



synerjob

Annual Report 2025

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Foreword

2025 was a year of preparation for significant changes to employment and vocational training policies. Unemployment benefits will be subject to time limits, drastically reducing the time available to support jobseekers receiving benefits and young people in professional integration period. The services offered by public employment and vocational training services will need to be adapted accordingly, in terms of activation measures, the organisation of training programmes and supervisory powers.

As part of the shared ambition to increase the employment rate, the activation of citizens in other benefit schemes (particularly the OCMW/CPAS or RIZIV/INAMI) remains high on the agenda. As a result, cooperation between Synerjob members and with other government departments and levels of government is more important than ever.

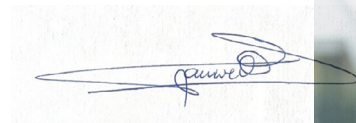
The Synerjob members, therefore, face similar challenges. Through the Board of Directors and the various working groups, they consulted with one another exchanged best practices and coordinated their positions wherever possible and appropriate in order to work as efficiently as possible. Whether it concerns enhancing inter-regional mobility for jobseekers, activating the long-term sick, adapting training programmes for jobseekers who are about to lose their benefits, or cooperation with local authorities in their own region: Synerjob served as a lever for consultation.

Furthermore, international cooperation and

knowledge-sharing continue to add value by enhancing the effectiveness of our services. In this regard, Synerjob continued to play a central role in 2025 in coordinating the representation of our services on the international stage.

Whilst respecting regional characteristics and the remit of each employment and/or vocational training service, Synerjob was the ideal platform for us to support one another and to work together even more effectively in anticipating the challenges we face.

Geert Pauwels
President



Raymonde Yerna
Vice-President



The main themes covered

Based on the current events and the problems that are encountered, the Synerjob Board of Directors has created specific working groups for certain themes. These working groups are made up of experts from each member of the non-profit organisation. They may be permanent or temporary, depending on the themes covered and the continuity of these themes over time.

The themes covered by the working groups in 2025 are presented below.

The contact details of Synerjob's permanent Secretariat, where you can obtain more information about the topics that are presented, are provided at the end of the report.

Interregional mobility

The job market differs from one region to another. Greater inter-regional mobility alleviates the imbalance between job supply and demand. The partnerships created between VDAB and ACTIRIS, between VDAB and Forem, and between Forem and ADG, aim to strengthen inter-regional mobility for trainees and jobseekers from Flanders, Wallonia, Brussels and the German-speaking Community.

a) Forem - VDAB collaboration

On 28 November 2025, the Walloon and the Flemish Region signed a Flanders-Wallonia cooperation agreement. This cooperation agreement, which focuses on cooperation between the Flemish and the Walloon Region, has three objectives:

- Contributing to achieving an employment rate of 80% in Belgium.
- Ensuring that their respective labour markets function more smoothly.
- Increasing the mobility of jobseekers between regions.



The areas covered by this partnership are:

- **Western Zone:** namely West and East Flanders, including the labour market regions of Picardy Wallonia and the areas adjacent to the language border.
- **Central Zone:** Flemish Brabant, Walloon Brabant and the adjacent areas along the language border.
- **Eastern Zone:** Limburg and the labour market areas of Liège, Huy and Waremme, as well as the adjacent areas along the language border.

A cooperation agreement between VDAB and Forem will be signed in early 2026. This agreement sets out and implements the commitments laid down in the cooperation agreement. It also sets out both quantitative and qualitative objectives, clarifies the conditions for achieving them, and establishes indicators to measure the results. The management committees of VDAB and Forem will ensure regular monitoring and assess the extent to which the objectives have been achieved.

b) Forem - ADG collaboration

ADG and Forem have been working together for many years to promote interregional mobility, particularly in the areas of vocational training and job vacancy management.

For example, in 2025, Forem published 169 vacancies, representing 214 jobs within companies in the German-speaking Community (excluding temporary employment), whilst ADG handled 28 vacancies for companies in the Walloon Region outside the German-speaking Community (excluding temporary employment and regular distribution).

Eight people residing in German-speaking Belgium have completed a PFI (Plan Formation

Insertion) programme at a Walloon company, and 22 people residing in the French-speaking region outside the German-speaking Community have completed an IBU (PFI) programme at a company in the German-speaking Community (starting in 2025).

36 jobseekers from the German-speaking Community have completed a training course at Forem's training centres, whilst 20 Walloon jobseekers have completed a training course at an ADG training centre.

c) Actiris - VDAB collaboration

In 2025, the sustainable cooperation agreement between Actiris and VDAB, which runs from 2023 to 2027, took further shape through joint initiatives and a strengthened focus on interregional mobility. The central objective – strengthening the skills of Brussels jobseekers and their mobility towards the Flemish labour market – remained the guiding principle, supported by clearly defined strategic objectives and annual review points.

