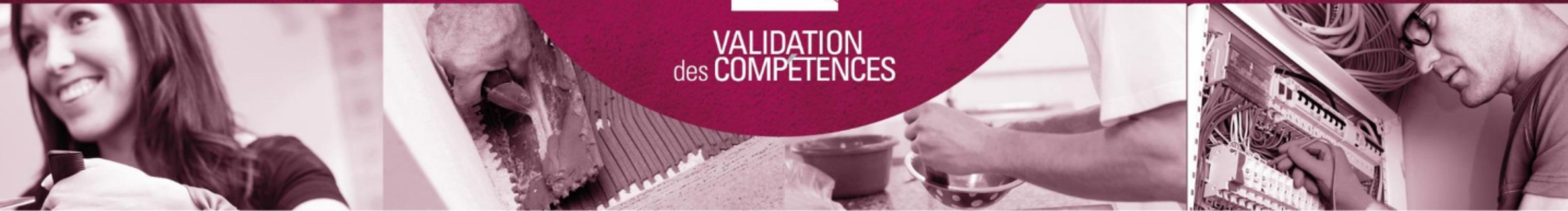




VALIDATION
des COMPÉTENCES



Validation of skills in the French speaking community of Belgium



LE FONDS SOCIAL EUROPÉEN ET LES AUTORITÉS PUBLIQUES INVESTISSENT DANS VOTRE AVENIR



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Federal Structure of Belgium

Federal Authorities



King
Federal Government (Prime Minister, Ministers, Secretaries of State)
Federal Parliament (Senate, Chamber of Representatives)

