



TRENDS & OVERVIEW 2018

Learning Activities & Outplacement

Top trends Fopas 2018

Less is
more ?

Learning time under pressure
Focus on knowledge-only-with webinars ?
About 1,5 trainingday with Fopas

Digital
matters !

Awareness - change - skills -
Getting specialized skills if assessed

Long
careers

50plus learn everything; awareness
of 'digital' & 'careers' helps

Top trends Fopas 2018

Groups

Keep on running - still good for 50% of all activities. But not included: 30% annulated groups!

More popular with < 30 Y; less with 50+

Online

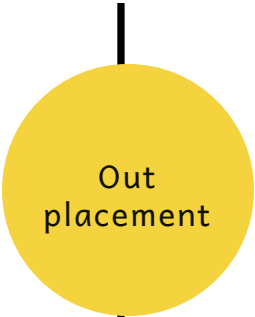
Long live Webinars - fast & short < 1h

Sensibilisation

Awareness counts for topics as: 'career' 'long careers' 'digital change'

(Long) Career

Different approaches do work to reach out to candidates



Out
placement

'Finding a Job' comparable to last year -
Trend towards less learning! - Trend
towards less costly dismissals



Digital Events@Fopas!

14 new profiles on Observo.be

Profils do evolve and need 'Digital' updating



Teasers to learn (with webinars)
Easy learning

**“INSPIRATION EXISTS,
BUT IT HAS TO
FIND US TIME.”**



FOPAS MATTERS

"Walk the talk"! Fopas got digital & one platform

Privacy is a topic!

As is:

What is "learning"? What is learning in a "paritair context" ?



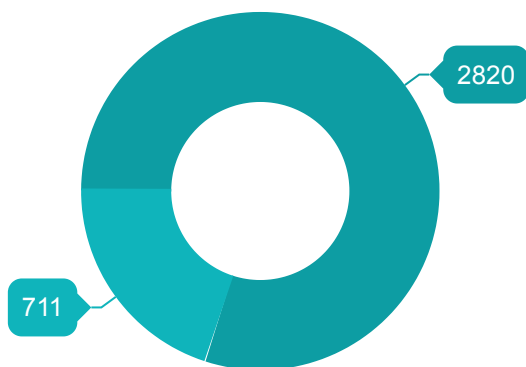
Fopas, your Assurance to
Learn and Evolve
from different perspectives

Fopas team
THANKS
YOU

Overview 2018

Treated Persons & Inscriptions

Treated Persons (3.531)



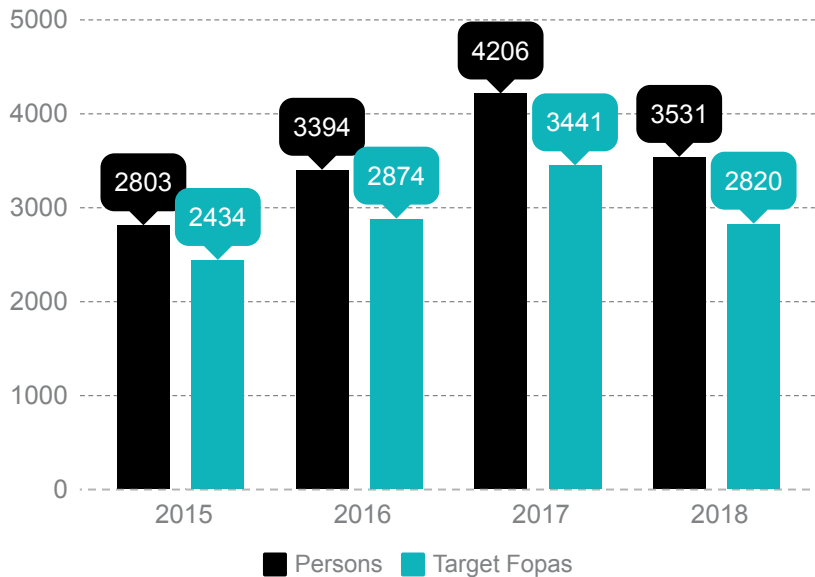
■ Target Fopas (79.86%) ■ Paying Persons (20.14%)

Treated Inscriptions (5.165)



■ Target participants (79.59%) ■ Paying participants (20.41%)

