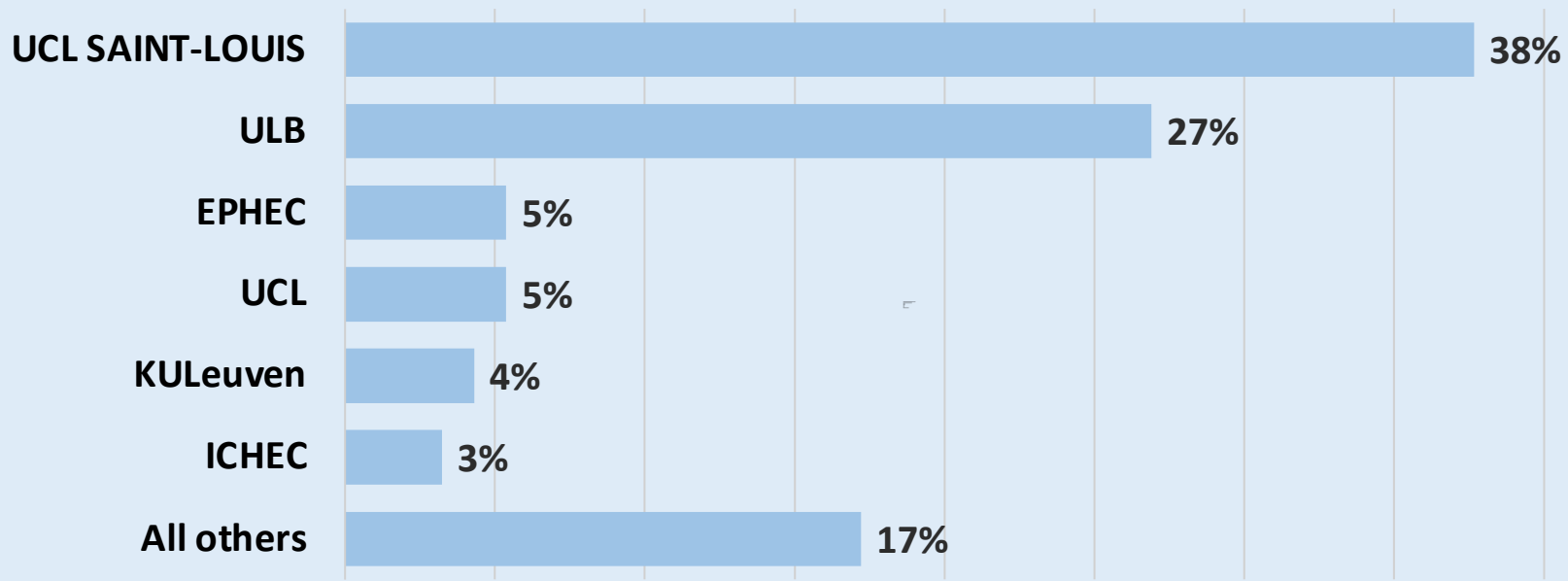
Breakdown by Studies



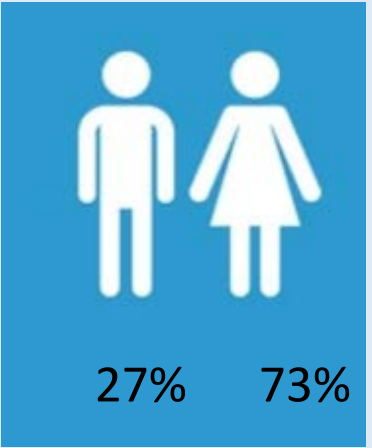
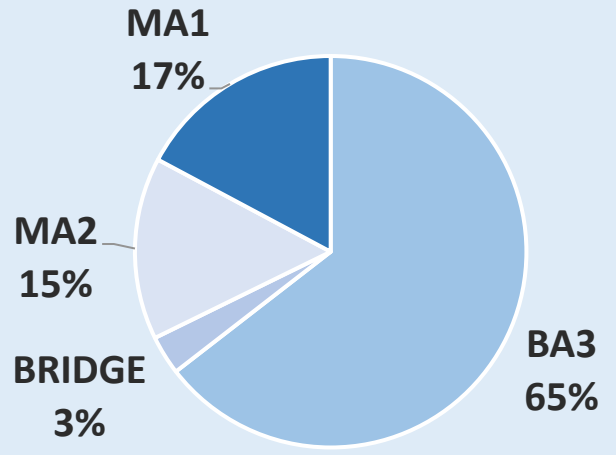
We need to better diversify the fields of study!