The Communities



Flemish Community



French Community



German-speaking Community

The Regions



Flanders Region



Brussels-Capital Region



Walloon Region

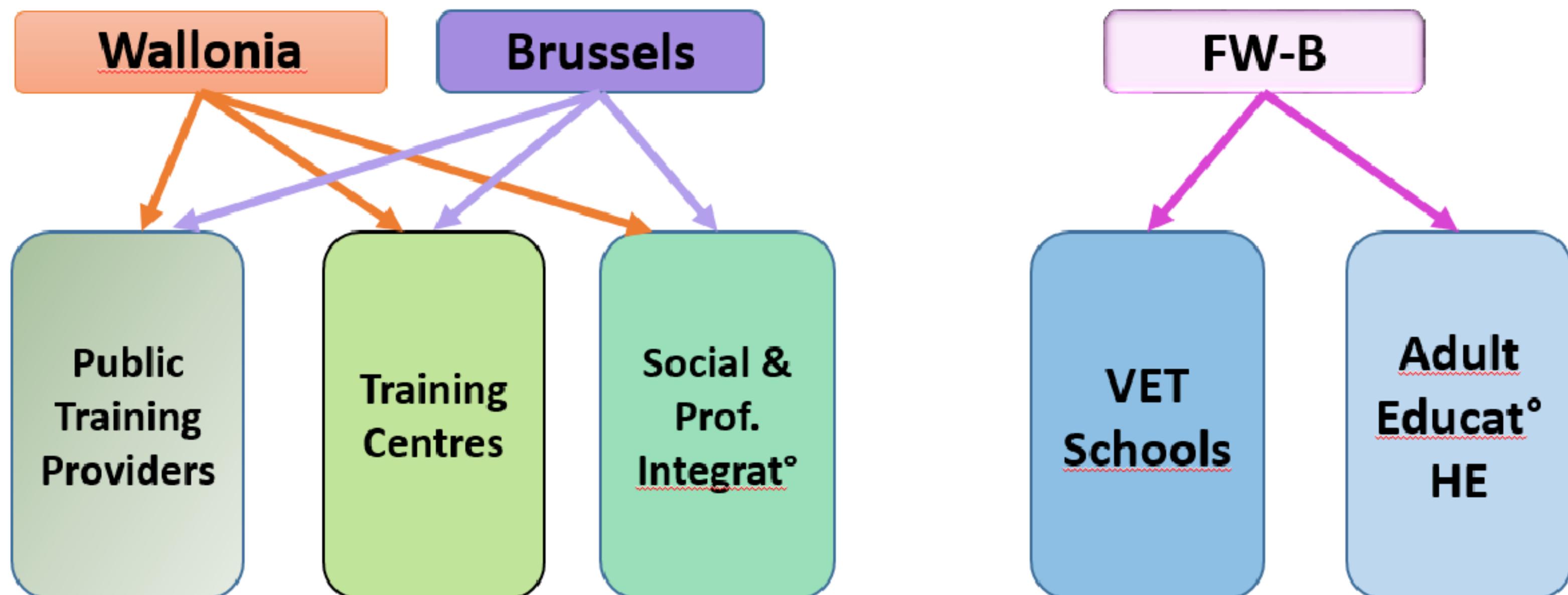




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Training

Education

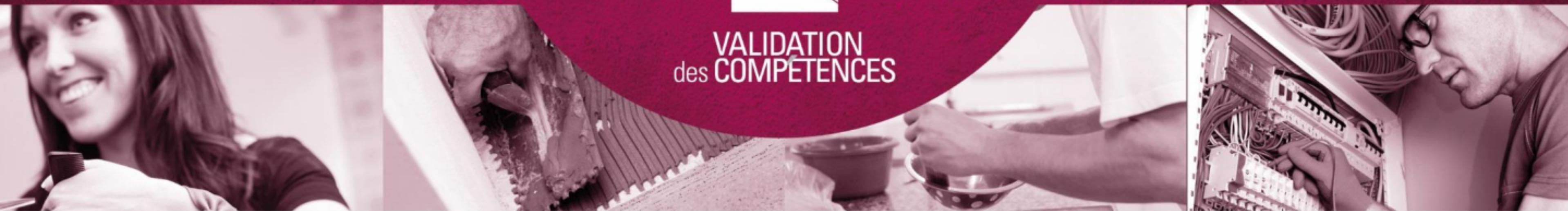


Validation





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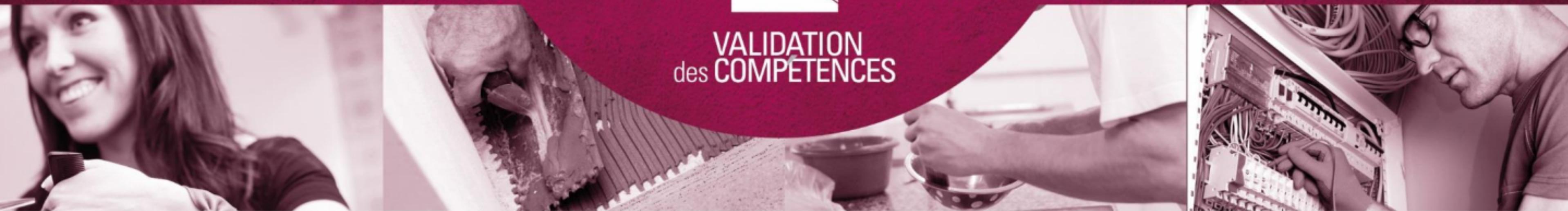
2003: Decree

- a **cooperation agreement between the 3 French speaking governments of Belgium**
- The **cooperation of the 5 most important public sector training providers** in the French speaking part of Belgium





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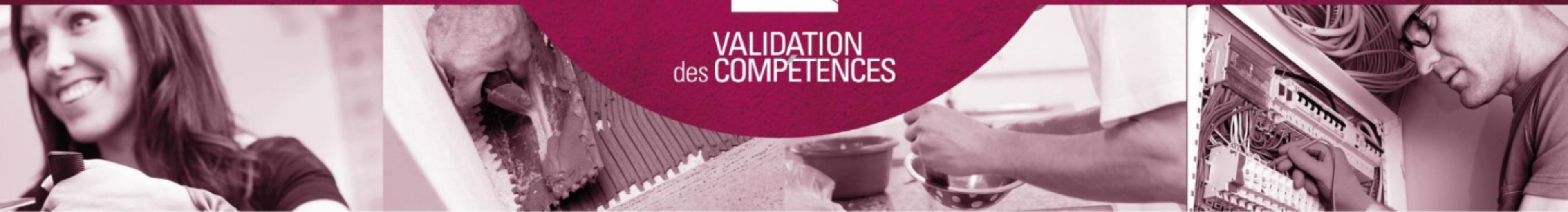
The Skill Validation Consortium incorporates:

- Professional associations and public employment services for **guiding and evaluating the scheme**,
- Education and trainings operators for **managing the scheme**:
 - Bruxelles Formation
 - Adult education (Enseignement de promotion sociale)
 - IFAPME
 - Le Forem
 - SFPME





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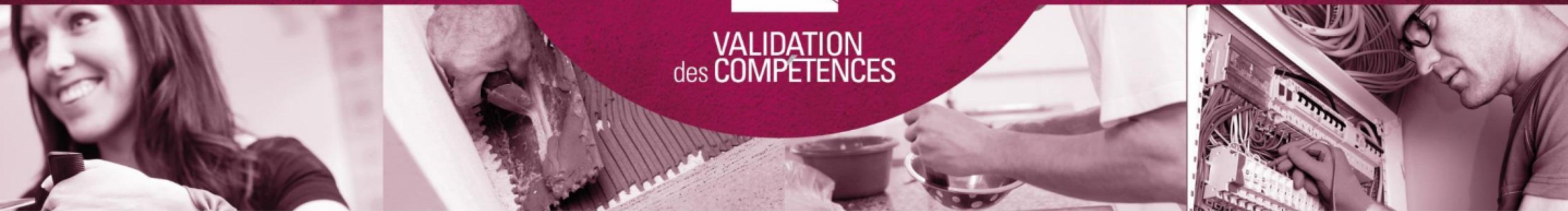
The missions

