



# Annual Report 2024

## Contents

Foreword	3
Context	4
24 February 2005: signing of an inter-regional cooperation agreement	4
3 July 2007: creation of the non-profit organisation Synerjob	4
Missions	5
"Rolling Agenda"	5
The main themes covered	7
I. Interregional mobility	7
a) Forem – VDAB collaboration	7
b) Forem - ADG collaboration	7
b) Actiris - VDAB collaboration	7
d) Vocational training	7
II. Responsibilities transfer	8
III. Synerjob and Europe	8
a) European network of Public Employment Services (ENPES)	8
b) EURES (European Employment Service)	9
c) Youth Guarantee (YG)	10
d) ReferNet	11
IV. Synerjob and WAPES (World Association of Public Employment Services)	12
V. Cross-functional themes	13
a) Automatic flux vacancies	13
b) Competent 2.0	14
c) Interregional Mobility	14
d) Individual training account	14
e) Communication plan - Statistics	15
Annexes	17
Addresses	17
Members of the Synerjob Board of Directors as of 31/12/2024	18
Mandates	18
Sessions in 2024	18

## Foreword

2024 was a year marked by changes in employment and vocational training policies. The coalition agreements at regional and community level often contained far-reaching policy choices and objectives concerning the activation and training of jobseekers and non-professionals. Although it was still waiting for a new federal government in 2024, it soon became clear that a real shift in activation policy was also being worked on at this level.

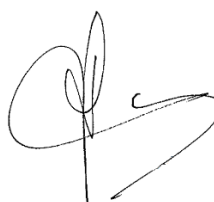
In this context, the public institutions for employment and vocational training found each other: Synerjob served as a platform par excellence to mutually inform each other about policy initiatives in the different regions, to clarify policy priorities, to explain how our departments want to implement those priorities taking into account their own challenges, but also simply to learn from colleagues in the other (federal) states. Respecting each other's competences, knowledge sharing, consultation and cooperation remain crucial.

The General Assembly, the Board of Directors and the various working groups continued to work on strengthening interregional mobility and the exchange of vacancies, cooperated in international projects such as OECD projects or Wapes, looked into the status of non-eligible jobseekers or the Youth Guarantee. The announced closure of Audi Brussels, where not only Brussels residents but also many Flemings and Walloons work, is a textbook example of good cooperation between the Synerjob partners. The partners did not hesitate to join forces and instruments to be ready with concrete solutions, pathways to another job or training. The progress of the approach was closely monitored within the Synerjob Board of Directors.

So the challenges for our services are great, but we tackle them with an open mind and a willingness to strengthen each other. In this spirit, Synerjob proved its added value - also in 2024.



Wim Adriaens  
President Synerjob



Raymonde Yerna  
Vice-president Synerjob

## Context

### 24 February 2005: signing of an inter-regional cooperation agreement

The Brussels-Capital Region, Wallonia, Flanders, the Flemish Community, the German-speaking Community and the French Community Commission sign an inter-regional cooperation agreement. Its aim is to promote greater inter-regional mobility in terms of jobs and training.

Since then, ACTIRIS, Arbeitsamt der Deutschsprachigen Gemeinschaft (ADG), Bruxelles Formation, Forem and VDAB work in close collaboration, with the aim of integrating as many jobseekers as possible into the labour market and to encourage their mobility.

Various measures are considered and encourage the services to:

- exchange job offers more intensively;
- make jobseekers and employers aware of inter-regional mobility;
- promote and organise language courses and training activities in terms of inter-regional mobility;
- ensure that the names of professions and occupations are consistent, with a view to improving the exchange of information and guaranteeing more transparency in the labour market;
- cooperate in the reintegration of workers who are affected by collective redundancies;
- start specific initiatives between Brussels and the surrounding area;
- encourage the inter-regional mobility of jobseekers and workers;
- step up collaboration between Forem and ADG and strengthen the cooperation agreement between the two organisations, which was signed on 27 May 2004;
- strengthen collaboration in terms of language learning and access to skills centres.

### 3 July 2007: creation of the non-profit organisation Synerjob

ACTIRIS, ADG, Bruxelles Formation, Forem and VDAB created the non-profit organisation Synerjob, which deals in depth with the themes addressed, in order to adapt to changes in the labour market.

The Board of Directors, which includes the directors of Synerjob members, meets several times a year to discuss new projects, support current initiatives and to monitor the progress of working groups, to which it entrusts specific themes, such as the Youth Guarantee or the digitisation of the job market. The members of this Board of Directors are listed in the annexes.

