



samen sterk voor werk

Introduction to competence-based matching

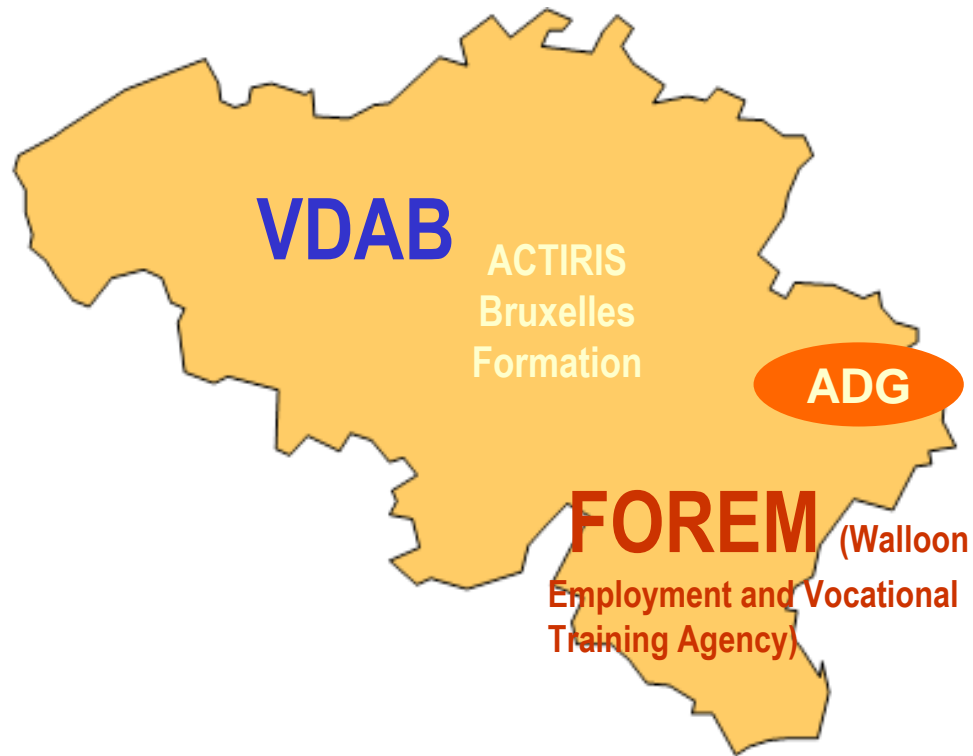
20 APRIL 2017

Saskia Vande Velde (Saskia.vandavelde@vdab.be)
Veerle De Keersmaecker (Veerle.dekeersmaecker@vdab.be)



VDAB general overview

Belgian labour market structure





VDAB as labour market conductor

- **ACTOR ROLE:**

- VDAB acts as instructor and mediator

- **DIRECTOR ROLE:**

- VDAB also has other labour market actors cooperating within the policy framework focusing on work

- VDAB calls in the specialised expertise of third parties for training and guidance (tender partners)



Our new service model
'Everyone is a mediator'

Everyone is a mediator

OUR NEW APPROACH: GENERAL PRINCIPLES

- Focus on clients rather than on processes
- Teams show entrepreneurship: stimulating and supporting the autonomy of all our clients
- Cooperation is a priority through one VDAB (AMB/CC), with partners and under direction, through sectoral activities, ...
- Customised to our clients: Assessment of possibilities based on competences, inclusive and activating service provision; if necessary, using special methodologies, e.g. partnership, orientation, international vacancy mediation, ...

Interregional and International cooperation

- **Cooperation within Belgium - Synerjob:**
Association of Belgian public services for employment and vocational training (VDAB, Actiris, ADG, Forem).
- **Cooperation within Europe through ENPES & EURES partnerships**
(=European authorities, employers, trade unions, local authorities, e.a.)
- **Worldwide cooperation within WAPES** (=global network in which decision makers and experts regarding public employment exchange good practices)



VDA B for jobseekers

How do jobseekers reach VDAB?

