

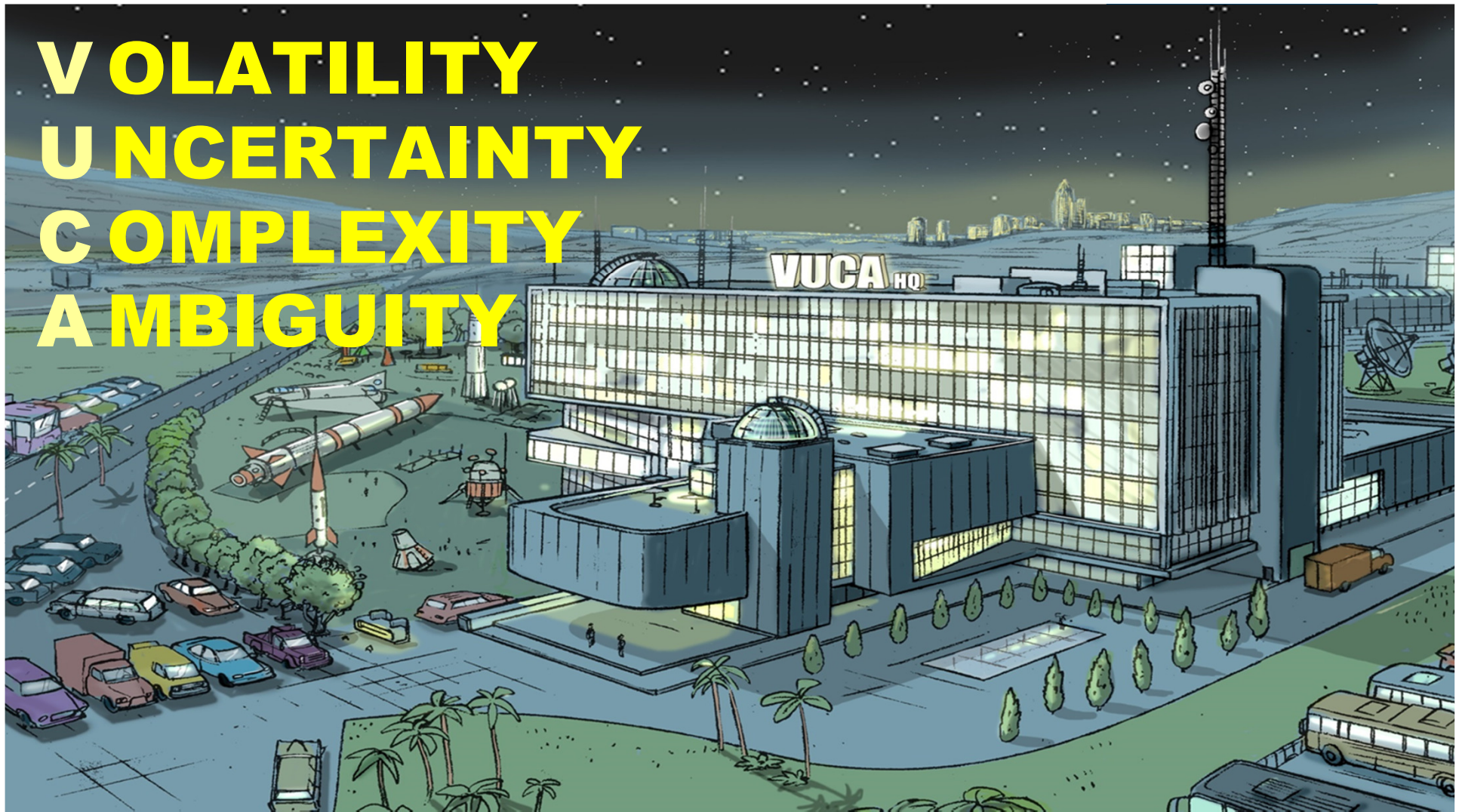


Continuous learning in a transitional labourmarket

FONS LEROY CEO VDAB

ADULT LEARNING ONLINE - 11 OCTOBRE 2018

VOLATILITY
UNCERTAINTY