Getting to know our students

Breakdown by Universities/ Colleges



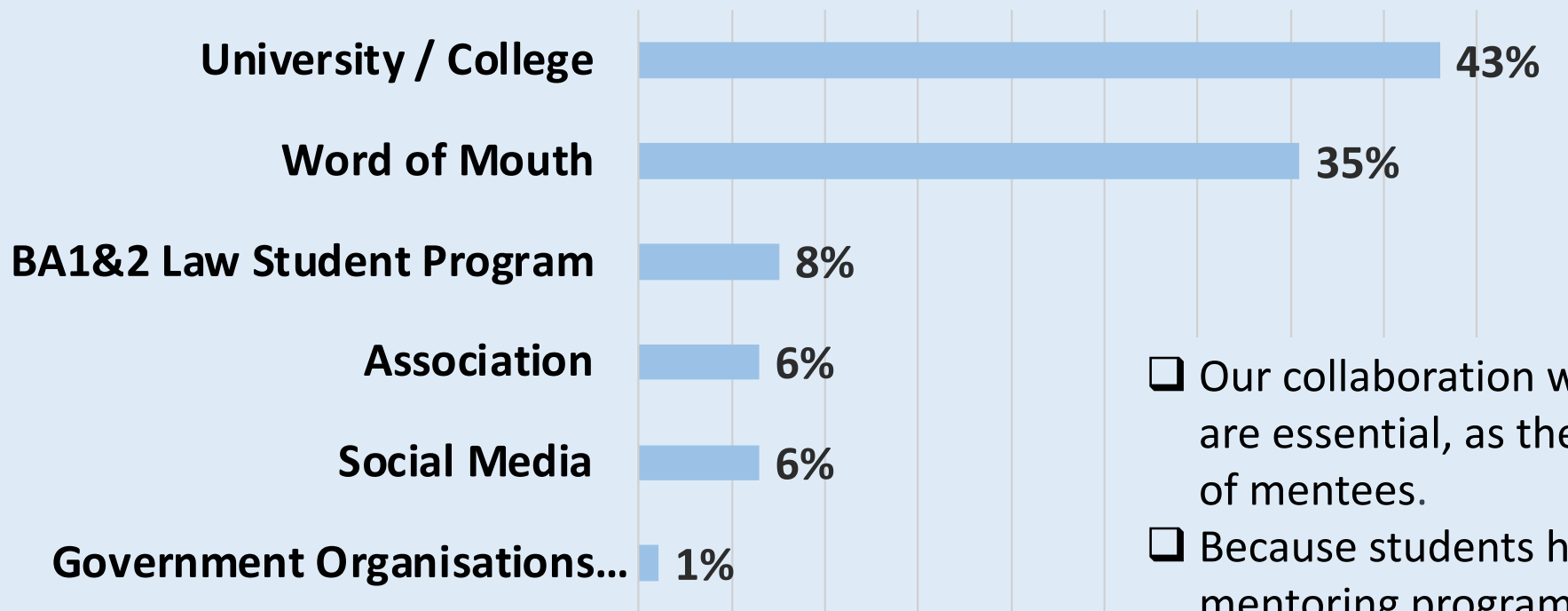
Breakdown by year of study



- ❑ UCL-Saint Louis and ULB remain the 2 big pools of mentees.
- ❑ Together they represent 65% of the students in 2023 (51% in 2022).

How do students hear about Be.Face?

How did students hear about Bright Future?

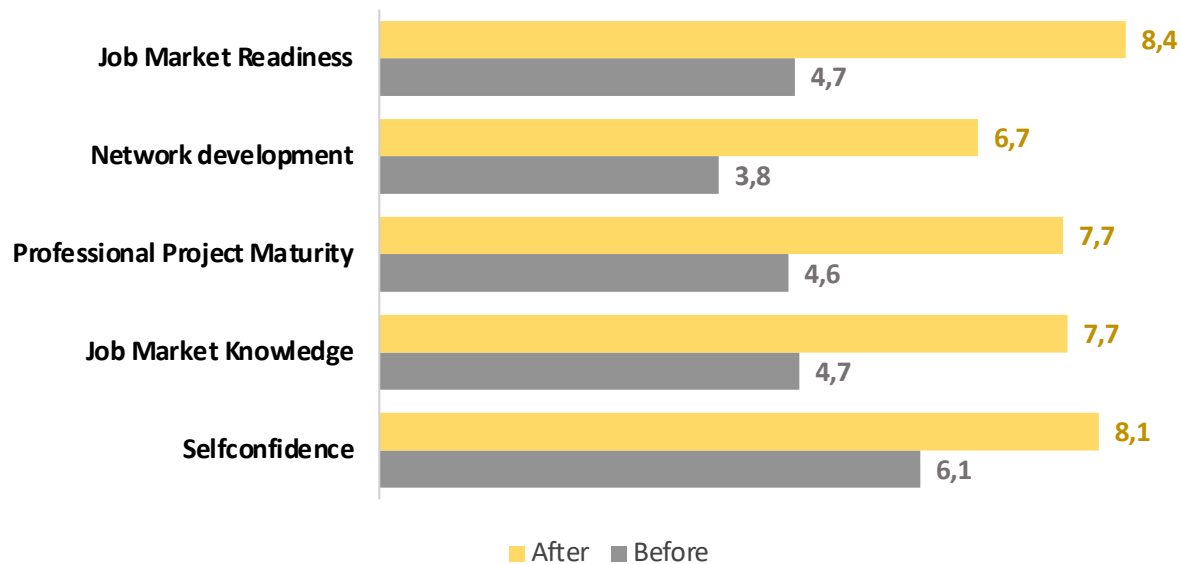


- Our collaboration with universities and colleges are essential, as they remain our biggest sources of mentees.
- Because students highly recommend our mentoring program, word of mouth is the second-best communication channel.

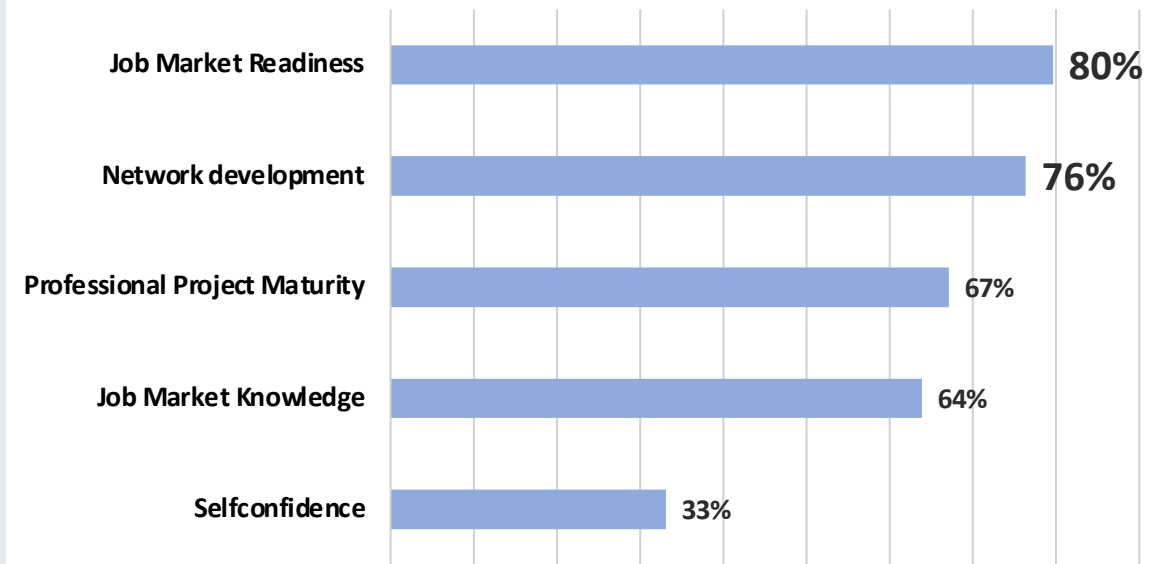
95% of the students recommend the Be.Face mentoring program!