- **organizes the accreditation of validation centers**
- **coordinates the supply of validation and promotes its development**
- **establishes the methodology for assessing**
- **promotes the recognition of the skills certificate delivered**
- **ensures the overall management of the whole process of validation**





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Skill Validation enables anyone aged 18+ who does not have a diploma to officially validate professional competence in selected areas.

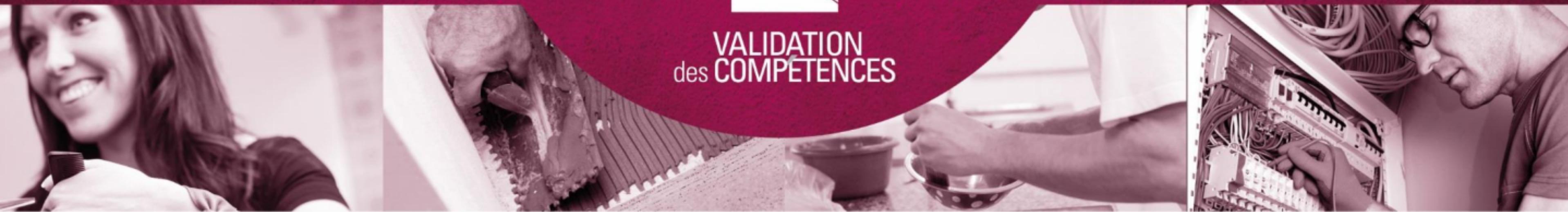
How?

Obtain one or more Skill Certificate(s) by successfully passing a skill examination (situational evaluation by a jury of professionals) at a certified Competence Validation Centre.





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52 professions available

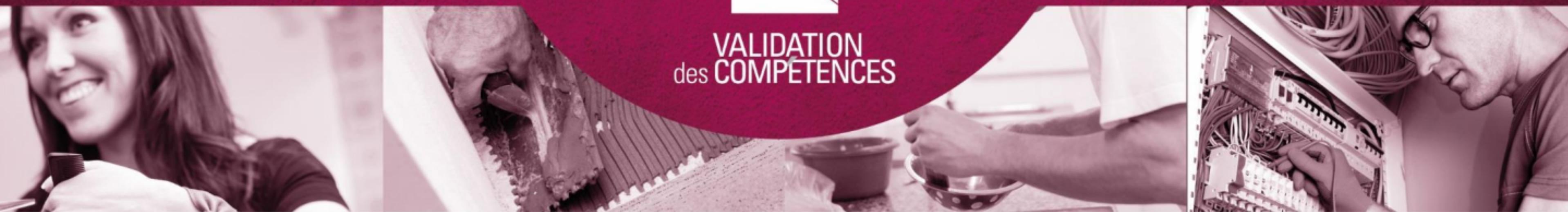
PC & Network Technician
Forklift Driver
Residential Electrician / Fitter
Administration Staff
Bakery Worker
House Painter
Assistant Bookkeeper
Carver / Boning
Domestic Help
Machining System Technician
Cement & Façade Specialist



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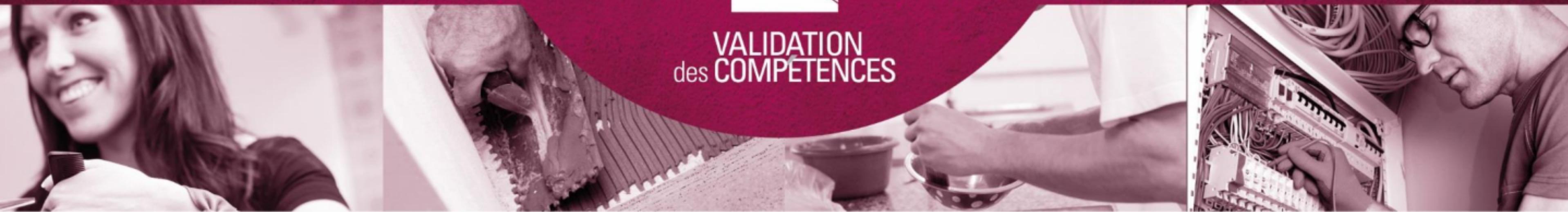
Certified Competence Validation Centres in the French speaking part of Belgium