On 1 July 2016, Forem took over from VDAB as Chair of the non-profit organisation Synerjob. A permanent secretariat, which is linked to this presidency, has from then on managed interactions between the members of Synerjob.

Since July 1, 2022, VDAB has again taken over the presidency from Forem.

## Missions

Synerjob aims to combine the efforts of Belgian public employment and vocational training services, in order to face the challenges of the labour market, in keeping with the missions, tasks and remits of each member and the decisions of the Board of Directors.

In particular, this involves:

- analysing and taking charge of problems within the Belgian labour market;
- considering the challenges together;
- pooling knowledge and exchanging best practices;
- buying and/or developing tools and methodologies;
- taking collaborative action;
- signing partnerships, within the framework of European or other projects;
- organising a rotation between the members, in order to offer a single point of contact for the Public Employment and Professional Training Services, within the framework of European projects: EURES (EUROpean Employment Services), Youth Guarantee and the European Network of Public Employment Services (ENPES), WAPES and ReferNet;
- taking common positions, in accordance with the rules for international representation.

The aim of all the initiatives is to collaboratively construct or undertake initiatives on common project(s) (with at least two Synerjob partners per project). Each partner deploys its own resources to achieve the targeted results.

With Synerjob members facing significant challenges, a strategic working group was created in 2013. Its composition was revised in 2020, in order to add participants who, as top managers, have decision-making authority.

## "Rolling Agenda"

A "Rolling Agenda" was implemented in 2018, with a view to substantial knowledge sharing on themes relating to the job market in the broadest sense, or on matters that are likely to be of interest to Synerjob members.

At each meeting of the Board of Directors, a member gives a brief presentation on the current projects that are ongoing in his/her organisation, which are likely to be of interest to the other Synerjob members.

At the end of the presentation, the members choose the theme they would like more information about at the next meeting. At this meeting, a more in-depth presentation is given on the selected theme and another member briefly presents the projects that are likely to be of interest to the other members. This continues in this manner.

Here are the themes presented during the meetings in 2023:

- Board of directors of 14-03-2023: "Diversity plans" presented by Actiris;
- Board of directors of 24-05-2023: "Coordinated employment" presented by ADG;
- Board of directors of 18-10-2023: "Capacity building - new cooperation with local authorities around jobseekers and people of working age not active on the labour market with multiple problems" presented by VDAB.

## The main themes covered

Based on the current events and the problems that are encountered, the Synerjob Board of Directors has created specific working groups for certain themes. These working groups are made up of experts from each member of the non-profit organisation. They may be permanent or temporary, depending on the themes covered and the continuity of these themes over time.

The themes covered by the working groups in 2023 are presented below.

The contact details of Synerjob's permanent Secretariat, where you can obtain more information about the topics that are presented, are provided at the end of the report.

### I. Interregional mobility

The job market differs from one region to another. Greater inter-regional mobility alleviates the imbalance between job supply and demand. The partnerships created between VDAB and ACTIRIS, between VDAB and Forem, and between Forem and ADG, aim to strengthen inter-regional mobility for trainees and jobseekers from Wallonia, Brussels and the German-speaking Community.

#### a) Forem – VDAB collaboration

Since 2008, Forem and VDAB have been working together to facilitate the employment of Walloon jobseekers in Flanders. This cooperation involves raising awareness among Flemish companies of the need to recruit in Wallonia too, managing Flemish job vacancies, guiding potential candidates and organising events such as Jobdays and the Working Week.

Since 2022, Forem has been counting the number of Walloon jobseekers who found work in Flanders based on so-called 'Dmfa' data. Thus, in 2022, 10,586 Walloon jobseekers found an employer in Flanders; in 2023, we counted 9,891 jobseekers. We do not yet have data for 2024 (these are expected by the end of June 2025).

According to data from the Employment Support Centre, almost 57,000 Walloons work in Flanders (figures 2021)

A new cooperation agreement between the Flemish Region and the Walloon Region for exchanging labour market information and promoting the interregional mobility of job seekers is proposed to the respective governments.

The purpose of the agreement is threefold:

- work towards smoother functioning of their respective labour markets;
- increase the mobility of jobseekers between regions;
- contribute to achieving an 80% employment rate in Belgium.

A cooperation agreement between the VDAB and Forem with specific actions should support the achievement of this objective.

