



Skills foresight to support training professionals

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A European stake

- Methodology
- Experience feedback
- Ongoing works

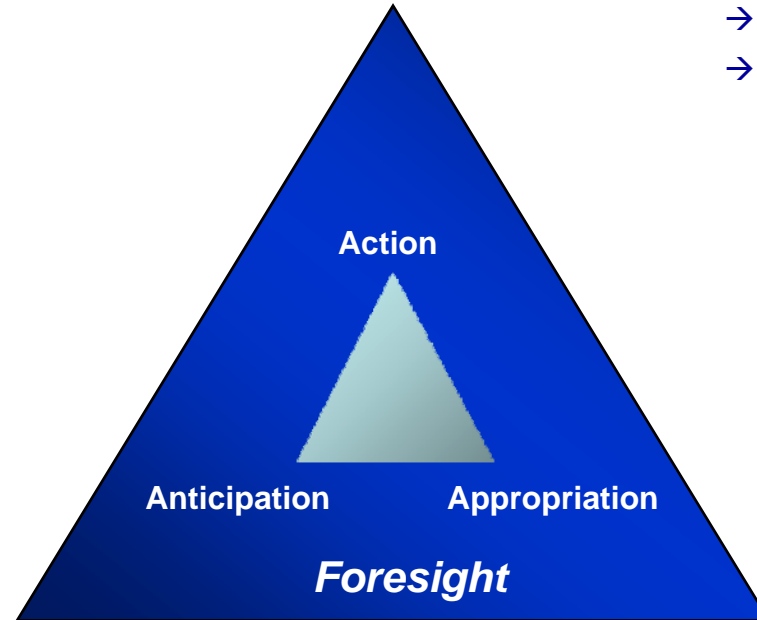
- Methodology
- Experience feedback
- Ongoing works

Technical

→ Strategic foresight (Godet (2001))

→ *Cross-impact analysis*

→ *Morphological analysis*



Theoretical



1. *Occupation Identification*
2. *Job Description*
3. *Evolution of the Occupation*
4. *Adaptation of the Training*

Operational



workshops and interviews

1. *Expert workshop*
2. *Expert interviews + Expert workshop*
3. *Expert workshops*
4. *Trainer and Expert workshop + Trainer interviews*



➤ Objectives :

1. Selecting an occupation (multi-criteria analysis)
2. Writing the job description (Activities, Tasks, Skills)
3. Making a foresight analysis on the environnement evolution
4. Supporting training professionnals in adapting their programs

↗ Participative Methodology

↗ Structured methodology

- Use of the strategic French foresight toolbox
- Time horizon : 3-5 years

↗ Gathering experts knowledge

- Workshops
- Interviews



Objective: Analysing the factors that explain the evolution of the occupation

Approach : Expert workshops

- Identifying key factors
- Defining scenarios
- Choosing the Key scenario
- Building the action plan linked the Key scenario

Résultats:

- Scenario describing the evolution of the occupation
- Action plan

Scenario identification

Selecting key factors

Morphological Space

Identifying the most favourable hypothesis

Key Factor

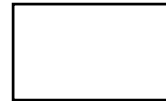
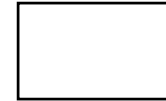
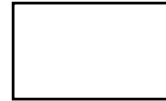
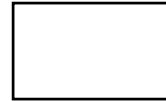


