

# List of professions with worker shortages

## Knelpuntberoepenlijst

POLICY INSTRUMENT

 Belgium

## Description

Country

 **Belgium**

Focus area

### MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

*The VDAB (Flemish service for employment and vocational education), the Flemish PES, publishes a yearly study on professions for the Flanders region. The study lists all professions for which there is a shortage in workers and what causes these shortages. There are three possible causes for shortages identified in the list: quantitative shortage, there are too few candidates available due to a lack of young people choosing to train for them or the lack of training programmes; qualitative shortage: candidates do not have the required skills; specific working conditions such as weekend work, low pay, physically demanding.*

Implementation level

REGIONAL

Legal base

Bringing labour market supply and demand together is one of the primary tasks of the VDAB (Flanders PES). This is the legal base for their yearly labour market analysis of professions with worker shortages

Starting period

1989

Perspective

NO

Policy area

EDUCATION

TRAINING

EMPLOYMENT

## Funding

FUNDED BY REGIONAL GOVERNMENT

*The regional Flanders government funds the VDAB*

## Skill mismatch

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### Skill mismatch target

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

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

### Skills matching focus

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*Jobseekers can use the list to make a decision to upskill or reskill in an in demand profession*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*The initiative addresses skill shortages and serves as input for initiatives and policy to remedy those shortages such as the competent database.*

### Skills delivered

JOB SEARCH SKILLS

CAREER MANAGEMENT SKILLS

## Methods

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### Methods

EXPERT PANELS

*The qualitative component of the analysis consists of consultation with sector organizations and VDAB experts on the topic.*

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

*The quantitative component of the analysis consists of a statistical analysis of the job vacancies and jobseekers registered with VDAB*

### Use of skills

Please select the most important options and explain how the labour

## intelligence

market information (LMI) has been used (maximum 50 words)

### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*Based on the study the VDAB in cooperation with RVA (National Service for Employment) draws up a list of relevant training programmes which registered job seekers can follow free of charge to obtain the necessary skills to qualify for a profession in which there are worker shortages*

### INFORMING DECISIONS ON COURSE FUNDING/PROVISION

*The VDAB uses the study as input for its own policy implementation which entails the priority deployment of resources (training courses, collaborations) on the professions for which vacancies are most difficult to fill*

### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*List of professions with worker shortages informs job seekers about professions in which there are shortages and therefore higher chances to find a job. Based upon this information job seekers can decide to reskill or upskill by enrolling in one of VDAB training programmes*

### OTHER

*The Flemish government, the department of Work and Social Economy, uses the information to make policy in the field of work and vocational training.*

## Stakeholders

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### Main responsible body

#### REGIONAL PES

*VDAB (Flanders PES)*

### Other involved organisations

#### REGIONAL MINISTRY

*The Flemish government has a role in the initiative as end user of the yearly study*

#### REGIONAL PES

*The initiative has been developed and implemented by the VDAB*

#### TRAINING PROVIDERS

*Based on the list training programmes that train for professions with worker shortages are selected.*

#### OTHER

*sectoral organizations have a role in the expert panels used as part of the yearly study*

## Beneficiaries

### OTHER

*The intended beneficiaries of the initiative are unemployed job seekers and employers in sectors experiencing shortages of skilled workers. Additionally the Flanders regional government, the department of Work and Social Economy, uses the information to make policy.*

## Sustainability

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### Success factors

There is no available information on success factors in the implementation.

### Barriers

There is no available information on the barriers of implementation. There is however information available on the barriers of the methodology behind the study, one being it is only based on the vacancies known to VDAB.

### Monitoring and evaluation

The last time the initiative was evaluated was in 2014 when the Belgian Court of Auditors published a research report on the quality of the policy information List of professions with worker shortages produced by the yearly VDAB study among other things.

### Updates

#### YES

*The yearly study on professions with worker shortages has existed since 1989, since the start of the yearly study the methodology of the study has continuously been finetuned. Most significant has been the qualitative component of the analysis in which sectoral organizations are included. Additionally when the competent database was introduced (2016), the study became input for the database.*

### Effectiveness

Since the yearly study by VDAB is a main initiative that provides information on skills shortages the effectiveness of the measure is found in its use for other programmes.

### Sustainability

The study is part of the core business of the VDAB and it is expected that for the Flanders Region the yearly study will remain to the main source of information on skills shortages.

## Other instruments in Belgium

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- [Competent based matching](#)  
Competent
- [Employment and Trade/Professions Directory](#)  
Répertoire Emplois Métiers (REM)
- [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