As is the case every year, a joint action plan was drawn up setting out specific actions and targets. Although the planned Interregional Mobility (IRM) theme day had to be postponed due to industrial action, a new date was set for 28 May 2026 at the Beroepenpunt / 'Cité des Métiers'.

In 2025, Actiris made a particularly strong effort to raise awareness among its advisers. These efforts clearly bore fruit: the number of referrals from Actiris agencies to VDAB increased significantly. In addition, Actiris and VDAB ran a joint online campaign, which proved highly successful despite the limited budget. The number of requests for an appointment with a VDAB adviser doubled.

The year 2025 can therefore generally be regarded as particularly positive. The joint initiatives resulted in:

- 2531 jobseekers who attended an information session entitled 'Finding work through Dutch'.
- 1417 jobseekers who subsequently requested an interview with a VDAB adviser.
- 538 jobseekers who actually started a support programme with VDAB, representing 112% of the target set.

This has once again demonstrated the value and impact of the partnership between Actiris and VDAB. The results show that targeted awareness-raising, joint communication efforts and close operational coordination lead to better support for jobseekers in Brussels and increased mobility towards vacancies in Flanders.

d) Vocational training

Below are the figures relating to vocational training for 2025, specifically the number of jobseekers from another region who received training in the training centres of ADG, Bruxelles Formation, Forem and VDAB.

From ADG to Forem	36
From Bruxelles Formation/Actiris to Forem	270
From VDAB to Forem	171
From Forem to ADG	19
From Forem to Bruxelles Formation	446
From Bruxelles Formation/Actiris to VDAB	1.359
From Forem to VDAB	32

Framework Agreement on Interregional Training Programmes

In May 2025, the Synerjob framework agreement on interregional training programmes was signed by VDAB, ADG, Actiris, Bruxelles Formation and Forem.

The steering committees responsible for monitoring this process will be set up in the first half of 2026. However, initial contacts have already taken place in the context of the federal reforms to the allocation of unemployment benefits, for example to take even better account of the specific characteristics of shortage occupations.

Synerjob and Europe

For a few years now, the European Commission requires that each Member State appoints a single point of contact for a series of matters dealt with at EU level. That is why, at the end of 2013, Synerjob designated a Single Point of Contact (SPOC) for ENPES (European Network of Public Employment Services), EURES (European Employment Services) and Youth Guarantee projects. In concrete terms, ACTIRIS, Forem and VDAB each coordinate one of these issues.

Bruxelles Formation dedicated an expert for the Refernet network (European network of reference and expertise) of CEDEFOP (European centre for the development of vocational training), with financial support from other members of Synerjob.

a) European Network of Public Employment Services (ENPES)

In 2025, Synerjob continued to act as the single point of contact (SPOC) for Belgium within the European Network of Public Employment Services, coordinating the contributions and advice of the Belgian public employment services in relation to the work of the European Network of Public Employment Services.

The activities carried out under the ENPES framework focused primarily on responding to requests from other public employment services that are members of the network, or from the ENPES network secretariat (PES Secretariat). These requests were intended to strengthen the exchange of information, benchmarking, mutual learning and strategic cooperation between Member States.



Contributions to requests from members of the ENPES network

Throughout 2025, Synerjob coordinated Belgium's contributions to numerous thematic requests from European public employment services. These requests related, for example, to the introduction of the European Blue Card, employer surveys, access to health insurance for jobseekers, combating discrimination in the labour market, and so on.

For each request, the members of Synerjob made individual contributions, in line with their respective areas of expertise / remits.

Contributions to the work led by the ENPES Network Secretariat

In addition to responding to requests from European colleagues, Synerjob actively participated in the strategic work initiated by the ENPES network secretariat. This mainly involved preparing the network's Governing Board meetings and its work programme, as well as preparing, reviewing and approving the ENPES network's outputs.

In 2025, Synerjob also took part in the ENPES network's key meetings and events, including the PES Council meetings and the network's annual conference, which was held in Brussels. These meetings provided an opportunity to exchange views on the key European priorities in the field of employment, such as the digital transformation of public employment services, the use of artificial intelligence, the inclusion of groups furthest from the labour market, and intra-European mobility.

Particular attention was paid to the benchmarking activities as part of the conclusion of the fourth evaluation cycle.