A number of improvements are needed to achieve this: optimising job sharing via API, mobilising Flemish companies, monitoring job applications to provide appropriate training, improving mobility (transport issues), adapting language requirements and providing more support for jobseekers in border areas.

## b) Forem – ADG collaboration

ADG and Forem have been working together for a long time to promote inter-regional mobility, especially in vocational training and job management.

In 2024, Forem handled 146 job offers for companies based in the German-speaking Community (excluding temporary employment) and ADG 77 job offers for companies based in the Walloon Region outside the German-speaking Community (excluding temporary employment and regular distribution).

9 persons domiciled in the German-speaking Community have completed a PFI (Plan Formation Insertion) in a Walloon company and 27 persons domiciled in the Walloon Region outside the German-speaking Community have completed an IBU (Individual vocational training in the company) in a German-speaking company (start date in 2024).

41 jobseekers from the German-speaking Community received training at a Forem training centre, while 19 Walloon jobseekers received training at an ADG training centre.

## c) ACTIRIS – VDAB collaboration

On 24 June 2021, Flanders and Brussels renewed their cooperation agreement, with reinforced ambitions for joint actions. This resulted in a sustainable cooperation agreement between Actiris and VDAB in 2023, with regular evaluations between 2023 and 2027.

The focus is on improving the skills of Brussels jobseekers and increasing their mobility towards Flanders. Clear strategic goals have been set to measure and monitor these ambitions.

Under this agreement, a joint action plan will be drawn up annually, detailing specific actions and achievements for each year.

As usual, communication campaigns were set up with a specific focus on aspects of interregional mobility with, as icing on the cake, the 'Brussels Moves' event at the Beroepenpunt. Actiris also continuously invested in informing and sensitising its own staff and those of partners, with the aim of further strengthening interregional cooperation.

## d) Vocational training

Below are the figures relating to vocational training for 2024, specifically the number of jobseekers from another region who received training in the training centres of VDAB, ADG, Bruxelles Formation, Forem and VDAB.

	2024
From ADG to Forem	41
From Bruxelles Formation/Actiris to Forem	284
From VDAB to Forem	176
From Forem to ADG	17

From Forem to Bruxelles Formation	474
From Bruxelles Formation/Actiris to VDAB	1250
From Forem to VDAB	37

## II. Responsibilities transfer

In 2024, the working group, with representatives from the four public employment services, met several times in the first half of the year.

Since the elections took place in June, the work was postponed until the federal and state governments were formed. It waited until the status of non-eligible jobseekers returned to the agenda, as part of the planned adjustments to the unemployment system.

## III. Synerjob and Europe

For a few years now, the European Commission requires that each Member State appoints a single point of contact for a series of matters dealt with at EU level. That is why, at the end of 2013, Synerjob designated a Single Point of Contact (SPOC) for ENPES (European Network of Public Employment Services), EURES (EUROpean Employment Services) and Youth Guarantee projects. In concrete terms, ACTIRIS, Forem and VDAB each coordinate one of these issues.

Bruxelles Formation dedicated an expert for the Refernet network (European network of reference and expertise) of CEDEFOP (European centre for the development of vocational training), with financial support from other members of Synerjob.

### a) European Network of Public Employment Services (ENPES)

In 2024, Synerjob played an active role in the European network of Public Employment Services ('PES') through continued participation in various events, contributions to the work of the European Commission and cooperation with other PES. Actiris, in the person of Caroline MANCEL, chaired this network.

#### **Participation in European events**

Synerjob participated in several major meetings and conferences, including the Barcelona conference in October 2023 on active labour market policies, which was part of the European Year of Skills. Other events (hybrid organised) focused on strategic themes such as artificial intelligence, support for people distant from the labour market, skilled labour migration and attracting international talent (with a focus on the Talent Pool). Synerjob also participated in European Benchlearning activities, including assessor training and workshops to improve the effectiveness of public employment services.

#### **Contribution to the work of the PES network and the European Commission**

At the request of the European Commission and the PES European Network, Synerjob contributed to several surveys and studies on topics such as statistics on bottleneck occupations, partnerships with private employment services (PrES) and labour market challenges. The NPO also contributed to the drafting and assessment of the PrES network memorandum for the next European Commission in

order to weigh in on future labour market policy. Synerjob also played an important role in preparing the 2025-2026 work programme of the PES network.

