



Annual Report 2022

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Foreword

2022 was an eventful year for the Belgian labour market. While the aftermath of the corona crisis was still being felt, the Russian invasion of Ukraine in early 2022 was already causing another shock. Ukrainian refugees sought safe haven in our country. The energy crisis and inflation caused great uncertainty within both households and businesses. The consequences were also clearly reflected in the labour market figures, including in business confidence and hiring forecasts. Despite these uncertainties, labour market tightness remained historically high. Employers in all regions are finding it very difficult to find the workers they need to operate their businesses. The number of vacancies that go unfilled is still very high.

The federal government agreement puts forward raising the employment rate to 80% as a joint target. To achieve this goal, more than 500,000 additional people will have to be put to work. To this end, it is more important than ever to reach everyone of working age from public employment services. We also want to support non-occupationally active people and other vulnerable groups such as long-term job seekers as much as possible in their (re)integration into the labour market.

To face these common challenges, VDAB, Actiris, Bruxelles Formation, Le Forem and ADG have joined forces within the non-profit organization SYNERJOB since 2007. In the past year, we cooperated intensively on different themes such as the promotion of interregional mobility of job seekers, the promotion of the common positions of the SYNERJOB partners on different consultation forums and cooperation in the field of digitalization.

Thus, the cooperation between Flanders and Brussels received an extra boost thanks to the cooperation agreement that aims to better align the labour market and training policies of both regions. Greater mobility of job seekers between the regions is central to this. This cooperation agreement was further translated by the boards of directors of Actiris and VDAB into a cooperation agreement with concrete (and measurable) objectives that will be implemented through an annual action plan in 2023.

In turn, Flanders and Wallonia set to work to conclude a cooperation agreement to further promote the mobility of job seekers between the two regions. Here too, the PES, VDAB and Forem, are involved.

Furthermore, SYNERJOB has taken the chairmanship of the inter-federal platform that aims to promote the filling of bottleneck vacancies and the inter-regional mobility of job seekers through an asymmetric application of federal regulations. The SYNERJOB partners also coordinate on positions taken from the regions in the management committee of the RVA or the College of Leading Officials. Internationally, including within the European PES Network or the governing bodies of WAPES, we join forces and speak with one voice from Synerjob. Throughout 2022, SYNERJOB continued to support WAPES by participating in its various meetings and hosting the Executive Secretariat.

A thorough digitalization and information exchange between the different partners remains an important means to achieve our goals. Thus, SYNERJOB remains committed to exchanging (bottleneck) vacancies between the employment services, jointly managing the Competency standard and integrating it into IT systems.

This annual report zooms in on these and other results achieved by SYNERJOB in 2022 thanks to cooperation and consultation between the members represented. In this way, we demonstrate our agility in an ever-evolving labour market and, through uniting the strengths of our members, work toward a resilient and forward-looking labour market.

Wim Adriaens
President SYNERJOB

Marie-Kristine Vanboeckstal
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, the Forem and the 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 the Forem and the 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, the Forem took over from the 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);
- 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 2022:

- Board of directors of 03-02-2022: " Development of an outsourcing strategy framework " presented by VDAB;
- Board of directors of 16-06-2022: " Support for reform " presented by Forem;
- Board of directors of 22-11-2022: "Digital inclusion and empowerment of trainees in training (study and action plan)" presented by Bruxelles Formation.

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 2022 are presented below.

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

I. Inter-regional 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 the Forem, and between the 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 has been actively collaborating with VDAB to meet the labour needs of Flemish companies by actively managing Flemish job offers. Forem also organises specific actions aiming at informing Walloon jobseekers about job opportunities in Flanders and at supporting and preparing their application.

Some results in 2022

Forem's business consultants managed and sent 3,184 vacancies from Flemish companies to 27,682 Walloon job seekers.

180 Walloon job seekers attended an individual vocational training on the job in a Flemish company.

b) Forem – ADG collaboration

ADG and FOREM have been working together for some time to promote interregional mobility, particularly in the areas of vocational training and job offer management.

Thus, in 2022, FOREM managed 340 job offers for companies based in the German-speaking Community (excluding temporary employment) and ADG managed 73 job offers for companies based in the Walloon Region outside the German-speaking Community (excluding temporary employment).

