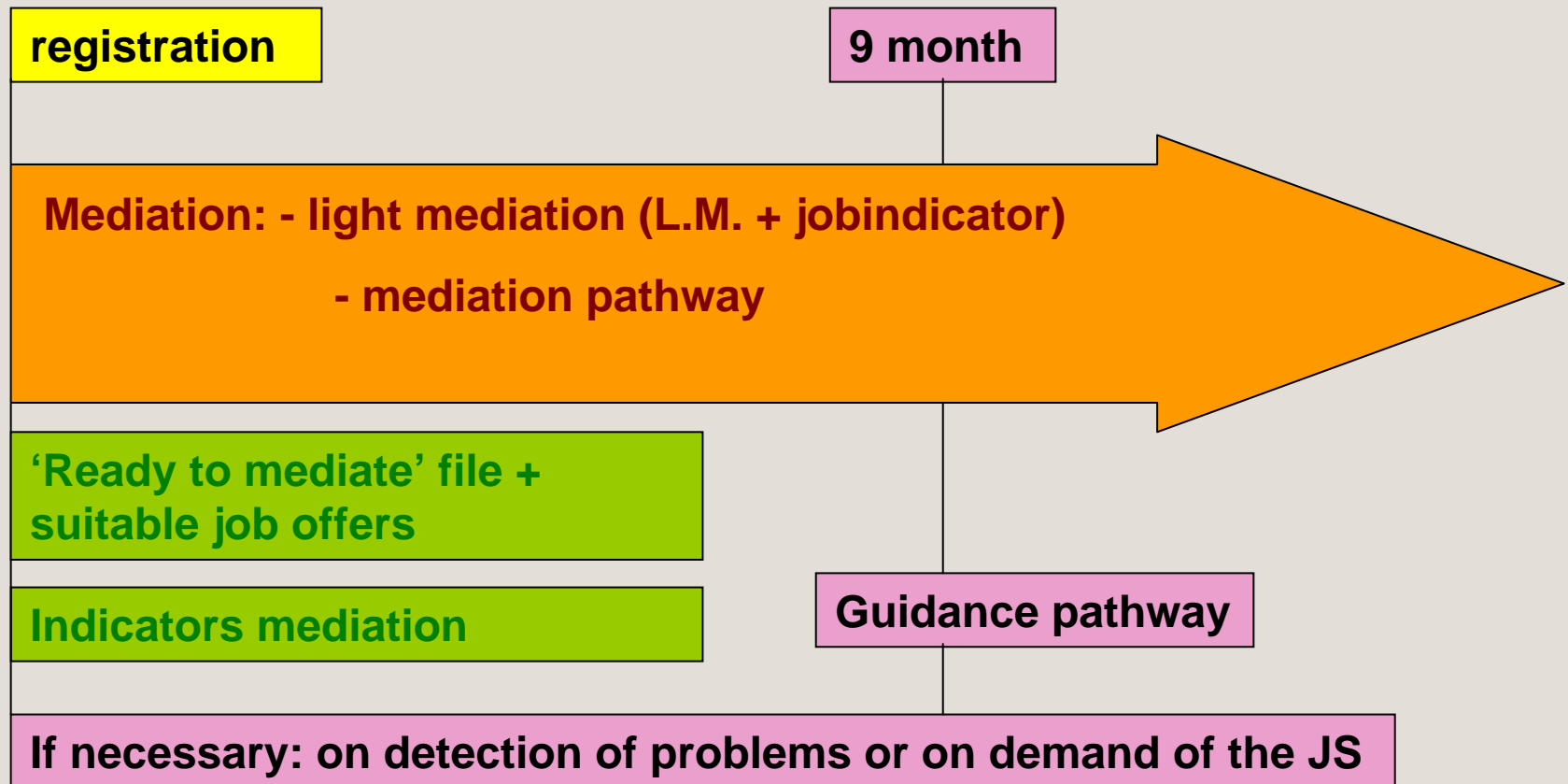


Profiling in Flanders

Many ways to determine the most accurate service for jobseekers

Inclusive tailor made approach 2010



Indicators

- Signals that warn us that a jobseeker needs a form of mediation, guidance or support
- Signal comes from
 - Self estimation by the client
 - “Jobindicator” (new tool)
 - Direct contact with the client
 - Datamining

Tools for profiling

- Jobindicator

= tool indicating in a simple way how many job offers one has received over what period AND what they have done with it!