### **Cooperation with other European PES**

In 2024, Synerjob responded to several requests from other European PES to contribute to studies and the exchange of good practices on a variety of topics: the integration of Ukrainian refugees, innovative recruitment methods, the digitalisation of employment services, classifying job seekers and promoting geographical mobility. Synerjob also collaborated with partner PES on initiatives to strengthen gender equality, integration of people with disabilities and employment of foreign students.

### **Organisation of the PES board under the Belgian presidency of the EU Council**

A central focus of Synerjob's activities in 2024, and more specifically of Forem since 'lead responsibility for employment policies' fell to Wallonia, was the organisation and follow-up of the PES Board as part of the Belgian Presidency of the Council of the EU. This included planning and organising meetings, drafting agendas and preparing concept notes for the discussion groups. After the meetings, Forem ensured close follow-up, including evaluation of results and financial and administrative management of the event (procurement, payments, grant applications, supplier relations, etc.).

### **Contribution to transversal assignments**

As part of a forward-looking approach, Synerjob participated in the evaluation of and contributed to the report 'Trends in Public Employment Services: Public Employment Services Capacity Assessment Report 2023', a strategic document analysing the capacity of public employment services to meet future challenges. In addition, Synerjob contributed to consultations on the potential of artificial intelligence to modernise public employment services. Finally, Synerjob participated in communication efforts to highlight the 10th anniversary of the PES network on LinkedIn.

Through these various actions, Synerjob consolidated its role as a key player in the European EAP network and actively contributed to the development and implementation of employment policies at European level.

## **b) EURES (European Employment Service)**

EURES is the European network of employment services. It aims to promote the free movement of workers in the European Economic Area (EEA - the 27 Member States of the European Union plus the United Kingdom, Norway, Liechtenstein and Iceland) and Switzerland. This network is governed by Regulation EU 2016/589, hereafter referred to as the EURES regulation.

- **The role of the Synerjob EURES working group**

The EURES regulation provides for the designation of a National Coordination Office ('NCO') for EURES for each member state. It was therefore necessary to find a solution for Belgium that would respect national competences. Synerjob was proposed as the single point of contact, without prejudice to the responsibilities of the NCOs (National Coordinator Office) of the regions and the German-speaking Community. The Synerjob Board mandates one of the Belgian PES to manage the file together with its homologues and ensure communication with the European Coordination Office.

Since then, Synerjob's EURES working group has been working intensively for the implementation of the EURES regulation and the preparation of the network's coordination meetings. The working group also follows very closely the legislative processes and the implementation of other regulations in which the network is involved and agrees on Belgian positions to be delivered to the European Coordination Office.

- **Implementation of the EURES regulation**

The regulation provides for the opening of the EURES network to other organisations, which requires an admission procedure. A procedure applicable to all regions was introduced in 2018, starting from Synerjob work.

No new call was launched in 2024. Preparations were made for a new call in 2025.

The partners are ABVV, ACV, Jacqglobal, Jint and the Chamber of Commerce of Spain in Belgium.

- **"European Labour Authority" - ELA**

The European Agency officially started its operations in October 2019. The transfer of the European Coordination Office of EURES from the European Commission to ELA was gradual and has been fully realised since 2021. The Synerjob working group continues to monitor this process and watch over the changes involved.

In the context of the Belgian Presidency spring 2024 and the evaluation of the functioning of ELA, the Synerjob working group contributed and participated in the ELA conference, especially regarding the EURES workshop.

#### EU Talent Pool

The Synerjob Working Group is closely following DG Home's legislative initiative and has participated in the EU Talent Pool Working Group.

Following the delivery of a regulatory proposal from the EU Commission, the Synerjob working group was involved in the technical working group preparing the council negotiation under the Belgian Presidency, also during this negotiation the SynerJob working group remained involved for advice to the technical working group.

### c) Youth Guarantee (yG)

A **meeting** of national coordinators 'Youth Guarantee' was held in Brussels **on 6 and 7 March 2024**. The main news event was the announcement of the forthcoming publication of two Commission initiatives to improve the quality of traineeships in the EU: a proposal for a directive on the improvement and enforcement of trainees' working conditions, including the fight against regular employment disguised as traineeships, and a proposal to revise the 2014 Council recommendation on a quality framework for traineeships.

