

## List of professions with worker shortages

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Knelpuntberoepenlijst

## Description

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### 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)**

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## 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.*

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## Skills delivered

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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# 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*

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## Use of skills intelligence

Please select the most important options and explain how the labour 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.*

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# Stakeholders

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Main responsible body	<b>REGIONAL PES</b> <i>VDAB (Flanders PES)</i>
Other involved organisations	<b>REGIONAL MINISTRY</b> <i>The Flemish government has a role in the initiative as end user of the yearly study</i>
	<b>REGIONAL PES</b> <i>The initiative has been developed and implemented by the VDAB</i>
	<b>TRAINING PROVIDERS</b> <i>Based on the list training programmes that train for professions with worker shortages are selected.</i>
	<b>OTHER</b> <i>sectoral organizations have a role in the expert panels used as part of the yearly study</i>

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## Sustainability

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<b>Success factors</b>	There is no available information on success factors in the implementation.
<b>Barriers</b>	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.
<b>Monitoring and evaluation</b>	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.
<b>Updates</b>	<div><b>YES</b> <i>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.</i></div>
<b>Effectiveness</b>	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.
<b>Sustainability</b>	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.

## Online Courses

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Online Cursussen

## Description

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**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/onlineleeren>

**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

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## 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)**

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## 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.*

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**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**

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## Methods

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### 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

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### 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

## Sustainability

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**Success factors** The continuous focus on improving the catalogue of courses available, their integration in employment services offered, and the fact that the course 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.

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

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**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.

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**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

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**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.

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# Employment and Trade/Professions Directory

Répertoire Emplois Métiers (REM)

# Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The REM is a directory which is at the disposal of job-seekers, businesses as well as the AMEF (Analysis of the employment and professions market) and the FOREM IT service (FOREM being Wallonia's public service provider for employment and vocational training). To better enable the mobility of Belgian workers, numerous cooperation agreements have been signed in relation to different regions of Belgium. Furthermore, in developing the REM, collaborations are also taken up with different sectors so to better reflect the situation on the ground. Ultimately this Directory serves to identify the current employment and professions situation in Wallonia.*

**Link**

<http://www.unipso.be/?rubrique69#:~:text=Le%20R%C3%A9pertoire%20Emploi%20M%C3%A...>

**Implementation level**

**REGIONAL**

**Legal base**

Developed by UNIPSO which is an intersectoral confederation of private and public employers from the social sector of Wallonia and Wallonia-Brussels Federation. Article 3 of the UNIPSO statute defines its goals which could be a basis for the development of REM (Statute link (in French): [http://www.unipso.be/IMG/pdf/statuts\\_unipso\\_ag\\_23-05-2014.pdf](http://www.unipso.be/IMG/pdf/statuts_unipso_ag_23-05-2014.pdf))

**Starting period**

Specific year that initiative became operational is unclear. Before the REM, the French 'Répertoire Opérationnel de Métiers et des Emplois' (ROME, translating to the Operational Directory of Employment and Trades/Professions) seems to have been relied on

**Perspective**

As a directory of varied employment positions and professions, the REM can be based on both quantitative and qualitative data which corresponds to skill forecasts and foresight activities respectively

**Policy area**

**EMPLOYMENT**

**Funding**

**FUNDED BY REGIONAL GOVERNMENT**

# Skill mismatch

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**Skill mismatch target** By gathering data on job seekers' skills and employers' offers, most, if not all, the mismatches hereby provided are addressed. This is the REM provides an overall picture of qualifications, shortages, gaps, and developing labour market offers.

**OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)**

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

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

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**Skills matching focus** **OTHER**  
*Directory keeps track of both, job-seekers' skills and competences; as well as, employers' requirements and job-offers which enables better skills matching*

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**Skills delivered** **JOB SEARCH SKILLS**  
*But only indirectly as REM is not explicitly aimed at bettering skills*

**CAREER MANAGEMENT SKILLS**  
*But only indirectly as REM is not explicitly aimed at bettering skills*

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# Methods

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## Methods

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

*The REM is a directory based on varied nomenclatures which can be used by both job seekers and employers alike in the development of individual 'job seeker' profiles and job offers respectively, hence providing real time labour market data and information.*

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## Use of skills intelligence

### **INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED**

*The REM can be used by individual service providers who assist job-seekers. As such, it is a LMI tool that enables the development of individuals' profiles and better assists them in their job-searches*