- ⇒ What have they got? What did they do with it? To be confronted with the results?
- ⇒ Through what channel did they get the job offer?
- ⇒ Is the client's file fit to match?
- ⇒ What clients need more support?
- ⇒ What kind of files are matching well?


Tools for profiling


- Checklist action plan towards work (for the counsellor)
- Questionnaire action plan (for the job seeker)
- ARIA: method, (English: ARIS) which stands for
 - **Activate** (make people do things **themselves**, give tasks, conclude)
 - **Reflect** (make people think)
 - **Inform** (tell people what they really need to know, **personally**) (make them see things, possibilities)
 - **Stimulate** (encourage people, look at the positive aspects, listen to them and show respect) ⇒ **makes people DO things**

Tools for profiling

- Jobready: electronic tool to get a **holistic** picture of a JS's situation (developed by 3rd party together with VDAB)
- **Specialised** screening for JS with demands **too complicated** to assess with regular tools

Report





 This is a strong point

 This is point to be developed

Overview of the criteria

Job

Me and work

| | | |
|-------------------|---|---------------------------------|
| Content |  | Watch questions |
| Conditions |  | Watch questions |
| Attitude |  | Watch questions |
| Will for guidance |  | Watch questions |

Dejection



Watch questions

Stigma



Watch questions

Negative experiences



Watch questions

Fear



Watch questions

My qualities

My qualities



Watch questions

The Labour Market

Possible jobs



Watch questions

Request for possible jobs



Watch questions

Evaluatie van instrument:



Evaluatie na bespreking:



1. Ik ken mijn kwaliteiten. I know my strong points



Niet akkoord

Akkoord

1

2

3

4



Namelijk:

Rendering services, handy, technical insight, discretion, communicative, patience, client oriented, problem solving

2. Ik ken mijn zwakke punten. I know my weak points



Niet akkoord

Akkoord

1

2

3

4



Training



Watch questions

Use of network for work



Watch questions

Attitude towards network



Watch questions

How do I find a job?