MIX OF CHANNELS: THREE MAJOR CHANNELS

- Through the web site www.vdab.be
 - vacancy database
 - training programme database
 - *Mijn Loopbaan* (My Career, Jobseekers)
 - *Mijn VDAB* (Employers)
- Via the *servicelijn* 0800 30 700 (on working days from 8 a.m. to 7 p.m.) or info@vdab.be
- Via the *Werkwinkel*
(for a list of job shops, see: <http://www.werkwinkel.be/content/master/site/4>)

My Career

- E-Portfolio
- Registration, including competences
- Information
- CV
- Orientation
- Matching
- Customized vacancies
- Personal Develop Plan
- ...

What do we do for young people?

UNDER-25

- JWP = *Jeugdwerkplan* (Youth Employment Scheme)
- WIJ! = *Werkinleving voor jongeren* (Work experience for young people) to be drawn up with the appropriate competences
- Entry-level work placements
- Youth panels
- Job advisor app
- Campus action
- IBO (individual vocational training programme)

What do we do for the middle age group?

PEOPLE AGED 25 TO 50 - MEDIATION THROUGH CUSTOMISED APPROACH

Working principles of the Customised Approach:

- Immediate start of the guidance of self-reliant jobseekers
- Intensive guidance starts when support is needed in terms of applications and search behaviour
- Intensive guidance starts if the person is still looking for a job after 9 months

What do we do for over-50s?

SPECIFIC GUIDANCE FOR PEOPLE WHO INTEND TO KEEP WORKING BEYOND AGE 50

- Jobseekers aged between 50 and 55 receive guidance through Customised Approach
- Jobseekers aged between 57 and 65 receive guidance from an over-50s mediator within the *Actief 50+* programme
- Obligatory participation in over-50s information session for all (50-65)
- Obligatory guidance up to 60, voluntary afterwards



VDA B for employees

What do we do for employees?

VDAB PROVIDES TOOLS FOR A CAREER POLICY

- VDAB provides **high-quality information** about career questions: tips and advice regarding training programmes, applying for a job, vacancies, setting up your own business, ...
- **Vacancy database** in cooperation with partners
- **Career portfolio** (*Mijn Loopbaan*)
- **Training programmes for workers**
- Application for **training vouchers** (up-to-date competences)
- Application for **career voucher** for mandated career centre



V D A B for employers

Customised approach for employers

EXTENSIVE VDAB SERVICE PROVISION FOR EMPLOYERS

- Employers publish their vacancies themselves on vdab.be, servicelijn or via vdab.be through **Master Vac**.
- Employers actively search the **CV database** of VDAB.
- Employers manage their own vacancies and provide feedback on applications.
- At the request of employers: VDAB offers employers **supplementary support** for vacancies that are difficult to fill.
- **Jobdates**



VDA B – vocational training

Vocational training

FITS IN WITH THE NEEDS OF COURSE PARTICIPANTS AND RESPONDS TO SHORTAGES ON THE LABOUR MARKET

- VDAB provides a customised approach through work placements, IBO and other forms of **workplace learning**
- Intensive **guidance** of the course participants
- **Mixed training pathways** by different training providers
- **Blended training pathways** (= combining different forms of learning)
- **Flex-iTraining**
- **Mobile training programmes:** VDAB organises training programmes in its own centres and in those of cooperating partners (= sectors, education, local authorities)
- For an **overview of the training centres**, please visit:
www.vdab.be/competentiecentra