Networking is crucial. It can significantly enhance the chances of securing employment.

Benefits of Bright Future for Mentees



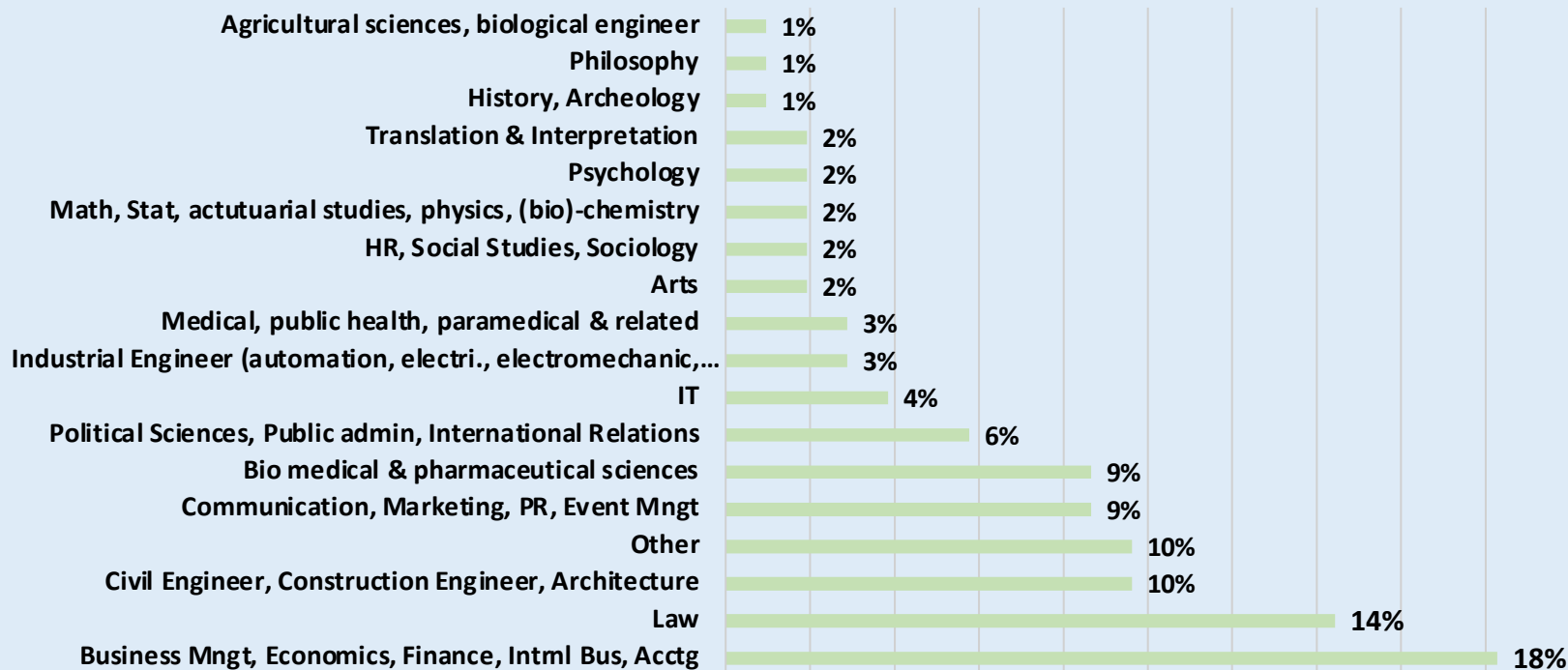
Improvements



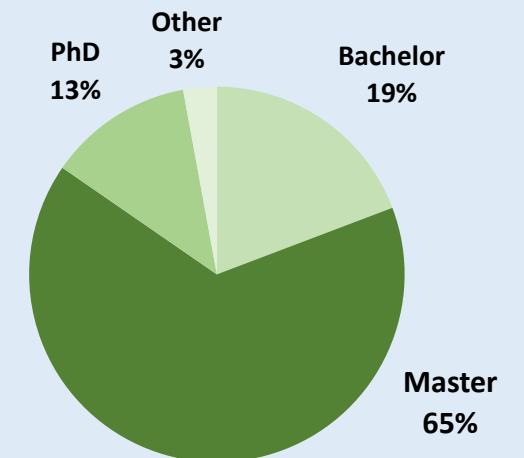
Getting to know our job seekers

Nearly one third of our job seekers are in the fields of business / economics / finance and law. Our job seekers are highly qualified with 13% holding a PhD.