Treated Persons



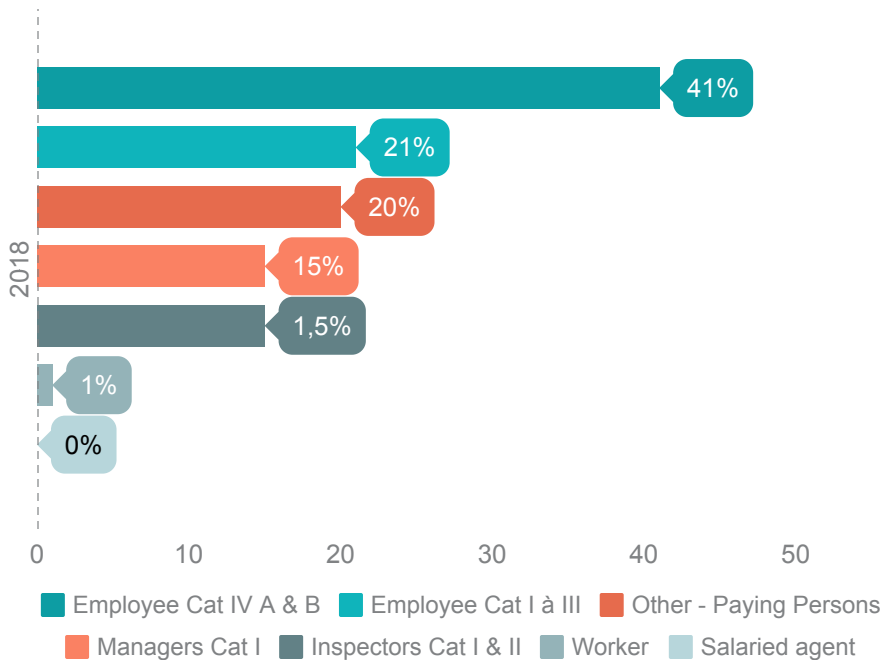
Persons

19% Target group in
sector participated!
> company related

Target group represents less
than 70% total workforce
sector (73% in 2014).

Profile Persons

Target - Salary category



Language



■ NL (59.76%) ■ FR (40.24%)

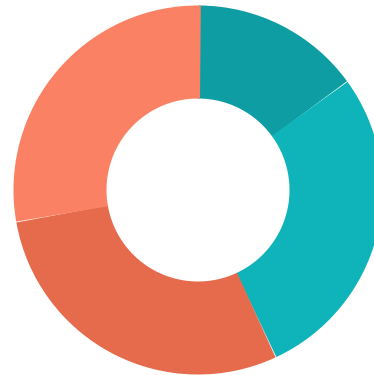
Gender



■ F (60.63%) ■ M (39.37%)

Profile Persons 2

Age categories



■ < 30 y (15%) ■ 30-40 y (28%) ■ 40-50 y (29%) ■ 50 + (28%)

50 + choose especially:

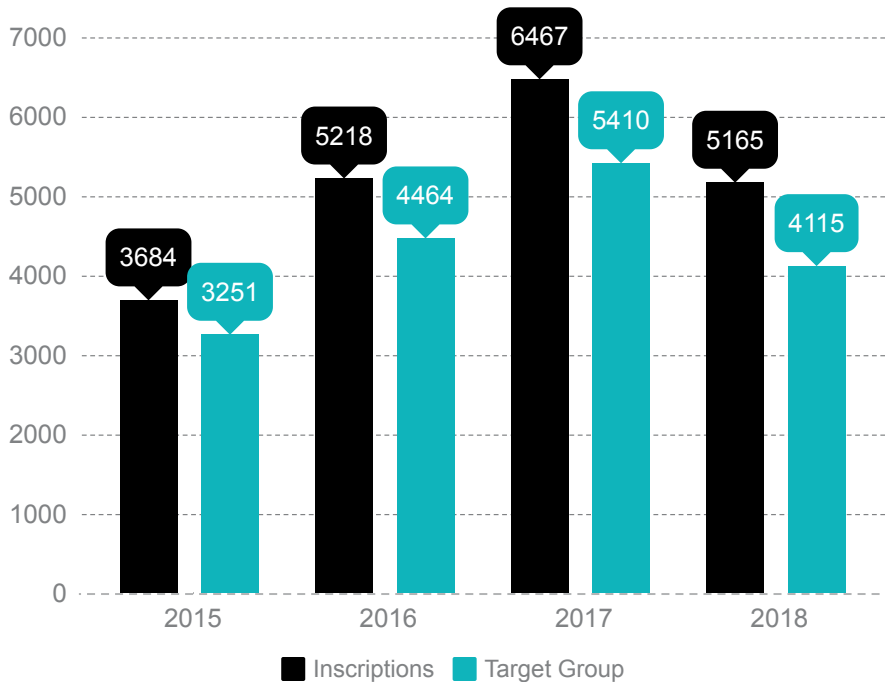
- Digital skills (23%)
- Personal evolution >>(long) careers (19%)
- Client - skills(18%)