10 persons domiciled in the German-speaking Community completed an individual vocational training on the job in a Walloon company and 28 persons domiciled in the Walloon Region outside the German-speaking Community completed an individual vocational training on the job in a German-speaking

company.

54 jobseekers from the German-speaking Community attended training at Forem training centres, while 8 Walloon jobseekers attended training at an ADG training centre.

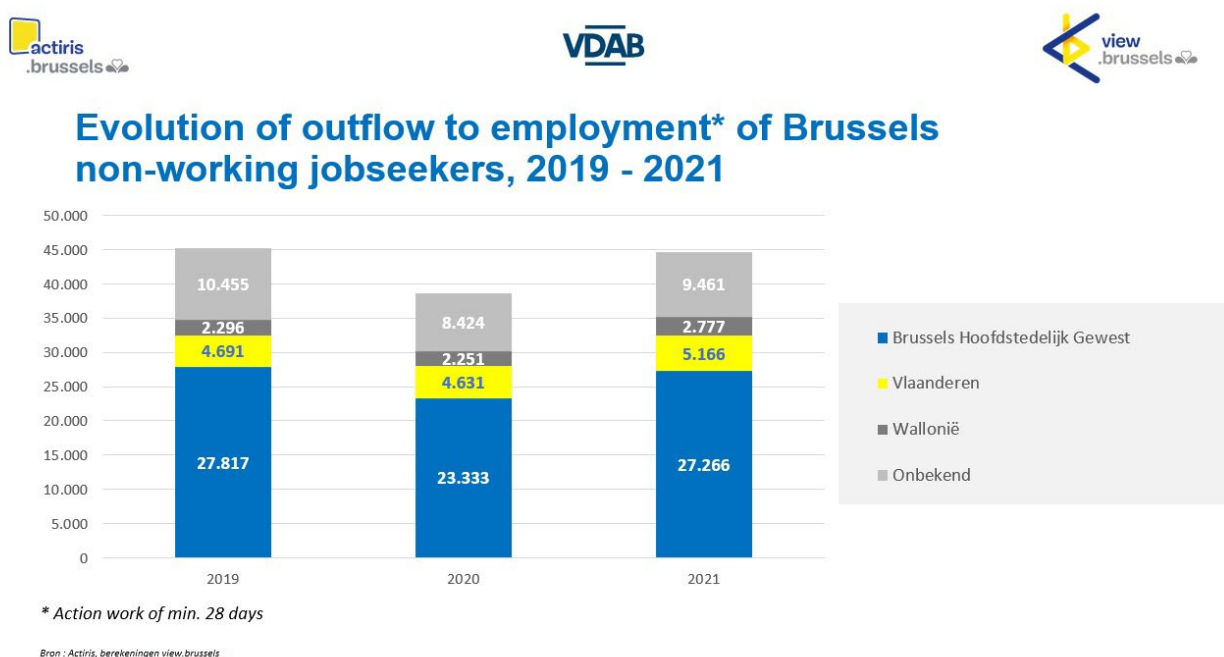
c) ACTIRIS – VDAB collaboration

A (new) Flanders-Brussels cooperation agreement was concluded on 24/6/2021. It confirms the existing cooperation, which has been greatly intensified since 2016, and also formulates new ambitions. The focus is on 2 central objectives: strengthening the competencies of Brussels job seekers and interregional mobility. In the course of 2022, this agreement was manifested in the form of a cooperation agreement and an action plan, which will be implemented as of 2023.

A first joint labour market analysis has already been carried out by the study services of VDAB and Actiris. This makes it possible to better monitor evolutions on the Brussels and Flemish labour Market and commuting flows. At the end of 2022, some analyses were still ongoing, among others in the framework of the Flemish VIONA program.

Since September 2021, ACTIRIS receives all job offers that employers have reported directly to the VDAB, with the exception of commercial partners because ACTIRIS itself has agreements with these partners. These job offers are published on the website without delay.

Strategic indicators were agreed upon, also in 2021, to better monitor the results of actions to promote interregional mobility. These provided interesting information and figures. Below is the global figure.



In addition, both partners continue to organize an annual communication campaign that focuses on a partial aspect of interregional mobility. It targets both employers and job seekers. Communication to the partners and internal communication are also aligned with this to reach the widest possible audience.

ACTIRIS is committed to informing and raising awareness among its own staff (and those of its partners) so that interregional mobility is seen as an obvious solution for any job-seeker in guidance. Information days on "working outside Brussels" are organized annually for job seekers and consultants. An internal training course on interregional mobility was also created for ACTIRIS counsellors from 2022.