### **OTHER**

*Employers and enterprises also have access to the REM which enables them to use LMI to develop job offers or present new positions (which are not necessarily included in the REM).*

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# Stakeholders

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**Main  
responsible  
body**

**SOCIAL PARTNER: EMPLOYER ORGANISATION**  
*UNIPSO, Representative Confederation of Social Employers and Enterprises*

**REGIONAL PES**  
*FOREM (Wallonia PES) assists in grouping REM activities on the basis of competences and interacts with varied sectors to validate Rem files*

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**Other involved  
organisations**

**SOCIAL PARTNER: EMPLOYER ORGANISATION**  
*UNIPSO is composed of and supported by 29 employers' federations which assist in the general activities of the confederation which includes the REM*

**REGIONAL PES**  
*ACTRIS (Brussels PES), ADG (German community PES) and VDAB (Flemish PES) collaborate with UNIPSO to gather cross-regional data*

**OTHER**  
*Varied sector specific actors are consulted (as conducted by FOREM) to build up and validate REM files*

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# Sustainability

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## Success factors

Main success factors for this initiative relate to the propagation of the REM system. Accordingly it is being used by numerous individual service providers, business service providers, and regional PESs, for the development of individual job-seeker profiles, the provision of job offers and the creation of job offer databases respectively.

## Monitoring and evaluation

Measuring the progress of the REM initiative is rather limited. To consider its success, one should consult all the service providers which rely on the REM system. Presently, the REM has been characterised as a replacement for the precedent ROME meaning that it has taken its place as a main initiative. Policy evaluations and impact assessments do not seem to have been conducted yet.

## Updates

**NO**

*The REM directory is updated regularly with jobs, professional positions, trades, etc.*

## Sustainability

As a system that is relied on by service providers to job-seekers (to create their profiles and present job offers) and employers (to better identify job offers and present new positions), and as it is continuously updated, the REM is very sustainable.

# view.brussels

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view.brussels

# Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*View.brussels, the Brussels Observatory for Employment and Training is the research department of the Brussels PES Actiris and Bruxelles Formation, the brussels public service for vocational training. View.brussels has a mandate to monitor and analyze the labour market in the Brussels-Capital Region and is specifically tasked to anticipate employment and training needs, to monitor, evaluate and analyze the transitions following training and employment measures, to formulate recommendations and to inform relevant actors and policy makers in the field of employment and training and provide technical support and expertise including for the follow-up of the 2020 Training Plan. The overarching goal being to enable a better alignment of training and employment needs.*

**Link**

<https://www.actiris.brussels/nl/Burgers/view-brussels>

**Implementation level**

**REGIONAL**

**Legal base**

view.brussels has a legal mandate by the regional Brussels government and was established to align vocational and employment policy by doing research on both topics

**Starting period**

view.brussels was established in 2017 as a restart of the Brussels Observatory for Employment which was established in 1995. The organisation was officially launched in 2019 as view.brussels. The most significant change relative to the Brussels Observatory for Employment has been the mandate to also analyze training needs in order to align these with employment needs.

**Perspective**

The initiative arises from the Strategy GO4 Brussels 2025 (2015) which in turn was based on the analysis that there is a dichotomy between economic evolution and social evolution in the Brussels region i.e. a growth in highly skilled employment and a simultaneous growth in lower qualified unemployment. One of the goals of the Strategy is to increase durable labour participation of Brussels residents (54,4% in 2014)

**Policy area**

**TRAINING**

**EMPLOYMENT**

## Funding

### FUNDED BY REGIONAL GOVERNMENT

*The regional Brussels government funds the initiative*

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

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### Skills matching focus

#### ADDRESS MISMATCH BROADLY

*view.brussels addresses mismatches for the Brussels population through addressing the coherence, cross-checking and analysis of statistics on employment and training*

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# Methods

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## Methods

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

*view.stat which is one of view.brussels tools is updated monthly and provides key statistics on unemployment and vacancies in the Brussels region based on vacancies and unemployed registered at Actiris as well as partners*

### **OTHER**

*view.brussels uses all available data on the labour market in the brussels region to perform statistical analysis to provide the full picture of the Brussels labour market and training and employment needs. These are data delivered by Actiris, Brussels Formation, BANSPA, and IBEFE and data on vacancies available through partnerwebsites.*

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## **Use of skills intelligence**