Conclusion

In 2025, the activities carried out by Synerjob within the framework of ENPES confirmed the importance of Belgian coordination within the European network of public employment services. By actively participating in exchanges, strategic work and mutual learning activities, Synerjob contributed to strengthening European cooperation and the dissemination of good practices, whilst highlighting the expertise of the Belgian public employment services at the European level.

b) EURES

(European Employment Service)

EURES is the European network of employment services. Its aim is to promote the free movement of workers within the European Economic Area (EEA – the 27 Member States of the European Union plus the United Kingdom, Norway, Liechtenstein and Iceland) and Switzerland. This network is governed by Regulation (EU) 2016/589, hereinafter referred to as the EURES Regulation.



The role of the Synerjob EURES working group

The EURES Regulation provides for the designation of a National Coordination Office (NCO) for EURES in each Member State. It was therefore necessary to find a solution for Belgium that would respect national competences. Synerjob was proposed as the single point of contact, without prejudice to the responsibilities of the NCOs (National Coordination Offices) of the regions and the German-speaking Community. The Synerjob Board of Directors mandates one of the Belgian PES to manage the dossier in conjunction with its counterparts and to ensure communication with the European Coordination Office.

Since then, Synerjob's EURES working group has been working closely together to implement the EURES Regulation and prepare for the network's coordination meetings. The Synerjob working group also closely monitors the legislative processes and the implementation of other regulations involving the network, and agrees on the Belgian positions to be submitted to the European Coordination Office.

Implementation of the EURES Regulation

The regulation provides for the opening up of the EURES network to other organisations, which requires an admission procedure. In 2018, a procedure applicable to all regions was introduced, building on the work carried out under the Synerjob initiative.

No new call for applications was launched in 2025. It was agreed that the call would henceforth remain open on a permanent basis and that admission would be granted for an indefinite period. The admission procedure was reviewed and adjusted accordingly.

The partners are ABVV, ACV, Jacqglobal, Jint and the Spanish Chamber of Commerce in Belgium. These partners have also been granted indefinite authorisation, thereby removing the administrative burden of having to submit a new application for both parties.

European Labour Authority - ELA

The European Agency officially commenced operations in October 2019. The transfer of the European Coordination Office of EURES from the European Commission to ELA took place gradually and has been fully completed since 2021.

As part of the review of ELA's operations, the Synerjob working group is monitoring the Euro-

pean Commission's initiatives, which are intended to help refine the remit of ELA and EURES. This process is due to be implemented in 2026.

EU Talent Pool

The regulation is expected to be adopted in spring 2026. Although the Belgian PES are not directly involved, participation in the EU Talent Pool may well have implications for them. The Synerjob working group is therefore continuing to monitor the legislative initiative by DG HOME.

c) Youth Guarantee (YG)

In 2025, the European Commission organised two meetings of the national coordinators for the Youth Guarantee, one in March (in person) and one in December (online). During these meetings, the Commission briefed the national coordinators on key European developments, in particular: the Union of Skills, the Competitiveness Compass, the progress of negotiations on the 'Internship / Traineeship Directive' and the Strategy for Combating Poverty, as well as planned initiatives in the field of quality employment. The coordinators shared inspiring practices in the areas of data exchange between public services, early intervention and rapid activation. The International Labour Organisation also published the results of a study on 'the impact of active labour market policies on the integration of young people into the labour market'.



On 17 and 18 November 2025, the European Employment Committee (EMCO) assessed the implementation of the enhanced Youth Guarantee. The conclusion of this assessment was that Belgium is well on track with the implementation of the enhanced Youth Guarantee and is continuing its efforts to improve it.

The percentage of NEETs is below the EU average, despite regional differences. The coverage rate is well above the European average. Belgium continues to roll out an integrated and coordinated service provision across the country and makes full use of European funding, as evidenced by the European Social Fund Plus projects supporting vulnerable young people. Thanks to financial support from the Recovery and Resilience Facility, measures have also been taken to reduce early school leaving and absenteeism, although this remains an area for attention. Challenges remain in meeting the four-month target for formulating an offer and increasing the percentage of positive outcomes. The exchange of data and information remains a challenge. To strengthen coordination and improve prevention, Belgium should strive to improve the exchange of data and information between public authorities and services. Better data exchange could support efforts in the areas of mapping and prevention. There is still room for improvement in reaching young people with a migrant background and older NEETs. Belgium is encouraged to continue its efforts to fully implement the Youth Guarantee and to invest in targeted measures for the social inclusion of young people and their integration into the labour market.

d) ReferNet

The ReferNet Belgium network brings together all Belgian public providers of vocational education and training. The network acts as a source of information for Cedefop and provides this organisation with data for the regular monitoring of the implementation in Belgium of the [Council of the European Union's recommendations on vocational education and training](#), the [Osnabrück Declaration](#) and the [new Herning Declaration](#), which strengthen European cooperation in the field of vocational education and training. To this end, the network draws up policy monitoring reports and thematic articles, responds to thematic surveys and participates in various activities organised by Cedefop. The national representation (Flemish Community) and the coordination (Bruxelles Formation) ensure that the network properly carries out the tasks within the framework of this mandate (2024–2027).