Other forms of cooperation are being further explored and developed : sensitizing employers to low-threshold recruitment, working with employers in the form of job-focused training and customized projects, as with Aviato. The motivation of participating job seekers is higher because they have a job prospect.

d) Automatic flow of job offers

In the period from January to September 2022, Forem automatically transmitted 22,775 vacancies to VDAB and 23,731 to Actiris. During the same period, Forem received 91,521 vacancies from VDAB and 13,122 from Actiris. Due to a change in Forem's systems, the automatic exchange of vacancies between Forem and the other employment services was interrupted.

e) Vocational training

Here are the vocational training figures for 2022 regarding the number of jobseekers trained in the training centres of ADG, Bruxelles Formation, Forem and VDAB:

| | 2022 |
|---|-------|
| From ADG to Forem | 54 |
| From Bruxelles Formation/ACTIRIS to Forem | 338 |
| From VDAB to Forem | 129 |
| From Forem to ADG | 8 |
| From Forem to Bruxelles Formation | 344 |
| From Bruxelles Formation/ACTIRIS to VDAB | 1.202 |
| From Forem to VDAB | 61 |

II. Responsibilities transfer

By transferring powers in the areas of employment and training, the sixth state reform has given more responsibility to the states, but above all has provided new levers.

Since 2012, working groups have been established within SYNERJOB to work together on these numerous projects. Although, from a methodological point of view, the topics have now all been operationalized within the regions, work on information sharing has continued within the working group "Monitoring citizens with a great distance from the labour market and with medical, mental, psychological or psychiatric problems" (MMPP). Nevertheless, it can be said that the implementation of this topic is now operational within the PES.

As a reminder, the work resulted in a proposal for beneficiaries of integration and unemployment benefits that includes two phases:

- Step 1: determination of distance from the labour market and access to a specific pathway;
- Step 2: granting a "non-mobilisable" status to the affected beneficiaries.

In this regard, the PES use the CIF/'ICF' (International Classification of Functioning, Disability and Health) instrument and also have a procedure for validating cases with 'non-mobilizable' status.

This scheme, applicable from 01.07.2019, was also included in the adaptation of the Royal Decree of 25.11.1991 on unemployment regulations. The Public Employment Services (PES) then set up the necessary actions for its implementation, so that the beneficiaries of integration can extend their rights to integration benefits based on an adapted pathway and be recognized as "non-mobilizable" according to the modalities of the regulations. Therefore, an exchange of information via electronic flows on access to the status of "non-mobilizable" was established between the RVA and the public employment services.

While each PES is following its own actions under this project, the work of the working group has since focused on the preparation of a common scorecard. A first implementation report has been submitted to SYNERJOB, with the main results being

Profile of the target audience

- Age: mostly over 40 and between 25 and 40 years old
- Gender: +/- equal distribution of men and women
- Low qualification: lower than upper secondary education
- Duration of vacancy: 5+ years
- Type of benefit: mainly integration beneficiaries with little or no work experience
- Problems: combination of psycho-medical-social problems

Findings:

- Double recognition: finally gives the target group a sense of being recognized for their difficulties, but is a source of stress (reassessment every 24 months) and the name is stigmatizing
- Consequences of the health crisis: more suffering for an already vulnerable population group
- Long psychiatric and/or psychotherapeutic follow-up for part of the population without favourable evolution of work ability. Need for intensive support for psychological and social stabilization
- Very little or no possibility of labour market integration (in the long term)

Conclusions and perspectives:

- Permanent status for those who are unable to enter the labour market despite multidisciplinary support, and for whom the PES should extend the status from 24 months to 24 months
- Wouldn't benefits from an agency other than RVA be better?
- Is the PES the right body to manage these pathways that require almost exclusively psychosocial actions?
- Can access to phase 2 safeguard benefits be automated (when the PES recognizes that a beneficiary is again available in the labour market)? Note: the item has been submitted to the College of Lead Officers and should be completed by the end of the first half of 2023

The treatment of this group, as defined in the Royal Decree of 25.11.1991 regulating unemployment, would later also be analysed at the federal level, in particular to consider, if necessary, the introduction of a specific scheme for persons who, among this very remote group, could remain longer or even permanently in this non-mobilizable status.