51





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4 Steps to Acquiring a Skill Certificate

1. Information

- Advisors (specific tools)
- > www.validationdescompetences.be (General public)
www.cvdc.be (Professionals)

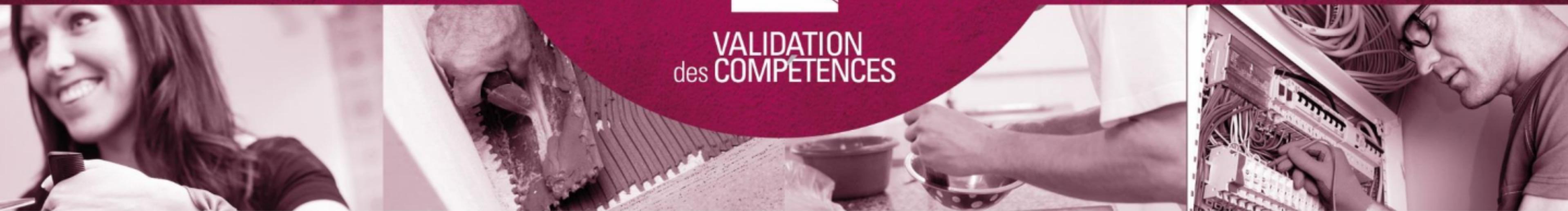
2. Guidance -> Centres

Group information session or individual guidance





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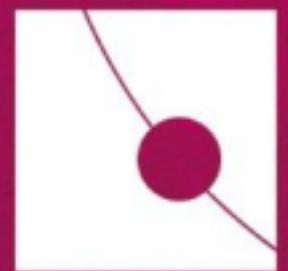
4 Steps to Acquiring a Skill Certification

3. Examination – *Free, individual and confidential*

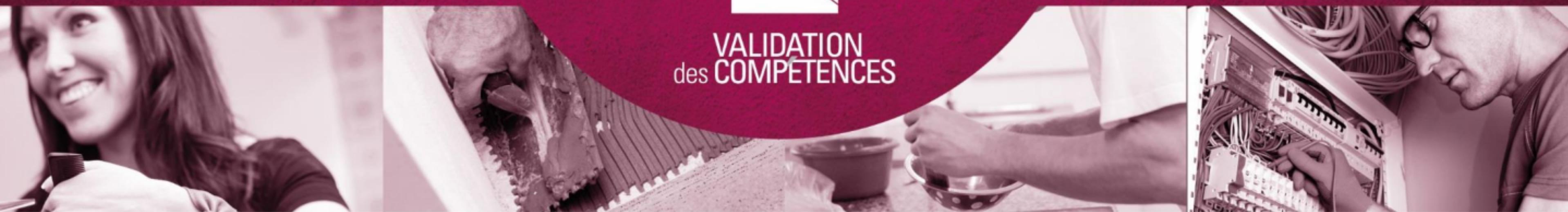
4. Successful completion of a qualification – Guidance for afterwards



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The skills certificate: in the back of it are listed all the skills that have been evaluated during the test



Au nom des gouvernements de la Communauté française, de la Région wallonne et de la Commission communautaire française,
vu le décret de la Communauté française du 22 octobre 2003, vu le décret de la Région wallonne du 13 novembre 2003,
vu le décret de la Commission communautaire française du 7 novembre 2003.

attendu que Madame DUBOIS Claire
née(e) à LIEGE.

le 05/08/1968

a, en date du 30/01/2017, fait la preuve de ses compétences

Le Comité directeur du Consortium de la validation des compétences lui délivre le Titre de compétence (réf. EMPLADMIN1)

Gérer un dossier (de la constitution à l'archivage), faisant partie du métier de Employé(e) administratif