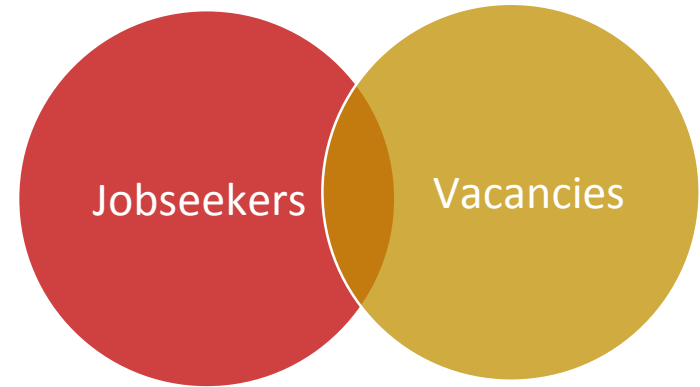
Working with competences @VDAB

Main Guidelines

CLOSING THE GAP BETWEEN JOBSEEKERS AND VACANCIES

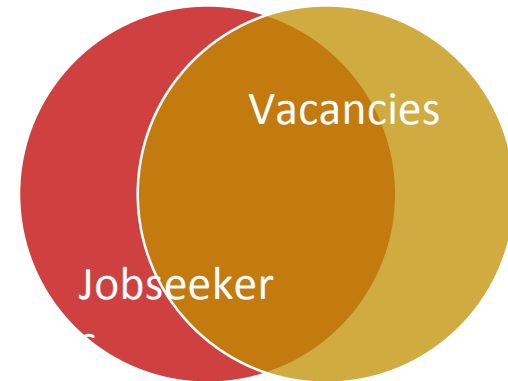
Matching with **diplomas**

Gap between vacancies en cv's



Matching with **competences**

Building a bridge between vacancies & cv's, between employers and jobseekers



==> Evolution towards competence-oriented labour market

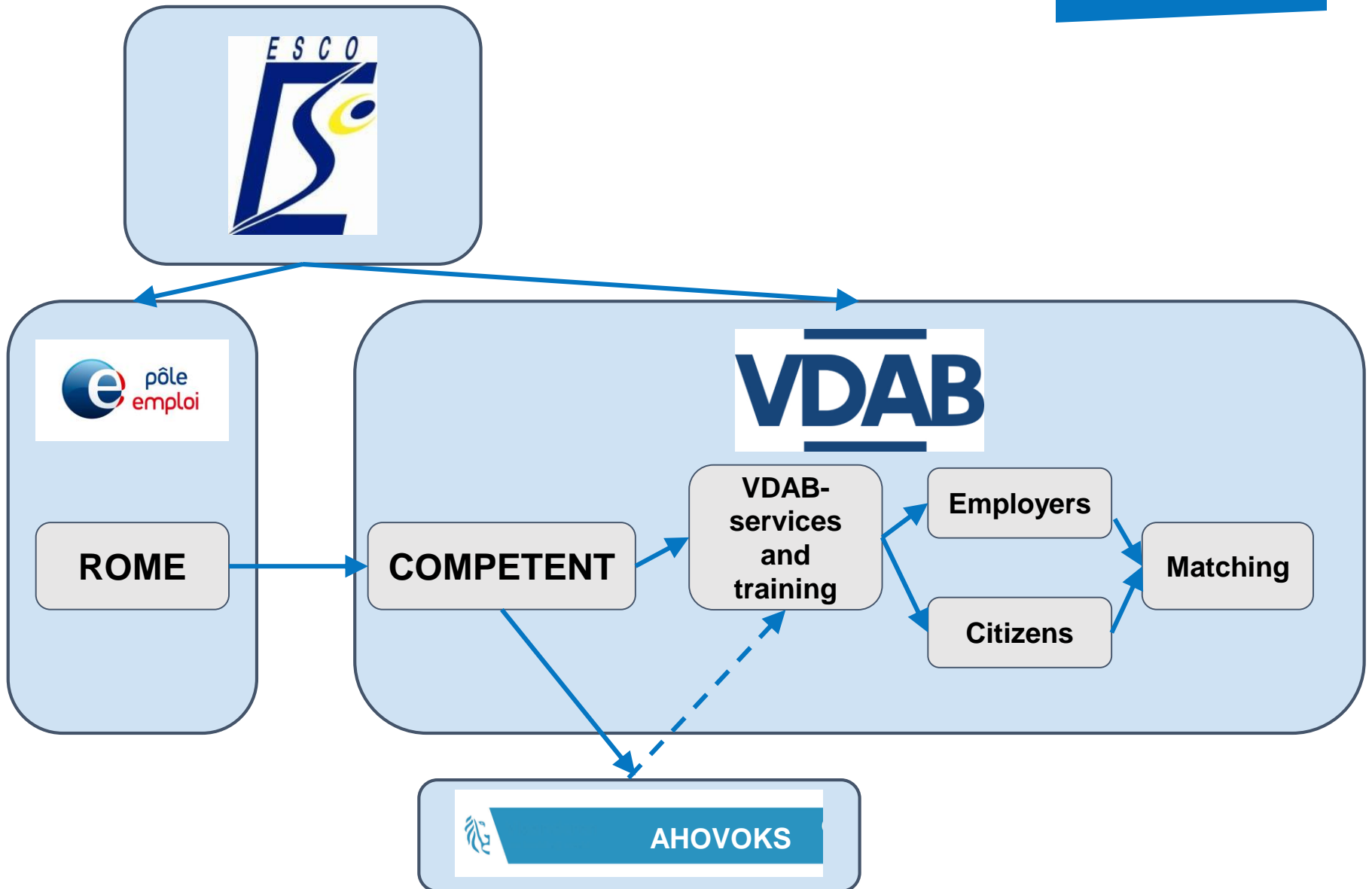
Benefits of working with competences

- Clear content of the occupations/jobs
- Hidden talents are visible
= clear picture of the knowledge or abilities
- Better mediation/matching
- More targeted (re)orientation
- More targeted guidance to training

Critical success factors

- The believe in working with competences:
 - Internal organisation
 - Employers
 - Citizens
 - Partner organisations
 - External organisations
- A good and up to date standard framework
- The use of a common standard framework by different actors (labourmarket, education, training, guidance,...) on Flemish, National and European level

Flow



Competent

WHAT IT IS AND OPPORTUNITIES

- Competent is an online competence management system consisting of occupational profiles validated by social partners
- Webbased and dynamic
- Allows reuse and exchange of data