COMPLEXITY
AMBIGUITY



INTERNET OF THINGS

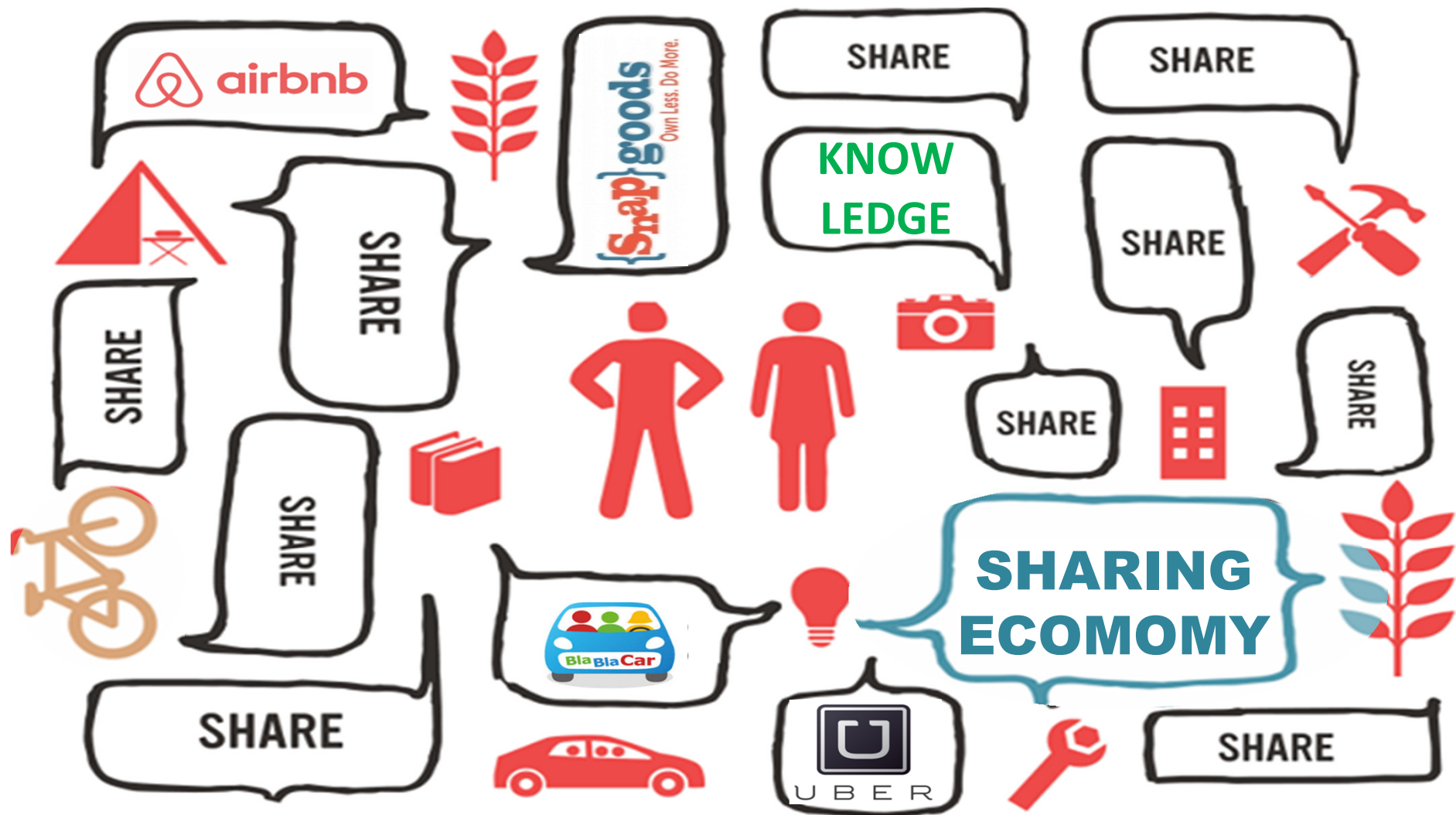
ARTIFICIAL INTELLIGENCE

ROBOTISERING

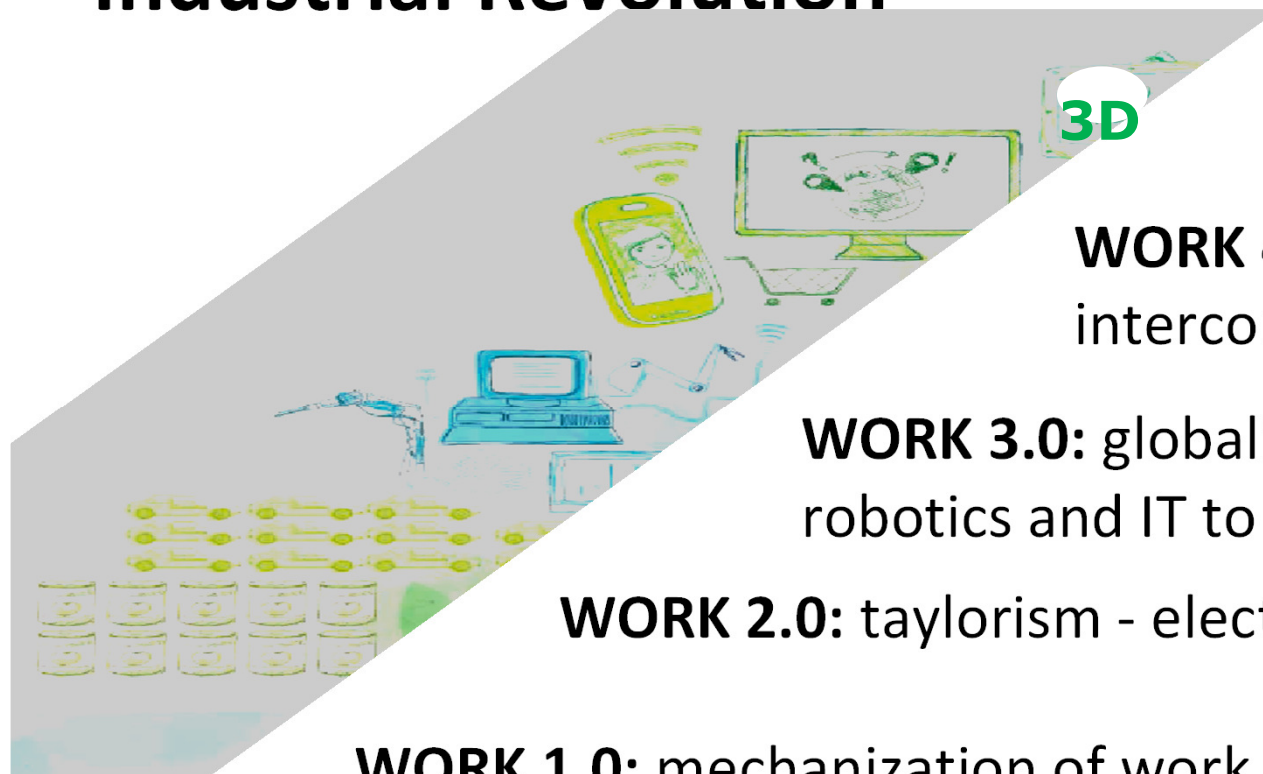