Fait à Uccle, le 10/07/2017

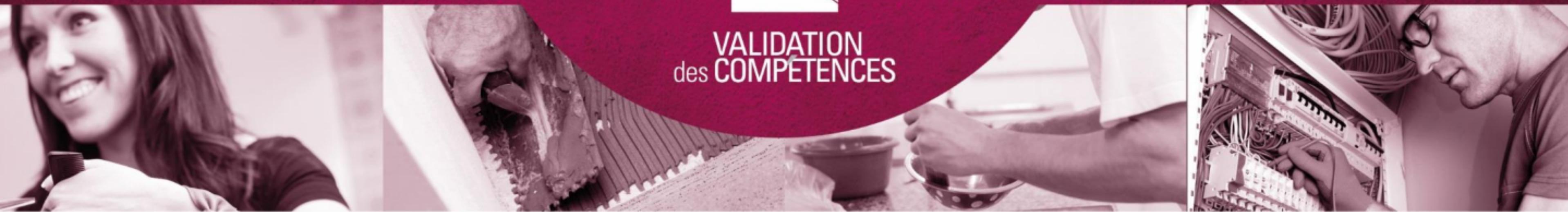
Les Présidents du Comité directeur

Le Candidat





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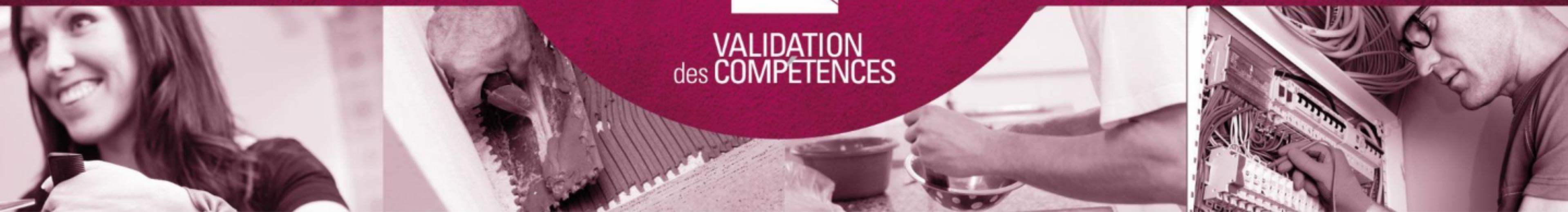
Advantages for Candidates

- Reinforces **self-esteem**
- Official **recognition** of professional competence
- **Proof** of a skill for an employer
- Access and **exemptions** during professional **training course**
- Access to **welfare allowances** for over 21s
- Access to the French community of regular **secondary education jury**
- Improved mobility in Belgium and the rest of Europe (**Europass** certificate supplement)
- **Access** and recognition of **profession**
- Gained recognition from **local authorities**





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The Europass certificate supplement



Supplément au certificat Europass^(*)



1. Intitulé du certificat

« Réaliser une pose de carreaux au sol sur chape fraîche » (CAR1) associé au métier de carreleur

^(*) dans la langue d'origine

2. Traduction de l'intitulé du certificat

"Vloertegels plaatsen op een verse ondervloer" (CAR1) verbonden aan de functie van tegelzetter

„Verlegen von Bodenfliesen auf frischem Estrich“ (CAR1), der Tätigkeit des Fliesenlegers zugeordnet

"Laying tiles on a freshly screeded floor" (CAR1) associated with the job of tile layer

^(**) Le cas échéant. Cette traduction est dépourvue de toute valeur légale.

3. Éléments de compétences acquis

Le titulaire de l'attestation de compétences est capable de

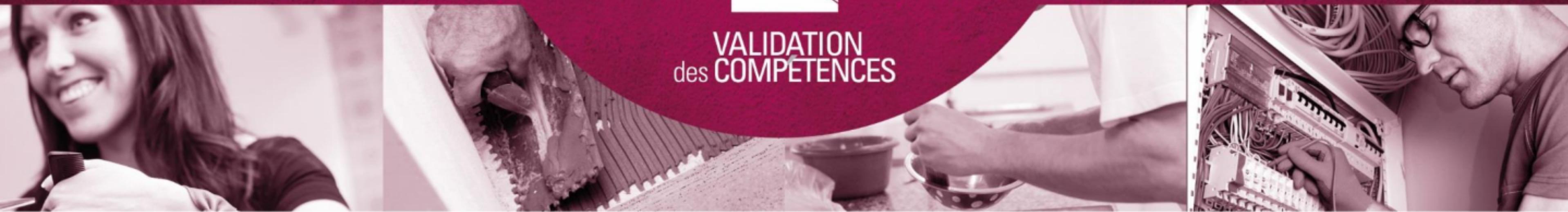
- Contrôler les niveaux, les alignements et les aplombs
 - Interpréter le plan ou le croquis
 - contrôler les niveaux
 - contrôler les aplombs
 - contrôler les alignements
 - reporter les points de référence par rapport au point 0,00m
 - contrôler la planéité
- Respecter un plan de pose
- Tracer les axes
 - déterminer la position des carrelages par rapport aux axes
 - déterminer le point de départ des carrelages entiers

Poser des carrelages et/ou de la pierre naturelle (marbre, granit...) au sol sur une chape fraîche

- installer et approvisionner son poste de travail
- poser l'isolant périphérique
- poser une membrane de désolidarisation
- préparer les mélanges de chape
- préparer et disposer la quantité de carreaux ou les éléments nécessaires
- préparer le liant, la barbotine ou la matière sèche de liaison