Breakdown by Studies

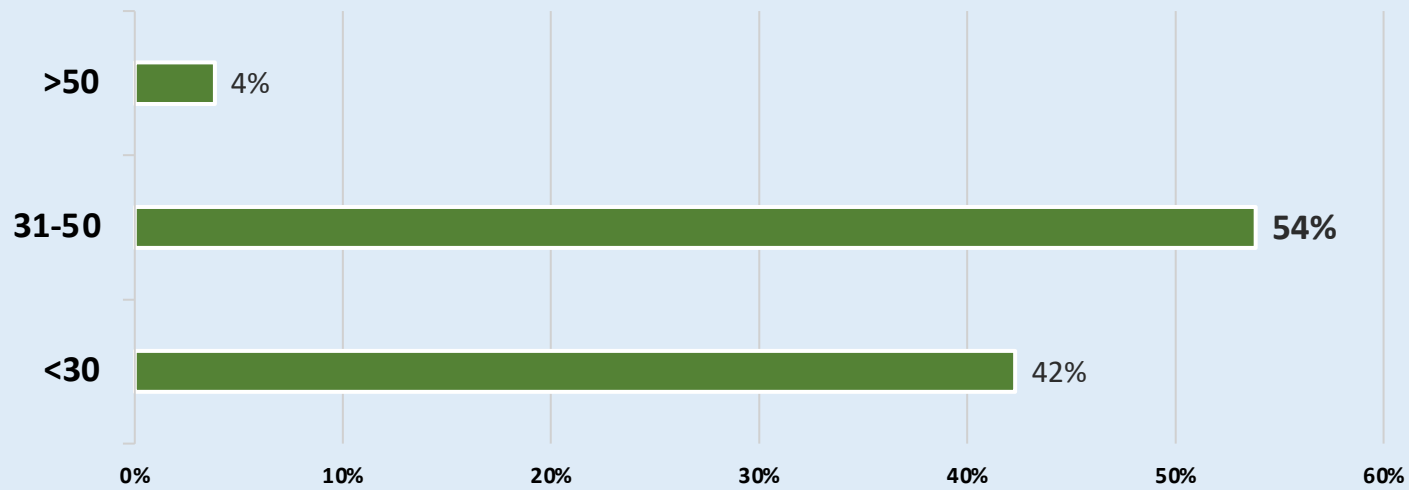


Diplomas



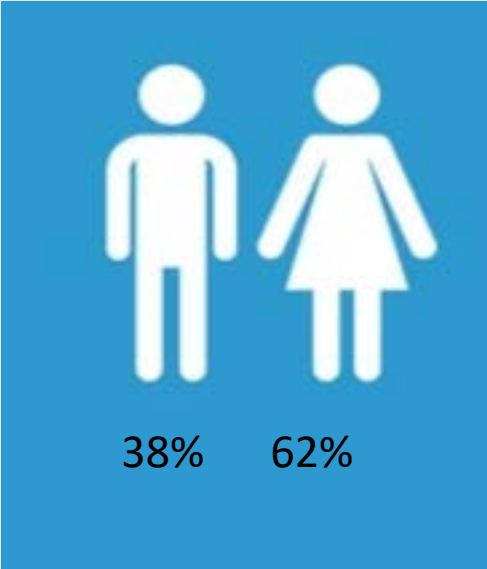
Getting to know our job seekers

Age Distribution



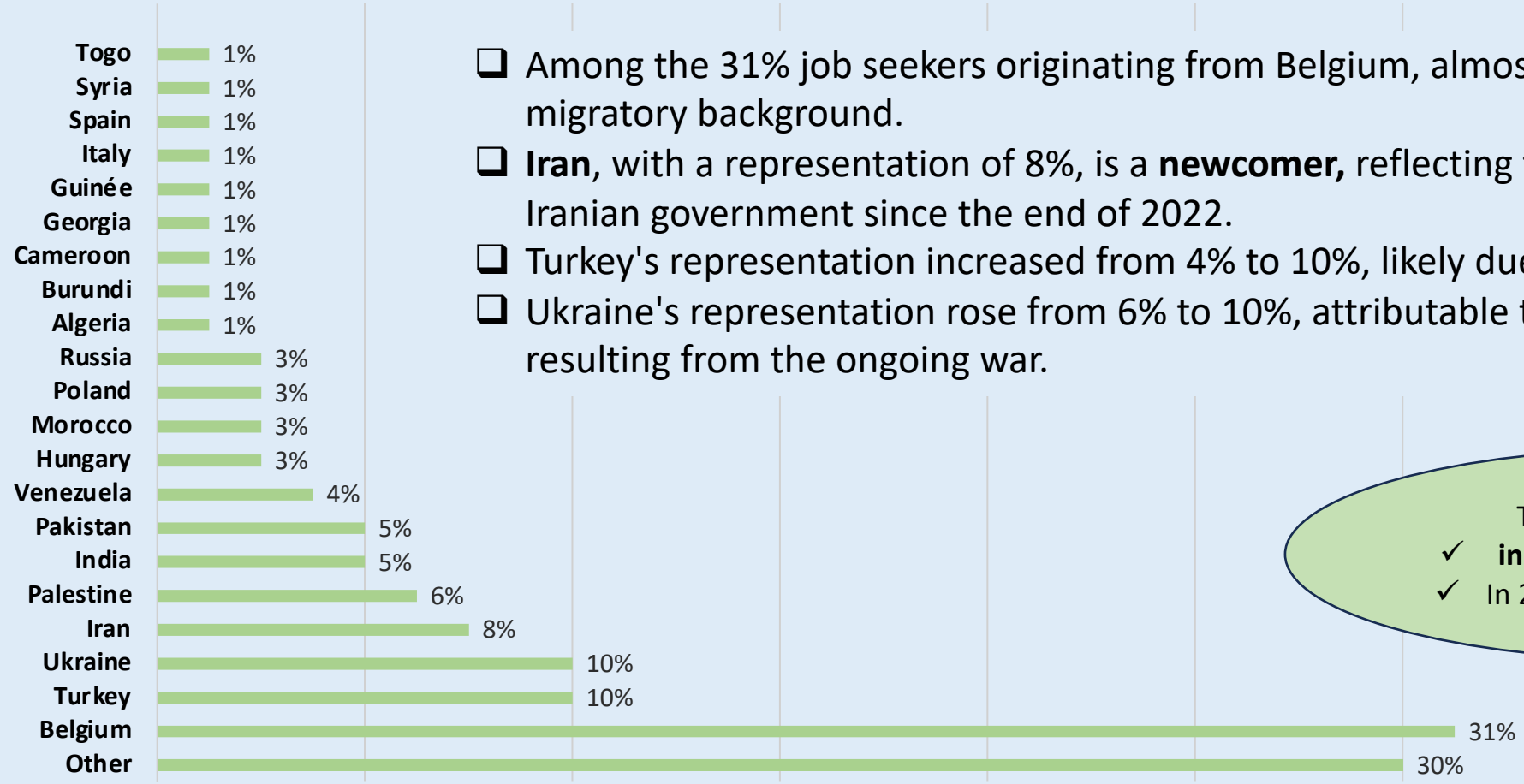
Change in job seekers demography:

- ❑ Significant increase in the number of women accepted in the program: 43% in 2022 and 62% in 2023
- ❑ Job seekers below the age of 30 grew from 34% in 2022 to 42% in 2023
- ❑ Job seekers above the age of 50 went down from 13% in 2022 to 4% in 2023



Getting to know our job seekers

Distribution by Country of Origin



- ❑ Among the 31% job seekers originating from Belgium, almost all of them reported having a migratory background.
- ❑ **Iran**, with a representation of 8%, is a **newcomer**, reflecting the heightened repression by the Iranian government since the end of 2022.
- ❑ Turkey's representation increased from 4% to 10%, likely due to the ongoing cost-of-living crisis.
- ❑ Ukraine's representation rose from 6% to 10%, attributable to the worsening economic decline resulting from the ongoing war.

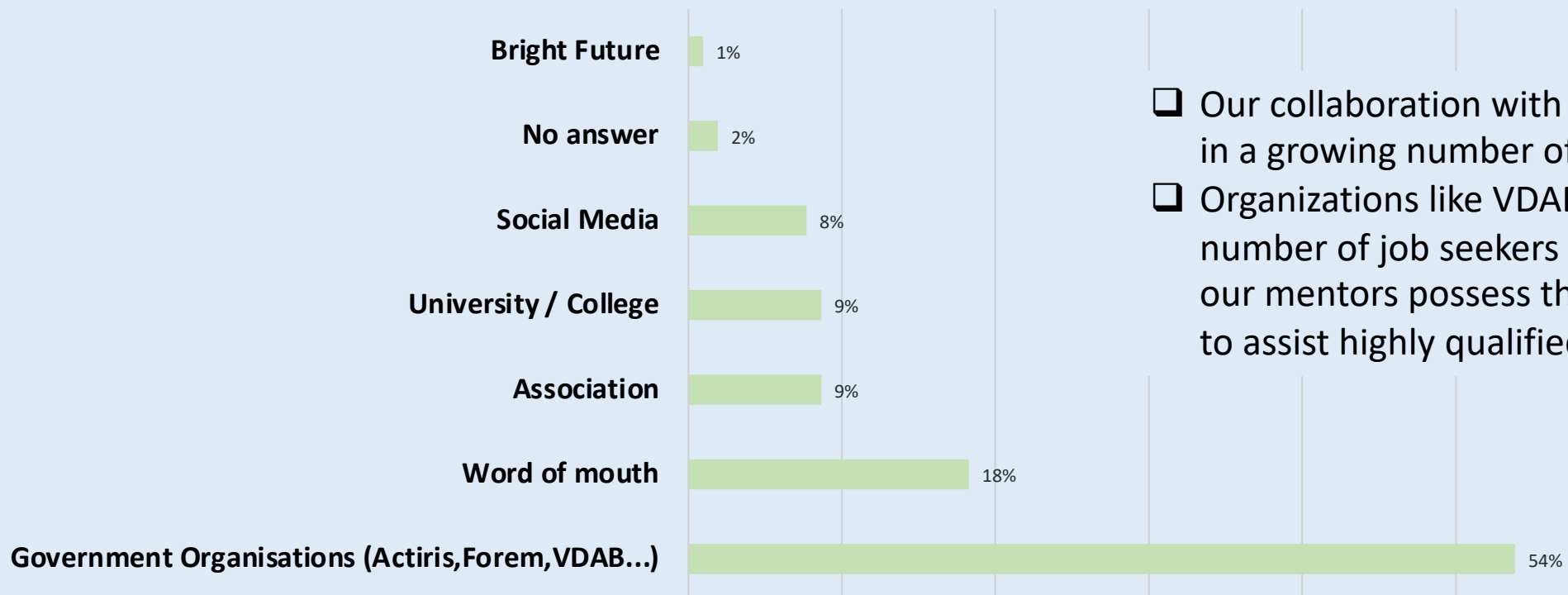
Top 3 foreign countries

- ✓ in 2023: **Ukraine, Turkey, Iran**
- ✓ In 2022: Ukraine, Turkey, Russia

How do job seekers hear about Be.Face?

With its job seeker mentoring program, Be.Face is a niche player focusing on highly qualified job seekers.

