

Mpiris

Informing policy choices
through innovative social science research

Competent and the Qualification database Belgium

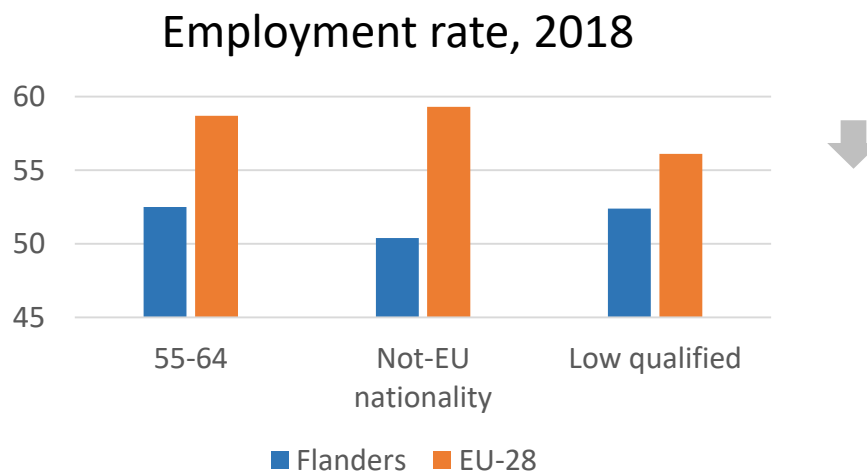
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Mutual Learning Programme

DG Employment, Social Affairs and Inclusion

Flemish Labour Market: some figures

Unemployment rate (2018)	3.5%
Ratio of jobseekers per job opening (2018)	4.1
Proportion of bottleneck vacancies (2017)	21.5%
Average job seniority (2016)	11.5 years
Participation rate in lifelong learning (PIAAC, 2017)	49%



Flemish Labour Market: challenges

Tight

In transition

Low job mobility

Relatively weak lifelong learning culture



Optimal matching

Targeted upskilling and reskilling

Proper preparation of students in initial education

Competent and the Qualification database

- Two linked, but diverged systems
- Common goal:
 - Establish common competence language in Flanders
 - Improve transparency, promote mobility
- Different priorities
 - Enable and support data-driven labour market services
 - Provide a reference framework for educational standards and qualifying training trajectories

Competent

- VDAB (Public Employment Service of Flanders)
- Based on French Rome-sheets
- 642 occupational profiles
 - Covers the whole labour market
- Competences, skills, knowledge elements, soft skills
- Key services
 - Self-assessment of competences by career owners
 - Competence-based processing of job offers
 - Matching of job seekers profiles with vacancies

Qualification Database

- AHOVOKS (Agency for Quality Assurance in Education and Training)
- Based on Competent's profiles but no 1-on-1 relationship
- Represents Flemish Qualification Structure
- Knowledge, skills, context, autonomy and responsibility -> more specific descriptions
- Legal reference framework for VET

Strenghts and challenges

- Involvement of social partners
- Key stakeholders in the cockpit and as main users
- Data-based competence model, enabling use of data across services
- Transferable building blocks: competence language, database engine, related services
- Use of AI among other sources to optimise services

- Reconvergence of the two systems
- Proper integration of evolutions in jobs and future requirements
- Elaboration of a more comprehensive range of services

Inspiring evolutions

- From matching services to more advanced services
 - Visualisation of career paths
 - Automate the detection of competences in free text files
 - Creation of interoperable portfolios
 - Automatically generated classifications?
- Focus on data quality and intuitiveness to promote daily use by citizens and companies
 - Expand user base from jobseekers to all citizens
 - From very specific competences to more transversal descriptions

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