¹ Actiris, Bruxelles Formation, IFAPME, Forem, Fédération Wallonie-Bruxelles, SFPME, SPW, ADG, IAWM, Ministère de la Communauté germanophone, VDAB, Vlaamse Gemeenschap – Onderwijs en Vorming, Vlaamse Gemeenschap – Werk en Sociale Economie

In 2025, the network carried out the following activities:

Contribution to reporting on vocational education and training and new policy measures in this area

- In order to report on policy regarding vocational education and training and on how the priorities set out in the Council Recommendation on vocational education and training and the Osnabrück Declaration are being implemented, the network has updated the policy report for each community (Flemish, French, German-speaking). This update incorporates the new initiatives implemented between November 2024 and October 2025, as well as factual data on the measures and actions taken since 2020. The result of this reporting is available online: [Timeline of VET policy developments](#).
- The network has published 3 news items:
 - [Wallonia trains its workforce in AI](#)
 - [Brussels: greater digital inclusion for job seekers](#)
 - [Brussels: Roofers Rally – game based learning in vocational training](#)
- Skills in Europe in the spotlight: this text, drafted by Cedefop and reviewed and approved by the network, analyses current and future labour market trends and expected skills requirements in Belgium, drawing on data from various sources (Cedefop's statistical and forecast analyses, sectoral outlooks, national reports, etc.). This publication will be available on the Cedefop website in 2026.

Provision of specific thematic contributions

- Excellence and inclusion in vocational education and training in the 21st century in higher education: this 23-page document helps to define the key concepts (conceptualisation of the field of higher vocational education and training in Belgium, EQF levels 5 to 8), to explain how these levels of education integrate the objectives of excellence and inclusion, to identify the institutional and pedagogical factors influencing excellence and inclusion at the higher levels, and to identify the key stakeholders. This contribution forms the basis for the in-depth research that Cedefop is conducting on this topic.
- Funding for adult education/vocational training and recent developments in the field of individual learning accounts (ILA): this 36-page report provides an overview of the funding mechanisms (stakeholders, instruments, schemes); it is accompanied by a 19-page analysis of developments regarding the implementation of the Council's recommendation on ILAs in Flanders. This contribution is intended as input for a final report to be drafted and published by Cedefop (Spotlight), which will support political debates and enable transnational comparisons.

² [Council Recommendation of 16 June 2022 on individual learning accounts](#)

- In the lead-up to the publication of the final report, Cedefop organised a conference in October 2025 entitled '[Financing adult learning: The role of public funding](#)', which aimed to provide an overview of the various instruments for public funding of adult education and to stimulate discussion on their future development. The conference focused on recent Cedefop research into the structures for public co-funding of adult education in the EU, financial support for individuals (with a focus on ILA) and schemes to encourage employers to invest in training.
- A closer look at microcredentials: their relevance to different sectors of the labour market, their quality and their integration: this work forms part of Cedefop's research into [microcredentials](#); this 18-page report provides an update on the information gathered in 2021 and analyses the national recognition of microcredentials from non-formal systems to improve access to training and employability, with a particular focus on disadvantaged groups. The contributions will result in country reports to be published by Cedefop.

Publicity

- Maintenance and updating of the national ReferNet website: the coordination team has continued to update the website www.refernet.be to publicise its activities.

Synerjob and WAPES (World Association of Public Employment Services)

In 2025, WAPES (World Association of Public Employment Services) further strengthened its role as a global platform for exchange, cooperation and capacity building among public employment services (PES). Synerjob is represented within the association by a person appointed by its PES members, who participates in the governing bodies. The working groups and other thematic activities are open to representatives of Synerjob's PES members, who thus actively contribute to strategic decision-making and international exchanges across all regions / federal states of the country. In this way, members participate in the dynamics of global cooperation between PES.

The year began in the wake of the statutory meetings held at the end of 2024, notably the meeting of the Board of Directors on 14 and 15 November in Paris, and continued in 2025 with a series of important institutional steps that stabilised the WAPES Executive Secretariat and made it possible to hold the meetings of the association's governing bodies in Abidjan (Ivory Coast) with the meeting of the Board of Directors on 5 May, the election meeting of the General Assembly on 6 May, and the 13th WAPES World Congress.