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des COMPÉTENCES



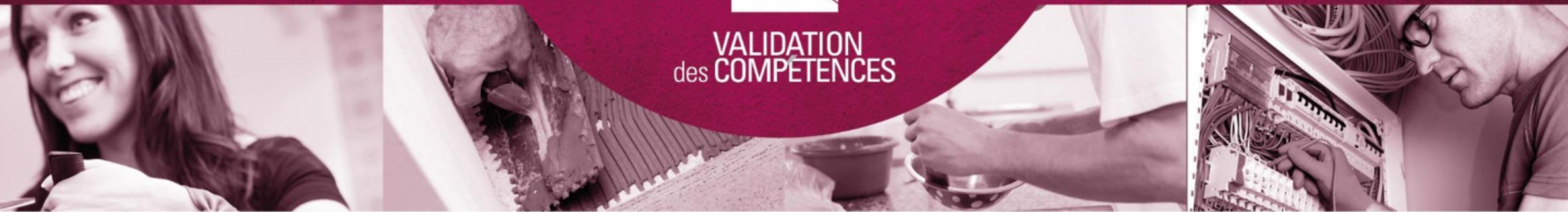
Advantages for Employers

- A secure reference tool when **recruiting internally or externally**
- **Motivates**, highlights and improves employees' loyalty
- Highlights a **professional image**
- Supports internal **employee development**
- Validation and improvement of **training courses**
- Secures specific knowledge for the future
- ...





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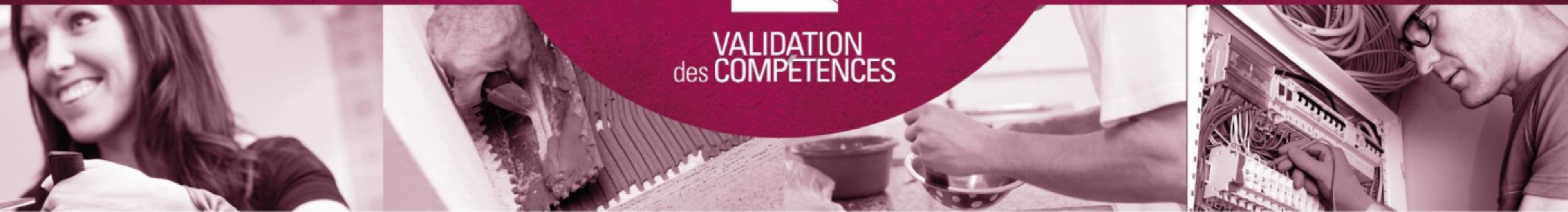
3 Validation and the labour market

1. **Individual Approach** vs. Validation Centre
2. **Group Approach** for companies undergoing restructuring
 - Retraining units
3. **Group Approach** for companies
 - Sectorial agreements
 - Vademecum
 - Wallonia: practical example Delacre
 - Brussels : global strategy 2019





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1. Individual Approach vs. Validation Centre

