



WELCOME
TO MAINZ!

ENJOY THE
PROGRAM

39th CEFEC CONFERENCE

CREATING ACCESS

JOB CARVING AND JOB CRAFTING

1 – 2 JULY 2025 | MAINZ, GERMANY

ACADEMY OF SCIENCES AND LITERATURE



Social Firms Europe
CEFEC

For more information visit
the Social Firms Europe
CEFEC Website



DEAR PARTICIPANTS OF THE CEFEC CONFERENCE,

It is my pleasure to welcome you to the CEFEC Conference 2025 **‘Creating Access: Examples of workplace design for target group employees: Job Carving and Job Crafting’** in the vibrant city of Mainz. Together, we explore inclusivity and social entrepreneurship – forces that transform lives and communities.

Mainz, with its rich history and stunning Rhine River setting, provides the perfect backdrop. This dynamic city blends innovation with tradition, offering opportunities to connect, explore, and find inspiration.

This conference is more than exchanging knowledge; it is about forging connections and taking action toward a more inclusive world. Small, meaningful steps drive change, and together, we can make inclusivity a standard in every sector.

Let us reflect on how our collective efforts contribute to a better future. As individuals and as a European network, we have the power to create impact – one initiative, idea, and collaboration at a time.

I am confident that CEFEC Conference 2025 will inspire, challenge, and empower us. Over the coming days, I encourage you to engage in discussions, embrace new perspectives, and expand the impact of your work.

Thank you for joining us in Mainz. Let us make this conference a milestone in our shared mission for a more inclusive world.

Alexander Tränkmann

Head of the Inclusive Business Gastronomy Division at gpe –
Gesellschaft für psychosoziale Einrichtungen gGmbH Mainz
2024-2025 CEFEC President



JULY 1ST PROGRAM

8:30 – 9:30

Reception

Registration of delegates and distribution of materials

9:30 – 10:30

Opening Session

Welcome, Greetings and Introduction of the Moderation Team

Opening Panel Discussion

- Felicitas Kresimon
↳ *General Secretary of CE FEC*
- Hubertus Heil
↳ *Federal Minister of Labor and Social Affairs*
- Jürgen Dusel
↳ *Federal Commissioner for the Disabled*
- Katrin Langensiepen (requested)
↳ *Deputy Chairwoman of the Committee on Employment and Social Affairs of the European Parliament*
- Michael Hamm
↳ *Chairman of the Supervisory Board of gpe*
- Ellen Kubica
↳ *State Commissioner for the Disabled*
- Dörte Schall
↳ *Minister of Labor and Social Affairs, Rhineland-Palatinate*

10:30 – 10:45

Introduction to Stereotypes

10:45 – 11:15

Job Carving and Job Crafting – Anette Scoppetta

↳ *European Center of Social Welfare, Policy and Research, Vienna*

11:15 – 11:30

Discussion / Questions

11:30 – 12:00

Coffee Break

12:00 – 12:30

How can vocational assessment help identify the optimal job match and ensure long-term placement for the target group? – Ute Fagner

↳ *ATRIUM of gpe*

12:30 – 13:00

Discussion / Questions

13:00 – 13:45

Lunch

13:45 – 14:15

The Impact of Social Firms in Germany: Social, Economic and Fiscal Perspectives

– Claudia Rustige

↳ *bag if*

14:15 – 14:45

Data-Driven Decision-Making in Job Carving and Job Crafting – Ophir Peleg

↳ *Shekulo Tov Israel*

14:45 – 15:00

Discussion / Questions

15:00 – 17:00

Dialogue groups

Job Carving and Job Crafting – Exchange of Experience (English):

- Hospitality – Alexander Tränkmann
↳ *Hotel INNdependence / Embrace Hotel Association*
- IT-Recycling – Kai Keune
↳ *AFB*
- Retail Grocery – N.N.
↳ *N.N.*
- Gardening and Landscaping – Michael Scheer
↳ *Gemüsewerft*
- Communal Catering – Grischa Wolf
↳ *LKS*
- Circular Economy (CE) in Textiles – Marinka Vovk
↳ *Center ponovne uporabe*

Job Carving and Job Crafting – Exchange of Experience (German):

- Workload in inclusive companies (ageing employees, technical possibilities) – N.N.
- Is a transition from a social firm to the primary labor market possible and beneficial? – N.N.

Study visits:

- Hotel INNdependence
- Organic supermarket ‘natürlich’
- Beekeeping project

17:00 – 18:00

Presentation of Results (excluding study visits)

18:00

End of Program

19:30

Dinner at Restaurant Citadelle

For the members of bag if and CE FEC, as well as reserved guests

WITH BARRIER-FREE ACCESS!

JULY 2ND PROGRAM

9:30 – 10:15

Practical Examples of Supporting Employers in Creating or Securing Jobs for People with Disabilities – Takis Mehmet Ali (requested)

Director of the Regional Association of Westphalia-Lippe

10:15 – 10:30

Discussion / Questions

10:30 – 11:30

Presentation of Results

CEFEC Academy, 4th Edition

11:30 – 12:00

Keynote: AI – Opportunities for Inclusion

– Dr. Berit Blanc, Verena Anton, Susan Beudt, Lidia Garoscio

KI-Kompass Inklusiv

12:00 – 12:15

Discussion / Questions

12:15 – 12:30

Announcement of Prize Winners for the 'EcoEurope Selfie Challenge – Social Firms on the Move'

12:30 – 12:50

Summary and Closing Remarks

12:50 – 13:00

Outlook: CEFEC Conference 2026

13:00 – 13:30

Lunch

EITHER

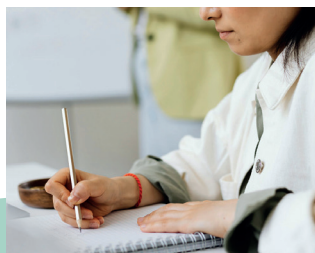
13:30 – 14:00

General Assembly

OR

13:30 – 16:30

City Tour



THANK YOU FOR COMING

YOUR HOST GPE

For 40 years, gpe has promoted an inclusive society in Mainz and beyond, offering people with mental disabilities work and social opportunities. With a strong network, it develops innovative projects recognized internationally.

gpe values equality, regardless of disability, origin, gender, or beliefs. Its vocational rehabilitation services help people build career prospects and integrate into the labour market or training.

CONTACT US

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WE HOPE
YOU ENJOY
YOUR STAY



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