WAPES was particularly active in international representation in 2025. The association took part in the ILO World Conference on Fair Recruitment (May 2025), the global summit on labour market activation organised by Deloitte in Paris (June 2025), and the annual OECD forum on employment and local economic development in Colombia (July 2025). Presentations were also given as part of training courses organised by the ILO International Training Centre in Turin. The Executive Secretariat also hosted various delegations and institutional partners (Cameroon, APM Ingeus, Somalia, Bundesagentur für Arbeit), which illustrates the association's influence.

WAPES' thematic activities in 2025 were based on a structured programme of webinars and collaborative work, designed to promote mutual learning and strategic reflection among public employment services. The series 'The World of Public Employment Services' highlighted the experiences of various public employment services (Tunisia, the Philippines, the United Kingdom, Peru, Azerbaijan). Joint webinars with international partners and the publication of research on career guidance (International Centre for Career Development and Public Policy – ICCDPP and the University of Derby) contributed to the sharing of experiences and knowledge. At the same time, in 2025, the "G7-WAPES" working group continued its reflections on demographic changes and the role of public employment services, in line with the priorities set by the G7 (greening of economies, digital transition, demographic evolution). A member webinar in September 2025 concluded the 2024–2025 cycle and provided an opportunity to present the final working document, which was structured around five themes: technology and automation, inclusion of senior citizens, labour market mismatches, youth unemployment and gender inequality.

The WAPES Academy was another key pillar of the year. In collaboration with the African Association of Public Employment Services (AASEP), the 7th training session for employment advisers took place in Yaoundé in September 2025, focusing on understanding the labour market to improve strategies for labour market integration. This training, combining theoretical input with practical exercises, aligned with the work that began in 2024 to harmonise working methods through a guide for employment advisers and certification schemes.

Finally, the year 2025 was marked by several significant publications: the report of the 13th WAPES World Congress on active labour market policies and demographic challenges, the working document of the G7-WAPES group, and the launch of an international study on the future skills of public employment service advisers, carried out in collaboration with the Universities of Derby and Leeds Trinity using a three-cycle Delphi methodology.

Cross-functional themes

Some working groups handle topics that cover several themes or more general topics. Here are a few examples of these groups:

a) Automatic flux vacancies

The 'automatic exchange of job vacancies' working group continues to monitor the quality of the exchange of job vacancies between the various organisations and optimise it where possible.

Where bottlenecks were identified, the necessary steps were taken bilaterally. The technical issues in the transfer of VDAB job vacancies to Forem via the SFTP server, identified in 2022, were resolved. As part of their renewed collaboration, VDAB and Forem have implemented the necessary changes to make job vacancies requiring active management by Forem more visible.

The working group aims to ensure that the necessary developments for the job vacancy API are initiated by VDAB and Forem as soon as possible. Actiris already uses VDAB's job vacancy API to retrieve a large number of VDAB job vacancies. The validation process for the developments regarding the use of the job vacancy API to retrieve each other's job vacancies is still ongoing at Forem and VDAB.

Pending developments at Forem and VDAB to retrieve all job vacancies via the Actiris API, Actiris is continuing to use the previous / legacy solution and is sending a limited selection of Brussels-based job vacancies via SFTP.