50 + favoured way of learning:

- Group (45%; decreases with age !)
- Webinars (24%)
- Inspiration ws (13%)

Treated inscriptions

Treated participants



20% less despite 'Credit-line'
1,5 inscription / person
8,4 hours training / year

Treated Inscriptions

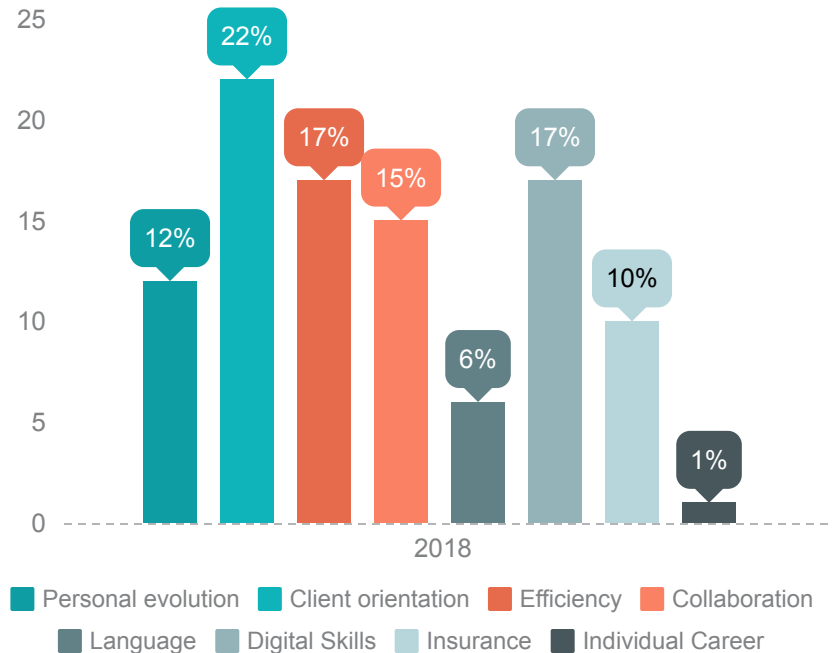
Soft vs Technical skills



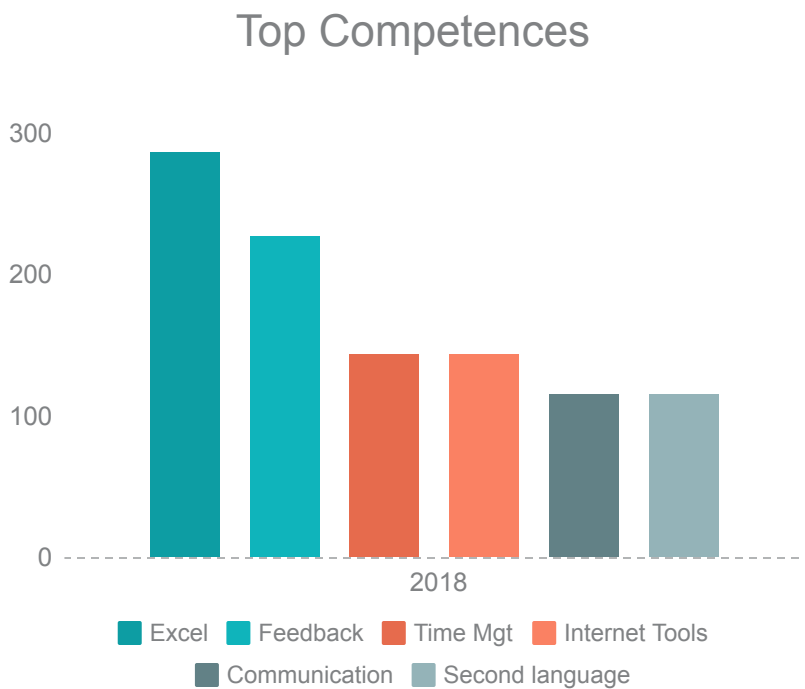
Soft skills (66%) Technical skills (34%)