### **OTHER**

*The labour market information and skills intelligence view.brussels produces is used by relevant actors to align training and employment needs in practice in the Brussels Region. Its role in the Training Plan 2020 is one of the most tangible results of the use of LMI.*

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## Stakeholders

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### Main responsible body

#### REGIONAL AGENCY

*Bruxelles Formation (public service for vocational training)*

#### REGIONAL PES

*Actiris (the Brussels PES)*

### Other involved organisations

view.brussels cooperates with the organizations below regarding the exchange of data on employment and training but as they are relevant stakeholders and actors in the Brussels region with regard to training and employment there is also collaboration regarding the other objectives of view.brussels (to formulate recommendations and to inform relevant actors and policy makers in the field of employment and training and provide technical support and expertise)

#### SOCIAL PARTNER: EMPLOYER ORGANISATION

*The Brussels Advisory Council of Dutch-speaking Social Partners (Brusselse Adviesraad van Nederlandstalige Sociale Partners), BANSPA in short*

#### REGIONAL PES

*VDAB Brussel*

#### TRAINING PROVIDERS

*Local 'Basin' Authority for Qualifying Education, Training and Employment (Bassin enseignement-formation-emploi)*

## Sustainability

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### Success factors

View.brussels is a research organization providing relevant LMI for the Brussels region, the implementation of the organization itself facilitated rapprochement between Actiris and Bruxelles Formation which can be seen as a succesfactor due to their joined task on the alignment of employment and training .

## Barriers

view.brussels is a new public-public cooperation between Actiris and Bruxelles Formation due to the new cooperation between the two organizations the first two years of its existence were mainly spent on organizing the new structure; to gradually introduce the methods of cooperation with the training institutions; adding and deepening certain specific assignments concerning transitions and formulating a new identity for the organization: view.brussels.

## Monitoring and evaluation

view.brussels monitors progress yearly based on six indicators:

- Percentage of positive outflow after training per type of training;
- Percentage outflow to employment after vocational training;
- Sustainability of employment of those who became employed after vocational training;
- Time until start of employment of those who became employed after vocational training;
- Number of jobseekers transferred to Bruxelles Formation per reference organization and per field;
- Number of jobseekers enrolled in training (number of applications to start training).

## Updates

**NO**

*the initiative is too new to have been updated already*

## Effectiveness

view.brussels is a recent initiative. Therefore it is too soon to have any real insight in the effectiveness of its work. Since its establishment view.brussels did develop two online tools, the Information about the Labor Market in Brussels online database (IAM-B) which provides information on professions by educational level and supply and demand and Viewstat which shows all statistical information on the Brussels labour market

## Sustainability

it appears that view.brussels is a sustainable initiative as it fills a knowledge gap by its research. The Training 2020 plan, for example completely relied on their research.

# Competent based matching

Competent

# Description

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Focus area	<div><b>MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE</b> <i>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.</i></div>
Implementation level	<div><b>REGIONAL</b></div>
Legal base	<div>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)</div>
Starting period	<div>2016</div>
Policy area	<div><b>EDUCATION</b></div> <div><b>TRAINING</b></div> <div><b>EMPLOYMENT</b></div>
Funding	<div><b>FUNDED BY REGIONAL GOVERNMENT</b> <i>The Flemish government funds VDAB</i></div>

# Skill mismatch

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## 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)**

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## 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.*

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## Skills delivered

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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# Methods

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## 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.*

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## 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.*

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# Stakeholders

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## 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.*

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# Sustainability

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**Success factors** There is no available information on the success factors

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**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.

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**Monitoring and evaluation** It appears there have not been evaluations of the development or effectiveness of the competent database.

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**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.)*

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**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.

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**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.

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## Local 'Basin' Authority for Qualifying Education, Training and Employment

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Instance Basin Enseignement qualifiant – Formation – Emploi (IBEFE)

## Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The IBEFE is a network of local authorities (10 in total, one being in Brussels) which enable and supply vocational training as well as education programs to address the needs of the specific local regions (Basins). Among its activities, local IBEFEs provide analysis, data reports, project developments, and opinions/recommendations on the respective local labour market situation.*

**Link**

<http://bassinefe.be/>

**Implementation level****REGIONAL**

*For the Wallonia region + Brussels*

**LOCAL**

*Through specific local Basins*

**Legal base**

Established via a cooperation agreement between the French Community, the Wallonia Region and the French Community Commission (the IBEFE Cooperation Agreement):  
<http://bassinefe.cible.be/wp-content/uploads/2019/11/Accord-de-coop%C3%...> (in French)

**Starting period** Operational as of 2015

**Perspective**

Both - the initiative provides analytical and forward looking reports since 2014 for each respective local Basin. Additionally, through its work, the IBEFE develops thematic reports (common themes) on the labour market situations for the Basins on a yearly basis.