Search channels



Watch questions

Search behaviour



Watch questions

Find jobs



Watch questions

Competencies for applying for a job



Watch questions

Printen overzicht

Printen overzicht en detailpagina's

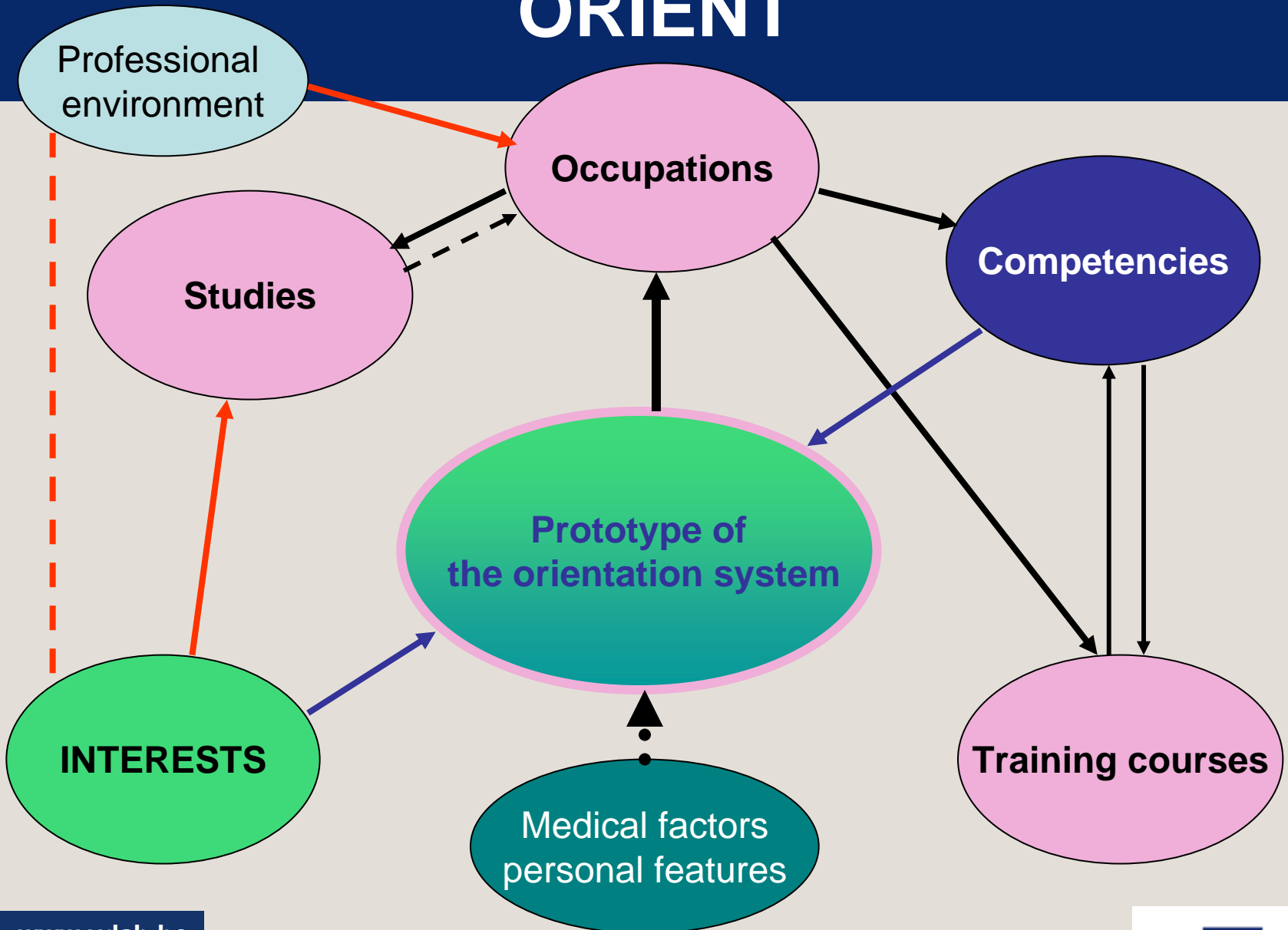
Tools for profiling

- Vocational **orientation** tools
 - Based on interests (BORINT)
 - Based on competencies (BORCOMP)
 - New development: ORIENT (both tools integrated +)
- Tool to measure the **theoretical** technical knowledge for a specific occupation of JS
- Profile determination: **technical** tests as to find out about the level on which JS operates, or from which a training should start
- Tool to measure the capability of JS to start his **own** business (= e-scan)

ORIENT

- Borint is a vocational orientation tool based on interests
- Borcomp is a vocational orientation tool based on competencies (COBRA)
- Need for integration of both tools: ORIENT
 - Including medical factors (as an option for handicapped people)
 - Including studies (diplomas) as a filter: tool can be used as an educational orientation tool
 - All results (list of occupations) can be combined, if wanted
 - Includes an action plan (steps to take to reach a set aim)
 - Not ready before end 2012 (prototype by end 2011)

ORIENT



E-scan (Entre-spiegel)

I succeed in enthusing people for my idea

Never Seldom Sometimes Often Mostly Always

I know which organisation to address for a training

Never Seldom Sometimes Often Mostly Always

I ask what others think of my approach

Never Seldom Sometimes Often Mostly Always

Only important reasons can make me change my planning

Never Seldom Sometimes Often Mostly Always

I have an original answer to the market's needsg heeft.

Never Seldom Sometimes Often Mostly Always

I always know what the new evolutions are in the sector I work in

Never Seldom Sometimes Often Mostly Always

I know who my competitors are (paertners, opponents)

Never Seldom Sometimes Often Mostly Always

Even when there is a severe distraction, I stay concentrated at work

Never Seldom Sometimes Often Mostly Always

I like to meet new people

Never Seldom Sometimes Often Mostly Always

Use and results: monitoring

- Each use means a step in a pathway towards work
- Registered as such by specific codes in JS's file
- Can be monitored, on central level AND on local level
- Some new instruments have been evaluated and commented by users

Evaluations

- Checklist and questionnaire
- Jobready
- Borcomp and Borint
- E-scan
- **Profil** (theoretical knowledge of profession)
- **Profile determination test** (practical test)
- **Specialised screening instruments:** have a scientific basis, are therefore qualitative and they are used by psychologists only.