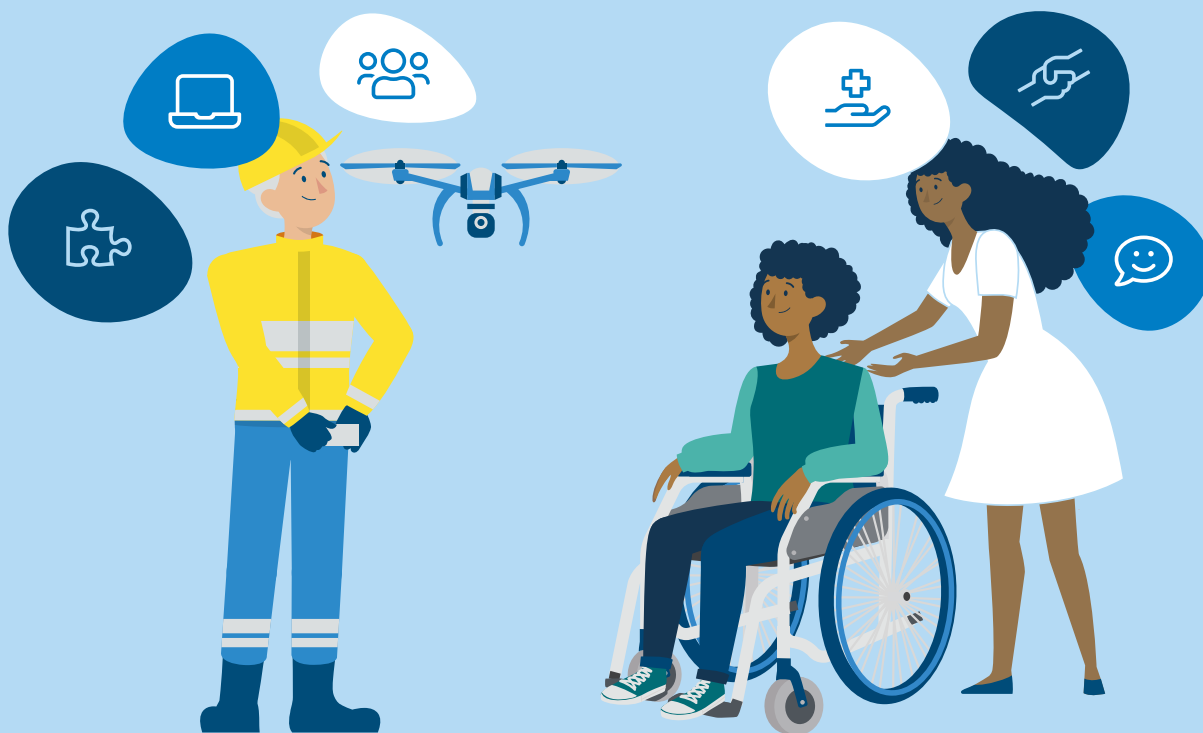
VDAB implemented Competent 2.0 in 2025. VDAB discussed the impact of the transition from Competent 1.0 to Competent 2.0 with this working group and will continue to support C1 for Forem and Actiris for as long as necessary.

b) Competent 2.0

Competent is the standard terminology for occupations and competences on the Belgian labour market. The Competent working group is the content-focused working group where partners meet every six months to discuss joint actions relating to the content management of the Competent occupations and competences database. The working group also serves as the Belgian point of contact for ESCO topics (European classification of skills/competences, qualifications and occupations).

In 2025, the working group focused on:

- Keeping the occupations and skills described in Competent up to date.
- Launching of the Q1 2025 Competent release, featuring a French translation of the database that has been fully reviewed and finalised by Actiris and Forem.
- Reviewing the French and Dutch translations of the ESCO update minor version v1.2.1.
- Developing a sector-driven skills clustering system in which each of the 7,000 Competent competencies is assigned a unique place. This is designed to facilitate aggregated reporting on competencies.



c) Interregional Mobility

In 2025, the 'Interregional Mobility' working group monitored the ongoing initiatives relating to the interregional mobility of jobseekers.

The discussion covered the Senate hearing held in spring 2025, as well as the current status of the cooperation agreements between the various institutions (VDAB-Actiris and VDAB-Forem).

At the request of the Board of Directors, an assessment was also carried out of the potential impact of the time limit on unemployment benefits on inter-regional mobility, in terms of both the effectiveness of support services and the training of jobseekers. The working group concluded that the time limit will not have a direct impact on the inter-regional mobility of jobseekers.

d) Individual learning account

As this issue must be addressed as a priority by the federal government and the regions, the Synerjob working group's activities relating to the ILAs are currently on hold.

e) Stats consultation

Synerjob's 'Statistics' working group comprises members from the research and statistics departments of the five institutions. Forem chairs the working group and oversees its activities.

In 2025, the working group (WG) continued its work in line with the new objective set in 2024, namely to keep each other informed of the methods and procedures used to produce each institution's specific statistics. The statistics in question relate to jobseekers, job vacancies and vocational training, provided that these are published externally. The aim is also to document data collection methods and the potential effects of regulatory developments, at both federal and regional levels, on the numbers and categories of jobseekers.

This information enables everyone to interpret the statistics produced by other institutions correctly, as methodologies may have changed since the regionalisation of these competences. In preparation for these exchanges, each institution maintains methodological documentation relating to statistics within the three areas.

The relevant information is then compiled into a single document, which describes the methods used to produce the previous year's statistics. This document contains a detailed description of each statistic, alongside the name given to it by each institution: the subject of the statistic (explicit definition), its scope, i.e. the detailed description of the nature of the statistic, what it does and does not cover, the sub-groups included or excluded, the geographical scope; statistical unit of measurement, counting method(s) or calculation method(s) used (for derived indicators), observation period, frequency of updates and published breakdowns for this statistic. Finally, details are provided of any regulatory, methodological, technical or other changes that have occurred during the year (or earlier) and which have caused a break in the statistical series and/or continue to affect the statistical series for that same year.

