

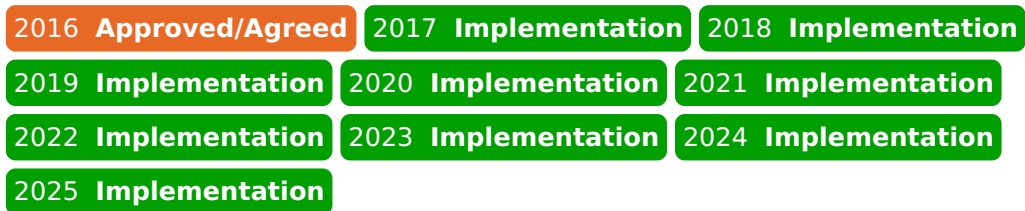
# Brussels' training and employment centres

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 BELGIUM-FR

## Timeline



ID number 39259

## Background

As part of the Go4Brussels 2025 strategy and the 2020 Training plan, the Brussels Government and the French Community Commission (COCOF) have set a goal to coordinate employment and vocational training policies within the Brussels-Capital Region. The creation of employment training centres strengthens cross-employment-training policies in connection with the key economic sectors in Brussels.

## Objectives

The common umbrella represented by the training and employment centres aims to 'promote the organisation, development and promotion of employment in a specific sector, in support of the economic and social development of the Brussels territory'. It targets jobseekers, workers and learners and supports companies to find skilled workers.

## Description

On 14 July 2016, the Brussels Regional Government and the French-speaking Brussels Government adopted a Note on the creation of training and employment centres (*Pôles Formation Emploi*) in the Brussels Region. Since then, the governments of the Brussels Region and the French Community Commission COCOF have adopted several structuring principles for the creation, governance and operation of training and employment centres.

Established on a sectoral basis, these centres are the result of a public/private partnership, and bring together:

- (a) sectoral social partners,
- (b) the Brussels public employment service, Actiris, and the Brussels public training services, Bruxelles Formation and the Flemish Agency for Employment and Vocational Training (*Vlaamse Dienst voor Arbeidsbemiddeling en Beroepsopleiding*, VDAB) Brussel.

Additional actors may also be invited to the partnership depending on the sector, including education, SME training, socio-professional integration organisations, or any other type of actor whose presence may be relevant.

### 2016 Approved/Agreed

### 2017 Implementation

### 2018 Implementation

### 2019 Implementation

In 2019, the following training and employment centres were set up or under development as public-private partnerships:

- (a) technological industry: Technicity.brussels is a partnership between Regional fund for the promotion of employment of workers in the Brussels metal fabrication sector (*Fonds régional pour la promotion de l'emploi des ouvriers du secteur des fabrications métalliques de Bruxelles - FRM*) Brussels, Actiris, Bruxelles Formation and VDAB Brussel. The start of activities took place at the end of 2019 at the Anderlecht site. Bruxelles Formation Technics and Actiris moved in mid-2019;
- (b) transport and logistics: Logisticity.brussels is a partnership between the sectoral social partners [including the Social Fund Transportation and Logistics (Fond Social Transport et Logistique, FSTL), Logos, Bus-Car, etc.], Actiris, Bruxelles Formation, and the VDAB Brussel. Partners started to work on it in 2019 and the start of activities is scheduled for 2021 on the Forest site. BF Logistics, Actiris, VDAB Brussel and several schools deployed their actions on site in 2019;
- (c) construction: the future training and employment centre Construcity.brussels will be built on the basis of a partnership between Construcity, Actiris, Bruxelles Formation, VDAB Brussel, Bruxelles Environnement, Training services of small and medium-sized enterprises (*Service de la Formation des Petites et Moyennes Entreprises, Sfpme*) and Education.

The partners have already set up a branch (in Brussels) with a department responsible for ensuring its functioning for different stakeholders.