Client !!!
Digital change & skills

Inscriptions (5.165) per Domain



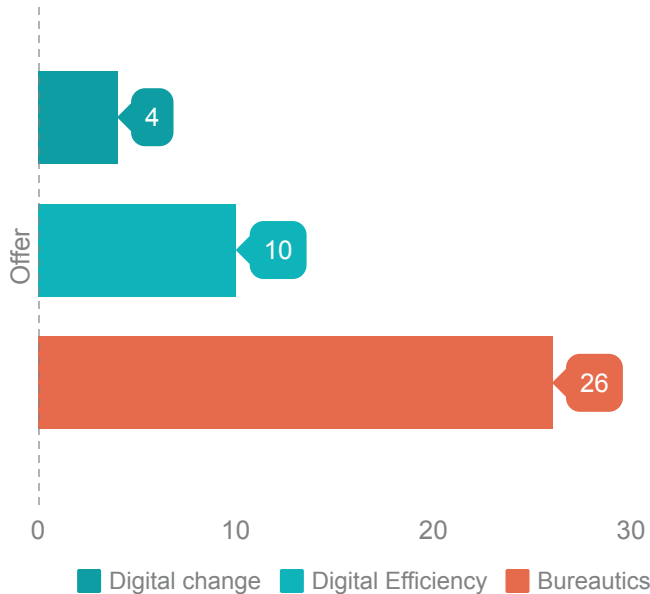
Top Competences



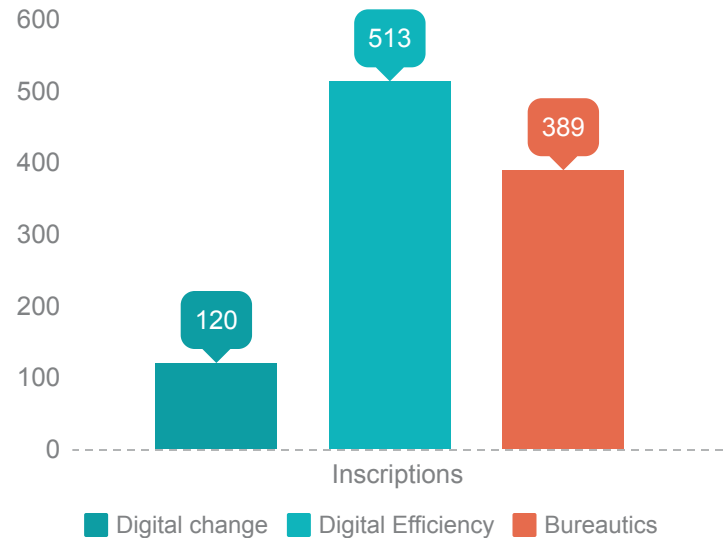
Digital Awareness & competences

1/3 Fopas-trainings = Digital
Good for 20% inscriptions

'Digital' Training Offer (40)

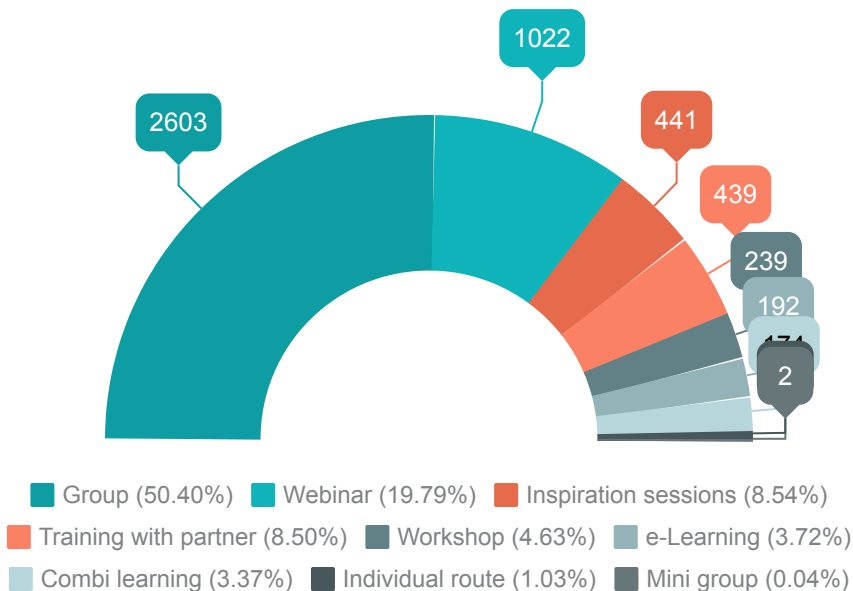


'Digital' Inscriptions (20%)