**Radicale transformatie van hoe we
produceren, consumeren,
communiceren, werken en leven**

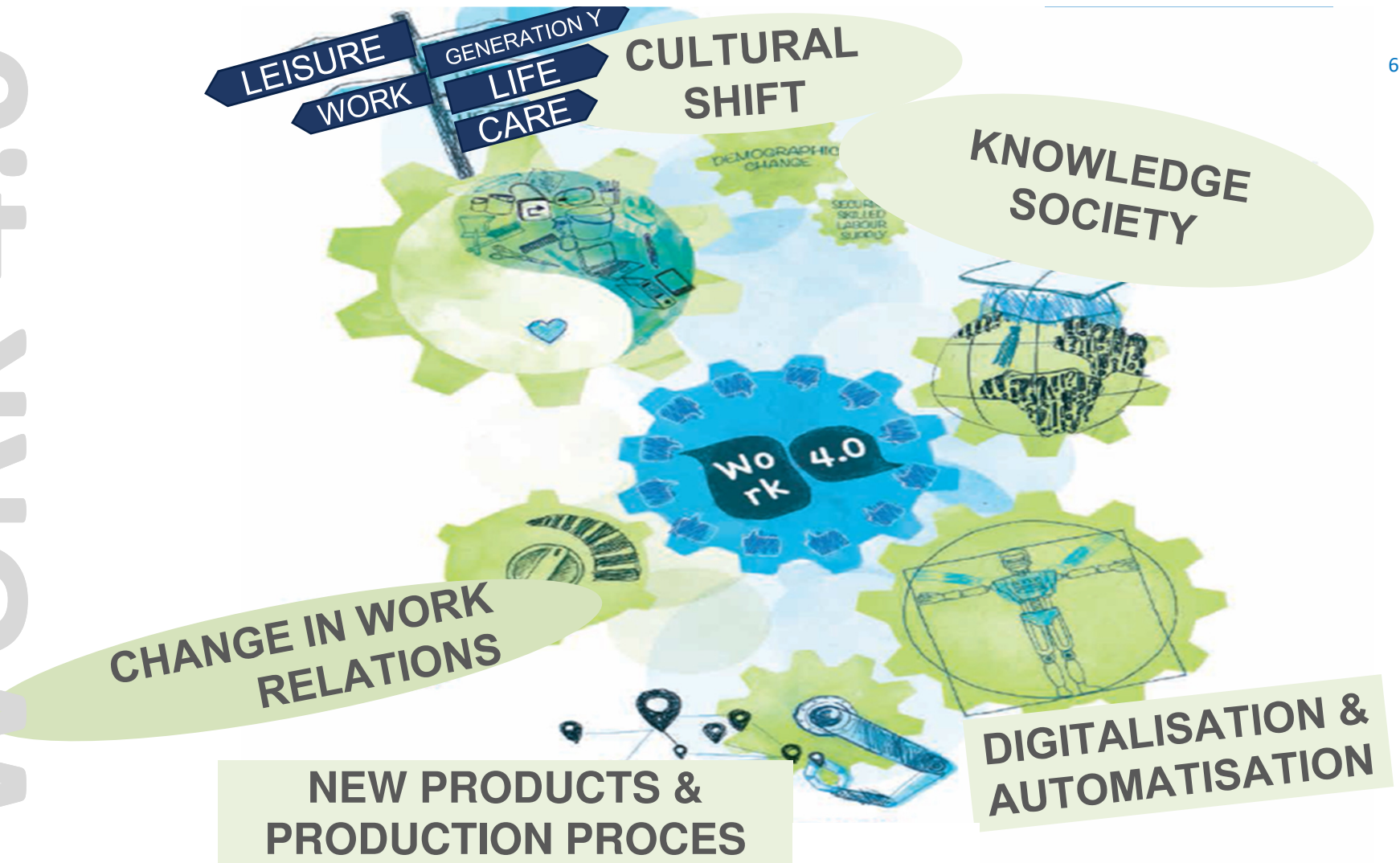
Creëert opportuniteiten ... en uitdagingen