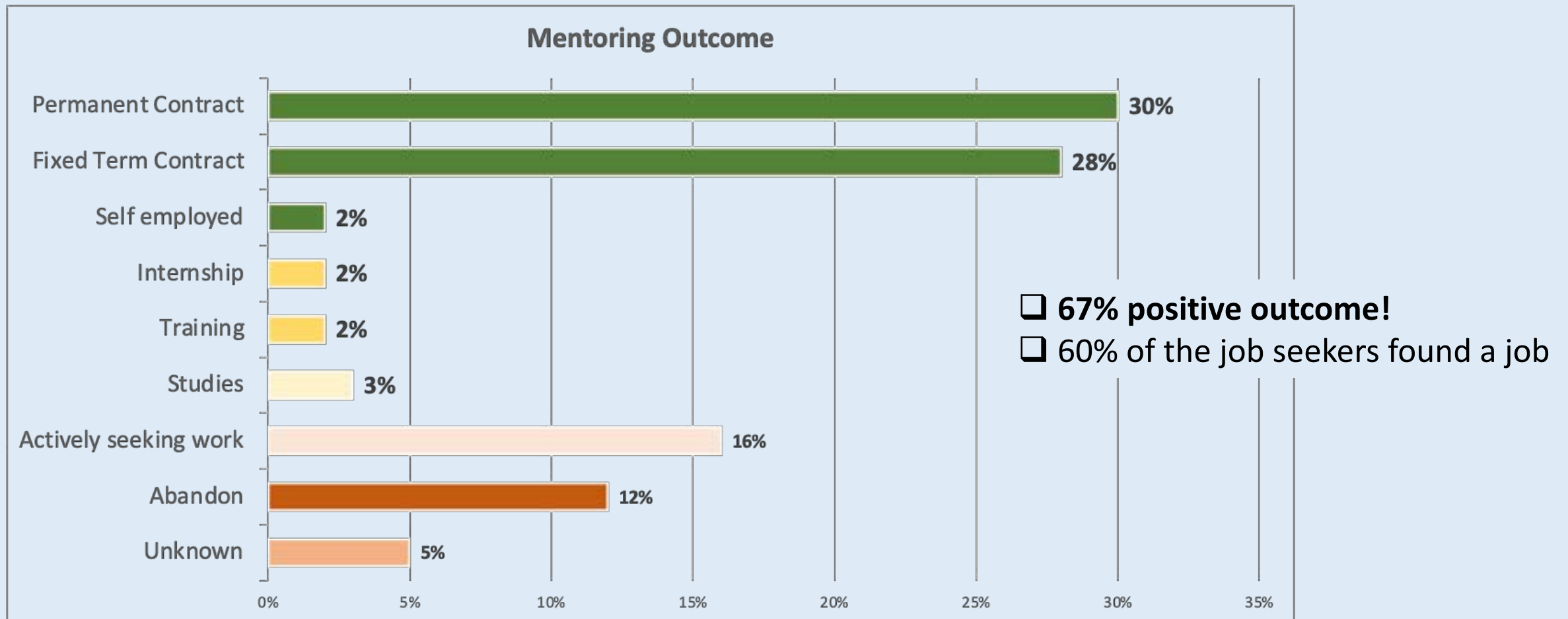
How do Job Seekers hear about Be.Face?



- ❑ Our collaboration with VDAB is consistently bringing in a growing number of job seekers to our program.
- ❑ Organizations like VDAB are referring an increasing number of job seekers to our association because our mentors possess the expertise and skills needed to assist highly qualified individuals.

Outcome of the job seeker mentoring program

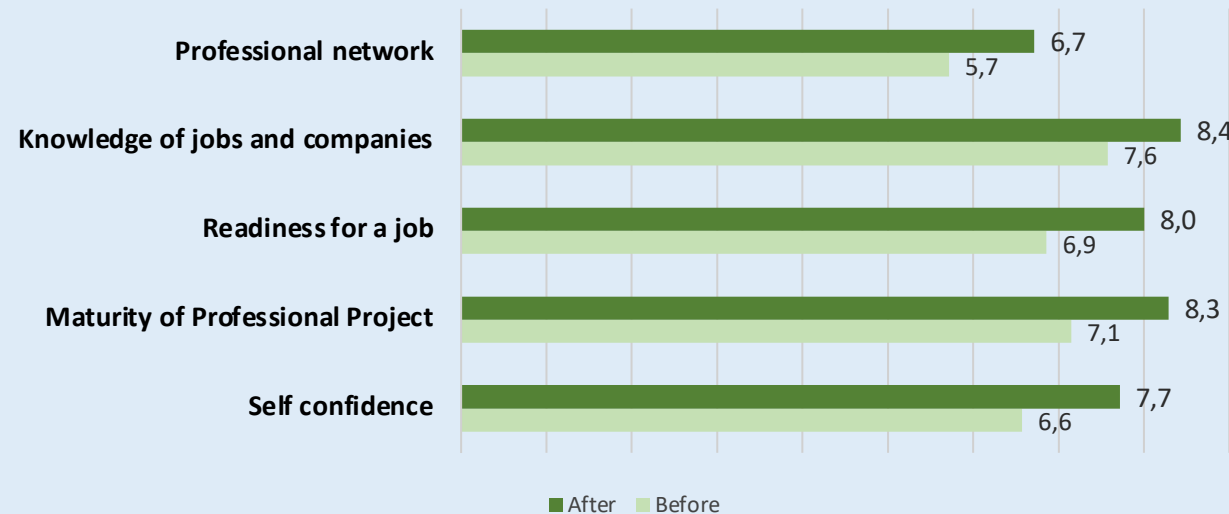
76 job seekers joined our program vs 53 in 2022 (+43%).



