



# Le Hublot

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Le Hublot is a Socio-Professional Integration Centre (CISP) approved by the region of Wallonia, Belgium. It provides training to adults in a work environment, mainly in the field of household appliances repair and preparation for re-use, to promote their socio-professional integration. Low skilled jobseekers can develop new skills needed for the circular economy and become closer to the job market.

## Background

Socio-professional Integration Centres (CISP) offer vocational training and socio-professional integration for adults who are unemployed and have low educational attainment. Training opportunities at Le Hublot are therefore reserved for unemployed people registered with the Public Service for Employment and Vocational Training in Wallonia (FOREM) who have achieved, at a maximum, a certificate of secondary education of second degree (CESDD). They are also accessible to jobseekers who have been unemployed for at least 18 months in the 24 months preceding the training. There are, however, other groups who can potentially access training opportunities at Le Hublot, including individuals recently released from prison or those with an immigration background and low educational level.



To incentivise and facilitate the participation of unemployed people in VET, the Public Service for Employment and Vocational Training in Wallonia (FOREM) offers an allowance of two additional euros per hour of training in a CISP to each participant as well as a contribution to travel and childcare costs. This allowance is added to existing unemployment benefits.

To be approved as a CISP, organisations must be non-profit. It is also necessary to draw up an educational plan including reception and orientation of the trainee, creation of tailored individual training programmes, educational monitoring, social support, participative evaluation of training, and recognition of the knowledge and skills acquired by the trainee. A CISP must also establish partnerships with other training providers, social enterprises, and other social support operators.



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Le Hublot is probably the only centre in Wallonia with expertise in repairing the winding of copper wires that connect the various electrical components of an engine. We know how to repair this, and this skill is very helpful because it can be applied not only to electrical appliances, but also a variety of industries such as wind turbines and trams. Unfortunately, it's often cheaper to buy a new engine than to get it repaired.

## Main skills

- **Technical knowledge:** strong understanding of the different elements and functioning of electrical appliances and more generally, the basics of electricity.
- **Identification and first quality check:** Ability to assess the state and functioning of electrical appliances and determine if they are suitable for re-use. This involves inspecting the appliance for signs of damage or malfunctions, and any additional diagnostic tests required.
- **Extraction, storage, and use of spare parts:** Ability to identify and extract elements from an electrical appliance, store them in an organised manner, and use them in a repair or preparation for re-use process. This requires technical knowledge of the different components of different brands and manual dexterity to extract and reinstall spare parts.
- **Repair of electrical appliances:** Ability to assess and troubleshoot any issues with electrical appliances. It requires technical knowledge of electrical systems and the use of tools such as multimeters, screwdrivers, or soldering irons. It also requires manual dexterity to carry out tasks such as screwing, glueing, or soldering.
- **Testing:** ability to test an electrical appliance for functionality and optimal performance.

## Approach to training

Le Hublot follows a work-based training approach, which involves placing people in a real working environment where they make and sell products and services. Indeed, while Le Hublot's focus is on providing training opportunities, the organisation prepares electrical appliances for re-use and to be sold through another social enterprise, and also provides citizens with a low-cost repair service.

At Le Hublot, new trainees go through a few initial courses with an instructor, covering topics such as health and safety in the workplace, as well as other essential issues. After this, trainees begin to learn how to repair washing machines, starting with how to disassemble and reassemble them. This is an important part of the training process as it is the foundation on which more complex skills can be built. It also allows trainees to become familiar with the tools required in the workshop. After they have acquired the basic skills, they begin to learn how to tackle other specific problems. Then they learn how to work with other electrical appliances such as driers, dishwashers, and ovens.

To learn the skills needed, they receive help from the instructor and other trainees. Indeed, peer learning is encouraged as a way to develop skills. At any given time, there are 8-10 trainees in the centre, but they come in two by two, not at the same time, allowing more experienced trainees to mentor new ones. This includes



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shadowing other trainees to practice and learn new skills. Trainees can stay at Le Hublot for a maximum of 18 months.

Le Hublot also offers training courses focused on electrical engineering, administration, and digital skills. The social enterprise has been approved as a training operator under the Plan Mobilisateur aux Technologies de l'Information et Communication (PMTIC). This training aims to give a first introduction to computer tools and other digital skills useful for jobseekers.



<https://www.lehublot.be/>

## Certification of skills

Le Hublot is a legally recognised Socio-Professional Integration Centre (CISP), providing training to individuals distanced from the labour market. However, it is unable to issue recognised qualifications due to the lack of third-party external inspection of its pedagogical model. As a result, there is a gap between CISPs and conventional education and VET institutions: the former depend on Belgian regions, and cannot issue recognised qualifications, while the latter depend on the Belgian linguistic communities, and can provide recognised qualifications. This means that Le Hublot can only provide an attestation of skills learned and of the duration of training, and not an officially recognised educational certificate.

The system of CISPs is a valuable resource in terms of providing accessible training opportunities to unemployed individuals with a low skills baseline. However, to ensure trainees are employable and re-use and repair skills are recognised professionally, measures should be taken to enable these organisations to provide recognised qualifications.

**“** We have around eight trainees at once, who come two by two. The more experienced trainees mentor the new ones, who shadow them. This way, they can practice with their peers and quickly develop manual skills.