



## The Social Partner Security Industry Training Centre (SITC) in Luxembourg

**Private security training in Luxembourg:** Before 2019, security officers in Luxembourg had to be trained either in training centres in neighbouring countries or through corporate training programmes, due to the absence of official and sectoral coordination on training. The sectoral Social Partners aimed to change this situation with the establishment of the Security Industry Training Centre (SITC) in 2019 through a Collective Agreement.

**Creation of the Training Centre:** The centre was created to design, group and organise a series of training courses for security officers in Luxembourg in order to develop a quality training framework. It is co-financed by employers through a contribution of 1% of the payroll for each licensed security company in Luxembourg. These will finance:

- the setting up of the training fund,
- the provision of the training centre infrastructure, and
- the fulfilment of the obligation to provide training on the part of the security and surveillance companies.

An important partner of the SITC is the national Competence Centre Digitaal Handwierk which is specialised in the continuous training of workers, and which manages the registration and planning of the training courses together with the companies concerned.

**Training provided at the SITC:** The Centre's courses can last from 4 hours to 15 days. For security officers with less than 12 months' seniority in the company, the volume of training is 16 hours, plus 8 hours of introductory training provided by the company. For officers with more than 12 months' seniority, the total number of hours to be provided is calculated by multiplying the number of employees concerned by 12 hours. The result obtained is managed as a "pool" of hours distributed to companies according to specific training courses. Whilst in 2020, the centre offered 2400 hours (due to the pandemic), this grew to 30,000 hours in 2021 and is expected to reach 50,000 hours in 2022.

*Contacts: Julie Roden & Inês Quiaios Monteiro, OGBL, Luxembourg*