### 2020 Implementation

In 2020, the following training and employment centre was set up as public-private partnerships:

Digitalcity.brussels: this is a partnership between sectoral social partners (including CEFORA), Actiris, Bruxelles Formation and VDAB Brussels, designed to improve the economic situation of the digital sector by training jobseekers, workers, students and entrepreneurs in the latest IT technology and by anticipating companies' needs in terms of skilled labour. The start of activities took place in early 2020 at the Auderghem site. Digitalcity.brussels is designed to be functional, welcoming and modern, putting forward the image of new technologies and the digital world. On its four floors, Digitalcity.brussels offers a 100-seat auditorium, around fifteen fully-equipped classrooms, a digital media studio and laboratories dedicated to network technologies (CISCO) and skills validation.

Monitoring the sector and the digital jobs and training market is essential to Digitalcity's operations. In contact with experts and players in the digital sector in Brussels, Digitalcity communicates with all its audiences via social networks (Facebook, Twitter and LinkedIn) about its activities, as well as via information and awareness-raising events organised within the Centre. This monitoring is also necessary for the development of a vast catalogue of digital training courses for different audiences, and provides both support for companies in recruitment and optimum support for job seekers on the labour market.

### 2021 Implementation

In 2021, the following training and employment centres were set up or under

In 2021, the following training and employment centres were set up or under development as public-private partnerships:

- (a) Logisticity.brussels: for the transport and logistics sectors, inaugurated in 2021;
- (b) Construcity.brussels: this training and employment centre was still under development and therefore in the meanwhile the partners have set up a branch (in Brussels) with hotlines for the public. Continuing collaboration between Bruxelles Formation and the Construction Professional Reference Centre.

### 2022 Implementation

In early 2022, a project manager was appointed to continue implementing the project Construcity.brussels. In anticipation of the opening of this training and employment centre, the partners have already set up a branch in the centre of Brussels with permanent offices for the different audiences.

The training and employment centres are running their activities on a regular basis.

### 2023 Implementation

In 2023, the governance of the training and employment centres evolved with the adoption of a memorandum by the Brussels Regional Government and the Brussels French-speaking Government on 23 June 2023. The purpose of this note is to clarify the overall governance model of the training and employment centres for all those involved. In addition, the Joint Action Plans for 2024 have been approved by the bodies of the four training and employment centres, including elements such as the training on offer, the validation of skills and the functional organisation chart of the training and employment centres.

The implementation of action plans dedicated to ‘professions in short supply’ has also begun. These plans, drawn up following the sectoral round tables organised the previous year with European funding from the National Recovery and Resilience Plan (Recovery and Resilience Facility - RRF), are designed to meet the specific needs of the labour market.

Finally, Actiris and Bruxelles Formation have continued their efforts to strengthen the links between the two fundamental pillars of the training and employment centres: the ‘training - skills validation’ pillar, coordinated by Bruxelles Formation, and the ‘employment’ pillar, coordinated by Actiris.

Training and Skills Validation				
Number of occupied spots				
	Technicity	Digitalcity	Logisticity	Construcity
French-speaking job seekers trained by Bruxelles Formation and its partners within the scope of the training and employment centres	474	2828	878	1075
In-company training	19	26	0	33
Validations and screenings	12	45	26	73

### 2024 Implementation

In 2024, the training and employment centres continued to provide their services to the residents of Brussels.

As part of its monitoring mission, Digitalcity.brussels published a report on the links between artificial intelligence (AI) and cybersecurity in Belgium, with a particular focus on companies based in Brussels. The document provides an overview of the sector by looking at the market, existing solutions, how industry players view these

technologies, and the needs in terms of skills and training.

The report shows that AI is taking on an increasingly visible role in cybersecurity, both in detecting threats and in responding to them more quickly. It also points out that the Brussels market remains dynamic, though it faces a shortage of qualified professionals. Finally, the study suggests ways in which local training programmes could evolve to keep pace with the sector.

The new Technicity.brussels training centre building was inaugurated in Brussels' municipality Anderlecht at the beginning of the year. The 7 228 m<sup>3</sup> site, renovated and funded by Beliris (a collaboration between the federal government and the Brussels Region), is dedicated to providing vocational training for young people in Brussels in industrial and technological fields facing labour shortages. The centre can accommodate up to 500 learners per day.

