

# Competent based matching

## Competent

POLICY INSTRUMENT

 Belgium

## Description

Country  **Belgium**

### Focus area

#### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The Competent matching system is a database system. This system is the foundation for the competent based matching approach adopted by the VDAB. Employers provide information on vacancies and competencies they need. Employed adults can use the database to make a competency profile or gather information. Jobseekers can use the database to determine what competencies they need.*

### Implementation level

REGIONAL

### Legal base

The most recent legal base for the initiative is to be found in the policy document 2019-2024 of the Department of Work and Social Economy (Beleidsnota 2019-2024 Werk en Sociale Economie)

### Starting period

2016

### Policy area

EDUCATION

TRAINING

EMPLOYMENT

### Funding

#### FUNDED BY REGIONAL GOVERNMENT

*The Flemish government funds VDAB*

# Skill mismatch

## Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

## Skills matching focus

### UPSKILL OR RESKILL EMPLOYED ADULTS

*Employed adults can also use the database to make a competency profile or gather information on reskilling or upskilling based upon the vocational skill fiches as part of lifelong learning (levenslang leren).*

### UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*Jobseekers can use the database to determine what competencies they need (upskill, reskill) in order to qualify for a specific job and can communicate their competencies by making a competency based job profile for matching purposes.*

### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Employers provide information on vacancies for the database and can use it to communicate what competencies they need.*

## Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

# Methods

## Methods

### REAL-TIME LABOUR MARKET INFORMATION (E.G. BIG DATA ANALYSIS OF JOB ADVERTISEMENTS, CVS)

*Employers and job seekers contribute to continued development of the career fiches, as well as the social partners and the VDAC team on the database*

### OTHER

*In developing the Competent database, which forms the basis for the*

*competent based matching approach, the SERV utilised the French databased RÔME as its starting point. The French PES shared the database with the SERV to use and potentially harmonise qualification and career fiches in the future to promote cross-border labour mobility.*

## Use of skills intelligence

### INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

*The instrument allows job seekers and enterprises to communicate which skills and competences they have and which ones are needed, and feed this information into the Competent database using career fiches.*

### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*Based on the information from the database, competent based matching takes place, and the PES decides on which specific services are required to help a job seeker (which trainings or courses may be required, which career or specific enterprises may be suitable, etc).*

### INFORMING AND TRAINING CAREER GUIDANCE AND COUNSELLORS

*This database of career fiches is used in the employment services to match job seekers to enterprises.*

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*Job seekers can use the database to find out which jobs are a fit for them based on their competencies or which competencies they need to obtain for a specific job.*

## Stakeholders

### Main responsible body

#### REGIONAL PES

*VDAB (Flanders PES)*

### Other involved organisations

#### REGIONAL MINISTRY

*Competent based matching and the development of one competency language is a central part of The Flemish government's policy plans in the field of work and education (also lifelong learning)*

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*Social partner are involved in defining, drawing up and updating the career fiches in the database*

#### SOCIAL PARTNER: TRADE UNION

*Social partner are involved in defining, drawing up and updating the career fiches in the database*

#### NATIONAL PES

*Pole Emploi, the French PES, is a partner in the initiative, the french ROMEv3-fiches which are adapted to the Belgian labour market are the basis of the database.*

#### REGIONAL PES

*VDAB uses the database as the basis of their services.*

#### OTHER

*Synerjob (the Belgian association for the regional public employment services consisting of VDAB, Le Forem, Actiris, Bruxelles Formation and ADG) are involved in defining, drawing up and updating the career fiches in the database.*

### Beneficiaries

#### OTHER

*Intended beneficiaries are both job seekers and enterprises. The instrument helps job seekers to communicate which types of skills and competences they have, and allows enterprises to communicate which types of skills and competences they need.*

## Sustainability

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### Success factors

There is no available information on the success factors

### Barriers

There is no recent information on barriers in the implementation. With the initial implementation in 2016 the stakeholder and especially social partner collaboration had been problematic and therefor a barrier.

### Monitoring and evaluation

It appears there have not been evaluations of the development or effectiveness of the competent database.

### Updates

#### YES

*The database itself is frequently updated. The competency language Competent 2.0 has created better usability, better adapted to the current labour market reality and more flexible update mechanisms to it keep it relevant. The competence finder (competentiezoeker) was developed to automatically recognise relevant competences on the basis of text (e.g. a CV, profile description, training content, etc.)*

### Effectiveness

There is no available information on the effectiveness of the initiative, the continued emphasis on competency based matching

and the shared competency language in Flemish policy suggests it is considered an effective approach.

### **Sustainability**

It is plausible the instrument will continue to be improved and used in the next years as competency based matching has become a central part of the Flanders labour market policy and most recent policy documents express the goal to further develop one competence by all actors on the labour market. The instrument has also been transferred to another EU member state, the Dutch PES, UWV, as of 2021.

## **Other instruments in Belgium**

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- [Employment and Trade/Professions Directory](#)  
Répertoire Emplois Métiers (REM)
- [List of professions with worker shortages](#)  
Knelpuntberoepenlijst
- [Local 'Basin' Authority for Qualifying Education, Training and Employment](#)  
Instance Basin Enseignement qualifiant – Formation – Emploi (IBEFE)
- [Online Courses](#)  
Online Cursussen
- [Promising Professions](#)  
Métiers Porteurs
- [view.brussels](#)  
view.brussels