Industry 4.0 – Industrial Revolution



WORK 4.0





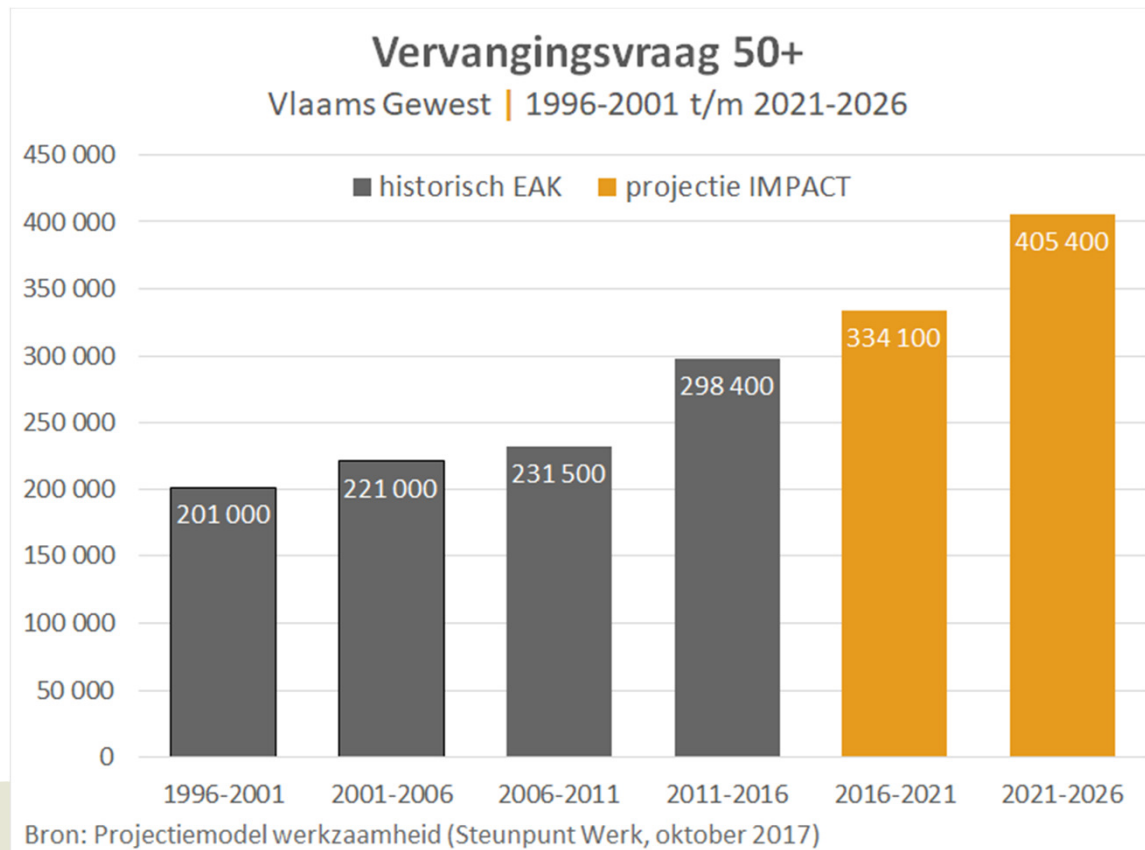
FLEMISH LABOURMARKET ON FIRE



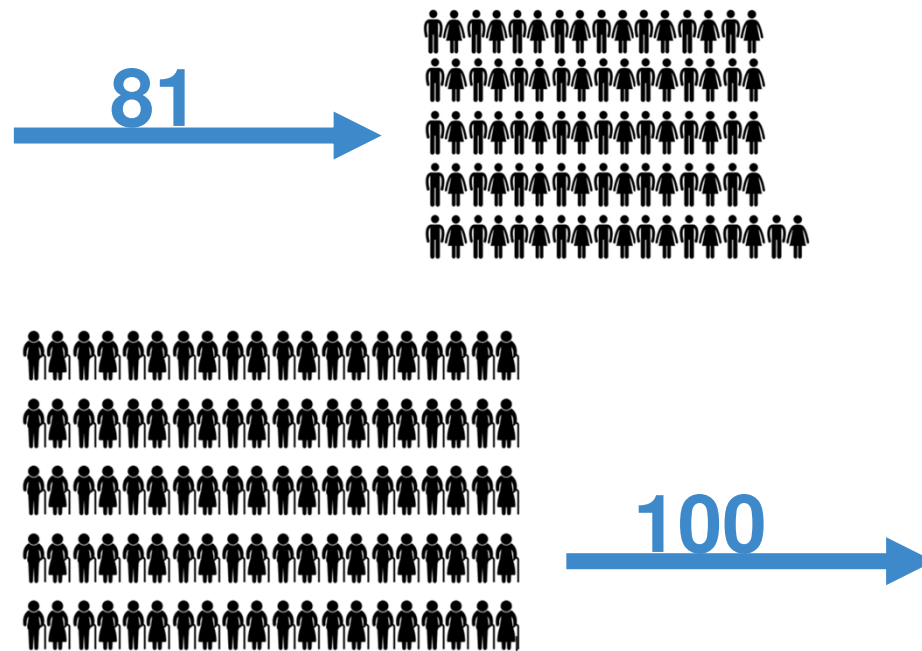