**Policy area****EDUCATION****TRAINING****EMPLOYMENT****Funding****FUNDED BY REGIONAL GOVERNMENT**

# Skill mismatch

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**Skill mismatch target**

**OTHER**  
*As with the types of skills the initiative delivers, the mismatches that the IBEFE seeks to address is dependent on the local analyses that are conducted and identified as necessary on a case by case basis. Through this, the skills mismatches can vary between regions, years and labour markets and can come in any of the forms listed below*

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**Skills matching focus**

**OTHER**  
*By conducting local labour market studies and analyses, the IBEFEs at local level are able to develop reports which provide the skills mismatches that need to be addressed or worked on within different sectors. The IBEFE initiative therefore, does not target one specific types of skills mismatch but it is tailored to address arising mismatches that are identified on a case by case basis*

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**Skills delivered**  
**Note:** The skills that the initiative targets depends on the analysis that each local authority conducts for its labour market. As such, any of the skills listed below may be relevant at any given time and within any given Basin depending on their local labour market situation. It should be noted, therefore, that the IBEFE is not focused on a specific type of skills such as green skills, or digital skills, and it has a very broad/general coverage in terms of skills to be addressed

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

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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# Methods

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## Methods

Each local Basin is given the duty of conducting labour market analysis as according to article 9(2) of the IBEFE Cooperation Agreement (in French: <http://bassinefe.cible.be/wp-content/uploads/2019/11/Accord-de-coop%C3%A9ration-20-mars-2014.pdf>). Accordingly, this should be done by collecting, synthesising, fact checking, and updating data/information provided by: administrative bodies, institutions involved in vocational training, education and employment assistance as well as scientific and methodological experts. Most of the methods presented below therefore, may be used as deemed necessary for each local Basin

### SKILLS FORECASTING

### EMPLOYER SURVEYS

### SKILLS FORESIGHT

### EXPERT PANELS

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

### OTHER

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## Use of skills intelligence

### OTHER

*The LMI used by local IBEFES since 2015 has enabled each local IBEFE authority to develop annual reports with consideration of VET programs and the outcomes that these provided. Furthermore, local IBEFES provide recommendations and opinions as to which trades, professions and skills should be focused on for the future*

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# Stakeholders

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## Main responsible body

### REGIONAL AGENCY

*French Community of Belgium (Federation Wallonie-Bruxelles, FWB); the Wallonia Region (la Region Wallone) and the French Community Commission (La Commission Communautaire Française)*

### REGIONAL PES

*Le Forem (Wallonia PES)*

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**Other involved organisations** 39 other institutions and bodies are involved (as per article 1 of the IBEFE cooperation agreement: <http://bassinefe.cible.be/wp-content/uploads/2019/11/Accord-de-coop%C3%A9ration-20-mars-2014.pdf>) to provide assistance for the general functioning of local IBEFE authorities, in data collection, and to implement measures of solutions based on reported analyses

### REGIONAL MINISTRY

*IBSA*

### REGIONAL AGENCY

*CBCES; Competence Centres; CESBRBC; CESW; Pilot commission for the education system; SFPME/EFPM; SFMQ; MIRE; IWEPS; IPIEQ; IFAPME; FEBISP; CTA; CSEF; CPMS; Consortium for the validation of competences; Councils for specialised training, for social promotion training; and general local training; Consultation committees; CCFF; Brussels Professional Training Institution*

### REGIONAL PES

*ACTRIS (Brussels PES); Forem (Wallonia PES)*

### TRAINING PROVIDERS

*Brussels Formation; CEFA; organisation for social promotion vocational training; organisation for secondary vocational training; Pôle académique (academic centre for higher vocational training); EFT/OISP; Qualified secondary vocational training centres*

### OTHER

*Local bodies/branches: Thématique Commune (centres addressing IBEFE common themes); workplaces; affiliated professionals; sub-regional committees*