The working group meets virtually at least once a year and keeps in touch via email in the interim. During the meeting in March 2025, certain substantive issues were clarified on the basis of the draft reference framework available on the shared SharePoint site. The structure and presentation of the document were also discussed in order to improve the accessibility of the information (both methodologies and the data itself, by domain) for practical use by the statisticians/analysts at each institution. Finally, to simplify the publication of the next edition of the reference framework, the WG opted for a shared logbook to enable changes to be added quickly throughout the year. Forem has created and structured a shared notebook for this purpose.

f) RIZIV / NIHDI

The (re)integration of people on long-term sick leave is a policy priority that requires specific attention and a tailored approach, particularly given the specific characteristics and diversity of the target group. The benefit schemes provided for this target group require close cooperation between public employment services on the one hand and institutions such as the RIZIV / NIHDI and the health insurance funds on the other.

The Board of Directors set up this working group to share best practices, statistical data and the challenges encountered, to learn from each other's approaches, and to keep one another informed about initiatives at federal policy level and from other organisations working with this target group.

The working group met six times, partly to familiarise themselves with each other's positions and to reach agreement on the framework agreement with the RIZIV / NIHDI and the protocol agreement between the federal government and the federated entities.

The Working Group examined in greater detail the conditions for service provision to enable people with (long-term) illnesses to be activated or reactivated, as well as data exchange with federal institutions in relation to the shared management of pathways back to employment. A crucial issue is how the programme law and all the provisions contained therein will be implemented, given the forthcoming changes: the method of registration to comply with compulsory registration, the method of monitoring and sanctioning, a strategic approach to support, training needs, and data exchange that remains legally sound yet administratively feasible for citizens and the relevant public services, ...

g) Arizona

This working group was set up to better assess and anticipate the impact of the federal reforms in labour market policy.

The working group drew up several reforms and compiled a list of issues and questions which the Synerjob members then took to the RVA / ONEM, or which they addressed through policy consultations between the federated entities and the federal level. This is because some of the reforms have a significant impact on the way the services operate, or even require regulatory changes at the regional level.

The questions and topics listed included the timing of the reforms' entry into force, the areas where transitional measures are planned, how consultation between federal and regional authorities is organised, figures on the various waves of benefit loss, and data sharing regarding citizens on temporary unemployment, the impact on vocational training when unemployment benefits are time-limited, the arrangements regarding the 'trampoline' allowance, the status of those deemed unemployable / the furthest from the labour market and the consequences of the reforms for this group, the method of assessment in the event of a shortened professional integration period, the extent of the regional autonomy and further clarification regarding the plan to reform the forms of labour market availability (including the question of how coordination will take place with the federated states and their competent authorities).

Annexes

Context

24 February 2005: signing of an inter-regional cooperation agreement

The Brussels-Capital Region, Wallonia, Flanders, the Flemish Community, the German-speaking Community and the French Community Commission sign an inter-regional cooperation agreement. It aims to promote greater inter-regional mobility in terms of jobs and training.

Since then, ACTIRIS, Arbeitsamt der Deutschsprachigen Gemeinschaft (ADG), Bruxelles Formation, Forem and VDAB work in close collaboration, with the aim of integrating as many jobseekers as possible into the labour market and to encourage their mobility.

Various measures are considered and encourage the services to:

- Exchange job offers more intensively.
- Make jobseekers and employers aware of inter-regional mobility.
- Promote and organise language courses and training activities in terms of inter-regional mobility.
- Ensure that the names of professions and occupations are consistent, with a view to improving the exchange of information and guaranteeing more transparency in the labour market.
- Cooperate in the reintegration of workers who are affected by collective redundancies.
- Start specific initiatives between Brussels and the surrounding area.
- Encourage the inter-regional mobility of jobseekers and workers.
- Step up collaboration between Forem and

ADG and strengthen the cooperation agreement between the two organisations, which was signed on 27 May 2004.

- Strengthen collaboration in terms of language learning and access to skills centres.

3 July 2007: creation of the non-profit organisation Synerjob

ACTIRIS, ADG, Bruxelles Formation, Forem and VDAB created the non-profit organisation Synerjob, which deals in depth with the themes addressed, in order to adapt to changes in the labour market.

The Board of Directors, which includes the directors of Synerjob members, meets several times a year to discuss new projects, support current initiatives and monitor the progress of working groups, to which it entrusts specific themes, such as the Youth Guarantee or the digitisation of the job market. The members of this Board of Directors are listed in the annexes.

On 1 July 2016, Forem took over from VDAB as Chair of the non-profit organisation Synerjob. A permanent secretariat, which is linked to this presidency, has from then on, managed interactions between the members of Synerjob.

Since July 1, 2022, VDAB has again taken over the presidency from Forem.

