

Professional development of VET trainers

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 BELGIUM-FR

Timeline

2016 Implementation	2017 Implementation	2018 Implementation
2019 Implementation	2020 Implementation	2021 Implementation
2022 Implementation	2023 Implementation	2024 Implementation

ID number 28044

Background

The training sector is not immune to digital developments, demographic and cultural changes, and ecological transition.

Objectives

Support training actors in adapting to changes and innovations in the professional context: diversity and precariousness of the target audience, explosion of new technologies, new learning and communication methods.

Description

FormaForm is a partnership scheme set up by vocational training actors Le Forem, Bruxelles Formation and IFAPME. It started as a project to pool resources and strengthen organisations by developing a common training offer for VET trainers. The main mission is thus to offer training and integration professionals tailor-made and innovative services to develop their skills for the benefit of their respective target groups by pooling resources and expertise. The services are available free of charge to the main public training providers in the French-speaking part of Belgium.

The multi-annual strategic plan for 2016-20 of the training centre FormaForm places special emphasis on projects relating to digital technology, particularly in connection with the European profile DigCompEdu. Consensus conferences on the professionalisation of trainers have been organised. They are intended to take stock of the situation and make recommendations on this matter. In Brussels, the FormaForm offer has been accessible to the trainers of other training providers since 2017.

The professional developments of VET trainers in digital skills concern:

- (a) development of training courses specific to digital and distance learning;
- (b) establishment of a digital training path in the catalogue;
- (c) adaptation of training courses to remote or hybrid mode;

- (d) organisation of e-mornings: exploration of multiple online learning techniques (conferences, webinars, distance training, workshops, practice sharing groups);
- (e) active participation in the EaSI (EU Programme for Employment and Social Innovation) Start digital project as coordinator of digital mediators, who are disseminated in all partner institutions (analysis of the needs of trainers, pooling of tools and methods, development of a platform for the exchange of digital practices and tools, work on positioning).

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

2020 Implementation

2020 was the year of digital and remote healthcare due to the Covid-19 pandemic. The health context has led to a quantum leap for everyone, bringing all involved parties into distance learning, hybridisation and exploration of the different digital learning methods. FormaForm has deployed a wide range of training courses and other methods to support trainers in updating their digital skills enabling them amongst others to conduct their training in a hybrid or distance learning format. The strategic plan emphasising projects relating to digital technology stopped at the end of 2020.

2021 Implementation

In 2021, new learning methods have been developed and support the various educational innovations at FormaForm. In addition to these activities, new training courses for trainers were organised during the Estivales summer event. The event brought together various stakeholders who are involved in training, guidance and socio-professional integration for 10 days. The objectives of this event are the skills development, inspiration and networking. Furthermore, at the end of the year (10 days dedicated to skills development, innovation, networking) in August and the Inspiralia event took place in November, in which over 200 participants took place, who enjoyed the offer of 10 conferences, 9 stands, 29 workshops and 1 major collaborative game

2022 Implementation

2022 marks the creation of a new legal structure for FormaForm, making it a new public service and strengthening its missions and legitimacy in the vocational training landscape.

FormaForm significantly increased the range of offered training courses for trainers and support for sustainable development initiatives, adapting to and accommodating the diversity of the public and lifelong guidance.

New developments include:

- (a) a new learning method developed by peers: 'Pair'spective', which reinforces reflexivity and collaboration to develop skills based on co-development and collective intelligence methods;
- (b) update of the training offer, restructure, adaptation of the presentations and content to better meet the needs expressed by the audience.

2023 Implementation

The cooperation agreement strengthens FormaForm's core missions while introducing new tasks and expertise, leading to the recruitment of several agents and a complete team reorganisation. By gradually positioning itself as a key player in the professionalisation of stakeholders in socio-professional guidance, FormaForm fosters a new dynamic that enhances collaboration and maximises its impact in the

community.

The offer was structured around three main areas:

- (a) the professionalisation of trainers,
- (b) the professionalisation of guidance stakeholders, and
- (c) the quality assurance agency for vocational training (ensuring the quality of assessments and certifications carried out by training and skills validation providers).

A total of 335 training sessions were organised with the participation of 96 trainers.

In 2023, numerous events were held that demonstrated a strong dedication to continuous professional development in the areas of training, guidance, and socio-professional integration. For example, the Estivales event provided ten days filled with 56 training sessions, 22 workshops, and networking opportunities, all designed to enhance skills across nine areas of expertise at six different locations in Wallonia and Brussels. Similarly, the Inspiralia event created a unique space for stakeholders to explore and engage with a diverse range of activities tailored to their needs, continually evolving to reflect the sector's developments. Finally, recognising that everyone plays a vital role in driving change, FormaForm is dedicated to highlighting and supporting ground-level initiatives that contribute to the advancement of professional practices during the Forma d'Or contest.

As part of its involvement in international projects, FormaForm offers support for trainers in countries with limited access to education focusses on creating partnerships that aim to make educational resources more accessible, offer online training programmes that can be accessed remotely, and establish connections with local institutions to strengthen the capacities of local trainers. In 2023, they partnered with several Belgian public institutions for projects in Senegal, Congo, Madagascar, and Morocco.

2024 Implementation

In 2024, FormaForm continued to support training, guidance and socio-professional integration professionals in developing their skills.

Bodies responsible

- FormaForm

Target group

Education professionals

Trainers

Thematic categories

Modernising VET offer and delivery

Diversifying modes of learning: face-to-face, digital and/or blended learning; adaptable/flexible training formats

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional

development of school leaders, teachers and trainers
Supporting teachers and trainers for and through digital

European priorities in VET

VET Recommendation

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

Osnabrück Declaration

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

Sustainability - a green link in VET

Subsystem

CVET

Further reading

[Training centre FormaForm](#)

[Digital competence framework for educators \(DigCompEdu\)](#)

[Cooperation agreement of 10.023.2022 on the new structure of FormaForm \(FR\)](#)

[2023 Annual Report](#)

Related policy developments

2022 Completed

Start digital project: increasing digital skills of pedagogical teams

Within the framework of the European Commission's support for the development of an adapted training offer in the context of the implementation of the Skills enhancement pathways, several stakeholders from the Belgium French speaking community are working together in the framework of the EU progr

 BELGIUM-FR

Type of development

Practical
measure/Initiative

Subsystem

CVET

“ ... ” **Cite as**

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