**RISING #
VACANCIES**

Aging population

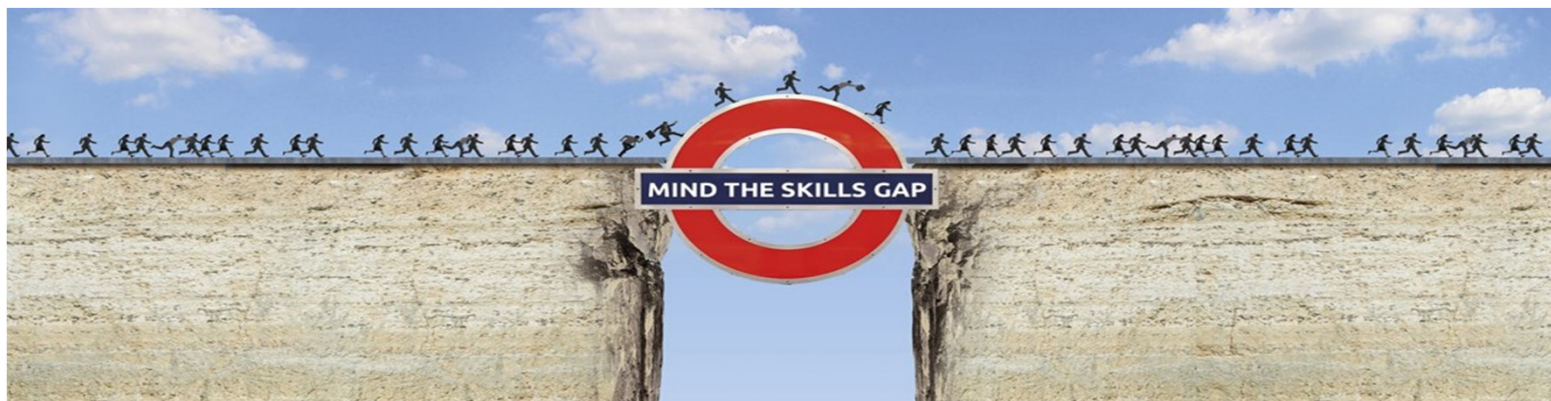
Projection of number of replacement vacancies