The Commission also presented the latest developments and updates regarding:

- The European Year of Skills (which started in 2023) and the presentation of the 'Real People, Real Skills' campaign highlighting people who have changed or developed their careers thanks to upskilling or retraining programmes.
- The ALMA initiative and the member states implementing it
- The Academy for Entrepreneurship (established in cooperation with the OECD)
- European Youth Week

The 2nd day of the meeting was held in collaboration with AFEPA (Advisors for European PES Affairs) with a focus on support for NEET youth.

#### **On 20 March, the European Commission presented a proposed directive and recommendation to member states to improve working conditions for trainees in the EU.**

This package aims to complement and update the current 2014 recommendation on a quality framework for traineeships. In particular, the aim of these initiatives is to improve working conditions for trainees in the EU:

- Improving and respecting the working conditions of trainees;
- Combatting regular employment disguised as internships;

- A fair compensation;
- Inclusion and the fight against discrimination;
- Access to social security;
- The quality of internships.

As part of an impact analysis of the package as a whole (directive + recommendation), VDAB, Forem, Actiris and Bruxelles Formation were surveyed and invited to participate in the inventory of their placement tools. They were also asked for their possible comments on the draft directive and recommendation. Discussions, consultations and negotiations on these texts are ongoing and the administrations concerned are kept informed of developments.

**An 'EU4Youth' event was held in Brussels on 27 June 2024:** Actiris was invited to present how the Youth Guarantee was implemented in the Brussels Capital Region during an event on Mutual Learning 'EU4Youth' organised in Brussels for representatives of public employment services from Ukraine, Moldova and Georgia.

#### d) ReferNet

The ReferNet network brings together all Belgian public actors in Vocational Education and Training (VET)<sup>1</sup> and is responsible for policy monitoring and issuing reports, surveys and thematic articles. National representation and coordination ensures that the network carries out its tasks properly. To maintain community balance, these two functions are performed by different language communities (French-speaking for coordination and Dutch-speaking for national representation). In 2024, a new coordination mandate that runs from 2024 to 2027 began, led by Bruxelles Formation, with the support of Synerjob members and the communities and regions.

As a reminder, a new cycle of European cooperation in vocational education and training began in 2020 with the [Council Recommendation on Vocational Education and Training](#) for Sustainable Competitiveness, Social Equity and Resilience and [the Osnabrück Declaration](#) on Vocational Education and Training as a catalyst for recovery and equitable transition to digital and green economies. Together with other strategic documents and policy measures, these two documents gave new impetus to the Copenhagen process and paved the way for further cooperation within the European Union.

ReferNet, as Cedefop's source of information, provides Cedefop with regular monitoring of the implementation of Council recommendations on VET and the Osnabrück Declaration, thematic overviews and systematic information and analyses specific to each country.

In 2024 ReferNet Belgium was invited to:

##### a) **Contribute to VET reporting and to new policies on VET**

- In order to take into account VET policies and how (some of) the priorities from the Council Recommendation on VET and the Osnabrück Declaration are implemented in Belgium, the network has updated the **Policy Report** for each community (Flemish, French and German-speaking) based on the National Implementation Plans (NIPs). These NIPs now provide a

---

<sup>1</sup> Actiris, Bruxelles Formation, IFAPME, Forem, Fédération Wallonie-Bruxelles, SFPME, SPW, ADG, IAWM, Ministère de la Communauté germanophone, VDAB, Vlaanderen – Onderwijs en Vorming, Vlaanderen – Werk en Sociale Economie.

reference point for the work of Cedefop and the ReferNet coordination team up to 2025 in reporting<sup>2</sup>.

This update incorporated new initiatives implemented between March 2023 and October 2024, as well as factual data on measures and actions taken since 2020. The selected information for each measure included: context, objectives, description, target group, stages of development, etc.

- To make the results of this reporting publicly available, the online tool: [Timeline of VET policy developments](#) is available; an annual update is planned.
- The network also wrote 3 news items on EFP news in Belgium:
  - [Tackling skills gaps to enhance employability](#)
  - [PédaGobox: optimised activities for hybrid training](#)
  - [Embedding vocational orientation in curricula](#)

#### **b) Make a specific thematic contribution**

- **Thematic study on implementation of national priorities in line with NIP:** this work summarises a number of developments around primary school careers and further education and training in Belgium in 2023, in line with the priorities set in the NIP. It also highlights achievements and challenges in implementation and the actors involved. This thematic perspective is currently being published and will be available on [the following website](#).
- **Thematic contribution to the recognition of VET qualifications in the EU:** this work provides an overview of how the comparison and recognition of qualifications is organised in Dutch- and French-speaking Belgium, as well as the legislative framework within which these activities take place. Vocational qualifications are also considered, including qualifications acquired outside formal vocational education and training systems. Cedefop will use this data to produce comparative analysis of developments across countries and/or national reports to be published on their website. No publication of the original contribution is planned, but it is available from coordination upon request.

