

# Competentia : from the margins ...

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# APEF and Funds, what's that?

- The framework
  - Apef gathers 30 workers. They fulfil several missions in the service of « training Funds » of the non profit sector, « social wing » (culture, childrens persons with disabilities)
  - In collaboration with FE.BI, non profit sector, « health wing » (hospitals, supports for seniors)
  - Those funds are granted by contributions of the workers (0,1% of their salary).
  - Apef is also running administrative tasks linked with Maribel (contribution shortages gathered to finance creation of jobs in the sector)



# APEF and Funds, what's that?

- The mission
  - Social partners try to define some training policy by identification of needs (in terms of skills but also labor shortage or development of new trades) and learning proposals
  - In practise, grant local needs of training but also support transversal programs as skills assesment for 45+, outplacement, well-being at work
  - Workers of Apef are the day-to-day project managers

# How did that start?

- The facilitators
  - External
    - A more or less stable source of funding
    - Social dialog : state in more and more intrusive.  
Give recommandation about salary bargaining
    - Crisis : no more enough money to answer all the sollicitations for grants

→ training policy has been seen by Trade Union as a field of action to increase well being at work and to help workers to keep their job

# How did that start?

- The facilitators
  - Internal
    - An agreement between APEF and
      - regional authorities
      - public partners
        - a kind of financial autonomy
  - A wish of social partners to promote a collective and long term vision of training  
Looking for more efficiency thanks to transversal tools stressing training like a process (from identification to know-how transmission)

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→ a kind of financial autonomy

# The steps to implement it?

- Till 2008
  - Mainly a Nekermans 'vision of training
  - Granted by Funds
- 2008 : paper version /tool box of « plan de formation », distribution to all the members
- 2011 Evaluation through a customer survey
  - Need more and beter 😊
- 2014 birth of competentia
- 2018 : second version of competentia and linked with other projects as « parcours de vie professionnelle » (an more worker's side approach of skills) and « carnet de bord » (paper and soon electronical skills'book)



# How did we built the project?

1. Recruitment : needed some more skills to lead the project and to write the contents
2. Survey : interviews of stake holders (social partners; workers; trainers...)  
→ Definition of scope by users: « skills' management » with one target : people in charge of management of these skills
3. A monitoring committee gathering some members of the several Social Funds
4. A project team and several meetings with the monitoring committee



# What activities?

- Site : [competentia.be](http://competentia.be)
  - Cold and hot contents
  - tools
- Workshop
  - 3 hours meeting between professionals to discuss about skills' management. With an expert as special guest.
  - Examples : « How to start a training master plan? », « How to write a job description? »
- Connections with Funds' training program
- Consultancy-service/advisory service

# What about the cost?

- Mainly human resources : 2 full time equivalent  
77,5% of the budget      155 000
- Development of the site and application  
15%                              +/- 15 000 per site
- workshop (expert, catering and rental)  
5%                                10 000
- Others (travel expenses mainly; com; training...)  
2,5%                            5 000

# Who's paying the bill?

1. A year cost +/- 200 000€
2. At the beginning mostly paid by the agreement between Wallonia and APEF (80%).
  - The financial risk-taking was limited for the social partner
  - no choice between competentia and their casual business : Social partners paid the workshop and consultancy (similar to other support actions)
3. Now, more and more implemented. We tend towards financial balance between social partners and other partners.

# Competentia : what else?

- Risks?
  - No long term commitments
  - No more support to the development of transversal tools or too much transversal tool
  - Social partners as only one stake holders
  - Many Funds, many funders with their own agenda
  - No more support of the public authorities
  - Loss of internal know-how

Thank you