

Declaration on Data Confidentiality

Organisation for Economic Cooperation and Development

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The OECD will receive microdata from The Directorate-General Statistics – Statistics Belgium of the FPS Economy, SMEs, Self-employed and Energy – Statbel, to be used for the project entitled “*OECD Skills Strategy Flanders: Implementation Guidance - Strengthening profiling and segmentation of adult learners*” and described in the data request form attached to this declaration.

Microdata provided to the OECD by Member countries on a confidential basis, will be protected as confidential official information in accordance with the OECD Council Resolution on Classification and Declassification of Information [C(97)64/REV1/FINAL] (the “Resolution”).

OECD “official information” falling within the scope of protection under the Resolution, includes material received from Member countries. Such material received by the Organisation on a confidential basis should be treated in the same manner as official documents bearing the “*Confidential*” classification, i.e. as “*information the unauthorised disclosure of which would seriously prejudice the interest of the Organisation or any of its Member countries.*” More particularly, market-sensitive and commercially sensitive material fall within this classification category.

The Resolution further provides that “*The Member countries and the Secretary-General will take the necessary measures to ensure the security of official information.*”

Furthermore, the OECD Regulations, Rules and Instructions applicable to Officials of the Organisation (“Staff Regulations”), to which all OECD officials are subject in accordance with their employment contract, bind OECD officials to an obligation of confidentiality. Regulation 4 provides in the relevant part:

“*Officials shall: [...]*”

f) protect the confidentiality of sensitive, unpublished information that has come to their attention in the course of their official duties;

g) continue to be bound by the obligation referred to in f) above after leaving the Organisation.”

Any violation by OECD officials of their obligations under Regulation 4 are expressly designated as being misconduct subject to disciplinary action.

Protection of personal data

“OECD Data Protection Rules” means the OECD internal rules on data protection, which are the only rules governing Personal Data protection that are applicable to the OECD. They are currently set out in the Decision of the Secretary-General on the protection of individuals with regard to the processing of their

personal data, Annex XII of the Staff Regulations, Rules and Instructions applicable to Officials of the Organisation. A copy of the current OECD Data Protection Rules has been provided to Statbel;

“Personal Data” means any information relating to an identified or identifiable individual Processed under the Contract;

“Processing” means any operation which is performed on Personal Data whether or not by automated means. “Process/Processed” shall be construed accordingly.

As an independent intergovernmental organisation, the OECD is not subject to any national or regional legislation, but only subject to the OECD Data Protection Rules. The OECD is the controller of the Personal Data in accordance with the OECD Data Protection Rules and shall comply with the OECD Data Protection Rules.

After the processing of the provided data ends, the data will be retained to replicate the analysis to ensure OECD quality standards. The data will be retained and stored only for the length of the project. At the end of the project, only the results will be retained and the microdata will be deleted.




Signature:

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Attachment: Project description

Project description: Strengthening profiling and segmentation of adult learners in Flanders

OECD Skills Strategy Projects

OECD Skills Strategy projects provide a strategic and comprehensive approach to assess countries' skills challenges and opportunities, and build more effective skills systems. The OECD works collaboratively with countries, states and regions to develop policy responses that are tailored to each one's specific skills challenges and needs. The foundation of this approach is the OECD Skills Strategy framework, the components of which are i) developing relevant skills over the life course, ii) using skills effectively in work and in society, and iii) strengthening the governance of the skills system.

So far, 25 OECD Skills Strategy projects have been completed or are underway in the following diverse countries: Austria, Flanders, Italy, Kazakhstan, Korea, Latvia, Lithuania, Mexico, Netherlands, Northern Ireland, Norway, Peru, Poland, Portugal, Slovenia, Spain and the Slovak Republic

Flanders and the OECD Skills Strategy

Flanders has already participated in a *National Skills Strategy Assessment and Recommendations* project between 2018 and 2019 ([link to report](#)) to assess its overall skills performance and receive recommendations for improving the development, use and governance of skills. The final report provided Flanders with tailored findings and recommendations from an international perspective in five priority areas: i) Developing a learning culture; ii) Reducing skills imbalances; iii) Strengthening skills use in workplaces; iv) Strengthening the governance of adult learning; and v) Improving the financing of adult learning.