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## Sustainability

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<b>Success factors</b>	The interaction between stakeholders and data collection by the IBEFEs has enabled the creation of numerous informative analyses and reports with varied recommendations and projects that have been implemented at a local level which ultimately seek to address local labour market issues
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<b>Barriers</b>	The IBEFE suggested that the annual reports may be more efficient if produced on a three year time basis. It was also identified that the recommendations provided by the local IBEFEs are rather weak due to their non-binding nature which could affect progress
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<b>Monitoring and evaluation</b>	Policy evaluations and impact assessments do not seem to have been conducted yet, neither for the general overarching IBEFE network nor the local IBEFE authorities. Despite this, yearly activity reports are always made available which provide an insight on the specific progress made by each local IBEFE
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<b>Updates</b>	NO
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<b>Effectiveness</b>	Each local IBEFE has, at free disposal to the public, reports on their activities which covers different elements from local discussions, reconsideration of past reports, missions and goals, projects and recommendations. The most updated available document which provides insight into the effectiveness of IBEFE is provided here: <a href="https://epale.ec.europa.eu/fr/blog/les-instances-bassins-enseignement-f...">https://epale.ec.europa.eu/fr/blog/les-instances-bassins-enseignement-f...</a> Therein, it is identified that in the first 2 years of its implementation, the IBEFE has enabled better dialogue between relevant stakeholders, information exchange, better data collection and assimilation to the benefit of relevant actors
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<b>Sustainability</b>	As a kinetic initiative that responds to developments on a year-by-year basis, the IBEFE and its local branches is a very sustainable option for the region of Wallonia. By relying in numerous varied stakeholders and institutions, there is no doubt that the progress the IBEFEs have been making will continue
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## Promising Professions

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Métiers Porteurs

## Description

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**Focus area****MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE**

*The Promising Professions initiative aims to provide information on the labour market specifically regarding jobs and positions which are considered 'promising professions'. These are jobs and professions which have been identified to be critical functions, in short supply, professions of the future, and other 'promising professions'. Accordingly, through this initiative, a list of promising professions is developed, hence enabling job-seekers to better prepare themselves to enter the labour market and find work*

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**Link**

<https://www.leforem.be/particuliers/metiers-porteurs.html>

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**Implementation level**

**REGIONAL**

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**Legal base**

Developed by le FOREM (Wallonia PES) but no clear legal basis has been provided

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**Starting period** As of 1999 the Forem publishes a general analysis of job opportunities with a sub analysis of promising professions ; presently available analyses go back to 2013 (<https://www.leforem.be/chiffres-et-analyses/prospectives.htm>; [https://www.leforem.be/MungoBlobs/1391428392007/Focus\\_MDE\\_Penurie\\_et\\_Fo](https://www.leforem.be/MungoBlobs/1391428392007/Focus_MDE_Penurie_et_Fo).

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**Perspective**

Job Focus initiative looks into present time data and labour market analyses to determine the areas wherein individuals will most succeed in finding work or where the most support is necessary

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**Policy area**

**EDUCATION**

**TRAINING**

**EMPLOYMENT**

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**Funding**

**FUNDED BY REGIONAL GOVERNMENT**

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# Skill mismatch

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## Skill mismatch target

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

**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)**

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## Skills matching focus

### ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*Based on its analysis, Job Focus lists 'promising professions' which are in need of employees or often seen to present more job offers (for example: social assistants; technicians interior architects)*

### OTHER

*For critical functions, and jobs in short supply, vocational training and education programs may be compensated or otherwise supported if meeting defined conditions*

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## Skills delivered

Note: Skills most suited for 'promising professions' as listed according to status (critical functions, jobs in short supply, professions of the future, other promising professions), meaning that targets skills can vary depending on the identified jobs and professions.

**BASIC DIGITAL SKILLS**

**MORE ADVANCED DIGITAL SKILLS**

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

**JOB SEARCH SKILLS**

**CAREER MANAGEMENT SKILLS**

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## Methods

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**Methods** Development of the Promising Professions list by the Forem relies on statistics collected by employers which are then evaluated to pick out promising professions. Furthermore, employers are consulted for their opinions in relation to the promising professions status as critical and other 'promising professions'; and for their opinion on the development of the list ([https://www.leforem.be/MungoBlobs/1391456911465/20190701\\_Analyse\\_Liste\\_](https://www.leforem.be/MungoBlobs/1391456911465/20190701_Analyse_Liste_) & [https://www.leforem.be/MungoBlobs/1391440192010/Rapport\\_\\_metiers\\_en\\_te](https://www.leforem.be/MungoBlobs/1391440192010/Rapport__metiers_en_te)

