

FVB/FFC – Fonds voor Vakopleiding in de Bouwnijverheid Fonds de Formation Professionnelle de la Construction

Country	Belgium
Name of Organization	FVB/FFC
Main activity	Vocational training



General Information

Presentation

The Fund for Vocational Training in the Construction Industry (FVB/FFC) was established in 1965 as a Security Fund of Existence. Its mission is to promote and support the training of present and future workers of the construction industry and to ensure the quality and outcome of their training. The fund encompasses a total of more than 30 professions, as residential construction (structural work and finishing) are added industrial construction, civil engineering and road works.

FFC works closely with partners specialized in training such as full-time education, VDAB, Forem, competence centers, Bruxelles-Formation, IFAPME, Arbeitsamt, Edutec and various private operators.

It collaborates with the construction industry (employers and workers) at both national and local levels.

The functioning of the FVB/FFC is funded by the construction industry itself through a levy on wages.

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Organization

The Joint Commission of Construction is the highest court that has jurisdiction on the

FVB/FCC. It appoints the members of the Board of Directors of FVB/FFC, which are represented in both organizations of employers and workers. The board of Directors is composed of 9 representatives of the employers (7 from the Building Confederation and 2 from the Bouwunie) and 9 representatives of the employees (4 from the CSC-Bâtiment-Industrie & Energie, 4 from the Centrale Générale-FGTB and 1 from CGSLB). The presidency of the Board of directors alternates between a representative of the employers and a representative of the employees.

In addition to its general service based in Brussels, the structure of the FFC is characterized by a strong presence on the ground both in Wallonia and in Brussels and Flanders. A team of staff training ensures regular contact with schools, training centers, contractors, workers, job seekers, youth, etc.

The team of permanent staff may also rely on input from advisory groups, both regional and sectoral, consisting of industry representatives as well as training partners.

Regulatory framework

Collective Labour Agreement. Each Collective Labour Agreement that stipulates the actions of the FVB/FFC is valid for a period of 4 years. This CLA can be revised after 2 years. The drawing up and the revision of the CLA is the result of negotiations between social partners.

Employee Group Covered

Blue-collar workers including part-timers

Eligibility

Immediate eligibility upon 1st day at work without any waiting period.

Training can either be voluntary or compulsory depending on type of training (E.g.: 'safety when working on heights' for safflowers), however most trainings are elective.

Benefits

- Practical training
- Technical training and non-technical training
- Educational schemes (full time education, part time education, etc.)
- Training of the unemployed
- Training of the active blue collar construction workers
- Outplacements and orientation of the unemployed towards the construction industry

Training framework

Period of training

We offer short trainings, (one day), but our training offer also consists in longer trainings. However, it is our policy to promote short trainings, because this will lower the threshold for companies to enable their workers to participate in training. The rationale is: when the training is limited in duration, the workers don't need to be absent from their teams for too long. Construction work is mostly done in team.

Exams

Some trainings are followed by a final exam, however this is rather an exception.

Cards & certificates

For some training, the course participant receives a card or certificate (e.g. safety training, tower crane training, etc.). All construction workers however, receive an overview of all trainings followed on annual bases.

Employee contributions

No employee contribution

Employer contributions

Employers contribute to the National Social Security which collects the assessment and pays about 0, 4% to the FFC.

Public Financing

The federal state pays some of the wages of workers who follow training that has a clear focus on employability. This system is called 'Paid Educational Leave'. Since the FVB/FFC also pays a part of the wages of construction workers who follow training, the FVB/FFC refunds the wage of a construction worker towards the construction company. For eligible trainings, the FVB/FFC is authorized by the construction companies to collect the 'Paid Educational Leave' from the federal state.

Teaching products

Support study and material provided

The FVB/FFC produces textbooks for various occupations that are used in schools. Furthermore, the FVB/FFC develops tools that can be used by teachers of children between the ages of 10 till 14 to make those children acquainted with the construction industry.

How are they financed?

These textbooks and tools are financed by means of the funds that are allocated towards the FVB/FFC by means of a levy on the wages paid towards construction workers.

Financing

All activities are financed by means of the funds that are allocated towards the FVB/FFC by means of a levy on the wages paid towards construction workers.

Information dissemination

- Mailings (email and traditional mail)
- Company visits
- Articles in various media
- Communication through social partners