

Financing adult learning database

Name of the instrument - Local language	Paritair Opleidingsfonds voor Elektriciens
Name of the instrument - English translation	Training fund for electricians (EN)
Scheme ID	20
Country	 Belgium
Reporting year	2020
Type of instrument	Training fund
Sub-type of instrument	Sectoral level collection and sectoral level distribution
Type of entry	Single instrument

Short description	Companies in the electro-technics sector are obliged by national law to contribute a fixed share of their payroll costs (0.75%) to a training fund and may receive a contribution to their training costs in return. Courses provided by the fund's training centre are free of charge and employers receive compensation for the loss of working time. Each company gets a training budget per employee of EUR 15.50 per training hour with a maximum of 8 hours each year (EUR 124 per year). Type of education eligible includes both training provided by the fund's training institute and training by accredited external providers. The fund is managed by the social partners, both sectoral trade unions and sectoral employer associations.
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Level of operation	Sectoral
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Electrical Engineering
Relevance	Key instrument
Legal basis	Collective agreement: Collectievearbeidsovereenkomsten.

	Paritair Subcomité voor de elektriciens:installatie en distributie (PSC 149.01). ELEKTRICIENS NATIONALE CAO'S Companies beloning to this PSC (Paritair subcomité) should follow this collective agreement.
Objective(s) and target(s)	The objective of this scheme is to increase the quality and quantity of training for people working in the sector to increase their employability.
Year of implementation	1991
Operation/management	The fund is managed by the social partners, both sectoral trade unions and sectoral employer associations. Social partners negotiate the collective agreement and are also involved in the follow up of the agreement. Concerning trade unions, these are typically catholic, socialist and liberal trade unions, e.g. ACV, ABVV, ACLVB. Participation of private companies from the electro-technics sector in this scheme is compulsory, by social partner agreement. Companies contribute a fixed share of their payroll costs (0.75%) to a training fund and may receive contribution to their training costs in return. The instrument is structured as a levy-grant mechanism: levies collected are subsequently redistributed back to the companies to provide financial support for training. Allocation of grants is not directly linked to the amount of levies paid.
Eligible group(s)	Eligible groups for this scheme are employees in electro-technics sector.
Group(s) with preferential treatment	no
Education and training eligible	Type of education eligible includes broth training provided by the fund's training institute or by accredited external providers.
Source of financing and collection mechanism	The funding source of this scheme is the levy on companies of the electro-technics sector: 0.75% of their total payroll costs.
Financing formula and allocation mechanisms	Companies in the electro-technics sector are obliged by national law to contribute a fixed share of their payroll costs (0.75%) to a training fund. More precisely, there is a basic contribution of 0.60% and an additional 0.15% for vulnerable groups (0.05 of the latter is reserved for innovative projects). This levy is the source of funding of the instrument. Training courses offered by the fund's training centre are free of charge and employers receive compensation for the loss of working time. The budget can also be used for setting up company specific training courses. Each company gets a training budget per employee of 15,50 per training hour, with a maximum of 8 hours each year (124 per year). Allocation of grants is not directly linked to the amount of levies paid.
Eligible costs	Eligible costs are fees and other costs related to education and training.
Volumes of funding	Not available
Beneficiaries/take up	Not available

Organisation responsible for monitoring/evaluation	The P(S)C (Paritair (sub)comité), which consistssts of representatives of employees and employers (50/50 share), is responsible for the monitoring of this fund.
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://www.volta-org.be/nl
Recent changes	<p>It's included in the (yearly) collective labor agreement negotiations, but usually the terms and conditions are confirmed (with some minor operational changes). This scheme is included in the (yearly) collective labour agreement negotiations, but usually the terms and conditions are confirmed (with some minor operational changes).</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
Sources	Website of the training fund: https://www.volta-org.be/nl