#### **c) Ensure the visibility of actions**

- Maintain and update the national ReferNet website: the coordination team continues to update the website [www.refernet.be](http://www.refernet.be) to publicise activities.

## **IV. Synerjob and WAPES (World Association of Public Employment Services)**

The year 2024 was marked by an important transition within the WAPES executive secretariat. Following the resignation of the former executive secretary, Manuela RODRIGUEZ, Synerjob reaffirmed its support for the association, but expressed its inability to fill this key position directly.

By written procedure, the WAPES board of directors appointed Amandine MOIGNARD, project director at WAPES, as executive secretary ad interim on 14 October 2024. This decision was officially ratified

---

<sup>2</sup> As a reminder, the Commission advocated this approach to avoid parallel reporting and monitoring processes (carried out by, among others, the Education and Training Observatory and under the European Semester). This monitoring was entrusted to Cedefop, which drafted a framework and guidelines for drafting National Implementation Plans (NIPs), a document proposing the priorities set by Member States in line with the two European policy texts. Belgium's two NIPs ([BE-FL et BE-FR](#)) were submitted to the European Commission in 2022.

during the board meeting in Paris on 14 and 15 November 2024, with a mandate that runs until November 2025. In 2024, the executive secretariat underwent a number of staff changes, including the departure of a secretary and a management assistant. The recruitment of a head of support services/office manager is planned for early 2025.

The interim executive secretary's priorities include restructuring the way the secretariat works, improving budget monitoring, recruiting a head of support services and preparing for the renewal of WAPES' governing bodies at the Global Congress in Abidjan in May 2025.

#### **WAPES Board of Directors - 14 and 15 November 2024**

The WAPES Board of Directors met in Paris in the presence of its new president, Dr Imane Belmaati (ANAPEC, Morocco). Several important decisions were taken:

- Approval of the 2024 budget and approval of the 2025 budget subject to reservations, with a review scheduled at the February 2025 Executive Committee meeting.
- Confirmation of the appointment of Amandine Moignard as executive secretary ad interim
- The discussion on the relocation of the secretariat, although this item had not previously been placed on the agenda. It was agreed that WAPES could not be hosted by the ILO in Geneva and that Synerjob would continue to support the association in terms of accommodation and running costs.

Despite a difficult transition period, a number of activities were organised in 2024:

- **Survey:**
  - Launch of the WAPES/ICCDPP survey on career guidance in public employment services (October 2024).
- **Webinars:**
  - Webinar on labour market information (November 2024).
  - Webinar series 'The world of public employment services' presenting different public employment services (Lithuania, Cambodia, Japan, Mali, UK).
- **WAPES G7 working group:**
  - Continued work on demographic change, with an interim workshop in November 2024 involving Canada, France, Germany, Italy, Japan, UK, US, OECD, ILO and EU.
- **WAPES Academy:**
  - Launch of a capacity-building programme in Africa with AASEP and France Travail.

Synerjob will remain involved in the operational support of WAPES and will apply to remain a member of the WAPES Board of Directors. It will closely follow the WAPES global congress in Abidjan in May 2025, developments related to the renewal of the governing bodies and the appointment of a permanent executive secretary.

## **V. Cross-functional themes**

Some working groups handle topics that cover several themes or more general topics. Here are a few examples of these groups:

### **a) Automatic flux vacancies**

The 'automatic exchange of vacancies' working group continues to monitor the quality of the exchange of vacancies between the various organisations and optimise it where possible. When bottlenecks were detected, the necessary steps were taken bilaterally. Technical problems in the exchange via the SFTP server of VDAB vacancies to Forem, detected in 2022, were addressed. VDAB and Forem, as part of their renewed cooperation, made the necessary adjustments to make vacancies requiring active management at Forem more visible.

The working group aims to get the necessary developments for the vacancy API started at VDAB and Forem as soon as possible. Actiris already uses VDAB's vacancy API to retrieve a large amount of VDAB vacancies. The validation process for the developments for using the vacancy API to retrieve each other's vacancies is still ongoing at Forem and VDAB.