Construcity.brussels experienced a significant intensification of activities during 2024, with efforts primarily focused on resolving the labour shortage and meeting the objectives of the regional Energy Renovation strategy (Renolution). Training activities showed strong growth with a total of 895 learners trained (7.4% increase compared to 2023). Furthermore, the number of in-company training contracts tripled (reaching 102, compared to 33 in 2023). This demonstrated a reinforced link with the job market and improved employability for candidates. To facilitate, access to training was simplified by replacing traditional entry tests with an assessment conducted during the motivational interview.

In terms of ecological transition, the Construcity.brussels launched the 'Renolution Ready' label. This label is intended to certify training organisations that successfully adapt their programmes to incorporate sustainable construction and durable renovation techniques. Crucial sector monitoring was also carried out, including studies aimed at better understanding the impact of digitisation on renovation work and analysing the evolution of residential construction trades.

## 2025 Implementation

In 2025, the training and employment centres continued to provide their services to the residents of Brussels.

As part of its monitoring work, Digitalcity.brussels explored the ongoing shortage of digital talent in Belgium in its latest publication (*Reinventing access to digital careers*), describing it as a persistent and complex challenge. The report concludes that this shortage will not resolve itself and calls for an urgent, long-term strategic approach. It emphasises the need to strengthen awareness, training, and employment support initiatives. The study also highlights the importance of increasing the visibility of training opportunities offered by the wider Brussels training ecosystem.

## Bodies responsible

- Bruxelles Formation (Brussels Institute for Vocational Training)
- Brussels Public Employment Service (Actiris)
- VDAB Brussel
- Training Service for Small and Medium-sized Enterprises (SFPME)
- Sectoral social partners

## Target group

### Learners

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Adult learners

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment  
Low-skilled/qualified persons

### **Entities providing VET**

Companies

## **Thematic categories**

### **Governance of VET and lifelong learning**

Engaging VET stakeholders and strengthening partnerships in VET

### **Modernising VET infrastructure**

Modernising infrastructure for vocational training

Improving digital infrastructure of VET provision

### **Modernising VET offer and delivery**

Developing and updating learning resources and materials

Acquiring key competences

### **Supporting lifelong learning culture and increasing participation**

Providing for individuals' re- and upskilling needs

## **European priorities in VET**

### **VET Recommendation**

VET agile in adapting to labour market challenges

VET as a driver for innovation and growth preparing for digital and green transitions and occupations in high demand

### **Osnabrück Declaration**

Resilience and excellence through quality, inclusive and flexible VET

## **Subsystem**

CVET

## **Further reading**

[PFE Constructicity](#)

---

[PFE Technicity](#)

---

[PFE Digitalcity](#)

---

[ReferNet Belgium; Cedefop \(2021\). Belgium: DigitalCity, the benchmark for the IT sector! National news on VET](#)

---

## Related policy developments

---

**2024 Completed**

### The 2021-24 Plan for digital appropriation

Following its memorandum on e-inclusion, the Government approved the Plan for Digital Appropriation 2021-24 on the 12 February 2021. This plan was proposed by the Digital Inclusion Coordination and drawn up in consultation with stakeholders on the ground.

 BELGIUM-FR

#### Type of development

Strategy/Action  
plan

#### Subsystem

IVET CVET

---

**2025 Implementation**

### Digital training offer for Brussels jobseekers

Thanks to the financial resources of the European Social Fund (ESF) made available within the framework of the Youth employment initiative 2, pilot training courses have been set up with experienced partners:

 BELGIUM-FR

#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

---

**2020 Completed**

### 2020 Training Plan for Brussels (2025 Strategy)

The Government of the Brussels Region adopted the 2020 Training plan in December 2016. The plan is an integral part of the major projects of the 2025 strategy for Brussels (Go4Brussels).

 BELGIUM-FR

#### Type of development

Strategy/Action  
plan

“ … ” **Cite as**

Cedefop, & ReferNet. (2026). Brussels' training and employment centres: Belgium-FR. In Cedefop, & ReferNet. (2026). *Timeline of VET policies in Europe* (2025 update) [Online tool].

<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/39259>