- Covers the whole labour market
- Common competence language: exchange of information (data) with other authorities, agencies (education, organisations, ...), countries
- Support for new software applications
- Fast update of evolutions in the labour market

Set up of Competent in relation to ROME v3

ROME v3

Competent

Les fiches métiers ? Aide

Répertoire Opérationnel des Métiers et des Emplois (ROME)

Les fiches emploi/métier vous permettent de mieux connaître les métiers tels que nous les décrivons pour effectuer les rapprochements entre les offres d'emploi et les demandes d'emploi (pour plus d'information consulter l'aide [?](#)).

Rechercher une fiche métier


Recherche par Métier


Compétences
 Domaine professionnel
 Thème
 Code ROME


Lancer la recherche

i À consulter

Les formations

[> Je me forme](#) 



[> orientation-pour-tous.fr](#) 

Les certifications

[> Les certifications](#)

COMPETENT

Jouw databank voor beroepen en competenties

[Meer over Competent](#) | [Vragen of opmerkingen](#) | [Contact](#) | [Log in](#)

Startpagina

Zoek een beroep:

- Op bedrijfstak
- Op interesse
- Zonder diploma
- Alfabetisch
- Geavanceerd

Zoek een beroep

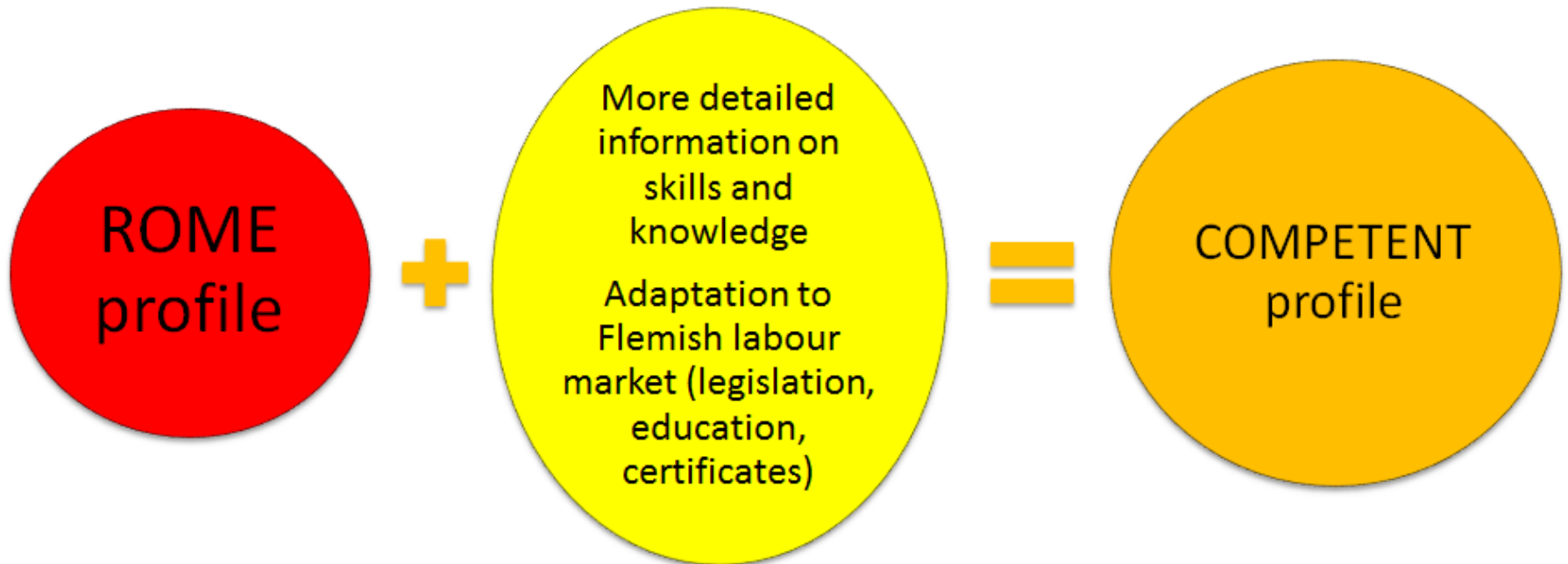
Competent bevat beroepenfiches met activiteiten en wat je moet kunnen en kennen

