

Flemish Employment and Vocational Training Service





Career Guidance Services for the employed within public employment services

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VDAB in a nutshell

Public Employment Service

- Contact services: One-stop job shops for basic and specialized services
- Free service line
- Reference job portal in Belgium
- Director of labour market in Flanders

Vocational Training

- Competence centres for LLL
- E-learning





Competence centre mission

To support the individual to be the entrepeneur of his own career and to improve his position on the labour market

- training
- information
- certification
- career guidance





Career guidance in VDAB

- CG for employed (kickoff: 2002)
- Paid services: max. 50 euro/ training vouchers
- Methodology: based on a work book, individual and group approach, mixed service of approximately 12h guidance





Career guidance in VDAB

- Network of 25 CG-counselors across Flanders (based in 10 competence centres)
- 2607 clients (2006); 72% between 25-45y; 68% women;
- 10% drop-outs / one-stop advice
- 65% Higher Ed; 35% Middle / Low Ed.
- 28% +45y, 1,9% foreigners, 2,4% p. w. handicap





Effects of career guidance

- More positive self-image
- Increased self-confidence
- Better view on current requirements of the labour market

Satisfaction index

82 % highly satisfied (measurement after 6 months)





Competence agenda

- ACTION plan 2010
- •Negotiated by the Flemish government with social partners
- •To meet new challenges for the labour market





Competence agenda

-The challenges;

- Activate the potential working population
- Insufficient mobility and flexibility
- Relatively little competence enhancement for employees
- -Sharp gap between the activity rate of persons below and above 50 years of age
- Work-family balance
- Ageing population
- Quickly developing technical innovations
- Increasing diversity of labour potential





Challenges for VDAB career guidance

- To support schools to integrate lifelong guidance principles in student counselling
- •To enhance the link with the labour market in personal development plans within the framework of career guidance
- To stimulate the certification and validation of non-formal and informal learning





Challenges for VDAB career guidance

- To install a short-term service for employees
- To create a highly accessible user-friendly webportal
- To create a web-based e-portfolio
- To work out a comprehensive offer of career guidance services for all citizens, in cooperation with all career guidance centres (private non/profit
- trade union)





Thank you for your attention

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