Young / Old Ratio



VDAB



A growing mismatch

Towards a knowledge economy
Digitalisation
Automation
Decreasing chances for the unskilled

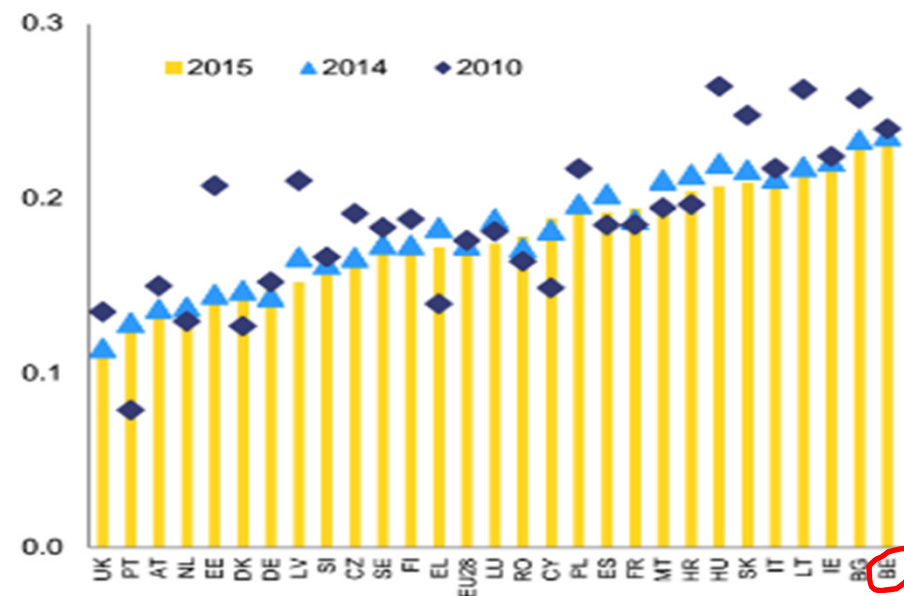
⇒ Labour market polarisation



VDAB

Mismatch on the labourmarket

Graph 3.3.3: Relative dispersion of employment rates by education level, 2010, 2014 and 2015



Source: Own calculations based on Eurostat, Annual average based on the average of four quarters.

