

Equal opportunities and inclusion in training plan

What is being implemented at Bruxelles Formation

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A few words about Brussels

- **A multilingual region**
French, Dutch, and many other languages
- **A cosmopolitan region**
More than 180 different nationalities live together in Brussels
- 1,250,000 inhabitants with **different cultures, backgrounds and social situations**
- A high proportion of higher education graduates, but **many less qualified young people**
- **Precariousness is a reality in Brussels...**
In 2023, 28.2% of the population was identified as living in monetary poverty (26.3% of men and 30.1% of women) (source: BIM status)
... even more for people in vocational training
47.8% (41.7% of men and 53.1% of women)



Socio-economic situations and lack of (digital) basic skills are factors of exclusion, including in terms of access to and retention in vocational training

Management Contracts and Plans of Bruxelles Formation pay particular attention to the **most vulnerable groups and those furthest from employment**

- Since 2019, **Action Plan to Combat Precariousness**
For example, this plan led to an increase in the training allowance for all trainees
- Since 2021, **Plan for the Digital Inclusion and Autonomy of Trainees**
Loan of computers to trainees, strengthening of basic digital skills, and support with online procedures

2025: integration of the “equal opportunities” dimension at Bruxelles Formation

- **New action plan “Equal Opportunities & Inclusion”**
- Its aim is to bring together the various plans, initiatives and projects within a single cross-cutting plan
- Objective is to strengthen the **inclusion** of users within Bruxelles Formation’s training offer

Developing an inclusive environment: What do we take into consideration?

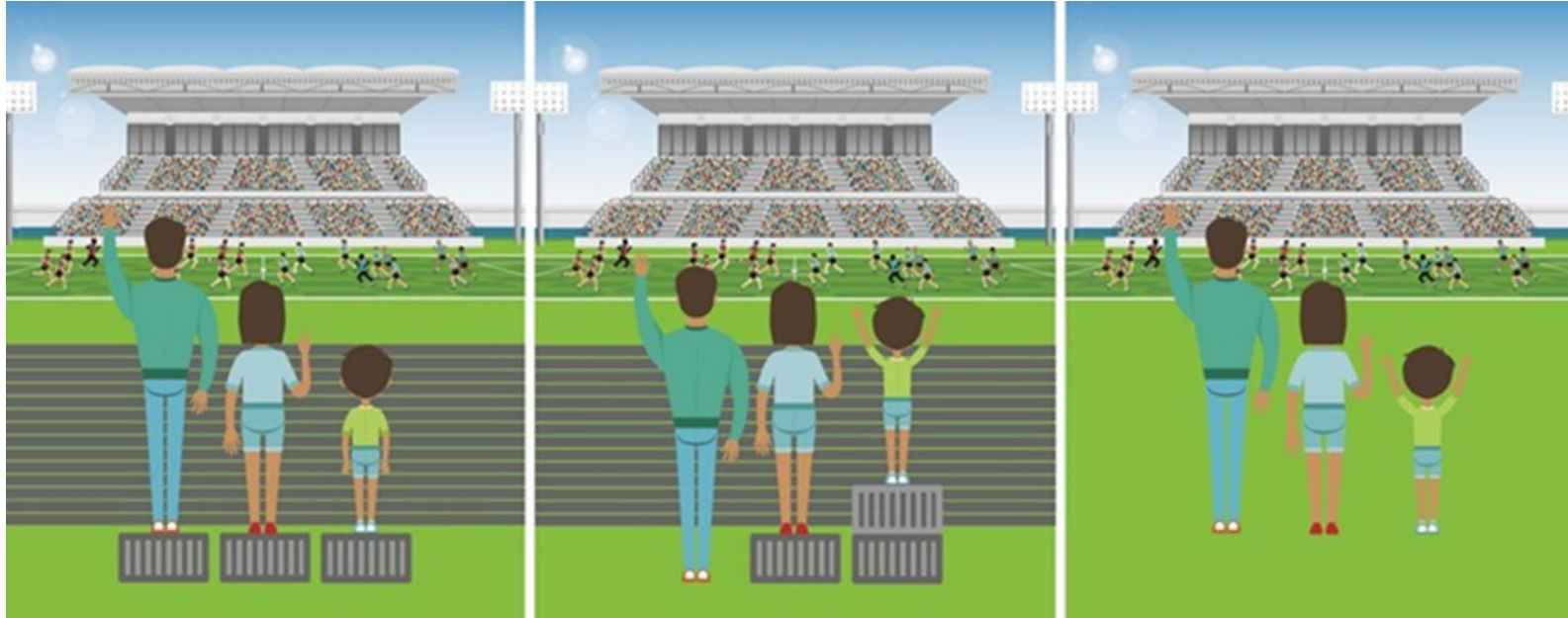
Legal and regulatory framework exists in Brussels Region
It encompasses several concepts

