

Online Courses

Online Cursussen

POLICY INSTRUMENT

Description

Country**Belgium****Focus area****KEY TRAINING POLICY MEASURE**

The instrument aims to provide online courses to adults who wish to improve existing skills or learn new ones. The instrument aims to help working adults to stay employable and active on the labour market by giving them easily accessible options to learn skills across a broad variety of subject areas.

Link<https://www.vdab.be/onlineleren>**Implementation level****REGIONAL****Legal base**

This is an initiative by the Flemish public employment service, the VDAB.

Starting period

This initiative was planned as early as 1999. This measure in its current form was introduced and fully operational in 2007.

Perspective

Broadly speaking the initiative is based on the forecast that digitalization and automatization will greatly affect needed competencies in the future which in 2019 as was articulated in the 2019 Flemish government coalition agreement.

Policy area**EDUCATION****TRAINING****DIGITAL ECONOMY**

SOCIAL INCLUSION

Funding

OTHER

Funded by the PES itself, VDAB is the initiating organisation and is responsible for the funding, design and delivery of the online courses.

Skill mismatch

Skill mismatch target

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

The instrument provides workers with the tools to improve their own skills and competences and thus their employability. The VDAB provides the courses easily and it is made accessible to working adults as well in that they are available online.

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

The instrument provides job seekers with the tools to improve their own skills and competences and thus their employability. The VDAB provides the courses easily and it is made accessible to working adults as well in that they are available online.

Skills delivered

The initiative delivers a broad range of skills depending on the course chosen. In the development of new courses in 2019 there was a focus on digitalization regarding the development of new courses and adjusting courses

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

GREEN SKILLS

JOB SEARCH SKILLS

Methods

Methods

OTHER

The main rationale for this instrument is to improve the competences and employability of workers and job seekers in Flanders. It makes use of LMSI available to VDAB and the courses are created in collaboration with all relevant stakeholders.

Use of skills intelligence

DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

new online courses are developed at the hand of LMI on professions/sectors in which there are shortages of workers

INFORMING DECISIONS ON COURSE FUNDING/PROVISION

The available LMI dictates on which topics courses are developed and provided

Stakeholders

Main responsible body

REGIONAL PES

VDAB, Flanders PES

Other involved organisations

Competence organisations and partner schools and education institutions and social partners are involved in designing the courses and materials. This is done in collaboration with the VDAB who then takes and keeps full responsibility for the courses and provides participants with recognized certificates of completion.

SOCIAL PARTNER: EMPLOYER ORGANISATION

SOCIAL PARTNER: TRADE UNION

TRAINING PROVIDERS

RESEARCH CENTRES, UNIVERSITIES

Beneficiaries

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

The intended beneficiaries are employed people (as part of the life long learning programme) who can sign up for online courses for free of the decide to do so. In 2019 approximately 33% of the participants in the

courses was employed

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

The intended beneficiaries are employed people (as part of the life long learning programme) who can sign up for online courses for free if they decide to do so. In 2019 approximately 33% of the participants in the courses was employed

OTHER

Job seekers are also intended beneficiaries of the online courses. In 2019 approximately 66% of the participants in the courses were job seekers

Sustainability

Success factors

The continuous focus on improving the catalogue of courses available, their integration in employment services offered, and the fact that the courses are free, are key success factors. Additionally, for most courses no papers or downloadable items are required so that individuals can easily access and pick up the course at their own pace and at their own convenience.

Barriers

There is no clear indication that there are current barriers to the continued implementation of the online courses.

Monitoring and evaluation

The VDAB monitors the number of people who take part in different online courses on a continuous basis and checks the number of participants four times a year. Due to the pandemic there was a rise in participants, between March and August 2020, more than 52,000 unique trainees registered with VDAB for online training.

Updates

NO

The catalogue of courses is regularly updated and expanded with new courses based on current labour market trends and skills for the future. In 2019, VDAB developed 34 new or renewed online courses in various fields, including business support logistics, retail and accountancy and range of videos was expanded significantly with 11 new interviews and 37 new instructional videos for the construction and digitalisation sectors. The latest available information states that in 2020, 72 completely new courses have been added, 104 courses received an update and were completely renewed and 176 new modules were added. Currently VDAB offers over 300 online courses and 116 online workshops

Effectiveness

The VDAB provides information on the performance of the online courses in their annual report (the most recent available report dates 2019). In 2019 75,2% of registered job seekers indicated they were satisfied with the e-learning possibilities. In 2019 49982 people followed an online course and 9.486 people followed an online

workshop. Information about the first half of 2020 indicate over 90.000 people enrolled for an online course

Sustainability

The online courses are a very sustainable initiative and due to the Corona pandemic online courses have taken off and more people have followed online course than ever before. Having reached the initial agreement from social partners to contribute and collaborate in developing online courses which will be offered for free by the VDAB, there is a good working system in place. The initial costs of setting up the platform have also been made. As such the collaboration can, barring any major incidents, continue, and financial resources centre on maintaining the digital platform and the content of the online courses. Given the utility of the measure there does not seem to be any reason to expect the instrument to stop in the near future.

Other instruments in Belgium

- [Competent based matching](#)
Competent
- [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)
- [Promising Professions](#)
Métiers Porteurs
- [view.brussels](#)
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