

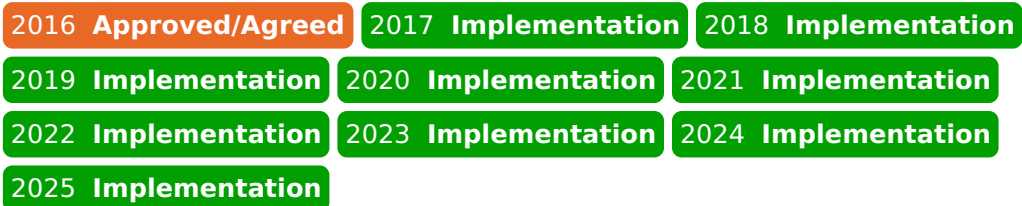
Promoting in-company training for jobseekers in Brussels

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 BELGIUM-FR

Timeline



ID number 28036

Background

The Brussels labour market suffers from a mismatch between available skills and those required by companies. There is a shortage of specialist skills in various sectors and a strong demand for cross-disciplinary skills.

Objectives

The In-company individual vocational training programme (*Formation professionnelle individuelle en entreprise, FPIE*) offers jobseekers, who are registered with an employment organisation, the possibility to acquire skills in the relevant professional field and thereby facilitates their employment afterwards. The FPIE programme provides thereby a direct response to the specific needed skills of companies.

Description

The FPIE programme enables an employer to take on a qualified job seeker for a period of one to six months, to improve his or her skills according to the specific needs of the company. After the training period, the employer has the obligation to hire the trainee under an employment contract, at least equivalent to that of the duration of the in-company training. The training must be at least half-time. During the in-company training, the employer pays neither salary nor social security contributions, but a training allowance. In the case of a six-month in-company training, an additional financial bonus will be paid at the time of the recruitment.

As the development of in-company training is a priority for Bruxelles Formation (BF), actions have been undertaken since 2018 and are being implemented by the FPIE Service within the Training Production Directorate and the BF Employers Service within the General Directorate:

- (a) administrative simplification through the development of an online tool allowing all

- employers to publish their internship offers and for other measures/partners (Actiris and others);
- (b) development of synergies and partnerships
 - (i) a communication strategy for the various partners (including the Municipalities, the Brussels Federation of Socio Professional Integration and Social Integration Economy Organisations FeBISP, local missions, employers' federations and social secretariats) in collaboration with Actiris;
 - (ii) identification of training employment centres and partners likely to implement in-company training.
 - (c) promoting in-company training to jobseekers
 - (i) brochure, flyers, collective information sessions at the Cité des Métiers;
 - (ii) new in-company training tutorial on the Bruxelles Formation website.
 - (d) promoting in-company training to employers and supporting training companies
 - (i) new in-company training online tool and tutorials for training companies (incl. SMEs);
 - (ii) promote in-company training through employers' federations and social secretariats or at events dedicated to employers;
 - (iii) support for businesses concerning administrative procedures;
 - (iv) short brochure on tutoring for companies, making it possible to design better the trainee's reception, training, supervision and evaluation.
 - (e) statistical management: definition of indicators to identify the causes of fluctuations of in-company training
 - (f) improving the quality of in-company training through the analysis and development of work-based learning projects.
 - (g) analysis of the training allowance.

2016 Approved/Agreed
2017 Implementation
2018 Implementation
2019 Implementation
In 2019, the action plan to further develop in-company training was introduced.
2020 Implementation
In 2020, the action plan ran as a regular practice.
2021 Implementation
<p>In 2021, Bruxelles Formation launched a strategy for consolidating relationships with employers: Employer plan (<i>Plan Employeurs</i>), which will contribute to the development of in-company training. Bruxelles Formation, as training partner of Brussels employers, provides continuing training which addresses skills mismatches. The objective is to clarify and increase the Bruxelles Formation training offer for employers, to facilitate accessibility and to promote its visibility:</p> <ul style="list-style-type: none"> (a) advise employers on existing solutions and direct them to the most appropriate provider; (b) create a single point of contact for employers' needs related to training and skills. <p>As a driving force of sustainable integration into the labour market, in-company training has been tagged as a priority by the Brussels' Government in its Go4Brussels 2030 Strategy.</p>
2022 Implementation
In 2022, Bruxelles Formation continued to promote existing in-company training

In 2022, Bruxelles Formation continued to promote existing in-company training programmes to jobseekers.

2023 Implementation

In 2023, the Qualification-Employment Strategy (*Stratégie Qualification-Emploi*, SQE) was developed in consultation with the social partners by the Minister for Employment and Vocational Training. The SQE provides an effective response to the qualification needs of jobseekers, by ensuring their long-term integration into the labour market; moreover the strategy responds to employers' labour requirements and the problem of shortage occupations. Together with the 'GO4Brussels 2030' Strategy and the 2021-27 ESF Operational programme, it defines the objectives assigned to Bruxelles Formation concerning the organisation and implementation of its training courses. Further emphasis was put on the development of the in-company training scheme at Bruxelles Formation.

Indeed, the following measures highlighted under axis 1 of the SQE, supports the FPIE programme and encourage employers to provide a permanent employment contract following the in-company individual vocational training programme:

- (a) Measure 6: Increase the visibility of in-company immersion and training opportunities,
- (b) Measure 7: Promote schemes enabling people to gain initial professional experience after training.

In this respect, the Employers' Service was set up in the new Department of Strategic and Transversal support of Bruxelles Formation and was put in charge of the Employer Plan.

2024 Implementation

The 2024-27 Action Plan of the Employers Service is based on its four missions:

- (a) SPOC for employers;
- (b) coordination/ facilitation;
- (c) analysis and
- (d) promotion of services.

2025 Implementation

In September and October 2025, a communication campaign was launched targeting Brussels employers to raise awareness of the in-company training scheme, a win-win solution for both employers and jobseekers. The campaign was supported by additional actions through the end of 2025, including a webinar, a podcast, and other related initiatives.

Bodies responsible

- Bruxelles Formation (Brussels Institute for Vocational Training)

Target group

Learners

Young people (15-29 years old)
Young people not in employment, education or training (NEETs)
Adult learners
Unemployed and jobseekers

Entities providing VET

Thematic categories

Modernising VET offer and delivery

Developing and updating learning resources and materials

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

Financial and non-financial incentives to learners, providers and companies

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Subsystem

CVET

Further reading

[Bruxelles Formation - 2020 Action plan](#)

[Go4Brussels 2030 Strategy](#)

[Communication campaign "When Training Meets Recruitment"](#)

Related policy developments

2025 Implementation

Improving the governance of VET supply in Brussels

Following the amendment of the training decree in 2016, Bruxelles Formation (the French-speaking public vocational training provider in Brussels) is in charge of regulating French-speaking training and validation in the Brussels Region.

 BELGIUM-FR

Type of development

Strategy/Action
plan

Subsystem

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

Subsystem

IVET CVET

“ ... ” Cite as

Cedefop, & ReferNet. (2026). Promoting in-company training for jobseekers in Brussels: 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/28036>