FROM REFERRAL TO RECRUITMENT: A STRUCTURED PATHWAY TO SKILLED PROFESSIONALS

1. Title

CVO HIK: Personal Care Assistant (BE)

2. DDSS Gap Addressed

Difficulty accessing skilled candidates – E1

3. Description of the Reskilling Lab

The regional adult education centres in Belgium developed a standardised learning route, which ensures that adults will get a job as a personal care assistant in the field of care. By an intensive cooperation with the social security offices they can ensure skilled candidates for the care companies. In this VET (Vocational Education and Training) the adult learners get the possibility to upscale their skills by learning face-to-face and follow an apprenticeship. This is based on a structural cooperation with the social security offices and a diversity of companies in care.

4. Why is this a Good Practice?

Due to the fact that there is a structural cooperation between the adult education provider, the social security office and the companies in care there is an ongoing possibility to get skilled candidates. If a social security office has a possible interested adult learner he or she can be referred to the adult education provider. Based on their expertise they can ensure that the new adult learner can follow suitable VET in order to get a diploma for getting a job as a personal care assistant and to start a job in a care company.

5. Transferability

On a national level it seems to be possible to make a general agreement between the department of re-integration and the department of adult education in cooperation with companies of care in the several regions. Based on this Memorandum of Understanding (MoU) it is possible to define a framework, requirements for the VET, the involvement of the social security offices and the companies in care in order to find and get sufficient skilled candidates.

6. Additional Information

More information: https://www.hik.be/

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