1. The worker is informed
2. The worker goes to a Validation Centre:
 - a. Guidance
 - b. Evaluation
 - c. Results



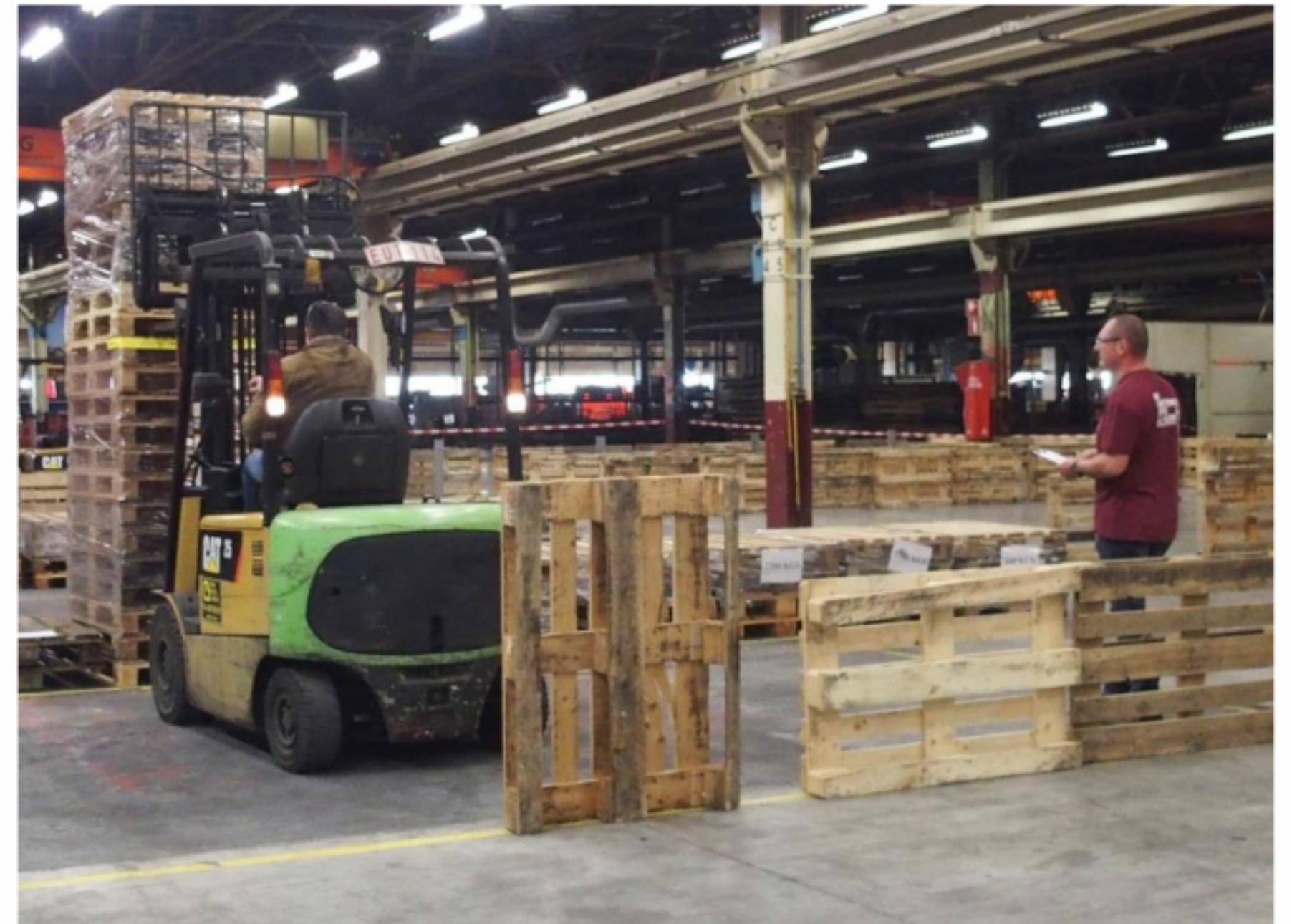


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2. Group Approach for companies undergoing restructuring

1. Information for Employer/Workers
2. Negotiation with Employer/Workers
3. When?
 - a. Prior to retraining unit
 - b. During retraining unit
4. Where?
 - a. At the company
 - b. At the Validation Centre
5. Achievements
 - a. Guidance
 - b. Evaluation
 - c. Results



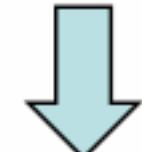


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Practical example: Caterpillar

Consortium



Tutor – forklift operator



Adult education

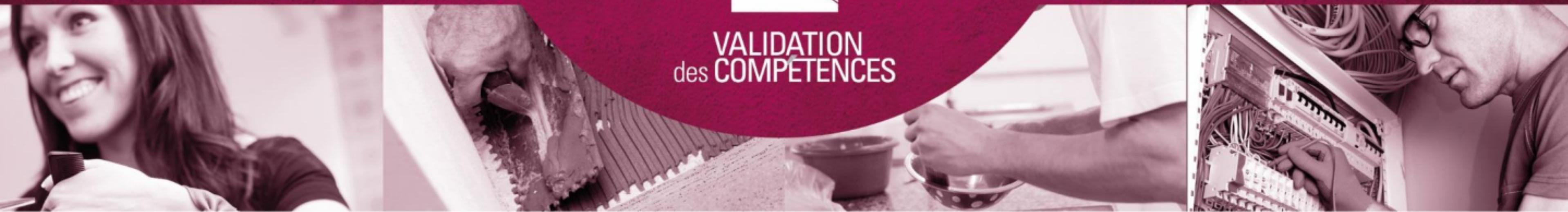


Valorisation





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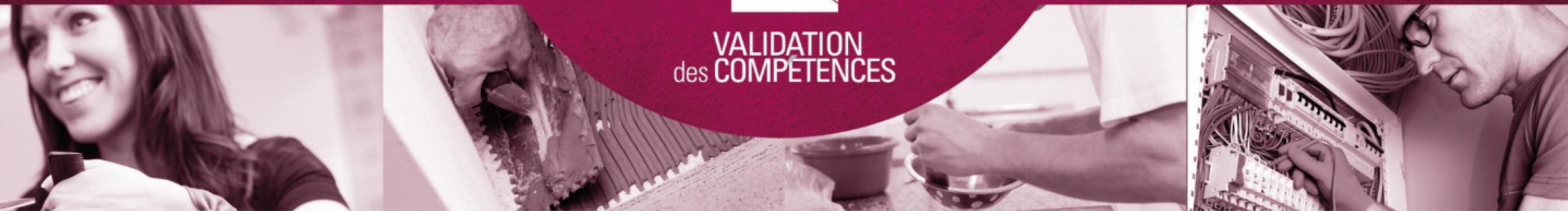
3. Group Approach for companies

