

Wallonia: securing future needed skills

POLICY DEVELOPMENT**STRATEGY/ACTION PLAN** BELGIUM-FR

Timeline

2020 Approved/Agreed**2021 Implementation****2022 Implementation****2023 Implementation****2024 Implementation****ID number 39272**

Background

One of the challenges to be met to increase the employment rate in Wallonia is improving the match between supply and demand for skills and workforce on the labour market.

Wallonia has a network of public and associative vocational training actors who play an essential role ensuring an adequate response to the human resource needs of companies: FOREM training centres and network of competence centres (under FOREM's own management and in ASBL), IFAPME, CISP. Wallonia can rely on these providers, who have excellent results in terms of integration into the labour market; they should be further improved to boost it.

Objectives

The objective is to 'boost' the labour market relevant skills mastered by jobseekers to meet the needs of businesses and promote the integration of candidates into the labour market. The digitisation of the economy, environmental issues and the emergence of new needs in the goods and services market are leading to the emergence of new qualification profiles. This requires Wallonia to invest in the professional qualification of jobseekers (including NEETs), the initial training of the youngest, the continuing training of workers (including those of older workers and employees, those at risk of unemployment and the low-skilled) and the stimulation of entrepreneurial spirit.

Description

In 2020, the Walloon government adopted an action plan aiming to boost a new dynamic in vocational training, to make it an essential lever in terms of professional integration and economic recovery. The action plan will be part of the recovery plans and programmes adopted by governments as well as the new European skills strategy in favour of sustainable competitiveness, social equity and resilience.

This plan is made up of one structural axis and six distinct operational axes aimed at boosting vocational training courses in line with the skills needs of companies, or even anticipating them.

The structural and strategic axis, Wallonia skills for the future (*Compétences d'avenir*), is a Walloon portal to meet training needs better. The objective of this platform is to design responses, in terms of training, to the skills needs of companies which cannot be covered by the existing offer of providers, whether in qualitative terms or in quantitative terms. To do this, it coordinates the expertise of these same providers to create training courses adapted to the demands, but it does not in any way replace the providers themselves in the implementation of actions.

The six operational axes are as follows:

- (a) meeting the challenge of digitalisation: this axis is based on the dynamics of Start Digital (coordinated by the SPW Emploi-Formation) and UpskillsWallonia projects; it aims to accelerate the use of digital technologies in training and facilitate the development of digital skills and competences of trainers and learners;
- (b) responding to the challenge of environmental transition: this axis consists of 'boosting' the 'sustainable development' dimension in training plans, the labelling of competence centres, and public contracts;
- (c) to energise the learning triangle: this involves focusing on the relationship Training centres - companies - learners, to mobilise more learners and new training companies while facilitating the meeting between the supply and demand for training, the acquisition of skills and the transferability of knowledge, know-how and interpersonal skills;
- (d) make new training courses emerge, to provide employment: this axis aims to increase, qualitatively and quantitatively, the training supply in the sectors of activity most in demand, in training courses linked to STEM (technical and scientific professions), jobs in short supply, promising and essential jobs, and jobs of the future;
- (e) optimise collaborative links with third-party providers: this axis aims to coordinate better the actions of those involved in training, and in particular the actions between the two providers (IFAPME - FOREM) and their networks of training and skill centres. This will result in the pooling and sharing of state-of-the-art equipment, tools and best practices, as well as the development of a project-based approach using real situations, integrating multi-disciplinarity and the diversity of learners;
- (f) strengthen the visibility of the lifelong training offer: to increase the training rate in the Walloon Region, there is a need to carry out awareness-raising and information actions on promising professions, essential professions, of the future or still in short supply, as well as on the opportunities offered by vocational training in connection with these trades, by involving economic players expressing skills needs. Those actions will be implemented jointly at the level of FOREM, IFAPME, the network of competence centres, with the network of *Cités des métiers* (Cities of Trade).

2020 Approved/Agreed

In 2020, the Walloon government adopted an action plan to boost a new dynamic in vocational training.

2021 Implementation

In 2021, the FOREM-IFAPME operational unit was established.

Identification of unmet or insufficiently met labour needs and mobilisation of stakeholders in different sectors: chemicals and life sciences, telecommunications, electrical engineering, health and support services for families and seniors.

2022 Implementation

As part of Axis 1 of the Walloon Recovery Plan, Wallonia has set itself the strategic objective of reviewing the training landscape, in particular by supporting the *Wallonie Compétence d'avenir* (Wallonia skills for the future) platform (project n° 22). The project was presented to the Walloon government in May 2022 and the evaluation report for the year 2021 was approved.

Moreover, to support the deployment of the platform, additional resources have been

earmarked in Wallonia's Recovery Plan to carry out the following activities:

- (a) Activity 1: aggregate companies' skills needs, prioritising those that are not or insufficiently met;
- (b) Activity 2: manage, accompany and support the implementation of training provision that meets the market's unmet or insufficiently met needs, by optimising and pooling resources;
- (c) Activity 3: develop training engineering services;
- (d) Activity 4: develop a strong partnership with FormaForm.

2023 Implementation

In 2023, *Wallonie Compétence d'avenir* platform has been involved in activities pertaining to production, strategy and training development. They have led 350 beneficiaries to training. Usually, the platform is designed to train jobseekers, but students and workers may also take part in training activities.

There is a significant variation of learners across sectors. In 2022-23, the Chemistry - Life sciences sector leads with the highest number of trainees (118), followed by Telecom (77) and Construction (73).

2024 Implementation

In 2024, *Wallonie Compétence d'avenir* has been involved in activities pertaining to production, strategy and training development. They have led over 342 beneficiaries to training. Usually, the platform is designed to train jobseekers, but students and workers may also take part in training activities. Note that the 2024 data is incomplete (up to May 2024).

There is a significant variation of learners across sectors. In 2023-24, the Care and services for families and seniors sector leads with the highest number of trainees (119), followed by Mechanical engineering - technological industry (101) and Chemistry - Life Sciences (64).

Bodies responsible

- Walloon Government
- Le Forem (The Walloon Office for Vocational Training and Employment)

Target group

Learners

Young people not in employment, education or training (NEETs)

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Education professionals

Trainers

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Acquiring key competences

Integrating green transition and sustainability in VET curricula and programmes

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

VET as an attractive choice based on modern and digitalised provision of training and skills

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Sustainability - a green link in VET

Subsystem

IVET CVET

Further reading

[Wallonia skills for the future \(Wallonie Compétence d'Avenir\)](#)

[Recovery plan and resilience \(Plan de Relance et Résilience, PRR\)](#)

[Get up Wallonia](#)

[Regional policy statement](#)

Related policy developments

2024 Implementation

Walloon recovery plan

The Wallonia Recovery Plan, adopted in October 2021, includes more than 300 projects and programmes, structured around six strategic priorities:

**Type of development**

Strategy/Action
plan

Subsystem

IVET CVET

2017 Approved/Agreed**View.brussels: the Brussels Observatory for Employment Training**

In 2017, the Brussels Observatory for Employment changed its name and modified its missions to become view.brussels, the Brussels Observatory for Employment and Training.

**Type of development**

Regulation/Legislation

Subsystem

IVET CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/39272>