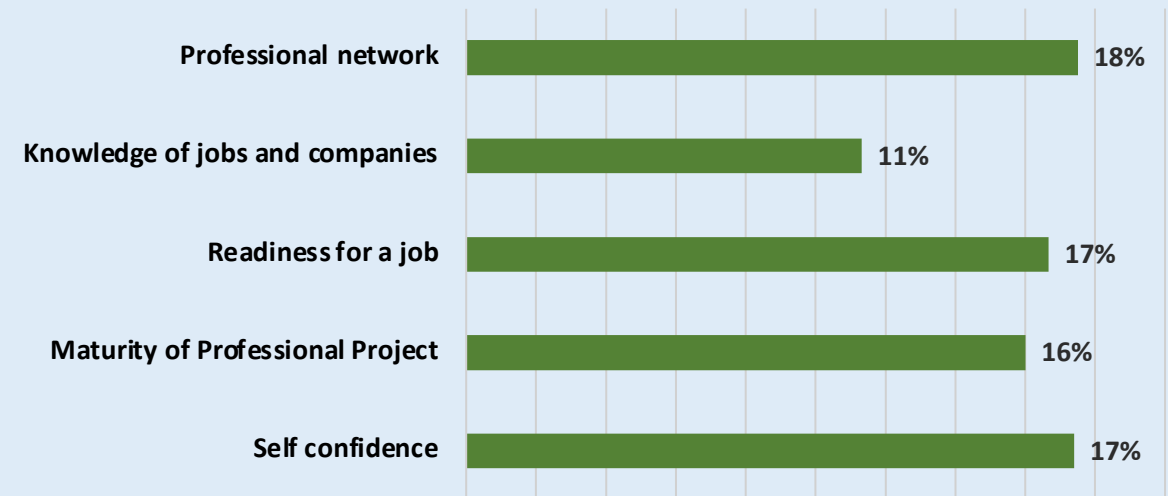
100% of the job seekers recommend Be.Face mentoring program!

Our job seekers are either recent arrivals in the country or have a migratory background. This is why an enhanced professional network is reported as the highest contribution.

Mentoring Benefits

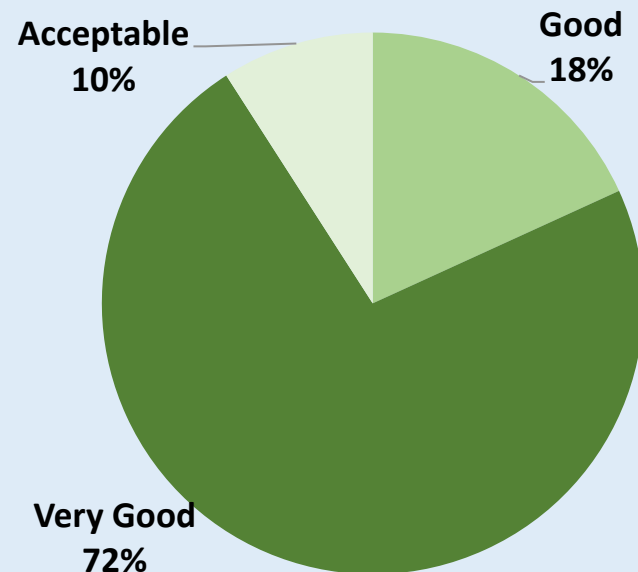


Improvements in %



Feedback from our mentors

90% of the mentors enjoyed their mentoring experience!



“ During these few months of mentoring, I have had the opportunity to discover Khoudia's very endearing personality and tried my best to assist her based on my personal experience of job hunting a few years ago, as well as my knowledge of the reality of the working world. We had very pleasant discussions. I was also able to connect Khoudia with two of my colleagues (one in HR for a mock interview, and the other for English practice). ”

Sarah Ribesse

Live feedback from our mentors

Nargisse – Mentor - Baker McKenzie
“... Les barrières socio-culturelles...”



[Click here for the video](#)

**Baker
McKenzie.**

100% of our mentors say
mentoring contributes to
their personal development!

Raphaël – Mentor - TotalEnergies
*“... Avancer dans une société plus
inclusive et plus diverse...”*



[Click here for the video](#)


TotalEnergies
FOUNDATION

The workshops

- ❑ 17 workshops for personal development and improved understanding of the job market
- ❑ 142 participants

A professional picture for your CV



“ It's important to take the plunge, to seize opportunities and not always set up barriers for oneself. Furthermore, it's important to integrate and build a network. It was truly a super interesting workshop to propose. ”

Workshops feedback from our mentees

- ❑ 92%: workshop met expectations
- ❑ 97%: good workshop content
- ❑ 95%: interesting subjects
- ❑ 86%: acquired new competencies

Various subjects covered

LinkedIn Profile, Network development, Self confidence, Mind mapping, Professional Photoshoot for your CV, Job Interview, Consultant job, Soft skills

The workshops

How to build a law student LinkedIn profile that sticks out!

Baker McKenzie - Clifford Chance - Collaboration Better The World



**Baker
McKenzie.**

CLIFFORD
CHANCE

CETW
A global tech company

“L'importance de discuter avec les personnes pour comprendre les réalités du terrain et nous faire connaître sans pour autant demander directement un travail.”

“I also thank you for giving me the opportunity to participate in various workshops and events, which, beyond personal enrichment, have provided me with the chance to learn a great deal about different aspects of the professional world.”

More opportunities!

Because our network of companies is strongly committed to Diversity, Equity and Inclusion, many of them go beyond mentoring, providing internships, student jobs and jobs to our mentees.

In 2023, **50 mentees** benefitted from these opportunities:

- 36 student jobs
- 11 internships
- 3 jobs

Thank you!