1. Information for Employer/Workers
2. Negotiation with Employer/Workers
3. Where?
 - a. At the company,
 - b. At the Validation Centre
4. Achievements
 - a. Guidance
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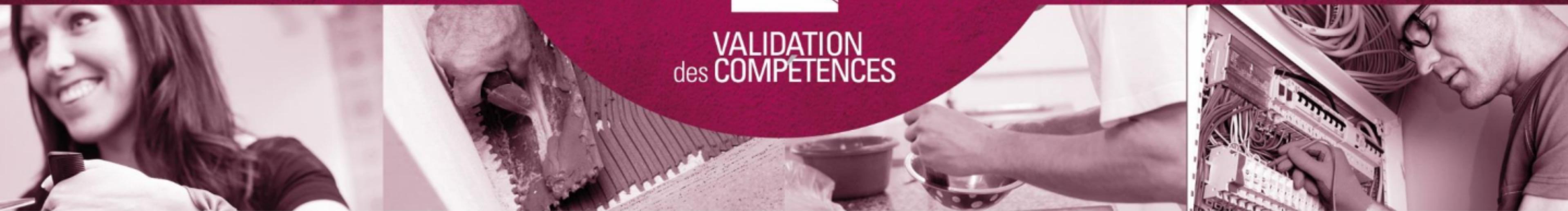
Wallonia: practical example: Delacre

- Official recognition for employees
- Develop employee's mobility inside the company
- Offer a better salary
- Formalise acquired experience





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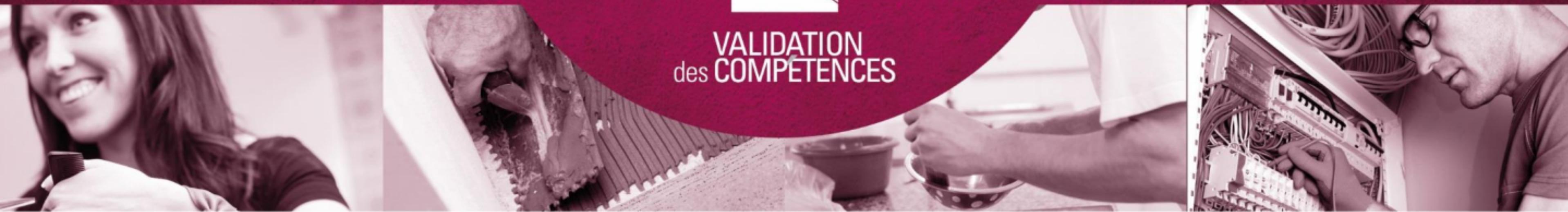
Brussels : global strategy (2019)

- Subsidies for companies
 - ❖ validating their own employees
 - ❖ Validating other companies'employees





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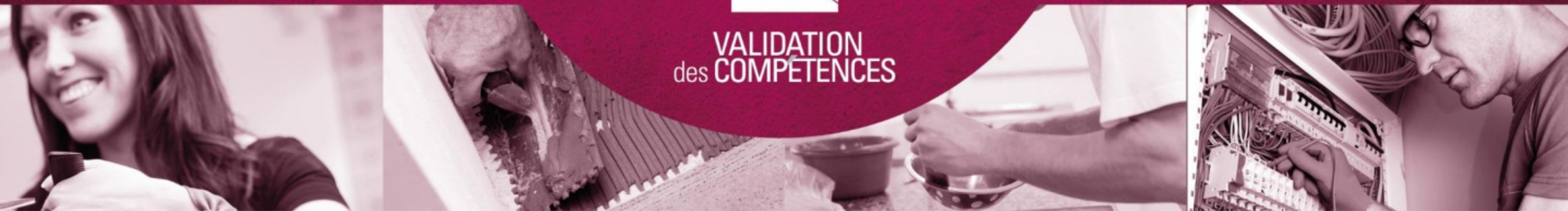
THANK YOU FOR YOUR
ATTENTION !
ANY QUESTIONS ?
ATTENTION !
NO ? GREAT ! BYE



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