1. Algemeen 2. AMB - Vacaturebeheer 3. AMB (BDV) 4. AMB (Regie) 5. AMB (Traject) 6. CC (Opleiding) 7. CC (Loopbaanbegeleiding) 8. SERR/RESOC

- Strategische Organisatiedoelstellingen 2011-2015 »
- Monitoringsparameters »
- Interne monitoringsparameters »
- Stuurbord diensten, projecten, producten... »
- Interregionale Mobiliteit »
- Archief »

- [Kerncijfers](#)
- [Gedetailleerde Resultaten](#)

- Transmissies »
- Resultaatmetingen »
- Contacten Werkzoekenden »
- Contacten Werkgevers »
- Klachtenmanagement »
- Kanalenmix »
- WIS: gegevens per terminal, sessies en consultaties »
- KISS »
- Doorverwijzingen »
- DienstVerleningsOvereenkomst (DVO)
- Teamfoto
- Rapportering partnergebruik RegieStat
- Stuurbordgegevens Webdiensten
- Monitoringstool Sluitend Maatpak
- Rapporteringstool Sluitend Maatpak inzake ingestroomde cohortes
- Monitoringstabel sluitend taalbeleid
- Niet-inzetbare NWWZ: Opvolgingslijst

- Resultaatmeting Begeleidingsacties Werkzoekenden
- Resultaatmeting Opleidingen Werkzoekenden

Bron: Bert Serroyen



Resultaatmeting Begeleidingsacties Werkzoekenden

201012

Bron: Kathleen Van Ackere

Het onderstaande rapport is een beperkte weergave van de data die u via een excel/zip download kan bekomen. De download bevat meer data en/of selectie mogelijkheden (pivottable mogelijkheden).

| LKC | Aantal gemeten acties | Doorstroom na 3 maand (Aantal) | Doorstroom na 3 maand (Percent) | Doorstroom na 6 maand (Aantal) | Doorstroom na 6 maand (Percent) |
|----------------|-----------------------|--------------------------------|---------------------------------|--------------------------------|---------------------------------|
| 11 - ANTWERPEN | 7931 | 5574 | 70.3 | 6010 | 75.8 |
| 12 - MECHELEN | 1836 | 1260 | 68.6 | 1394 | 75.9 |
| 13 - TURNHOUT | 2876 | 2153 | 74.9 | 2274 | 79.1 |
| 21 - BRUSSEL | 1121 | 871 | 77.7 | 933 | 83.2 |
| 22 - LEUVEN | 3841 | 2889 | 75.2 | 3104 | 80.8 |
| 24 - VILVOORDE | 2705 | 2315 | 85.6 | 2367 | 87.5 |
| 31 - BRUGGE | 1536 | 1162 | 75.7 | 1243 | 80.9 |
| 34 - KORTRIJK | 3540 | 2570 | 72.6 | 2807 | 79.3 |
| 35 - OOSTENDE | 2236 | 1620 | 72.5 | 1730 | 77.4 |
| 41 - AALST | 2590 | 1948 | 75.2 | 2066 | 79.8 |

1. Algemeen 2. AMB - Vacaturebeheer 3. AMB (BDV) 4. AMB (Regie) 5. AMB (Traject) 6. CC (Opleiding) 7. CC (Loopbaanbegeleiding) 8. SERR/RESOC

Andere Periode Excel download

- Algemeen » Consulentenfoto expertcoach traject
- Specifieke Acties » Overzicht module 2-acties
- Opvolgingslijsten » Uitstroom na traject
- Archief »

Overzicht module 2-acties

201012

Bron: Edwin Van Oerle

Het onderstaande rapport is een beperkte weergave van de data die u via een excel/zip download kan bekomen. De download bevat meer data en/of selectie mogelijkheden (pivottable mogelijkheden).

| Actietype | Totaal |
|---|------------|
| Actietype | Eindtotaal |
| 01. Intakefase (IF) | 80145 |
| 06. Screening NT2 = screening Dutch language for immigrants or French speaking job seekers | 11228 |
| 08. Screening laaggeletterdheid = screening illiteracy | 61 |
| 10. Medisch advies/onderzoek | 9572 |
| 11. Psychologisch onderzoek | 6421 |
| 12. Advies MMPP problematiek = specialised screening | 3158 |
| 13. Infosessie CC | 43725 |
| 14 Oriëntatiecentrum = orientation instruments (Borcomp, Borint, socio-emotional questionnaire) | 7128 |
| 15. Vooropleiding / Stage | 8081 |
| 16. Oriëntatie naar ondernemerschap = e-scan | 934 |
| 18. Kennismakingsmodules | 100 |
| 19. Snuffelstage | 37 |
| 20. Profielbepaling = practical technical test | 22424 |