- **Equal treatment**
The obligation to treat every person in the same way and the prohibition of discrimination (based on gender, origin, age, disability, etc.)
- **Equal opportunities**
Actions and measures aimed at preventing or correcting inequalities
- **Diversity**
Actions, measures and arrangements put in place for the benefit of staff in order to promote access to employment at Bruxelles Formation for everyone, regardless of their characteristics

At Bruxelles Formation

*Equal opportunities refer to the set of measures and actions implemented by Bruxelles Formation to **ensure that its users have the same opportunities to access training and to pursue a high-quality learning pathway** (regardless of their origin, gender, sexual orientation, financial situation, beliefs, family situation, life trajectory, any disability, health condition, age, or learning difficulties or disorders)*

Developing an inclusive environment: What do we aim for?



Equal treatment

Equal opportunities

Inclusion



Involves **combating precariousness, promoting digital inclusion, supporting single parents, advancing gender equality**

Developing an inclusive environment: How do we do this?

User Services (composed of 7 staff members, including 3 social workers responsible for supporting trainees)

- **Resource service** on equal opportunities
- **Leads** certain actions and **supports** actions led by other entities
- **Coordinates** equal opportunities measures at Bruxelles Formation to ensure an overall view and a common framework

Two guiding principles

1. **Ensuring equal treatment and equal opportunities, while operating within the institutional framework of Bruxelles Formation**

In line with the motto “**training for employment**”

In line with our **strategies** (digital, Environmental, pedagogical)

In line with the **trainees’ basic obligations**

2. **Adopting a universal approach to equal opportunities, wherever possible...**

Avoiding stigmatisation by refraining from measures targeting a specific group

Actions targeting the **largest possible number of people**

When this is not possible → **specific actions**

Focus on a few actions addressing precariousness

In 2025, a time limit on unemployment benefits was introduced in Belgium. This limitation entails a risk of increased precariousness for our trainees who are waiting to enter training, or for those who are inactive between two stages of their training pathway (for example between a preparatory course and a qualifying training programme)

→ **Developing Pathway contract (contrat parcours)**
A single contract providing administrative security for the trainee throughout all stages of their training (from registration to the final training placement)

In terms of support and information

- **SocialBox:** social and health resources database of Bruxelles Formation and its partners
- Promoting the **support provided by social workers** to trainees
- Continuing to **monitor the various federal regulations** that may potentially affect trainees (unemployment, social integration, asylum and migration)

Focus on a few actions to tackle digital precarity

Facilitating access to and retention in training for people in situations of digital vulnerability by:

- **Loan** of computers and **Funding** for home internet access
- Provision of **shared spaces**
- **Training in basic digital skills**
- Introductory computer workshops
- **Job search** workshops (LinkedIn)



Focus on a few actions aimed at specific groups Focus on a few staff training initiatives

Inclusion of publics in training

- Promoting equality between women and men in training (**gender mainstreaming**) and facilitating access to and **retention in training for single parents and parents of young children**
- Facilitating access to and retention in training for people with disabilities (**handistreaming**)
- Facilitating access to and retention in training for former prisoners

Providing a staff training offer aimed at ensuring equal treatment and promoting equal opportunities

- **Training on the legal framework and practical tools for action**
For all Bruxelles Formation staff, and within the framework of the trainee selection process
- **Training for frontline teams on vulnerable groups**
How to respond to a person in distress? What approach to adopt? How to refer them?

Some questions raised by equal opportunities

The example of Bruxelles Formation illustrates the efforts deployed in an urban context

Are there any other good practices to learn from European partners in this context?

What about rural regions, where issues of distance and isolation may be more pronounced?

Equal opportunities may come into conflict with the performance requirements placed on VET providers

How can inclusion in vocational training be balanced with the need to achieve employment outcomes?

What about inclusion and equal opportunities in the labour market?

Thank you for your attention!

Any questions about this presentation or about Bruxelles Formation's initiatives?

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