Source: European Commission -
Assessment European Semester

Labour Market Mismatch

Bottleneck occupations

Construction workers

Industrial occupations

Nursing Staff

IT

Truck drivers, shipping agents

Cleaning Staff

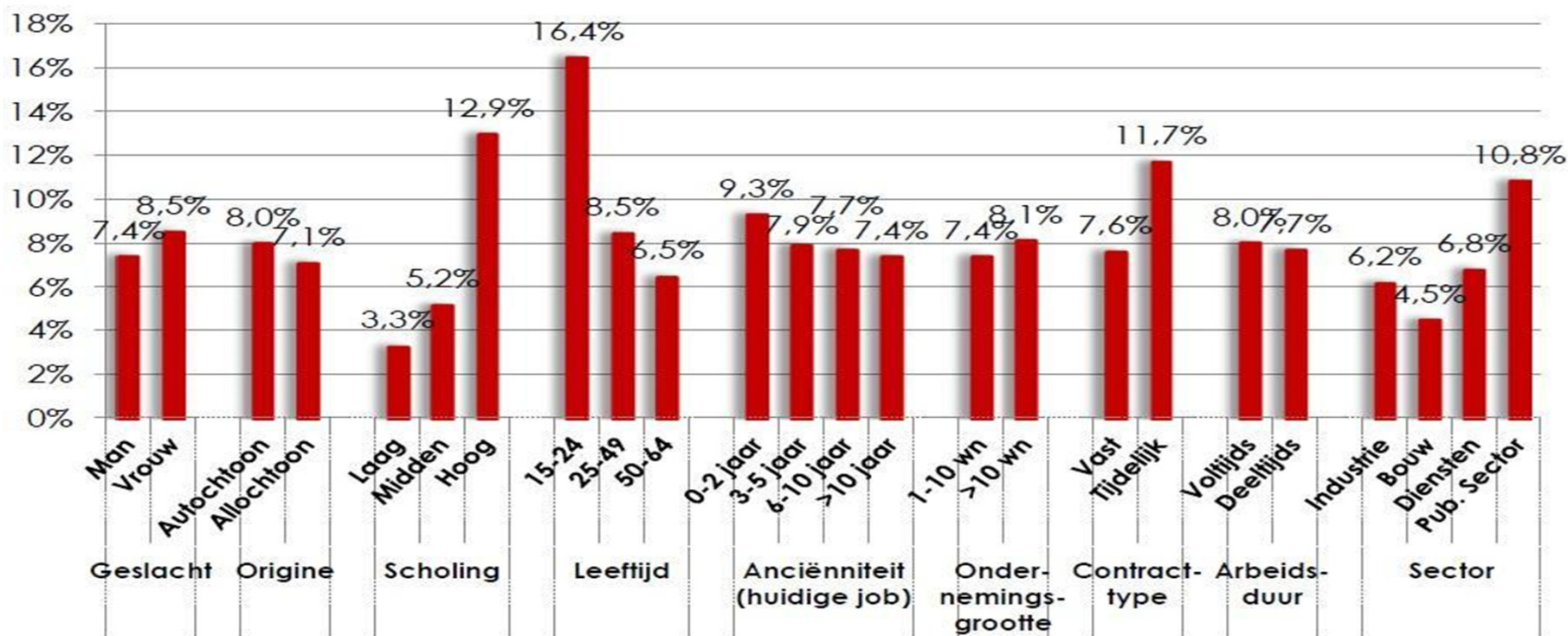
Accountants

Call center operator



VDAB

Participation in training of employees (25-64 jaar) (Vlaams Gewest, 2011)



Bronnen: FOD Economie - Algemene Directie Statistiek - EAK, Eurostat LFS (Bewerking Steunpunt WSE/Departement WSE)

VDAB

samen sterk voor werk

Paradigm shifts on # levels

VDAB

samen sterk voor werk

- POLICY
- ORGANISATION
- INDIVIDUAL

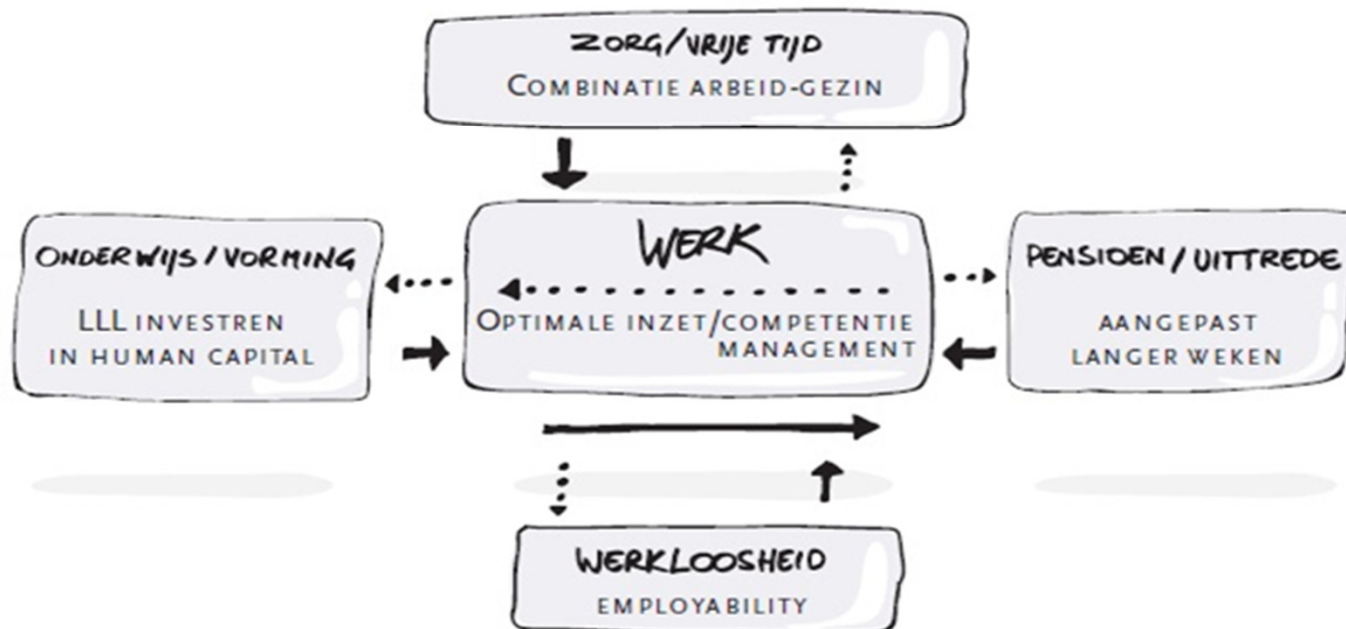


TRANSITIONELE ARBEIDSMARKT



Changing labour market

OP MACRONIVEAU VAN DE ARBEIDSMARKT



Changing labourmarket ...changing roles

Changing Role of Public Employment Services

- Labour Market Conductor
- Career Guidance Agency
- Competences as common language
- Life long learning



From **mirror** – recruitment ...