Pending developments by Forem and VDAB to retrieve all vacancies via the Actiris API, Actiris is maintaining the old solution and sending a limited selection of Brussels vacancies via SFTP.

## b) Competent 2.0

The Competent working group is the content working group where the partners semi-regularly discuss joint actions around the content management of the professions and competences database Competent and which is the Belgian contact point for ESCO themes. Competent forms the standard language for occupations and competences on the Belgian labour market. In 2024, the focus was on:

- Keeping the professions and competences described in Competent up-to-date
- Finalising the competence sets. This is an additional communication layer in Competent. Competences are grouped under short labels, in order to communicate about competences in a simpler way in the future.
- Developing a new skill set, namely a set of 14 digital skills in line with the European DigComp framework. To each of the professional profiles in Competent, the digital skills most important for the profession were assigned.
- Processing the ESCO (European classification of skills/competencies, qualifications and occupations) major update version 1.2 by 1/ checking the innovation in ESCO and translating it into Competent (adding new and different designations and competences in Competent and 2/ checking the Dutch and French translation of the new or updated ESCO concepts at the request of the committee
- Complete review of the French translation of Competent, this prior to the migration of the Actiris application 'Panorama' to the latest version of Competent 2.0.
- Finally, in 2024, the [Competent data-archief](#) also went live. Besides via APIs, data for each Competent release are now available via the reports on this public page. This is with a view to providing user-friendly access to Competent data.

## c) Interregional Mobility

The "Interregional Mobility" working group discussed the status of the VDAB-Actiris and VDAB-Forem cooperation agreements. The ongoing actions between VDAB and Actiris were reviewed, as well as the actions between VDAB and Forem such as the Walloon working week (25-29 March 2024 and 14-18 October 2024).

## d) Individual training account

The Federal learning account (FLA) is a digital database that records employees' training and training entitlements, making it possible to track what training employees have taken and what they are still entitled to.

The digital application of the Federal learning account (FLA) is regulated by the law of 20 October 2023 regarding the creation and administration of the Federal learning account.

The objectives are (Article 2 of the above law) are:

1. facilitate the exercise of the individual right to training and sectoral training rights;
2. management of training credit, training undertaken and sectoral aspects of training;
3. registration of training as part of the employment relationship;
4. facilitate employability measures.

Article 3(j) defines it as follows:

“j) Federal learning account means the digital application that constitutes a database containing all data relevant to the inventory and management of individual right to training, sectoral training rights, training credit and sectoral aspects of training.”

The FLA covers courses taken as part of:

- the training credit (right to 5 days of training from 1 January 2024) provided for in the law of 3 October 2022 containing various provisions on labour;
- training rights granted under a collective labour agreement resulted in a joint (sub)committee in accordance with the law of 5 December 1968.

The FLA is a **subdivision of the ‘Individual Training Account’** and was made accessible to all employers on 1 April 2024 so that they can register the above training entitlements and programmes of their employees.

For each employee, the FLA allows them to use their training rights and publish the training they have attended.

During the first meetings of the working group, regarding the cooperation of regions and communities (including public employment and training services), in addition to the FLA project, which is an integral part of the individual training account, the ILA project aimed to centralise the results of studies, qualifying and non-qualifying training and certifications for all citizens. The other parts initially planned, such as the catalogue referred to in the recommendation on matching training provision to needs, have been postponed.

In this context, the work of the Synerjob working group on the ILA has been suspended.

### e) Communication plan - Statistics

The original aim of the Synerjob Statistics Working Group was to establish joint communication on harmonised statistics between the various institutions involved in employment and vocational training.

From 2017 to 2021, labour demand and vacancies delivered to the four public employment services were published monthly on synerjob.be, this in four languages.

In 2022 and 2023, the working group continued harmonisation work on vocational training statistics.

Every year, the working group produced a report for the Synerjob Board of Directors, outlining the statistics for the three domains (job demand, vacancies, vocational training), but also mentioning the growing difficulties <sup>3</sup> in bringing harmonised data. As regions and communities have autonomy in employment and vocational training, practices, methods, nomenclatures and available data are progressively less equivalent than before. While points of convergence and divergence can be documented, the publication of centralised - but more harmonised - statistics carried the risk of misinterpretation, especially as their centralisation made them unrepresentative of a Belgian reality.

