



WORKSHOP 90 MIN

Most of the sessions will be in french or english but the discussions can take place in multiple languages

“Out of doors” and “Outreaching” actions - from theory to practice - examples of innovative actions and exchange of experiences

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- In the field of career guidance, the notions of “out of doors” or “outreach” actions are regularly mentioned.
- From a theoretical point of view, what do these notions include? How do they demonstrate a change in the approach of the organisations to the end-users?
- Changes in the behaviour of the public and the attitudes of the counsellors: how to adapt to a changing environment?
- From a practical point of view: what could be concrete examples of actions linked to these concepts? With hindsight, what lessons can be learned?
- We will also propose to the participants an exchange linked to these notions, allowing them to share their own experience of “out of doors” actions

RACHID ALI-MESSAOUDI Territory Liaison Counselor Actiris
HILDA MENCARAGLIA Territory Team Manager Actiris

The educational approach to career guidance: Activation of Vocational and Personal Development (A.D.V.P.) (L'Activation du Développement Vocationnel et Personnel)

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A.D.V.P. is an educational method which :

- starts from the principle that every person is able to act to change his or her own future and that he or she has the resources within him or herself to achieve this
- enables the acquisition of skills to make professional and personal choices
- is based on the model of personal assistance and support defined in the “person-centred approach”.

This workshop will allow counsellors to discover the first basics of this method and to discuss together how it can be incorporated into counselling practices at the Cité des métiers.”

CLAUDE COLIN Expert in Lifelong Guidance and Activation of Vocational and Personal Development

Promoting and facilitating apprenticeships within private companies

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Learning and VET (Vocational education and training) are key elements for acquiring skills throughout life, but also for professional integration and the construction of a professional career. The workshop will focus on the exchange of issues, practices and tools to promote and facilitate learning for people within companies

CÉLINE TACHERON Training Counsellor and Respondent for the Business Department at the Geneva Vocational Training Service (OFPC)

Deontological considerations concerning counselling at distance

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The current health context and the digital transition of our society are forcing professionals from Cités des Métiers and lifelong guidance institutions to change their practices in using digital technology. The objective of this workshop will be to take a step back from the use of digital technology in professional practices and in lifelong guidance. It will also allow the knowledge of experts and researchers to be compared with the daily practices of Cités des Métiers professionals on the use of digital technology and remote counseling. Finally, this workshop will allow the exchange of questions, practices and methods on the use of digital technology.

MICHEL TURCOTTE Guidance counsellor, psychologist, PhD in guidance sciences, Laval University (Quebec)
LOUIS COURNOYER Research professor in counselling and career development, University of Quebec in Montreal

Gender dimensions in the Cité des Métiers, elements of analysis and action drivers. Everything you do and could do (better)?

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The idea is to give examples of practices and concrete ways of action that take into consideration the legal framework (European directives etc.) Some examples: Orientation of the public: are the first questions “neutral” ? etc

MURIEL SIMON Diversity Consultant at Actiris Inclusive - Diversity Department
FRANÇOISE GOFFINET Deputy advisor, equality expert at the Institute for the Equality of Women and Men

What responses are offered in CdM to NEET users?

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How are CDMs a major reference point to meet the specific needs of our NEET audiences? The multi-partner structure of the CDMs is ideal for both making contact with these young people (upstream of the CDMs) and for referring them to partners offering services complementary to those of the CDM (downstream of the CDMs): the associative and institutional field, education, training and ISP. The workshop will constitute an exchange and discussion of good practices intended for NEETs and the professionals who work with them.

CLAIRE LIEBMANN NEET Project Manager, Cité des métiers of Brussels

Using ergonomics to improve access to the Cité des Métiers

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Raise awareness of the importance of ergonomics (UX Behavioral Design) for vulnerable audiences. Share the results of our Brussels projects. Give the keys to CDMs to introduce the issue of ergonomics into their communication tools.

MARINA AUBERT Digital expert in the training offer at Bruxelles Formation
MARC VAN RYMENANT Founder of UX Sapiens, Trainer and Consultant in Behavioural UX Design



WORKSHOP 45 MIN PART 1

European Cohesion Policy: Opportunities for the Brussels Capital Region

EN

The session will focus on providing the participants information on the European Cohesion Policy (i.e. European funds such as the ESF+, ERDF, AMIF, Erasmus+,...) and how this is implemented in the Brussels Capital Region (operational programs, calls for projects,...). Furthermore the link will be made with relevant European strategic policies: the European Skills Agenda, the Pillar of Social Rights as well as with the UN's Sustainable Development Goals.

FREIA VAN HEE International Relations Specialist (Actiris)
LAURENS HOEDAERT Manager of the ESF (European Social Funds) Operational Programme - Actiris

Workshops in the Cités des Métiers, from sharing best practices to building an e-library.

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Exchange of best practices between peers is an effective and inexpensive way to continue to professionalise: it allows us to reinforce strong way of workings, to be inspired by our peers as much as to inspire them. We will also discover how the same workshop theme can be deployed differently, depending on the audience and the region.

By sharing workshop themes and facilitation tools, we offer the possibility of feeding the RICDM heritage, of offering new insights, while making it accessible to each of its members.