1
8

... to **window** - recruitment



Van Employability ... naar *Enjoyability* of work



- **LLL: Life-Long Learning**
- Innovative work-organization
- Jobcrafting
- 'Workability' of work

Life long learning ...

VDAB

Change in learning
& development

When-ever

Where-ever

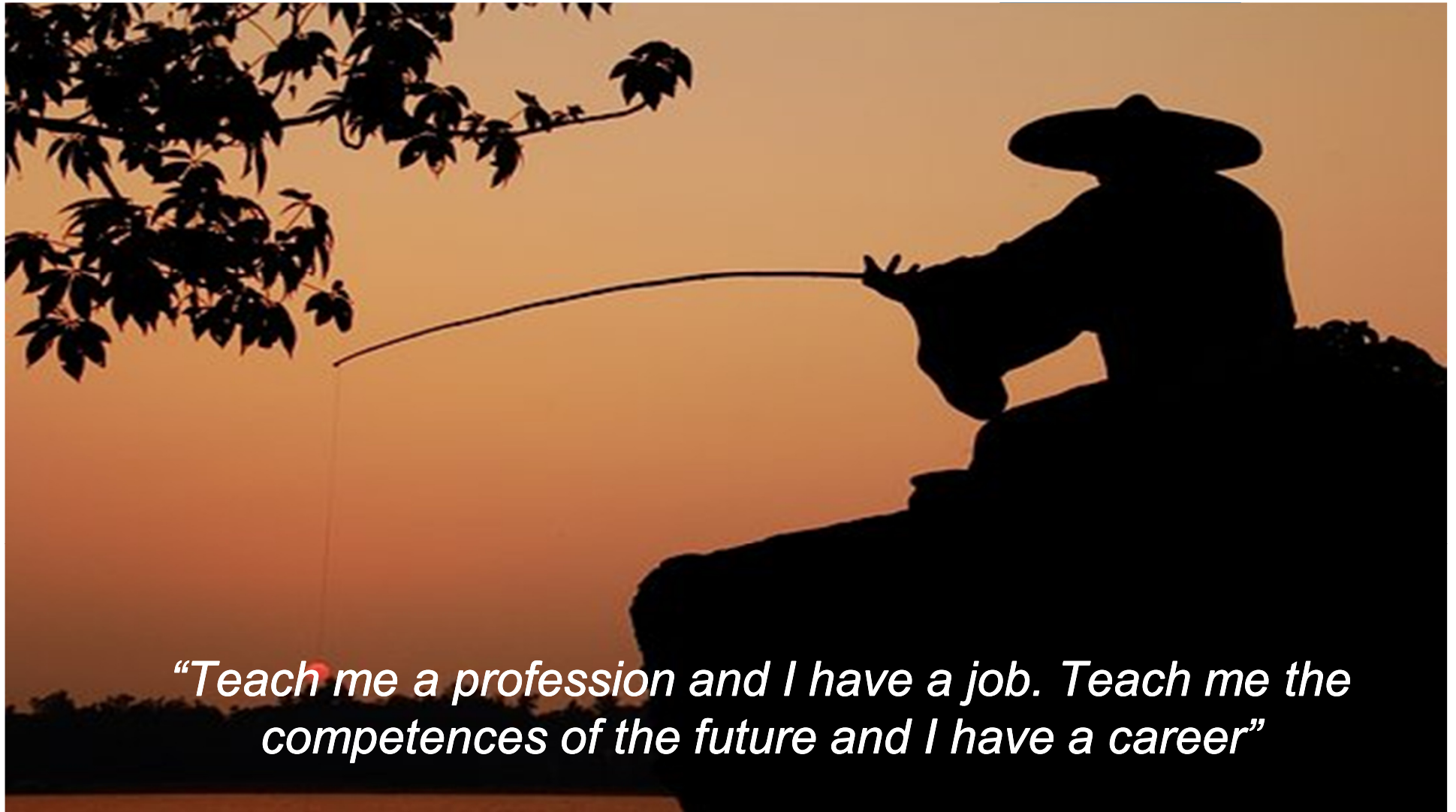
How-ever



Investing in 21st century skills ...

Increasing importance of
Generic skills across all industries.





“Teach me a profession and I have a job. Teach me the competences of the future and I have a career”

Any Questions?



samen sterk voor werk

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Manager Training

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