Key Factor



Key Factor

Key Factor

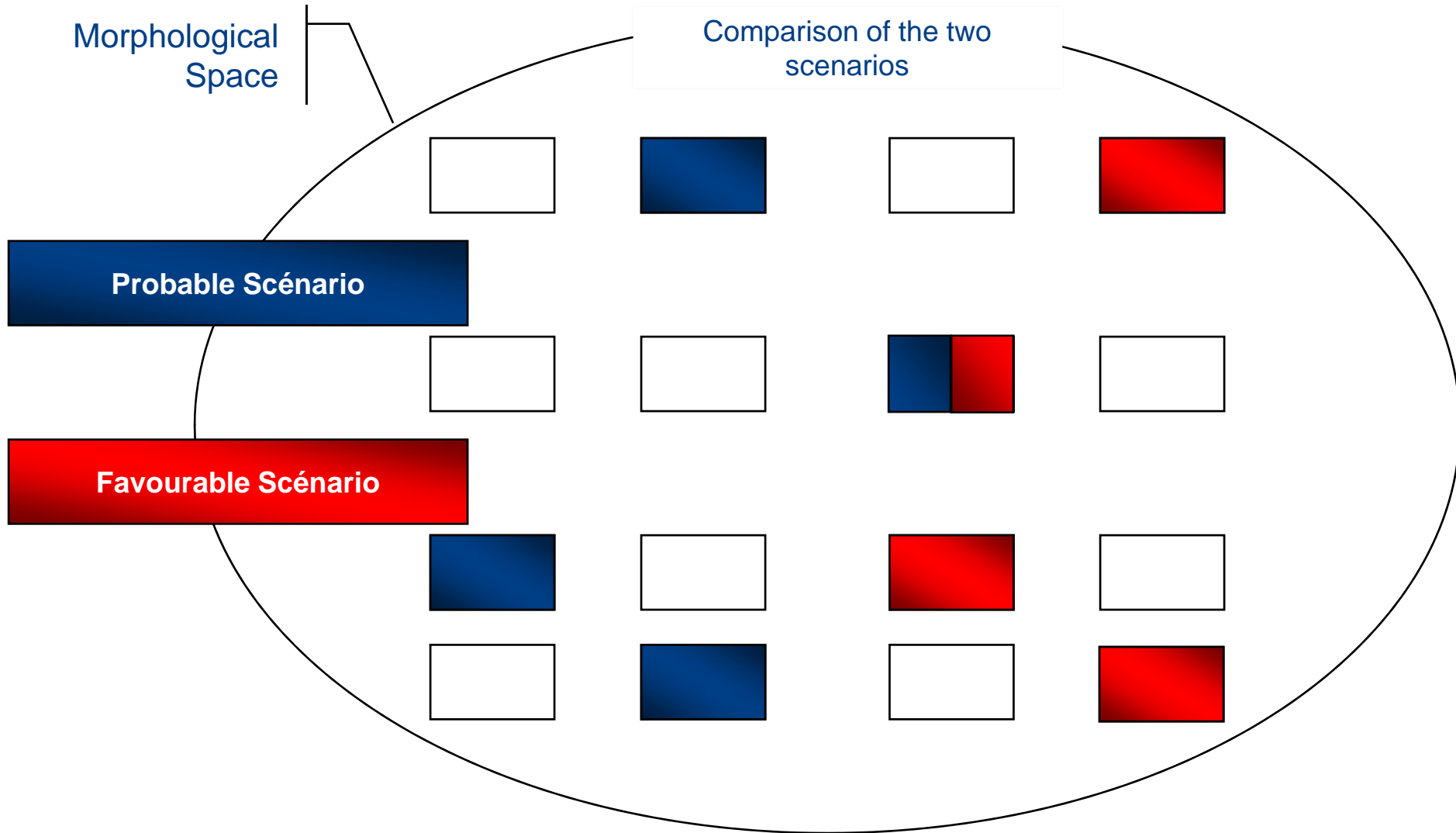


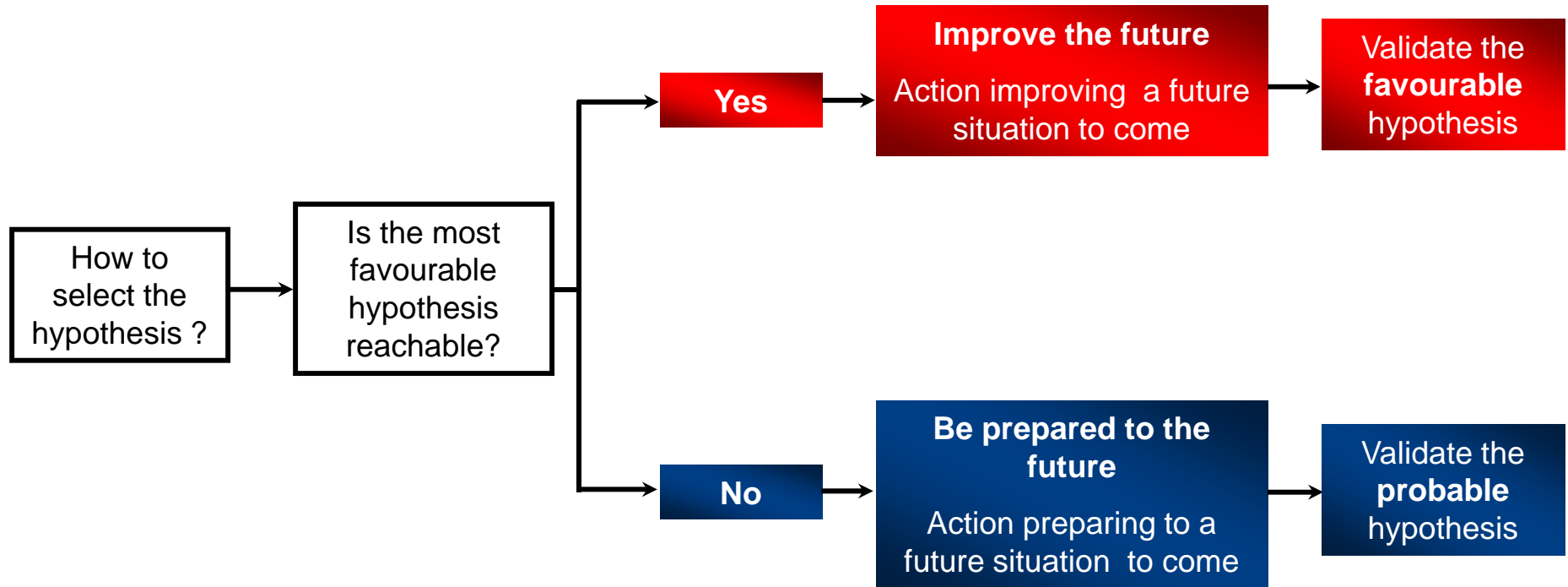
Possible hypothesis

