



Best Practices in providing employees with targeted career pathways at G4S Training Services in Belgium

Objective of training services: The essential nature of security services will remain focused on human interaction and people will remain the core of services provided, so it is key to retain a skilled and motivated workforce that can respond to a changing client demand. To retain workers and provide them with new career pathways, G4S Belgium has a dedicated Training Services Unit which aims to (1) attract new labour to the company; (2) upskill existing staff according to the evolving market demand; (3) organise more vertical career pathways.

Professional skills requirements: in Belgium, G4S provides an extended solution portfolio that requires workers with specialised professional skills:

- Security and hospitality solutions (static and mobile guarding; event security)
- Care and justice solutions (prisoner escorting; refugee centre services)
- Aviation and logistics solutions (access control; passenger, luggage and cargo screening; K9 services)
- Technology solutions (24/7 monitoring; access control; integrated security services)
- Safety solutions (fire safety; gas detection)
- Training and consultancy solutions (compliance; conflict management; first aid)

Furthermore, language skills are key in Belgium due to the presence of EU Institutions and many multinational corporations, as well as the three official languages being spoken in Belgium.

Training requirements for professional skills are regulated by law, but companies can organise these trainings in their facilities.

Career pathways for jobseekers: G4S has cooperation agreements with several public employment services, mostly at regional level in Flanders and Brussels, and there is a dedicated budget to focus on attracting job seekers.

Specific attention to at-risk groups: G4S Belgium supports the Belgian Social Partner Security Fund for Private Security (see page 50), which provides annual upskilling programmes for at-risk groups to support their general qualifications. This includes, for instance, languages courses, driving classes, and conflict management.

Providing vertical career pathways: G4S Belgium provides dedicated training to security officers to take on executive positions. Executive staff training of up to 116 hours is regulated by Belgian legislation and financed by the employer. G4S Belgium provides an additional 45-hour training, including skills that go beyond what is required by law and include more detailed management and financial skills.

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