BAKER MCKENZIE * BNP PARIBAS FORTIS * CLIFFORD CHANCE
COLLABORATION BETTERS THE WORLD * DELOITTE * LINKLATERS
NAUTADUTILH * SOLVAY * TOTAL ENERGIES * WHYTE



Baker McKenzie Belgium

4,565 followers

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Welcome back [Lara Hajir!](#)

Having spent last September as a summer clerk with us, we are thrilled to have her back for an internship in our Employment team, along with her amazing mentor, [Caroline Serbanescu](#) and our Talent Manager, [Loes Vyncke](#). Stay tuned for more updates from [#beface](#) and [#bakermckenziebelgium](#)





Student job opportunities

“

Voilà mon mois passé chez BNP Paribas Fortis touche à sa fin! J'ai tellement appris et surtout apprécié travailler chez eux. J'ai rencontré des personnes formidables, des collègues incroyables ainsi qu'une très chouette atmosphère de travail. Les collègues sont toujours prêts à nous aider lorsqu'on est dans le besoin. De plus, je suis un cursus en économie-gestion à l'université, donc cette expérience de travail m'a permis d'être un peu plus proche du monde économique et de l'entreprise. Merci à Be.Face de m'avoir permis d'avoir cette opportunité chez BNP Paribas Fortis. Je suis contente d'avoir pu développer différentes compétences qui me serviront sans doute dans ma future carrière professionnelle .”

Charlyne



Student job opportunities

“

Excited to share that I've embarked on an enriching work experience journey a week ago as a student at Deloitte contributing to the IT-Checkpoint department! Learning, collaborating, and making the most of every opportunity. Grateful for this experience!”

Rabiatou

Deloitte.



Bright Future Event

An outstanding participation rate!

157 participants (99 in 2022, +58.5%)

- ❑ 77 students & job seekers
- ❑ 80 mentors & partners



Be.Face
 BRIGHT FUTURE
 Networking
 Event 2023

15/03 — 17.00 to 20.00
 with walking dinner

Come and meet
 mentors and mentees
 from our programs!





Bright Future Event

Successful SPEED MENTORING
8 tables: law, management,
communication/marketing, IT, HR,
finance, engineering, consulting.

2 or 3 mentors at each table to
welcome the mentees.



Some success stories

“ J'ai longtemps voulu avoir un mentor. C'est pourquoi j'ai décidé de rejoindre le programme Bright Future. Cela a été une expérience formidable et enrichissante. Le mentoring m'a permis de mieux connaître mes atouts, mes capacités et mon potentiel tout en découvrant le marché du travail. J'ai reçu un suivi personnalisé et des conseils précieux qui m'ont aidé à me développer tant aux niveaux personnel que professionnel. Je recommande Bright Future à toutes les personnes désireuses de mieux s'équiper face au monde du travail. ”

Anonymous- student – ULB - HR

“ When I first arrived in Belgium, things were pretty tough. The language barrier was real, and learning French became a priority. That's when I stumbled upon Be.Face. This incredible platform not only connected me with a language mentor, Eric, but also provided a professional mentor, Jimmy. Eric and I met regularly online, and thanks to his guidance, my French started getting way better. Meanwhile, Jimmy played a pivotal role in figuring out what path to take professionally and even assisted in getting my resume in shape and preparing for interviews. Even now, after all this time, I'm still in touch with Eric and Jimmy. They've been the backbone of my journey here, helping me navigate the challenges and find my footing in Belgium. A huge thanks to Be.Face for smoothing out my journey! ”

Yasin- student & job seeker - Refugee from Turkey

A few events...

The increased number of law student mentees is partially due to our participation in this event where we lead round tables.



TotalEnergies gave us the opportunity to be present at their **Action! forum** to recruit mentors and interviewers for our mentees.



Volunteering opportunity

Our business is very seasonal!

Job seekers register all year long, however 65% of our students register between October and December. To ensure that they are motivated and meet our diversity criteria, all mentee candidates go through an interview. We also do profiling to gather the necessary data for a proper mentor matching.

Several employees of our partnering companies decided to dedicate a part of their time to assist us in interviewing the mentee candidates. After a short 30-minutes training, they joined our interviewer pool. When we are overwhelmed, we reach out to them to conduct interviews, in the language they have selected.

This is a great and valuable experience for a direct contact with our future mentees, and a nice way to develop soft skills. Not to mention the great help provided to our small team!



Mentees attending a workshop at Collaboration Better The World

The network

a'k'kanto

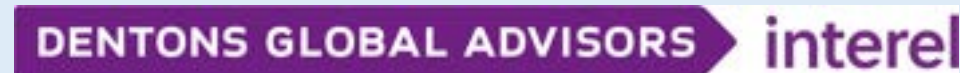
**Baker
McKenzie.**

Baxter

Befimmo



Deloitte.



Linklaters



Good food, Good life



Progress beyond



The Team

All committed for an amazing future for all!



Sophie Englebert
Managing Director



Maren Sigge
Bright Future Project
Leader



Evelyne Van Stappen
Job Academy
Project Leader



Laura Federici
Bright Future
Intern



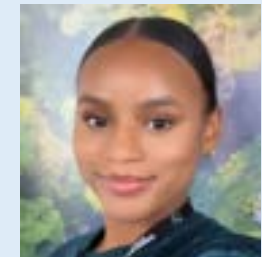
Kim Sa Ly Thuy
Ex-Communication
Leader



Jan Guns
KPI's, processes &
general support



Isabelle Sosnowski
Job Academy



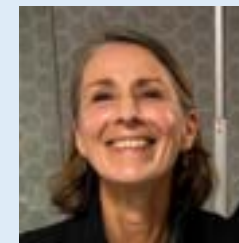
Soreah Biese
Bright Future
Intern



Jacques Escouflaire
Self development
workshops



Romain De Myttenaere
Bright Future
Interim



Norma Di Niro
Manager ad interim

Let's get in touch!

You are an employee of our member companies, and you would like to become a mentor?
You do not see your employer in our network, and you would like to become a mentor?
You are a student or job seeker? Motivated to get some help from a mentor?

Contact us at beface@beface.be

Register as student, job seeker or mentor: www.beface.be

You want to know more about us?



[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)



www.beface.be

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