Probable Scénario

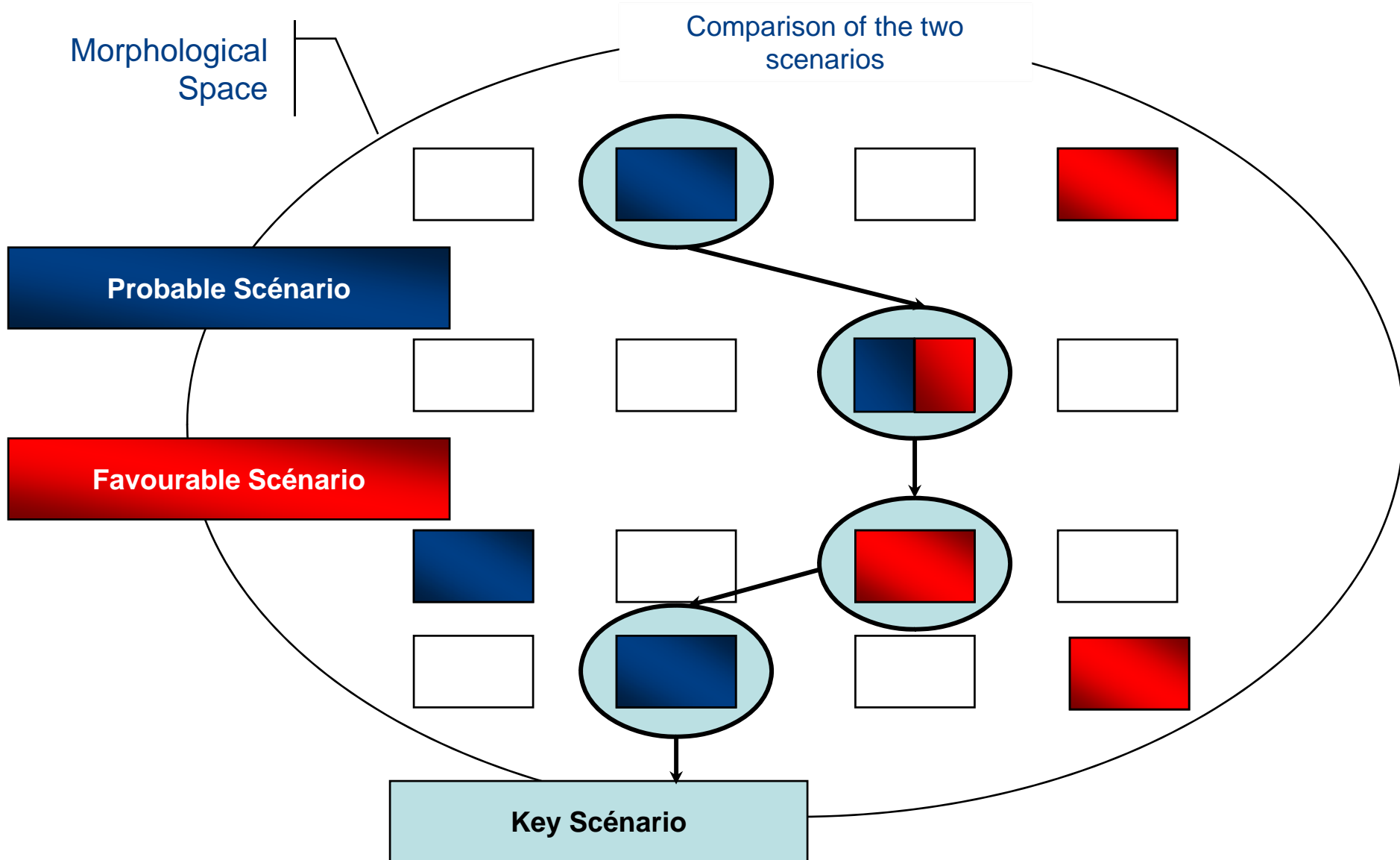
Favourable Scénario

Scenario identification





