Financing adult learning database

Name of the instrument - Local language	Opleiding Ontwikkeling Metaalbewerking
Name of the instrument - English translation	Training and development fund for metal processing sector
Scheme ID	161
Country	Netherlands
Reporting year	2015
Type of instrument	Training fund
Type of entry	Example for a group of instruments

Short description	As in many other sectors, employers in the metal sector are obliged based on a collective agreement to contribute a share of their payroll (0.625%) to a training fund. In return, they receive a grant to cover their training expenses. Training activities include the programmes addressed to all employees as well as those targeting specific groups, such as students doing internships or companies which train unemployed or handicapped persons. The ESF supports the training fund.
Short description of the related instruments	Sectoral training funds are a key mechanism for funding of CVET in the Netherlands. They are voluntarily created by sectoral social partners and regulated based on sectoral collective agreements which may cover also many other important issues related to training and development, including opportunities for educational leave, wages of apprentices, validation of prior learning, training and development plans or payback clauses. In 2009, 92 sectoral training funds had the purposes (among others) of supporting training and development (in total 135 sectoral funds existed; in the same year, roughly 200 sectoral collective agreements and 800 collective agreements for major employers existed). Training funds collect a levy on wages from enterprises of the sector (on average 0.43% of the wages (in 2009), with a range from close to 0 to 2.7% in 2005). However, training funds can be also approved by the government for distributing ESF funds for training to its members. Funding formula, eligible groups of employees and groups enjoying preferential treatment vary widely between the training funds.

Level of operation	Sectoral

Name of a part of the country	nap
Name of the region (for regional instruments)	nap
Name of the sector (for sectoral instruments)	Metals
Legal basis	collective agreement
Objective(s) and target(s)	The four policy objectives of the OOM are: - fostering employers' and employees' awareness of the need for continuing professional development - promoting high quality and attractive education and training - creating career and development paths for employees with a perspective and with room for own initiative - the fostering of dialogue between employers and employees. Targets are set yearly, depending on available funding and policy priorities; for 2013, the target for the personal training grant was 21 000 beneficiaries.
Year of implementation	1984
Operation/management	The managing board of the fund is composed of the respresentatives of employer organisations and trade unions (50/50). The fund provides grants to companies and employees for education and training. Several programmes exist: e.g. personal training grant for employees who want to follow a training or education programme, the development budget for companies to establish an education and training policy, the internship grant for students, the job start grant for companies which train unemployed, job-seekers or handicapped to qualify them to work in a metal processing company.
Eligible group(s)	Companies contributing to the fund. In relation to indviduals, eligibility depends on the funding programme: the main programme - the personal training grant - is open to all employees; in addition, there are programmes targeting specific groups, such as students doing internships or companies which train unemployed or handicapped persons.
Group(s) with preferential treatment	In specific programmes: students doing interships, companies which train unemployed, job-seekers or handicapped to qualify them to work in a metal processing company.
Education and training eligible	Any training and education programmes which are defined in the personal development plan between the employer and the employee.
Source of financing and collection mechanism	Levy on companies - companies are obliged based on a social partner agreement to contribute 0.625% of company payroll to the fund ESF

	State
Financing formula and allocation mechanisms	The financing formula depends on the programme: e.g. personal training grants for employees who want to follow a training or education programme - up to 50% of the eligible costs with a maximum of EUR 750; development budget for companies to establish an education and training policy - up to EUR 1 800 twice a year. Allocation: the funds are allocated on a first-come, first-served basis.
Eligible costs	Fees and other costs related to education and training
Frequency of the use	Each year
Volumes of funding	In 2013, EUR 35 000 000 were used for funding; in 2012: EUR 30 000 000; in 2011: EUR 23 000 000; in 2010: EUR 20 000 000.
Beneficiaries/take up	21 253 personal training grants were distributed in 2013. Available statistics on beneficiaries for earlier periods include: In 2010, 15 592 cmpanies contributed and 4 476 companies benefited from the fund (micro entprises: 10 646 contribute, 1 596 benefited; small companies: 4 615 contributed and 2 619 benefited; medium companies: 248 contributed and 216 benefited; large cmpanes: 15 contributed and 13 benefited). In 2010, all in all training for 17 359 employees had been supported, representing 10% of the workforce (15-24 years old employees: 7 245 o 25% of the employees of the same age were supported; 25-34 years old: 3 049 or 9%; 35-54 years old: 3812 or 8%; 5 -64 years old: 2 612 or 7%; older than 64 years: 641 or 3%).
Monitoring/evaluation reports available	www.oom.nl
Most relevant webpage - in English	na
Most relevant webpage - local language	na
Sources	Monitor report OOM, Labour Market, Education and Training, CINOP, 2013: http://www.oom.nl/oom.website2/upload/Downloads/Onderzoek/Monitor%20201... Website of the training fund: http://oom.nl/