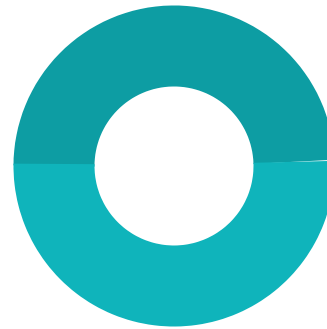
Learning activities & inscriptions

Learning sessions (809) & Inscriptions (5.165)



Focus on sessions

Incompany - Calendar



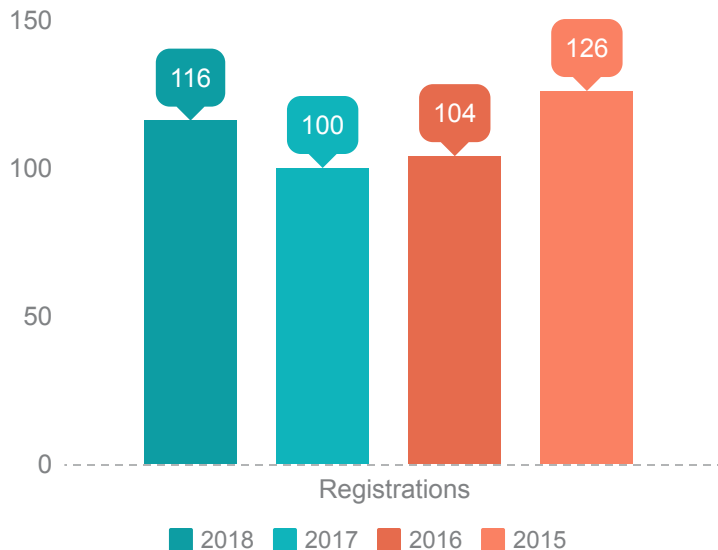
■ Incompany (49.44%) ■ Calendar (50.56%)

Facts:

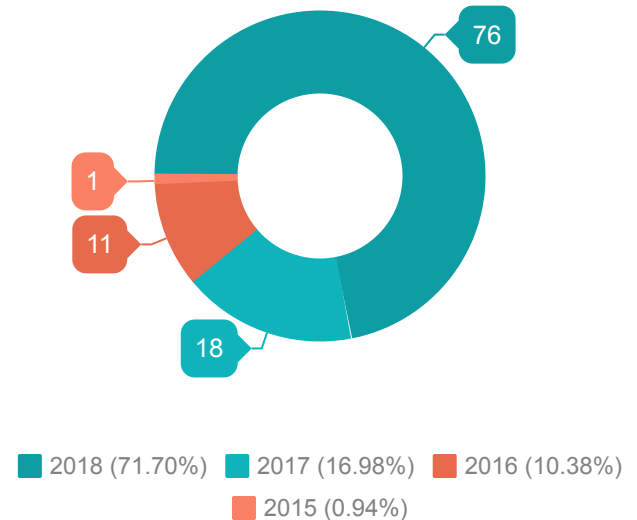
- 6,8 participants/groupe
- 23% webinar-watchers go to workshop
- 29% annulations of sessions : calendar & workshops
- 35% participants annulated their inscription > 1/4 'recuperated'