The results of the report conducted by the 4 PES have already shown that these situations already exist. It is now up to SYNERJOB to sensitize the Federal Minister of Employment to re-address the specific situations described above.

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, the Forem and the 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 2022, the concerned members of SYNERJOB participated in the last European monitoring of PES actions in the context of the Covid crisis. This monitoring was replaced by monitoring the impact on PES of the arrival of Ukrainian nationals in the various EU member states.

For 30 months, networking meetings were held virtually, including several extraordinary meetings. The annual "Stakeholders Conference" (on the theme of the 2022 labour shortage) was also held exclusively online. The first post-Covid meeting of the Board of Directors ("PES Board") was held in Lille on June 23-24, 2022.

As for the European benchlearning, the methodology of in situ evaluation has been adapted to the virtual format, which has proved to be very satisfactory and has been applied to the last evaluations of the year 2022, including those of Actiris and Forem.

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 Board of SYNERJOB mandates one of the Belgian PES to manage the project together with its homologues and ensure communication with the European Coordination Office.

Since then, the EURES working group of SYNERJOB 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. In 2018, a procedure applicable to all regions was introduced, starting from the work carried out within the framework of SYNERJOB. In a first phase of the admission procedure, the ABVV (General Belgian Trade Union Confederation) and the ACV (General Christian Trade Union Confederation) were recognised as EURES partners. The procedure was evaluated, after which corrections and improvements were needed. In a second phase, the Official Chamber of Commerce of Spain in Belgium and Luxembourg and Unizo also joined the network as partners.

After further refining the admission procedure, a new call was launched in 2021. Two new partners were admitted to the network. Both partners focus on information provision. The partners are Jint asbl and Jacqglobal.

- Establishment of the European Employment Authority ("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 is gradual and fully realised from 2021. The SYNERJOB working group will continue to follow this process and monitor the changes involved.

In 2022, ELA put the focus on the transport sector. NCO VDAB and NCO Actiris contributed to the Belgian "ELA seminar for the transport sector".

- Start-up project group "Data Process Agreement"

For a long time SYNERJOB has been asking questions about monitoring and sanctioning in case of misuse or improper use of the CV data transferred to the EURES portal. We therefore welcome the fact that initiative is finally being taken around this. Nevertheless, we are concerned that ELA wants to transfer tasks to the respective NCOs regarding monitoring and sanctioning. That is why a project group was set up consisting of lawyers, DPOs (Data Protection Officers) and open data experts from the respective BelPES.

After the 2021 Survey, one more bilateral consultation took place between ELA and the VDAB on this topic. No new initiatives were taken by ELA that could be submitted to the Data Process Agreement project group.

EU Talent Pool

SYNERJOB saw no added value in the EU Talent Pool Pilot focusing on Ukrainians enjoying temporary protection in Europe.

We did express our interest in the EU Talent Pool to the Belgian representatives of the European Migration Network.

We are closely following DG Home's legislative initiative and are mandated to participate in the EU talent pool working group.

c) Youth Guarantee (YG)

Several Youth Guarantee activities took place in 2022. Meetings and exchanges took place at European (02 and 09/22) and working group level (01/22) to exchange information and discuss ongoing issues. The main files and activities carried out covered the following topics:

- Feedback on EMCO 2021's evaluation of the Youth Guarantee and suggestions for improvement;

- The European Year of Youth and the launch of the ALMA initiative;
- The evaluation of the European framework for the quality of traineeships;
- ESF+ programming (2021-2027).

d) ReferNet

ReferNet is the European network for information and monitoring of vocational education and training (VET) policy, commissioned by the European agency CEDEFOP, whose tasks include developing and promoting basic and continuing vocational training.

Bruxelles Formation is responsible for the coordination and secretariat of ReferNet Belgium for the period 2021-2023. The Education and Training Department of the Flemish Community has the mandate of national representation.

The themes of the ReferNet outputs, programmed within an action plan developed by CEDEFOP in the last quarter of the year for its implementation work, align with the VET policy priorities for the 2021-2030 cycle. They are defined in two key documents: the Council Recommendation on VET for Sustainable Competitiveness, Social Equity and Resilience adopted on 24 November 2020 and the Osnabrück Declaration adopted on 30 November 2020, which highlights the role of VET as a catalyst for recovery and for a just transition to digital and green economies.