A follow-up project on lifelong learning

Strengthening the lifelong learning system is crucial to enable Flanders to recover from the COVID-19 crisis and thrive in the context of megatrends. The COVID-19 crisis has caused an unexpected and deep contraction in economic activity, which will lead to a substantial increase in unemployment. The lifelong learning system will play an important role in helping displaced workers get back to work through retraining opportunities. In the long-term, a resilient and adaptable lifelong learning system can help individuals to upskill and reskill in response to changes in the type and content of jobs induced by technology and reconfigurations of global value chains.

Since the *National Skills Strategy Assessment and Recommendations* project, Flanders already launched various initiatives to strengthen the lifelong learning system, including the development of a *Platform for Lifelong Learning* that will implement a number of objectives. A second phase project with the OECD Centre for Skills will support this process. The *OECD Implementation Guidance project* will take the recommendations from the initial OECD project as the starting point and will support Flanders with moving to concrete actions to strengthen the lifelong learning system.

Strengthening profiling and segmentation of adult learners

To strengthen the lifelong learning system, the *OECD Implementation Guidance Project* will assist Flanders in achieving one of the main objectives of the new Platform for Lifelong Learning, namely, “*Data driven micro targeting for more and better segmentation based on needs hence for more effective and efficient policies*”.

Through this project, the OECD will support Flanders to achieve more and better segmentation within the lifelong learning system. This could help to make lifelong learning policies more targeted and tailored to the needs of learners, and thereby improve the efficiency and effectiveness of financing models and raise impact of other related policies (e.g. awareness raising campaigns).

In Flanders, segmentation of adult learners in different target groups is currently solely based on the position in the labour market and the education level. The OECD could help Flanders to further refine this segmentation by exploring opportunities to include more factors (e.g. motivation to learn, barriers to participation in learning activities, and skill needs) and applying new innovative methods to define target groups with a higher level of granularity.

The project would comprise of two main parts:

- > In Part 1, the OECD will work together with Flanders to develop a new profiling and segmentation model for adult learners in the short-term, through a quantitative and qualitative approach, resulting in a new high-level segmentation of adult learners.
- > In Part 2, the OECD will provide guidance on principles and methods for moving forward to further refine the profiling and segmentation system in the medium and long-term

Key Features of the Project

Drawing on its expertise and experience, the OECD Centre for Skills, and this project in particular will:

> ***Strengthening whole-of-government collaboration***

Moving from recommendations to actions requires transversal collaboration and co-ordination across Departments, levels of government, and government agencies, and across different fields of expertise within these organisations. This project starts with the country’s decision to establish a National Project Team with representation from key Departments and organisations (e.g. the newly established Centre of Expertise on Innovative Learning Pathways, VDAB, the Department for Work and Social Economy, Department for Education and Training, and more). This National Project Team will function as steering committee for the project, and because of the specific focus on profiling and segmentation of adult learners, a multidisciplinary composition would be advised, including experts in AI, ICT (Flanders Information Agency), data (Statistics Flanders), education, labour markets, market data scientists, segmentation experts, and more. Much of the project work is designed to foster greater interaction and exchange among these actors in order to ensure a smooth and successful implementation of the selected recommendations.

> ***Providing high quality analysis and building in-house expertise***

The project will leverage OECD, national and international talent and expertise in a multidisciplinary team to provide Flanders with high quality analysis and tailor-made recommendations for action. Key government officials and stakeholders as part of the multidisciplinary National Project Team will have an active participation in the project, helping to identify the priorities, challenges and solutions. Several workshops and technical meetings will convene OECD, international and Flemish experts, allowing Flemish officials to build specific skills and expertise in the subject, which will help to further develop and implement the actions after the project. Representatives of the Flemish project team will also be invited to participate in annual workshops with other representatives of countries participating in OECD Skills Strategy projects.

> ***Engaging all stakeholders***

Effectively implementing skills policies requires a shared understanding of the actions needed to improve the system. This entails looking beyond government to build strong partnerships with all actors involved, such as employers, trade unions, training institutions, students and other stakeholders. The project is designed to facilitate stakeholder engagement and build a shared commitment around the action plan. This is achieved through a combination of interactive workshops, focus groups and meetings with stakeholders and national experts.