JULIA COLLIS, Career guidance counsellor at the Cité des métiers du Grand Genève, Master trainer RICDM
PAUL DE MARICOURT Counsellor at the "Find a job" and "Change your professional life and validate your skills" at the Cité des métiers in Paris, RICDM Master Trainer

The Learning-by-doing method

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"Learning by doing" methods are based on learning by practicing a profession in contrast to the current educational system which focuses on classroom transmission of knowledge. This workshop will discuss the importance of learning by doing and the impact that this way of learning has on the daily lives of students and teachers.

IBRAHIM OUASSARI Co-Founder MolenGeek

Supporting migrants in their social and professional integration process

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This workshop will aim to share our experience on the issues that migrant populations may encounter in their integration and professional orientation, but also in their access to social rights and the services necessary for their social integration. Professionals will have the opportunity to share practices implemented within the Cités des Métiers to meet the needs of migrant populations in their career development

CAROLINA FERREIRA Director of Cité des métiers Porto Mara Constanzo
MARA CONSTANZO

Innovative tools for discovering professions and trades.

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"Through the experience of the Learning Lab Paris-CDG and in connection with the synergies created with the Cité des Métiers du Grand Roissy-Le Bourget, the various digital tools that have been developed or are under development contributing to how professions can be found will be presented. We will discuss 4 tools including the one for business scenarios in the Digital Airport Terminal.

PASCAL VALLIER Pedagogical Engineer at the Learning Lab, Paris CDG Alliance (in synergy with the Cité des Métiers of Grand Roissy-Le Bourget)

The ecological transition in Europe, what effects on the energy professions in our territories?

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Ecological transition is one of Europe's biggest problems. It gave birth to new trades, notably "green" professions and changed those in the energy sector. These professions have undergone significant changes in the face of the ecological transition. Through the illustration of the activities carried out within the framework of the Erasmus + WATT EISE project, the objective of this workshop will be to better understand the energy professions and to better understand the transformations of these professions within the ecological transition. It will also make it possible to understand the new skills necessary to exercise these professions, the professional path that needs to be developed to access them. The workshop will also be the subject of exchanges between professionals on guidance practices towards these professions.

VALÉRIE BRENOT Director of the Cité des métiers Nord Franche-Comté
ABDESLEM DJERDIR University Professor, Responsible for the training of energy engineers - Université de Technologie de Belfort-Montbéliard



WORKSHOP 45 MIN PART 2

How can we guide and inform the public today and tomorrow in their professional transitions and career development?

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Facing an uncertain environment, evolving and changing professions and a labour market weakened by the economic and health crisis, job seekers and employees both need guidance and information today and in the future in order to develop their professional life. This workshop will enable professionals to share their observations, problems, tools, counselling practices and information in order to face these challenges.

MOHAMED MEZERAI Responsible for partnerships and promotion of professional development guidance in Ile de France, at Tingari, mandated by France Compétences for professional development guidance (Groupement Evolution)

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MARA CONSTANZO Project Manager, Cooperativa Orso
JESSICA ARIANO Project Manager, Cooperativa Orso

Third type spaces to create a more desirable future together

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Why their trend for third places? Many factors are influencing this trend. among others: those linked to the “delocalisation of tertiary and/or managerial work or including customer relations, for example, which was thought to be dependent on “face-to-face” meetings, or those linked to the flexibilisation of the workforce - and therefore of the necessary square meters ...

But beyond these simple considerations of the profitability of physical locations, it seems interesting to “reverse” the proposal and to take advantage of it to open up new ideas, which make it possible to combine several new approaches: the creation of value, well-being at work, the spirit of entrepreneurship, the sharing of values, welcoming and inclusive environments, social and technological innovation, culture and artistic enrichment, etc.

The Erasmus+ Places-3T project explores these new ideas and the key factors for success, by drawing on existing examples and developing support for creators and facilitators. We will be delighted to exchange with you our ideas in the most participative way possible.

PIERRE PEVÉE Manager of LaVallée, a creative place developed by SMart
SANJIN PLAKALO Senior project manager - Pour la Solidarité - Brussels
LILIANE ESNAULT Responsible of Project Development at FREREF- Lyon

The necessary skills for professional orientation? FR

This workshop will better identify the skills useful to the public to develop the career. This workshop will be an opportunity to combine the scientific expertise of researchers with the know how and feedback from counsellors.

LAURENT SOVET Professeur assistant en psychologie de l'orientation professionnelle à l'Université de Paris Descartes

Daring, Finding, Advancing. It's easier with Miti.be. FR

Uniting in times of crisis is not easy. The Cités des Métiers of Belgium have however shown extraordinary resilience by pooling some of their products, digitalizing their tools, and creating a new and unique advisory tool: miti.be
Explanation of the creation of the project, how it is managed, how it operates and its philosophy.

OLIVIER MARCHAL Director of Cité des Métiers Charleroi

One Europass for a lifetime of learning and developing EN

Together with colleagues of the Europass Team of the European Commission we will take a journey from early learning experiences, through entering the job market, till later in life career development. All of this to see what the role the new Europass can be in supporting you along the way.

PEDRO CHAVES The Europass project manager at the European Commission
HRVOJE GRGANOVIC Support officer and communication projects at the European Commission