passwerk

CORPORATE PRESENTATION

*Passionate about the talents
and performance of
people with autism*

2020

Our services

Software testing

Quality assurance

Software development

110
Software testers and QA

12
Software developers

Faster and **better**

On site and **on remote** service

4
offices

+200
clients

Career-long **job coaching**

Software testing

Our consultants have very specific talents that they can use to the full within their function as software test engineers. This produces excellent results. The success of our approach is the result of competency management combined with tailor-made solutions. An excellent match between talent and task content lies at the core of this. Firstly, our software test engineers make a difference because of their extremely fast working speed in practice. On average, they work faster than someone without autism, and do not let quality suffer as a result of this. This unrivalled focus on quality and detail is a direct result of the way they process information. While certain bugs are overlooked by others, our testers usually see them, which increases the quality of your software. While your employees are relieved of certain responsibilities, allowing them to focus on their most important core tasks, our specialist testers work in a very conscientious and focused manner. Furthermore, they always strive to achieve perfection. Their intellectual and practical ability at bachelor/master level and their strong affinity with ICT also means that they can assist you with your test challenges. In "plan A", our consultants work mainly on site at our customer's location. If this offers clear advantages for both parties, they can also work remotely for you from one of our four offices. In that case, we can also perform very short-term projects.

Quotes

"We have worked with various consultants who have contributed enormously to lightening our teams' workload for years now. Our staff have full confidence in the productivity and quality of the work delivered."

"The consultant has truly added value to our application, an e-commerce application, which they tested in detail and in which they identified errors. And that translated into enormous added value."

"Our experience with Passwerk is that they always provide very motivated people who are perfectionists and provide good test support. They also have the ability to look at a process critically."

"In recent years, our organisation has employed a lot of Passworkers who have made a huge difference. They are meticulous and find errors that others do not."

"Consultants work meticulously and rigorously and see no problem in repeating the same tests from scratch every day. Thanks to Passwerk, I sleep well at night."

"Where others would go mad, they just keep going. What this staff does is incredible. They really have the perfect profile to run tests."

Quality assurance

Our consultants' excellent sense of detail and efficiency means that they notice every detail and work very meticulously. They are very valuable assets that are truly beneficial in specific areas, such as when having to process data quickly and correctly. Our consultants stay concentrated and are able to maintain their focus like no other, even with highly repetitive work or when following strict procedures. Quality Assurance assignments are often very time-consuming and are usually considered boring and demotivating. Other employees typically consider these tasks unpleasant and fail to find the necessary time for them. Because this type of assignment comes in many different forms, it is highly likely that our consultants will be ideal for these assignments. They gladly take on such responsibilities and will complete these assignments for you in a structured manner, quickly and without any loss of quality.

Examples include

- Creating user manuals
- Data cleaning
- Data or text migration
- Data checks and correction according to certain criteria
- Data input
- Entering and testing data in your new website's CMS
- Interactive data scanning

- Recognising certain items on images
- Enrichment of invoicing data in connection with digitalisation
- Upgrade to a new version of Windows (configuration)
- Insertion of metadata for intranet
- Monitoring activities

- Anonymisation of documents
- Practical management of different systems (e.g. access, permissions)
- Running standard reports
- Updating data, files, etc.
- Administrative processing of all kinds of data (in the context of specific client campaigns)

Quotes

"We enjoy working with your staff, because they get the job done perfectly."

"I have had extremely positive experiences with Passwerk: your staff can concentrate much longer and can focus more intensively, which is not always self-evident in other staff. They work more precisely and are more perfectionistic than others."

"Their special abilities mean they can process almost twice as many assignments as other colleagues in a day."

"We noticed that other staff were struggling to do the same work all day long. Working with Passwerk proved to be a highly efficient solution."

"The productivity of Passworkers was almost twice as high! It wasn't just the quantity; the quality was excellent too. They worked extremely well."

Software development

Skilled software developers are prize game in the labour market. Highly sought after, but also very hard to find. However, there is a group of qualified developers with autism who, despite this "war for talent", are typically confronted with a difficult job search. It is for these rough diamonds that we want to find a well-deserved place in the professional labour market. Our software developers excel in the efficient development of high-quality software. Their logical thinking results in logically built and developed software. Furthermore, they follow the rules and procedures like no other, which results in extremely clean code. Their linguistic thinking and logical reasoning tie in perfectly with programming languages. Their generally well-developed creativity is strongly expressed when conceiving new software solutions to particular challenges. Their need for structure also means that they have an eye for the proper documentation of the developed application.

We are looking for jobs of at least 6 months for our software developers. They can work for you both on site and remotely.

Right Person
Right Place

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Setting up a partnership based on trust that exceeds expectations, time and again. To deliver on this pledge at every turn, Passwerk offers a package of services that leaves nothing to chance.