-  meer dan 500 beroepenfiches voor alle beroepen
-  zoek je competenties op

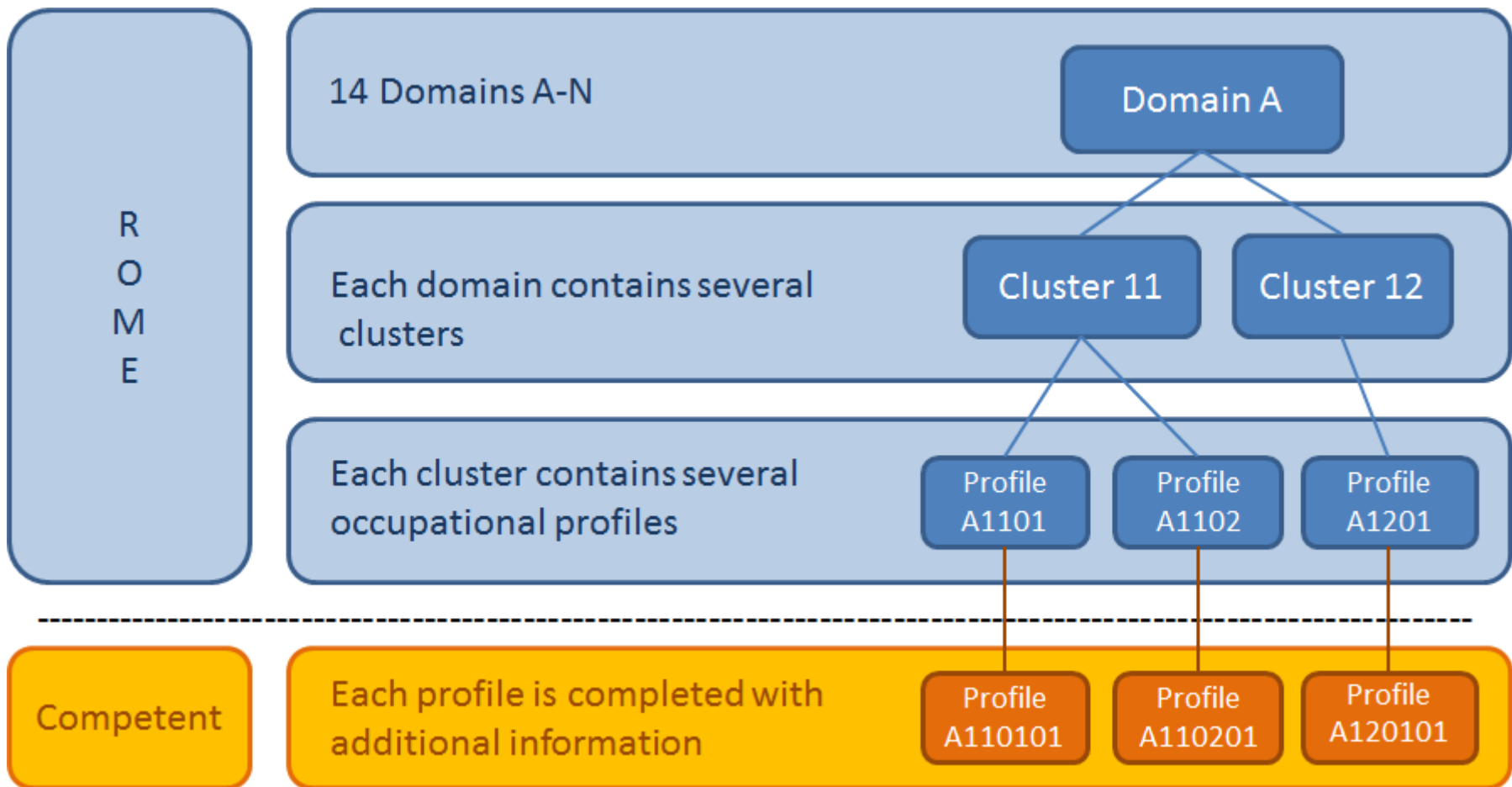


Competent is een product van de Sociaal-Economische Raad van Vlaanderen.
De fiches werden gerealiseerd op basis van de Répertoire Opérationnel des Métiers et des Emplois van Pôle emploi, © Pôle emploi.

Set up of Competent in relation to ROME v3

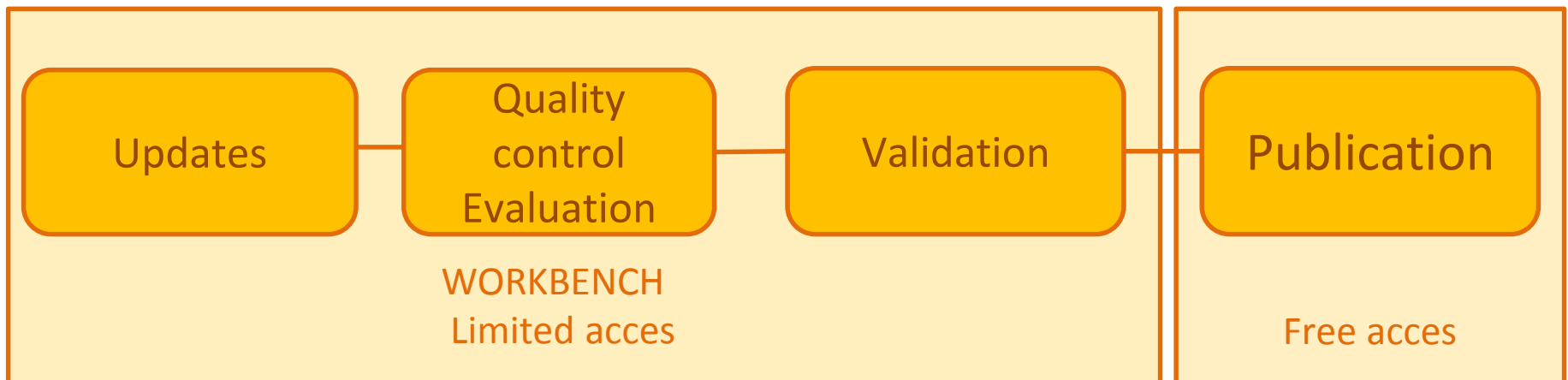


Set up of Competent in relation to ROME v3



Working processes within Competent

- Competent profiles are managed in an online workbench
 - Create an update
 - Internal quality control
 - Social partners provide experts and validators
 - Experts evaluate the draft
 - Validation by validators



Keeping Competent up to date

- Updates ROME (Répertoire Opérationnel des Métiers et des Emplois)
 - Tuning ROME and Competent
 - Internal and external control of changes
 - Translation and application in Competent
- Updates Competent
 - Adaptation to changes in the labour market
 - Based on analysis of labour market information
 - Improvement of quality (content and phrasing)



Demo Mijn Loopbaan (My Career) MasterVac

VDAB Matchmaker

EXAMPLE: WORKING WITH COMPETENCES@VDAB



<https://www.youtube.com/watch?v=9HI9vK0efUM>

Open Services



<https://www.youtube.com/watch?v=sGWxjHJxZk4>

Thank you



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