In 2022, ReferNet Belgium carried out the following work:

- The network has updated the **Policy Report**. This report provides an overview of the VET policy pursued and how (some of) the priorities identified in the Council Recommendation on VET and the Osnabrück Declaration are being implemented in Belgium.
 - To make the results of this reporting publicly available, the network has set up an online database - **Timeline of VET policy developments** - in cooperation with CEDEFOP.
- The network has written 3 news items on VET news in Belgium
 - [Belgium: Wallonia boosts dual training in construction sector](#)
 - [Belgium: 'We are founders' programme: strengthening entrepreneurial skills](#)
 - [Belgium: tailored training for digital test engineers](#)
- The network contributed to a CEDEFOP study on country-specific data collection on early school leaving in VET and the impact of the Covid-19 pandemic. One component also aimed to collect information on support actions for Ukrainian refugees in vocational education and training.
- The network has updated the information available in the **Mobility Scoreboard**. This CEDEFOP tool allows the monitoring of progress and support for learning mobility in the Member States at the level of basic vocational education and training (in Belgium, mobility schemes for young people of compulsory school age). This update consisted of updating the descriptions of the mobility schemes of the three Communities. The tool is available [online](#); the update with 2022 data will be published in September 2023.
- In terms of visibility actions, the network has taken on the following tasks
 - Maintenance of the national ReferNet site: the coordination team conducted a preliminary study on the needs related to the upgrading of the www.refernet.be-site. This study led to the decision to renew the site.
 - It commissioned a translation into French of its article [Teachers and trainers in a changing world - Belgium: Building up competences for inclusive, green and digitalised vocational education and training \(VET\)](#) to ensure its dissemination (Action Plan 2021, published on CEDEFOP's website in

2022).

IV. SYNERJOB and WAPES (World Association of Public Employment Services)

On 8 November 2021, the president convened an extraordinary WAPES board meeting at the request of Estonia, the host country of the WAPES World Congress. This event, which had previously been postponed due to Covid measures, had to be postponed again. To enable the participation of all members, it was decided that the congress would be held in hybrid format from 25 to 29 April 2022.

2022 was marked by the convening of numerous online meetings to take into account the fact that two members of WAPES are in armed conflict, namely the war in Ukraine.

At the hybrid General Assembly in Tallinn, the association's bodies were renewed, with Belgium being re-elected to the WAPES board.

During this congress, work on rebranding WAPES resulted in the adoption of a new logo and the inauguration of a new website to support the network and knowledge sharing. This tool is part of the implementation of WAPES' long-term strategy 2015-2025.

In June 2022, the presidency of SYNERJOB will transfer from Forem to VDAB. The latter will then represent SYNERJOB in the bodies of WAPES, as SYNERJOB is a member of the association (and not each of the Belgian PES individually).

2022 also saw a follow-up to the implementation of another component of the long-term strategy: on the one hand, with the SamPES (Self Assessment by PES) project, including an expert meeting in October 2022 in Kenya and the launch of the second phase of the MHLW (Japanese PES) - WAPES joint project. Various activities were also carried out in a range of countries, including Ecuador (workshop on good practices of Socieux+), hosting delegations from Jordan, Taiwan and Indonesia in Brussels, an online meeting with the Republic of South Africa (presentation of WAPES activities), and participation in the OECD Leed Congress in Ireland.

At the WAPES board meeting in Bern on 28 November 2022, the ILO and WAPES signed a cooperation agreement.

Throughout 2022, SYNERJOB continued to support WAPES by participating in its various meetings and providing logistical resources and staff.

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) ROME v3/Competent

The ROMEv3/Competent working group was reshuffled in 2022, creating 2 working groups.

The "**Flux**" working group monitors the automatic exchange of vacancies and the status of the development of the API, as agreed, for the exchange of vacancies. In 2022, Forem made changes to its HRXML that

affected the automatic exchange of vacancies to and from Forem. The working group took the necessary actions to restore the interrupted exchange. It will be finally restarted in spring 2023.