Thorough -going Selection

01

As a service company, Passwerk is proud to deliver services **that exceed what is considered to be 'market-compliant'**. To achieve this aim for every customer, Passwerk can rely on high-level test engineers who have the reasoning and actioning skills of a **Bachelor or a Master.** Our employees go through a two-month screening and selection procedure, which is your guarantee that the selected test engineer(s) complies with all pertinent requirements.

Professional training

Our partner gives our test engineers an **intensive training course** in preparation of ISTQB certification. In addition, they receive a training course in test design, test management (Quality Centre) and test automation (QTP) tools, rounded by a basic training course in SQL, Selenium, TestLink, XML and Agile.

02

- API-testing, webservices, SoapUI
- Java basics / Maven
- TDD / BDD - Cucumber
- Selenium
- Git / Docker / SSH
- UI / UX design principles - HTML / CSS

Matching

03

Passwerk delivers services **tailored to your needs.** After we have sat down with you to discuss the assignment for which we will be committing our test engineer in practical terms, we then proceed to find the right match between the assignment and one of our test engineers in consideration of every available information, including the experience levels, profiles and specific skills of our test engineers. If we are unable to guarantee that we will be able to meet your expectations based on the information available, we will thank you for the confidence shown and respectfully decline to go ahead with the partnership. If there is one thing we will pass up on it is the risk of compromising on quality and customer satisfaction.

Job coaching

From the perspective that the specific profile of our test engineers is such that in a lot of cases all they lack is just a degree of self-reliance to be able to find their feet on the labour market on an individual basis, our job coaches are on hand to deliver the **relevant support**. Their coaching efforts are individually tailored, which boils down to: no more than necessary, nor any less, i.e. in all cases in consideration of the test engineer's profi le and concrete needs.

04

05

Preparing the test engineer

When the assignment is in keeping with the skills of our test engineers, the job coach will come out the prospective customer's business premises for a brief site survey, mapping the working environment and the business culture in which our people will be performing their duties. This information is factored in as part of the matching process between the assignment and the test engineer. As soon as we have established which test engineer is best suited to handle the duties involved, he or she is prepared for the job ahead. Before embarking on the assignment, we take the test engineer through the workplace travel, the job content of the assignment and the conditions in which he or she will be working. If desired, we also set up a brief introductory meeting beforehand. The first (half) day, the job coach is in attendance to make sure the test engineer gets off to a good start, making sure the working relationship goes smoothly and efficiently from day one.

Preparing the customer

Even the feedback from our customers goes to show that as a rule our test engineers have no problem integrating as part of the team, we do find it is important that our new customers are properly prepared for the future partnership. Prior to the working relationship getting under way, one of our job coaches will deliver **a short presentation** on autism spectrum profiles (ASP) for the benefit of the test engineer's future colleagues. The idea is to familiarise the consultants colleagues with ASP by presenting a realistic picture of what ASP entails.

06

07

SPOC

One final and important aspect of the services we provide is the appointment of a SPOC (**point of contact**) for our test engineer. This person does not need to have a specific profile, although he or she does need to be aware of the nature of the assignment and the duties of the test engineer. Which means he or she needs to be available and prepared to provide a word of explanation if this should be necessary.

Service delivery model

On - Site

The ideal situation for our test engineers is to come and work at your office. This comes with the added benefit is that they are part of the team and the lines of communication are kept short. Working on-site also gives our test engineers a close sense of connection with the customer.

08

Test Factory

If accessibility constraints or the nature of the assignment is better suited to having our test engineer perform his/her duties from our Test Factory in Berchem or Hasselt, then obviously we are happy to set him or her up at either of our Test Factories. These premises are well equipped with eight configured computers that are available from 09.00am to 05.00pm. If you like, you can configure two computers on a temporary basis to suit your needs, no later than one week before the assignment is set to get under way. After the assignment has been completed, we will expect you to return any PCs configured by yourselves to their original configuration. Needless to say, you will be expected to coordinate the testing duties. If you prefer, this can be outsourced to a test coordinator of our partner, subject to a supplement. One of our job coaches is in attendance on the day the assignment gets under way. Needless to say he or she will continue to coach our test engineer throughout the course of the assignment.

Time and Material

Our test engineers are committed on a per diem basis. As such, the bill sent to you is based on the number of days worked multiplied by this per diem rate. Full-time secondment of a test engineer means 38 hours a week.