---

<sup>3</sup> These difficulties can be explained by 1/ the fact that the PES now charge for job demand in a non-harmonised way (DEI vs. SSC), 2/ the increasingly complex de-duplication of job vacancies linked to changes in dissemination practices that promote the visibility of vacancies to the detriment of their statistical count 3/ vocational training services that are difficult to harmonise between the PES.

Therefore, since 2024, the research and statistics departments of the different institutions strive to keep each other informed about the methodologies and practices leading to the statistics specific to each institution and published individually.

In this way, the various PES and Bruxelles Formation, through their 'statistical technicians', remain able to correctly interpret the statistics of the other institutions, despite the regionalisation of these powers.

Each institution maintains up-to-date methodological documentation on statistics in the three areas, with the intention of sharing it with the working group at least once a year and at the request of any of the members.

The working group is giving concrete form to these exchanges by jointly producing a reference document formalising the respective practices and any amendments to them. To facilitate cooperation, Forem, which is leading the project, has opened up a Sharepoint space for the partners, intended to host any reference document that each institution wishes to make available, as well as joint production. Forem has proposed a structured framework to describe each statistic in detail, including the name used by the institution to designate the statistic, the purpose of the statistic (more explicit definition), the scope of the statistic (detailed description of the nature of the statistic, what it does or does not include, the subsets that are or are not included, the geographical scope, etc.). ) The other headings give the census unit, the counting method(s) or calculation method(s) used (for calculable indicators), the observation window, the frequency with which the statistic is updated and the breakdowns published for this statistic. What is also addressed are any regulatory, methodological, technical or other changes that occurred in year x (or earlier) that caused a break in the statistical series and/or continue to affect the statistical series for year x.

The collection of methodologies used in 2023 and 2024 was under construction at the end of 2024. It will be updated every year.

# Annexes

## Addresses

### **Addresses of the Institutional members of Synerjob as of 31/12/2024:**

OFFICE REGIONAL BRUXELLOIS DE L'EMPLOI (ACTIRIS)

Public law institution B category

Head office at 1210-BRUXELLES, boulevard de l'Astronomie 14

Represented by Cristina AMBOLDI, Director General

ARBEITSAMT DER DEUTSCHSPRACHIGEN GEMEINSCHAFT (ADG)

Public law institution B category

Head office at 4780-SAINT-VITH, Vennbahnstrasse 4/2

Represented by Sabine HERZET, Executive director

BRUXELLES FORMATION

Public law institution B category

Head office at 1180-BRUXELLES, rue de Stalle, 67

Represented by Olivia P'TITO, Director general until 5 December 2024.

Represented by Laurence RAYANE, directeur-generaal from 6 December 2024.

OFFICE WALLON DE LA FORMATION PROFESSIONNELLE ET DE L'EMPLOI (Forem)

Public law institution B category

Head office at 6000-CHARLEROI, boulevard Tirou 104

Represented by Raymonde YERNA, Administrator general

VLAAMSE DIENST VOOR ARBEIDSBEMIDDELING EN BEROEPSOPLEIDING (VDAB)

Extern Verzelfstandigd Agentschap met rechtspersoonlijkheid (external autonomous agency with legal personality)

Head office at 1000 Brussel, Keizerslaan 11

Represented by Wim ADRIAENS, Managing director.

### **Address of the Presidency and the Permanent Secretariat of Synerjob:**

Asbl Synerjob p/a VDAB

Keizerslaan 11

1000 BRUSSEL

[Synerjob@vdab.be](mailto:Synerjob@vdab.be)

### **Synerjob website:**

[www.Synerjob.be](http://www.Synerjob.be)

## Members of the Synerjob Board of Directors as of 31/12/2024

<b>Forem</b>	represented by Raymonde YERNA
<b>VDAB</b>	represented by Wim ADRIAENS
<b>Actiris</b>	represented by Cristina AMBOLDI
<b>ADG</b>	represented by Sabine HERZET
<b>BRUXELLES FORMATION</b>	represented by Olivia P'TITO until 5 December 2024 and by Laurence RAYANE from 6 December 2024.

## Mandates

Wim ADRIAENS, President  
Raymonde YERNA, Vice President  
Cristina AMBOLDI, Secretary  
Sabine HERZET, Treasurer  
Olivia P'TITO, Auditor until 5 December 2024  
Laurence RAYANE, Auditor from 6 December 2024  
Caroline MANCEL, Auditor

## Dates sessions in 2024

### Board of Directors

12 March 2024  
11 June 2024  
08 October 2024

### General assembly

11 June 2024