Missions

Synerjob aims to combine the efforts of Belgian public employment and vocational training services, in order to face the challenges of the labour market, in keeping with the missions, tasks and remits of each member and the decisions of the Board of Directors.

In particular, this involves:

- Analysing and taking charge of problems within the Belgian labour market.
- Considering the challenges together.
- Pooling knowledge and exchanging best practices.
- Buying and/or developing tools and methodologies.
- Taking collaborative action.
- Signing partnerships, within the framework of European or other projects.
- Organising a rotation between the members, in order to offer a single point of contact for the Public Employment and Professional Training Services, within the framework of European projects: EURES (EUROpean Employment Services), Youth Guarantee and the European Network of Public Employment Services (ENPES), WAPES and ReferNet.
- Taking common positions, in accordance with the rules for international representation.

The aim of all the initiatives is to collaboratively construct or undertake initiatives on common project(s) (with at least two Synerjob partners per project). Each partner deploys its own resources to achieve the targeted results.

With Synerjob members facing significant challenges, a strategic working group was created in 2013. Its composition was revised in 2020 in order to add participants who, as top managers, have decision-making authority.

Rolling Agenda

A “Rolling Agenda” was implemented in 2018, with a view to substantial knowledge sharing on themes relating to the job market in the broadest sense, or on matters that are likely to be of interest to Synerjob members.

At each meeting of the Board of Directors, a member gives a brief presentation on the current projects that are ongoing in his/her organisation, which are likely to be of interest to the other Synerjob members.

At the end of the presentation, the members choose the theme they would like more information about at the next meeting. At this meeting, a more in-depth presentation is given on the selected theme, and another member briefly presents the projects that are likely to be of interest to the other members. This continues in this manner.

Here are the themes presented during the meetings in 2025:

- Board of Directors of 18-02-2025: “Presentation on change management” presented by ADG.
- Board of Directors of 27-05-2025: “management agreement and savings & reforms “ presented by VDAB → has been postponed to 2026 because the process for the management agreement did not begin until the end of 2025.
- Board of Directors of 07-10-2025: “Support for jobseekers at Forem: progress and prospects “ presented by Forem.

Addresses

Addresses of the Institutional members of Synerjob as of 31/12/2025:

OFFICE REGIONAL BRUXELLOIS DE L'EMPLOI (Actiris)

- Public law institution B category
- Head office at 1210-BRUXELLES, boulevard de l'Astronomie 14
- Represented by Cristina AMBOLDI, Director General

ARBEITSAMT DER DEUTSCHSPRACHIGEN GEMEINSCHAFT (ADG)

- Public law institution B category
- Head office at 4780-SAINT-VITH, Vennbahnstrasse 4/2
- Represented by Sabine HERZET, Executive Director

BRUXELLES FORMATION

- Public law institution B category
- Head office at 1180-BRUXELLES, rue de Stalle, 67
- Represented by Laurence RAYANE, Director General

OFFICE WALLON DE LA FORMATION PROFESSIONNELLE ET DE L'EMPLOI (Forem)

- Public law institution B category
- Head office at 6000-CHARLEROI, boulevard Tirou 104
- Represented by Raymonde YERNA, Administrator General

VLAAMSE DIENST VOOR ARBEIDSBEMIDDELING EN BEROEPSOPLEIDING (VDAB)

- Extern Verzelfstandigd Agentschap met rechtspersoonlijkheid (external autonomous agency with legal personality)
- Head office (until 25 May 2026) at 1000 Brussel, Keizerslaan 11
- Head office (from 26 May 2026) at 1210 Brussel, Hendrik Consciencegebouw, Koning Albert II-laan 15 bus 514
- Represented by Wim ADRIAENS, Managing Director

Address of the Presidency and the Permanent Secretariat of Synerjob:

Asbl Synerjob p/a VDAB

Hendrik Consciencegebouw

Koning Albert II-laan 15 bus 514

1210 BRUSSEL

Synerjob@vdab.be

Synerjob website:

www.synerjob.be

Members of the Synerjob Board of Directors as of 31/12/2025

- **Forem**
represented by Raymonde YERNA
- **VDAB**
represented by Wim ADRIAENS
- **Actiris**
represented by Cristina AMBOLDI
- **ADG**
represented by Sabine HERZET
- **BRUXELLES FORMATION**
represented by Laurence RAYANE

Mandaten

- Wim ADRIAENS, President
- Raymonde YERNA, Vice-President
- Cristina AMBOLDI, Secretary
- Sabine HERZET, Treasurer
- Laurence RAYANE, Auditor
- Caroline MANCEL, Auditor

Date sessions in 2025

Board of Directors

- 18 February 2025
- 27 May 2025
- 07 October 2025

General assembly

- 27 May 2025