Expert advice

Passwerk is keen to keep its finger firmly on the pulse of the market, and stay in close contact with its customers and senior managers to enable us to continue to act in response to their needs. With this aim in mind, we set up an **advisory committee** in April 2009. From January 2017 forward, the committee's composition is as follows:

Katia Battheu
Director Customer Service Center, Proximus

Tom Beeckmans
Director Product Management and
Technology, Wolters Kluwer Tax & Accounting

Stijn Bijnens
CEO, Cegeka

Brigitte Buyle
CIO, Ethias

Jo Coutuer
Chief Data Officer, BNP Paribas Fortis

Philip De Bie
VP accessories & CIO, Picanol

Gerdy De Clercq
CIO, Fednot

Frank De Saer
CEO, Atrias

Geert De Wilde
CEO, Nxtport

Philip Dumortier
ICT Directeur, FOD Buitenlandse Zaken

Nancy Kuhn
IT/IS Cluster Director West Europe, Securitas

Pieter Lenaerts
Directeur ICT, Agentschap Binnenlands Bestuur

Reinhart Maertens
CIO, UZA

Frank Robben
CEO, Smals

Ingrid Vanden Berghe
Administrateur-Generaal,
Nationaal Geografisch Instituut

Barbara Van Den Haute
Administrateur-generaal,
Agentschap Informatie Vlaanderen

Gert Vanhaecht
CIO, Belfius Insurance

Wim Van Heesbeke
CIO, MLOZ

Kristel Verwaest
ICT Architectuur en security, Fluvius

Gains, not only for you

Passwerk is a business that harbours a lot of ambitions, dreams and ideals. First and foremost, these ambitions, dreams and ideals are economic in nature. But working with Passwerk also means contributing to ambitions with a social dimension.
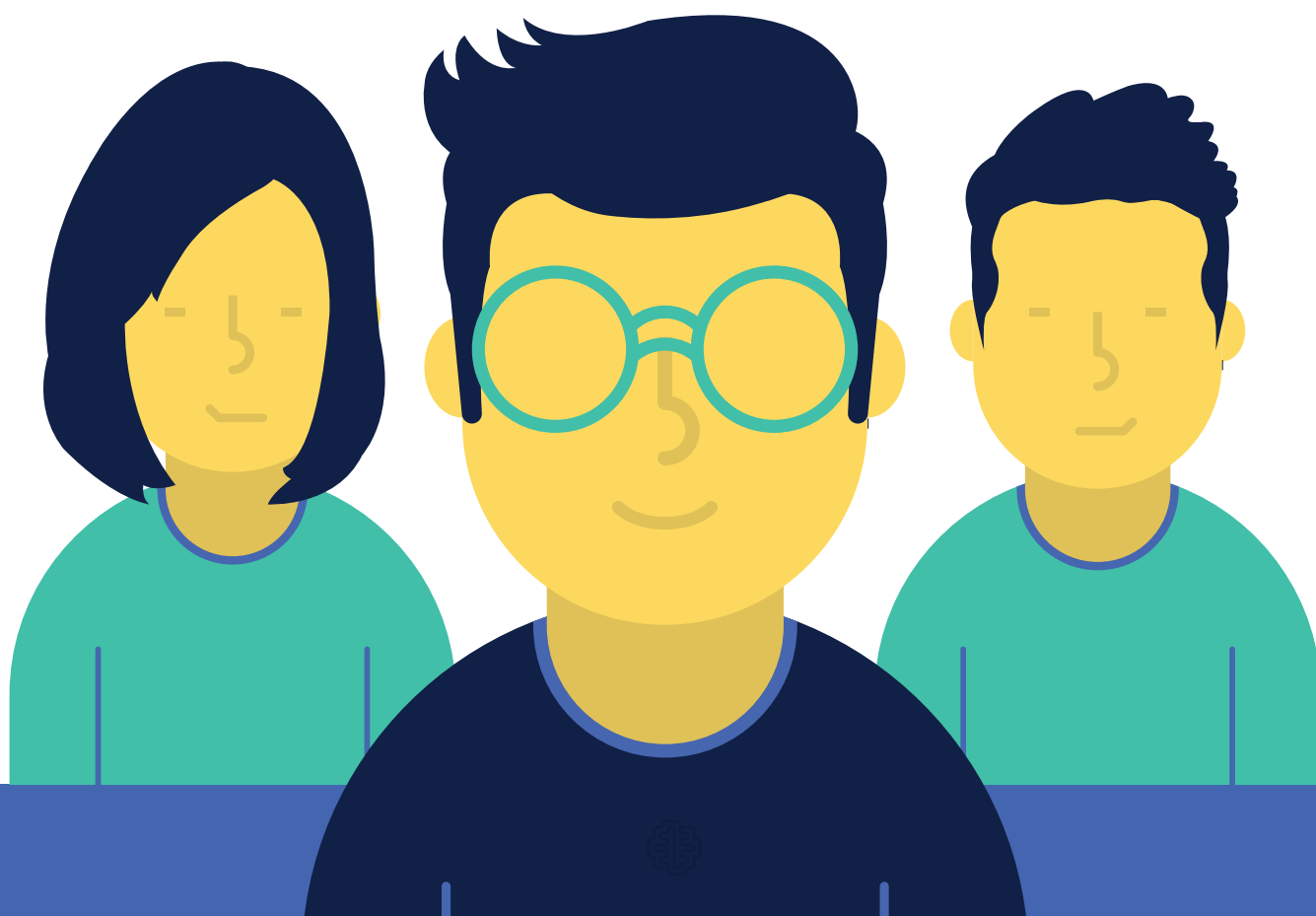
For society