Scenario identification





Objective : Anticipating skills requirements and adapting training program

Methodology : Expert and trainers workshops and interviews

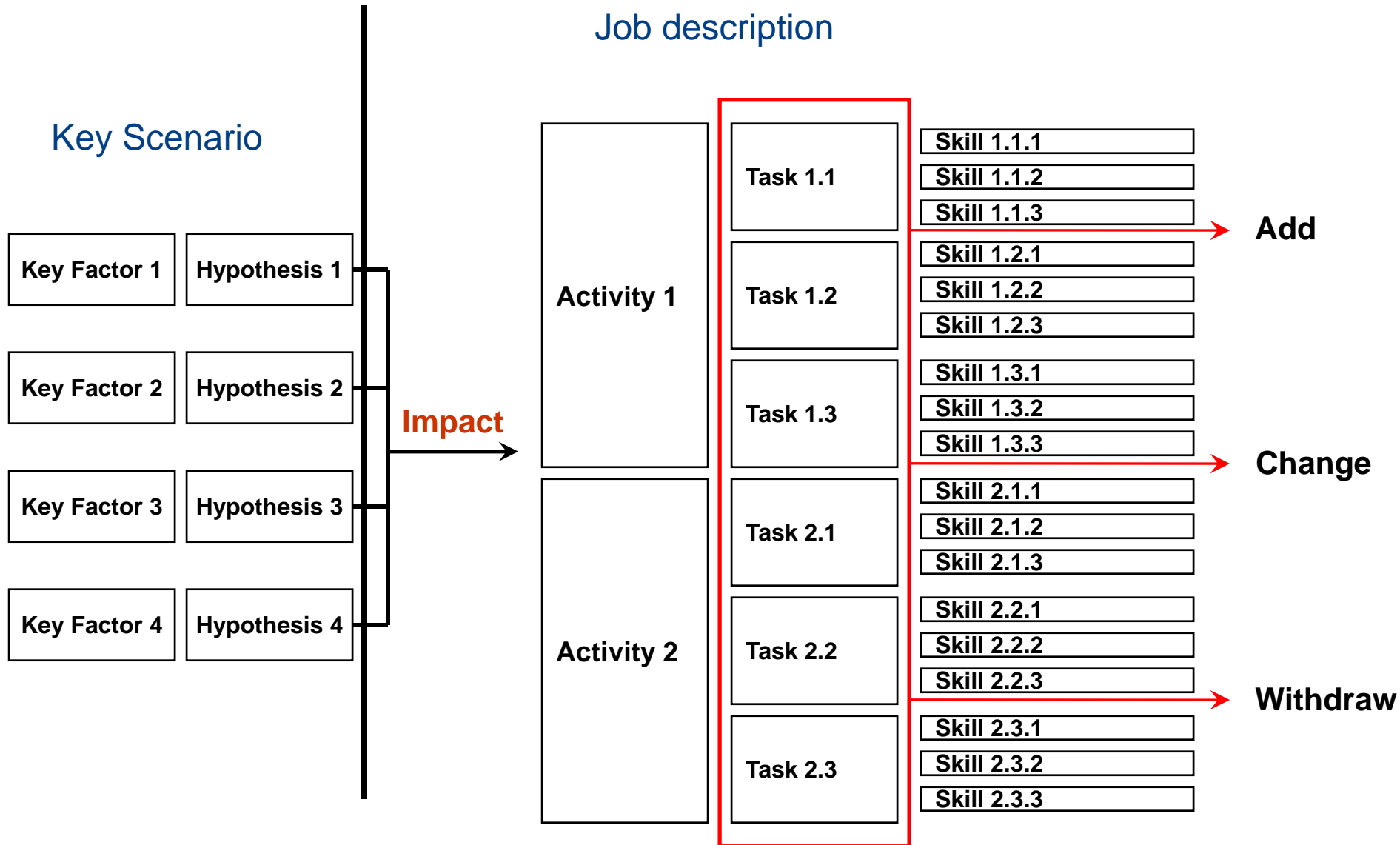
- Identifying skills requirement
- Adapting training program

Résultats:

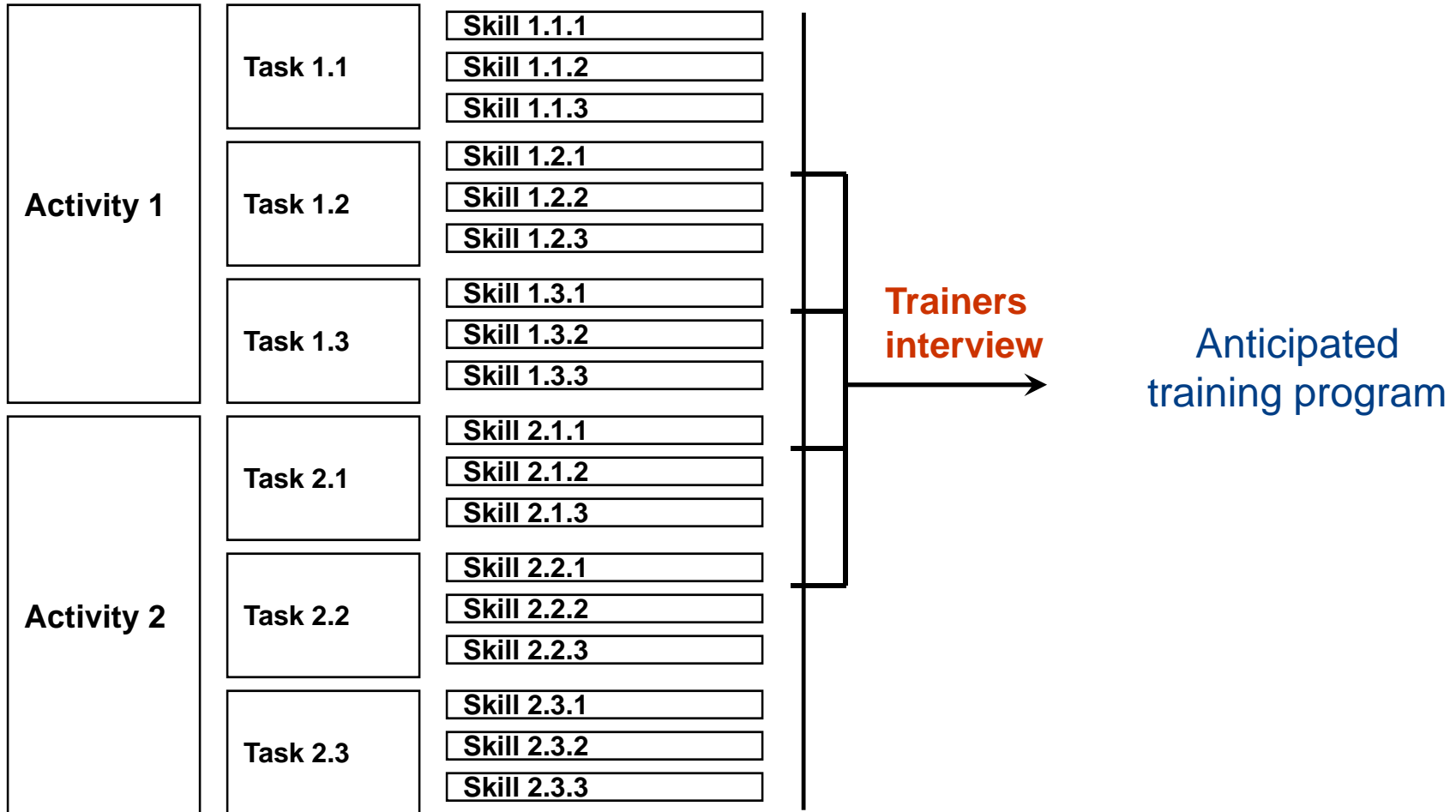
- Anticipated job description
- Anticipated training program

Key Scenario

Job description



Anticipated job description



- ↗ Methodology
- ↗ Experience feedback
- ↗ Ongoing works

Experience Feedback

- ↗ IFAPME
- ↗ IWEPS
- ↗ FOREM FORMATION LOGISTIQUE
- ↗ MIRELUX
- ↗ FOREM FORMATION WALLONIE BOIS

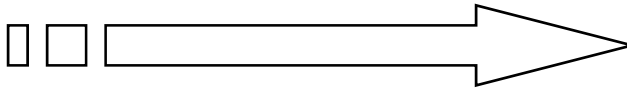
- ↗ Mécanicien poids lourds
- ↗ Responsable logistique
- ↗ Chauffagiste
- ↗ Technicien de process en construction ossature bois

TRAINING

PRACTITIONER

2004

2005-2007



ICT SKILL
FORESIGHT

SKILLS FORESIGHT

ICT USER

- ↗ Formateur
- ↗ Expert comptable
- ↗ Entrepreneur de construction

ICT PRACTITIONER

Quality and information system certification

Information Security

e-learning, KM

- ↗ Conseiller IT en PME
- ↗ Chef de projet informatique
- ↗ Business process analyst
- ↗ Manager de la Qualité

- ↗ Auditeur SI
- ↗ Ingénieur - Chargé du monitoring des incidents de sécurité IT
- ↗ Consultant SI
- ↗ Juriste SI

- ↗ Accompagnateur de mise en ligne de modules e-learning
- ↗ Animateur de la connaissance
- ↗ Consultant certifié e-learning
- ↗ Manager de la connaissance

- Methodology
- Experience feedback
- Ongoing works

➤ ABILITIC 2 – PERFORM : 2008 - 2011

➤ Objective : Set up a skills requirement identification service dedicated to training entities.

- Support software
- Transfert actions
- Skill foresight studies :
 - Finance, Information system, Environnement
 - 4 occupations

➤ Scope :

Interreg IV A project



CEF Conseil de l'Éducation et de la Formation





Thank you for your attention !

Further information ?
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