The **Competent working group** is a content working group where partners discuss joint actions around the content management of the professions and competences database Competent and which is the Belgian contact point for ESCO themes. Besides the content management of Competent and the follow-up of the ESCO themes, the working group Competent prepared in 2022 the renewal of the SYNERJOB convention and action plan Competent (signed on June 16, 2022) and organized a communication action towards the sectors about this.

b) Interregional mobility working group

In 2022, the Interregional mobility working group was revived. Through its mandate, the working group will follow up the ongoing actions between the different PES in order to promote interregional mobility between the different regions. This on a digital, sectoral and project level.

c) Collective redundancies

When workers from other regions are affected by collective redundancies, restructuring or business closures, interregional cooperation is implemented. The cooperation agreement of February 24, 2005 provides for an emergency social plan for the redeployment of workers affected by collective redundancies. It applies automatically if:

- more than 250 workers are dismissed in one region;
- at least 50 of these workers live in another region.

A crisis cell then oversees the implementation of the plan: it coordinates the interventions of the public services involved and draws up the social emergency plan. It is chaired by the employment minister of the region where the company with the most redundancies is located.

No crisis cell was established in 2022.

In addition, the public employment services meet to discuss collective redundancies that do not meet the numerical criteria of the cooperation agreement of February 24, 2005, but where the redundancies affect several regions. The working group "SYNERJOB - Collective Redundancies" met to discuss the announced collective redundancies in Belgium that affect job losses in several regions of the country. These meetings were also an opportunity to discuss the specific outplacement problems of public services.

On Jan. 1, 2016, a memorandum of understanding between the Flemish Region, the Walloon Region, the German-speaking Community, the Brussels Capital Region and the Federal State entered into force to establish the conditions for the application of the following matters:

- discount cards for restructuring - employer benefits;
- reimbursement of outplacement costs;
- outplacement vouchers.

The region of the employer's establishment determines jurisdiction. In 2018, this protocol was adapted to the amendments of the Royal Decree of March 9, 2006 on the active management of restructurings. In addition to the three matters mentioned above, the protocol integrates the application modalities regarding the approval of the outplacement offer for collective dismissals announced after December 31, 2017. This protocol was signed at the beginning of 2019.

d) Individual training account

In June 2022, SYNERJOB's Board of Directors reactivated a project group it had established in 2021 in the context of the [European Strategy](#)¹ for Individual Training Accounts, translated into the National Recovery and Resilience Plan (fiche R-5.03) and then into the amendments to federal legislation to enshrine the right to training.

On the federal level, the general objective of the Federal Public Service Employment is to make everyone's right to training and, more specifically, the citizens' credit for training days (3 days per year per FTE in 2023, 5 days from 2024) visible in a single place, online, in an application integrated into the portal "my career" of the National Social Security Office (NSSO). The first functionality of this application, planned for 2024, will be to make visible the training history of individuals. Training operators, including public operators, are therefore invited to feed this functionality through their databases. The regulatory framework for this application project will still be discussed between the federal entity and the states in early 2023.

The 2021 objective of the project group established by SYNERJOB was to conduct strategic thinking. The objective for 2022 was to exchange information and share concerns and orientations among public training actors participating in federally led work. This work is mainly conducted bilaterally and directed by Smals on behalf of the NSSO.

In 2022, representatives of SYNERJOB members within the project group participated in bilateral exchanges with Smals and, from the second half of the year, in collective workshops organized by language and in plenary sessions where results were shared.

¹ <https://data.consilium.europa.eu/doc/document/ST-8944-2022-INIT/fr/pdf>

Annexes

Addresses

Addresses of the Institutional members of SYNERJOB as of 31/12/2022:

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

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 Marie-Kristine VANBOCKESTAL, 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 c/o VDAB
boulevard de l'Empereur, 11
1000-BRUXELLES
synerjob@vdab.be

SYNERJOB website:

www.SYNERJOB.be

Members of the SYNERJOB Board of Directors as of 31/12/2022

| | |
|----------------------------|--|
| Forem | represented by Marie-Kristine VANBOCKESTAL |
| VDAB | represented by Wim ADRIAENS |
| ACTIRIS | represented by Cristina AMBOLDI |
| ADG | represented by Sabine HERZET |
| BRUXELLES FORMATION | represented by Olivia P'TITO |

Mandates

Wim ADRIAENS, President
Marie-Kristine VANBOCKESTAL, Vice President
Cristina AMBOLDI, Secretary
Sabine HERZET, Treasurer
Olivia P'TITO, Auditor
Caroline MANCEL, Auditor

Sessions in 2022

Board of Directors

3 February 2022
16 June 2022
22 November 2022

General assembly

16 June 2022