Prior to joining Passwerk, the people we employ often relied on welfare benefits. Courtesy of their job at Passwerk, they acquire a degree of economic independence, relieving society from its duty to provide for groups of fellow human beings who are unable to fend for themselves financially. The social integration of people affected by an autism spectrum disorder through a job at Passwerk undoubtedly has a favourable impact on other, non-employment related outlays, such as (physical and mental) health care expenses for instance.

For consultants and the people around them

Passwerk's success enables us to provide people with an autism spectrum profile prospects of the kind of social position they deserve. By providing them with fully-fledged employment and a matching income, they feel appreciated and included as members of society. This also sees them mustering the courage to come out as people with an autism spectrum profile and to shake off the stigmatising tag placed on them.

For people with an autism spectrum profile

Courtesy of its vision and concrete approach, Passwerk is able to provide the market with quality test manpower resources. The profits generated from these business activities are used to underpin the social purpose that has been laid down in the company's articles of association as our stated object.

Raising awareness

Since Passwerk was established, drawing on various channels to inform the general public and to remove the tag that attaches to people with an ASP has been a challenging goal. Building a truthful and positive public image and highlighting the impressive skills and talents of this group of people on the labour market is our main goal in this respect. In doing so, we have set up a variety of schemes and called on a range of media, including:

Books

Various books that have been published have all taken a closer look at Passwerk

Information stands

We have been present at various events across Flanders

Visits

King Albert II, Queen Paola and various Ministers, among many other dignitaries, have all visited our offices

Passwerk award

Each year, the best Master's thesis on the topic of autism is singled out for praise by a jury

Presentations

Passwerk has been presented to highly diverse groups at local and international level

Passwerk Lifetime Achievement Award

The purpose of the PLAA is to honor and acknowledge that person who, in an extraordinary way, has made himself worthy for people with autism

Media

Newspapers and magazines, radio, TV and social media have all heaped a considerable amount of attention on Passwerk

ICT Community for ASD

Fund established by Passwerk within the King Baudouin Foundation to provide financial support for various projects related to autism

Timeline - some highlights

13 February 2008

The formation of Passwerk CVBA (a cooperative society with limited liability) with a social purpose, with the official signing of the deed of formation before the notary. The company was established in the GOB De Ploeg buildings in Brasschaat.
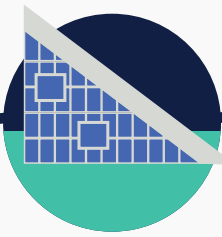
February 2009

Passwerk wins its **first prize!** It's a diversity award, out of category.

March 2010

King Albert II and **Queen Paola** visit Passwerk in Berchem.

May 2015

Official opening of Passwerk's **second branch** (Hasselt). A **third** and **fourth** branch were also opened in Roeselare (April 2018) and Brussels (February 2019) respectively.

November 2013

The first Passwerk prize was awarded to Marijke Kinnaer for her Master's thesis 'Autism from above or from within - architecture based on testimonies of (young) adults with ASD'.

February 2012

On Passwerk's initiative, the **'ICT Community for ASD'** was set up within the King Baudouin Foundation. Passwerk will live up to its commitment to profit appropriation through payments into this fund.

February 2016

TRplus was formed on Passwerk's initiative.

November 2017

Award of the **first Passwerk Lifetime Achievement Award** to Kristiene Reyniers (Ergasia)

March 2019

Passwerk wins **Social Innovation Award 2019** – Computable

Diversification through sister company TRplus

Our story is still far from over.

Passwerk's core objective is to offer as many people with an autism spectrum profile as possible their deserved place in the regular economic circuit. We can achieve this by focusing on areas in which the specific qualities of this group of people excel. This unique symbiosis is very obvious within the positions of software test engineer and software developer. This has been our focus since Passwerk's foundation in 2008. Of course, many people with autism prefer other activities, outside computer science.

Our great ambition to expand Passwerk's activities to other sectors, in which this group's qualities also have a strong added value, came to fruition at the beginning of 2019. In cooperation with security company G4S, specialised selection and coaching was conceptualised to prepare people with autism for the position of X-ray screener at the national airport.

We are firmly convinced that there are a great many other sectors in which autistic people can surpass themselves and claim their place in the professional labour market. In the future, we will continue to evaluate various avenues in search of new opportunities.

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