



Competence-based training & matching VDAB (PES Flanders)

POLICY LEARNING
FORUM

Vocational training
for the long-term unemployed

Learning from inspiring
practices

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CEDEFOP
European Centre for the Development
of Vocational Training

What it is

Registration platform (“My career”) with scorable competence profiles (launched in 2012)

Competence-based training plans for work-based learning (introduced in 2015)

- ▶ Occupational profiles and related competences are the basis of all services provided by VDAB
- ▶ Training curricula are adapted to the competence profiles, with specific attention for digital competences in occupations
- ▶ Focus on work place learning
- ▶ Automatic matching to combine offer and demand
- ▶ Working with competences as such can hardly be called innovative. But using one single database for all our labour market services (training, career guidance and placement) is rather new. It offers a **common language** for VDAB-consultants, partner organisations, trainers, employers and jobseekers.

How it works

- ▶ Competence-based training and matching is an approach that is not specifically focussing on long term unemployed jobseekers. But this target group clearly benefits from it. It seems to be the right track to deal with skill gaps and skill obsolescence
- ▶ VDAB uses 1 common database of competences profiles (for ± 600 occupations) in all its services:
 - **Registration:** job seekers have to define their job target (occupations) and score the competences in these profiles
 - **Training in competence centres:** curricula are adapted to the occupational profiles. Also the digital competences in the different professional contexts are considered
 - **Work place training:** competence-based training plans make sure that objectives are clear for everyone involved.
 - **Mediation and placement:** in every vacancy, the expected competences are specified by the employer. This is the basis for automatic matching (with Elise) or manual selection by employers.
 - **Orientation:** “Oriënt”, an interactive digital tool, is based on the same competences
 - **Career guidance** always refers to the ± 600 professions and the related competences
- ▶ In “IBO” (a specific work place training formula) 24% of the trainees are LTU (4.813). 85% found a job after training. (2016-17 data)
- ▶ A major update of the competence profiles is planned at the end of 2017.

Who is involved

1. Tender partners
 - Training providers: translating learning outcomes to competences
 - Guidance or mediation providers: screening competences of unemployed
2. Sectoral organisations
3. Employers: describing vacancies in terms of competences, offering vacancies for work based training (and using competence-based training plans)

More information

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On the web

<https://www.vdab.be/english/vdab.shtml>

(VDAB information in English)

<https://www.vdab.be/sites/web/files/doc/trends/Key%20figures%202015%20ENG.pdf>

(Strong together for work, statistics 2015)

<https://www.vdab.be/trends/jaarverslag.shtml>

(VDAB annual report, in Dutch)

<https://www.vdab.be/werkgevers/werkplekieren>

(information on work-based learning for employers, Dutch)