### EMPLOYER SURVEYS

### EXPERT PANELS

### VACANCY SURVEYS

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

#### Use of skills intelligence

#### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*The LMI has enabled FOREM to develop a clear list of jobs and professions which have a higher rate of employability and are most promising which is at the disposal of the general public and job seekers specifically*

## Stakeholders

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#### Main responsible body

#### REGIONAL PES

*FOREM (Wallonia PES)*

#### Other involved organisations

#### TRAINING PROVIDERS

*To develop the promising professions list, the FOREM consults with what is referred to as 'Des Fonds Sectoriels de Formation', DFSF (translating to sectoral training funds) which provide advice, recommendations and other adaptations or changes to the presented drafted list*

#### OTHER

*Support to this initiative comes mainly from: experts with knowledge on the inner workings of the labour market who can delineate the types of job offers that constitute promising professions; as well as individual employers themselves who provide real-time data on their job-offers and positions they are seeking to fill*

# Sustainability

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## Success factors

Success factors are most linked with the success of individuals finding work by focusing specifically on the offers from the list defining 'promising professions'

**Barriers** It has been provided that at times employers are unclear at the initial stage of the list drafting as to which of their job offers constitute as promising professions (this however is in some ways addressed by the presence of experts and the DFSF) which probably arises from the fact that employers do not directly rely on the promising professions list when they make job offers. Furthermore, in a 2019 report, new measures were introduced to deal with properly informing individuals on their region specific situation, and it is now also possible to test promising professions, which suggests that the initiative was lacking in these areas before 2018.  
([https://www.leforem.be/MungoBlobs/1391456911465/20190701\\_Analyse\\_Liste\\_](https://www.leforem.be/MungoBlobs/1391456911465/20190701_Analyse_Liste_)

**Monitoring and evaluation** Every year the Forem publishes a report providing a promising professions list insight as to how things have shifted from the preceding year and the rate of employment within these. To measure progress, the Forem relies on the statistics it collected throughout the year for the list development. In 2019 it was stated 100 promising professions were identified in the year of 2018, which amounted to about 95 000 positions. Furthermore, the 2019 report provided that approximately 19 000 of the positions were not fulfilled by any applicants (meaning that 76 000 were filled by the end of 2018)  
([https://www.leforem.be/MungoBlobs/1391456911465/20190701\\_Analyse\\_Liste\\_](https://www.leforem.be/MungoBlobs/1391456911465/20190701_Analyse_Liste_)

## Updates

### NO

*The list is regularly updated (annually) to provide real time information on 'promising professions' and potential new measures to help in the employment of individuals within the listed jobs but major changes or updates to the initiative do not seem to have occurred yet*

**Effectiveness** To determine effectiveness, the best method is to look into the satisfaction provided by the FOREM yearly promising professions reports. When discussing satisfaction rates, this relates to the amount of promising professions positions that have been filled in by individuals/the unemployed. In the 2018 report (relating to 2017 data) the satisfaction rate was at 88.9% which was higher than the 86.5% in the 2019 report (relating to 2018 data). A minor decrease is evident however, the percentage remains relatively high which indicates a higher effectiveness and a lower failure rate (2018 report: [https://www.leforem.be/MungoBlobs/1391440192010/Rapport\\_\\_metiers\\_et\\_emploi\\_2018.pdf](https://www.leforem.be/MungoBlobs/1391440192010/Rapport__metiers_et_emploi_2018.pdf) report: [https://www.leforem.be/MungoBlobs/1391456911465/20190701\\_Analyse\\_Liste\\_](https://www.leforem.be/MungoBlobs/1391456911465/20190701_Analyse_Liste_)) This is further supported when looking into data from 2008 which provided a satisfaction rate, and in 2014, 92% (2014 however saw a decrease in identified promising professions) hence, again providing, high effectiveness levels  
([https://www.leforem.be/MungoBlobs/1391428392007/Focus\\_MDE\\_Penurie\\_](https://www.leforem.be/MungoBlobs/1391428392007/Focus_MDE_Penurie_)

**Sustainability** In the years to come, the use of the Promising Professions initiative will most likely remain. This is mainly on the basis that the list is updated on a yearly basis to better reflect the labour market situation. Enabling individuals in society who are seeking employment to have a better understanding of the job positions that will most likely lead them to being employed is, without a doubt, a sustainable and useful tool

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Source URL: <https://www.cedefop.europa.eu/en/tools/matching-skills/country-fiches/belgium>