



Name of the instrument in English	Learning Contribution for the Sectoral Training Funds for Metal Workers
Country	 Netherlands
Type of instrument	Training funds

Level of operation	Sectoral
Part of the country where the instrument applies	nap
Region(s) in which the instrument applies	nap
Sector(s) in which the instrument applies	Metal sector
Legal basis	Collective agreement
Objective(s) and target(s)	To encourage influx of skilled workers and trainees
Year of introduction	1984
Year of termination	No foreseen end to the instrument (on-going)
Governance (management, operation, monitoring and evaluation)	OOM (Opleiding, Ontwikkeling, Metaalbewerking) is responsible for the overall management, monitoring/evaluation of the instrument and day-to-day operation. All companies in the metal sector (13,500 in total) contribute to the sectoral training fund from which the 'leerwerkbijdrage', among other initiatives, is funded.
Eligible group(s)	Companies of the metal sector which are recognised/certified by SBB as learning company and provide apprenticeship places to students in a state recognised VET programme (part of the formal education) and with whom they have signed employment contract. Maximum 5 apprentices per company can be subsidised. The company can only ask for subsidy during the time the apprentice is subscribed to the VET programme.
Education and training eligible	The 'Leerwerkbijdrage' initiative funds only apprenticeship. It applies to EQF 1-5 levels.
Source of financing and collection mechanism	Levy on companies. Based on collective agreement, companies in the metal sector are obliged to contribute 0,625% of their total payroll costs to the fund.

Financing formula and allocation mechanisms	The maximum amount that a company may receive per year: EUR 4,000. Maximum 5 apprentices per company can be subsidised. The company can only ask for subsidy during the time the apprentice is subscribed to the VET programme. Funds are disbursed to all eligible applicants on a 'first-come, first-served basis'.
Eligible costs	Various costs. This instrument is a general compensation and may cover different costs related to apprenticeship.
Volumes of funding	In 2016, in relation to 'Leerwerkbijdrage' initiative some EUR 28,000 were collected and some EUR 14,000 disbursed (estimate by OOM representative). OOM receives EU funds in general, but not for this specific instrument. It is not possible to make an estimation of the amount of EU funding that is used for the instrument.
Beneficiaries/take up	In 2016, some 13,500 companies contributed to the fund and some 2,200 benefited from 'Leerwerkbijdrage' initiative (estimates by OOM representative).
Recent or planned changes	Annually, the governing board of OOM decides about the package of instruments, the budget and the level of subsidy to the employer. In the previous years, OOM included additional financial support on top of the regular subsidy, e.g. a diploma bonus of EUR 1,000 that expired for the school year 2017/2018, as well as an extra support of EUR 2,000 that was discontinued after 2015, as well as the support for off-the job training (off-the job training is meant for apprentices at level 1 and 2 that are trained outside the employer, or for companies that could not provide on-the job training). Available documentation does not provide a clear reason why these additional incentives were abandoned. They were often implemented to provide extra motivation to hire apprentice or to ensure that apprentices will finalise their apprenticeship successfully.
Sources	OOM (Opleiding, Ontwikkeling, Metaalbewerking), www.oom.nl

Related financing adult learning database instrument

Training and development fund for metal processing sector

 Netherlands

Training fund

Related apprenticeship schemes

Dual pathway

 NETHERLANDS

