

Manpower Technical & Logistics Academies



Global

Business Issue

In Belgium, 35 percent of employers say they are unable to fill open jobs. Lack of applicants is the most common reason, followed by lack of applicants with the required skills. An estimated 30,000 of job vacancies in Belgium are in the technical and digital fields, including production operators, electricians, electronics engineers, mechanics, among others. A solution to overcome the significant skills gap was needed to remain competitive in the region.

Solution

Manpower was brought in to help create the Belgium Technical Academies. The approach of the Technical Academy was based on the success of the Logistics Academy Manpower started more than a decade ago to address the severe shortage of forklift drivers in Belgium. Since then, more than 12,000 people have been trained in the 3 training centers across the country.

The Technical academy is designed to provide a flexible solution to help companies fill some of the most difficult profiles to find in the job market. The nimble methodology is designed around three pillars: employment, practical skills and partnerships.

To develop this new solution, Manpower sought to bridge pathways to training and employment, prioritizing the acquisition of practical skills. The training is centered on cross-sector partnerships and includes hands-on collaboration with companies with hard-to-fill job opening and that are ready to integrate new employees at the end of the training course. This includes development of skills for new candidates, as well as upskilling and reskilling efforts.

The training involves an efficient four-step process:

1. A rigorous candidate selection process including an in-depth analysis of candidates' motivation and learning ability
2. Selected trainees take part in a theoretical training curriculum via an e-learning system punctuated by a validation of skills
3. A 3-week practical training in a group of 8 people under the supervision of a specialized trainer within Manpower's mobile unit. This structure reproduces real work situations.
4. A job placement under a temporary or fixed contract, under the supervision of a coach within the client category to facilitate integration.

Results

Since the start of the project at the end of 2017, more than 150 people have been trained at the Manpower Technical Academy. The job placement rate for the initial group of trainees was 85 percent. Based on this early success, a specific training program has been developed with the Belgian Railway company (SNCB-NMBS) to address the talent shortage for technical operators.