Focus on Outplacement

Registrations per year

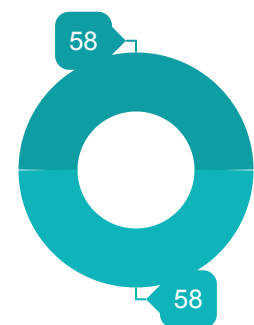


Still active in 2018



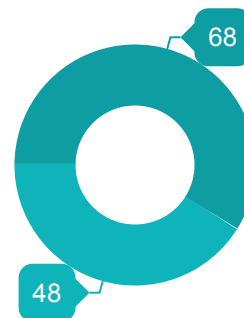
Focus on Outplacement

Candidates (116) - Gender



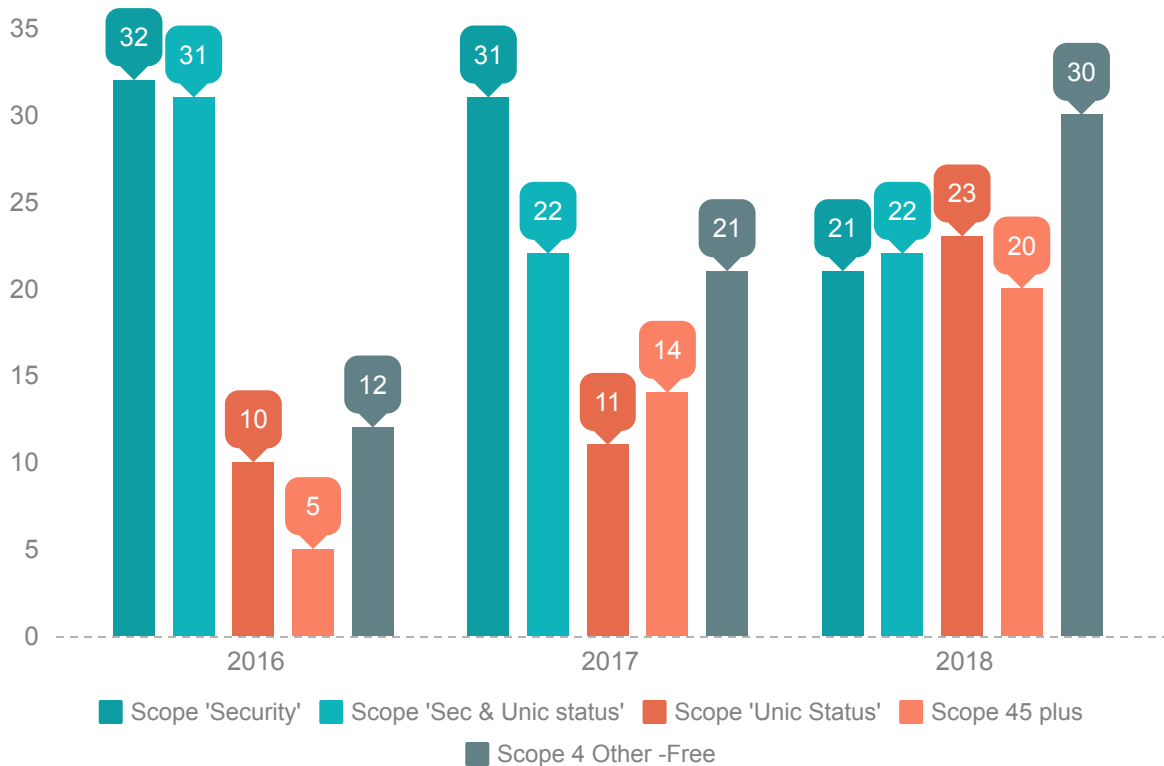
■ M (50%) ■ F (50%)

Candidates (116) - Language



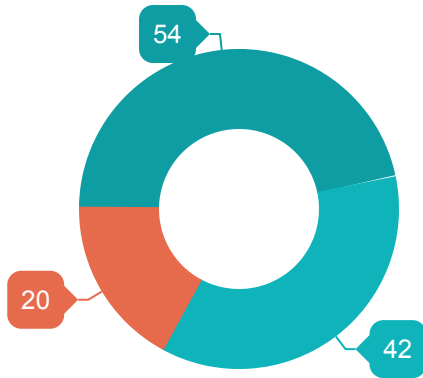
■ FR (58.62%) ■ NL (41.38%)

Focus on Outplacement



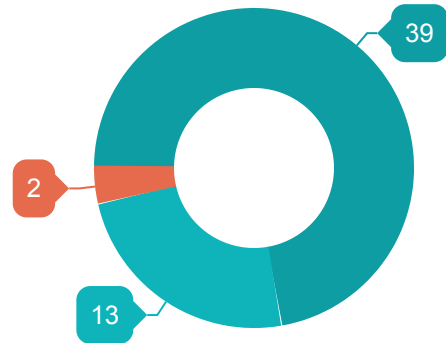
Focus on Outplacement

Candidates (116) & Outplacement



■ OP started (46.55%) ■ Not - Yet - Started (36.21%)
■ Job own Initiative (17.24%)

Candidates Started (54)



■ Active (72.22%) ■ Job with OP (24.07%)
■ No Job - End (3.70%)