



## ➤ Flanders

## ➤ Public Employment Service

(360 offices, 3000 Full-Time Equivalents)

## ➤ Vocational training provider

(68 vocational training centres, 800 trainers in almost every economic sector)

## ➤ Key principles

- Strong partnerships with other training providers (also education)
- Involvement of our clients in the training process
- Flexibility in training offer and delivery (blended learning)
- Competence-based approach

- **Any guidance or training activity should be a step towards employment**
- **Increasing the employment rate of trainees leaving the VDAB Competence Centres :**
  - 2008: 55%
  - 2011: 65%
  - New target 2012: 75%
- **Translating the “job focus” strategy to a variety of specific training and guidance methodologies.**
- **An integrated approach in all our training and guidance services**

## More general actions

- **Making our vocational training more competence based**
  - more than 100 different professions (linked to competence profiles)
  - modular structure, always combined with an internship in a company
  - visualized by flowcharts, modules with objectives and duration
  - published in the training guide on the VDAB website
- **Job application training**
- **Personal job coaching in the workplace to facilitate the transition to the labour market**
  - VDAB-coach supports new employee, his employer and colleagues
- **Language coaching on the training floor and in the workplace**

### ➤ **Dual courses**

- Combining vocational training with literacy- or numeracy training
- Partnership with specialized partner: “Centrum voor Basiseducatie”
- All courses are organized in VDAB competence centre
- Difficult to detect the needs and convince the potential trainees

### ➤ **Coaching on soft skills, relevant for the labour market**

- Recruitment/dismissal are more often based on generic (soft) skills than on purely technical competences
- Introduction of 12 soft skills, relevant to get a job and keep it
- All trainers & counselors coach the trainees to improve their soft skills
- Also useful for other trainees
- E.g.: perseverance, respecting rules, dealing with stress, working safely, personal appearance and basic ICT skills.

## Older unemployed

- **To stop the growth of the amount of older unemployed**
- **Pursue a change of mentality of all actors**
- **Start: introduction session**
  - Collective info session
  - Individual interview
  - Organised by a trade union or VDAB
- **50+ club**
  - Obligatory group: age 50 - 55    Voluntary group: 56 - ....
    1. Information and orientation, 7 half days
    2. Personal skills and job application training, 8 half days
    3. Job application space, 3 half days over 4 weeks
  - Individual and intensive pathway guidance
  - Specific 50+ guidance counsellors
  - In co-operation with other actors on the labor market