

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Individuele Beroepsopleiding (IBO)
<b>Name of the instrument - English translation</b>	Individual apprenticeship
<b>Scheme ID</b>	23
<b>Country</b>	 Belgium
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs and wage costs
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Companies willing to hire unemployed people may receive public contributions to the costs of their training. The employer develops a training plan for each person. In addition, the person may follow external training which is related to the job the person is aiming at. The share of co-funding and the maximum amount are variable, depending on the job and the minimum wage. If the IBO (Individuele Beroepsopleiding, Individual apprenticeship) candidate has insufficient knowledge of the Dutch language, free language coaching for the candidate (and colleagues he/she has to work with) can be asked for. IBO-candidate continues to receive his/her unemployment benefits and an additional IBO-premium. The State (Ministry of Labour) funds this grant.
<b>Short description of the related instruments</b>	Not applicable

<b>Level of operation</b>	Regional
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Flanders
<b>Name of the sector (for sectoral instruments)</b>	Not applicable

<b>Relevance</b>	Key instrument
<b>Legal basis</b>	Decision of Flemish Government of 5 June 2009.
<b>Objective(s) and target(s)</b>	The IBO is an instrument to help unemployed acquire the skills necessary to get back into employment. Employers can agree to provide training to unemployed persons with the aim of giving them a standard contract after 1-6 months period. In exchange, the PES pays social security and part of the salary costs.
<b>Year of implementation</b>	2009
<b>Operation/management</b>	The VDAB, Public Employment Service (PES) in Flanders is the organisation responsible for this instrument. More precisely, the VDAB manages the scheme and provides job-seekers and employers with information and advice.
<b>Eligible group(s)</b>	This instruments targets unemployed persons. Companies (both private or public sector companies) need to be located in Flanders or Brussels.
<b>Group(s) with preferential treatment</b>	No preferential treatment
<b>Education and training eligible</b>	Employer develops a training plan for each person. In addition, the person may follow external training which is related to the job the person is aiming at. It could involve any on the job traing for employees without relevant experience
<b>Source of financing and collection mechanism</b>	The State (Ministry of Labour) funds this grant. Companies receive public contributions to cover part of the costs of the training of unemployed people that they are willing to hire. The rest of the training plan is funded by the company. The share of co-funding and the maximum amount are variable, depending on the job and the minimum wage.
<b>Financing formula and allocation mechanisms</b>	VDAB (Flemish PES) pays social security and makes a contribution to the salary. Employer pays a lump sum (covering all costs) based on the (hypothetical) wage if the employee is hired. The monthly lump sum (net) corresponds to the gross wage, as follows:650 EUR: 1.768,67 800 EUR: 1.768,68 - 2.081,81 1.000 EUR: 2.081,82 - 2.393,93 1.200 EUR: 2.393,94 - 2.705,04 1.400 EUR: 2.705,05 EUR
<b>Eligible costs</b>	Employer pays lump sum, covering all expenses.
<b>Volumes of funding</b>	Not available
<b>Beneficiaries/take up</b>	2017: 15.120 IBOs started in 2017 2018: 14 575 IBOs started in 2018 2019: 11 648 IBOs finished in 2019 (Source: annual reports VDAB)
<b>Organisation responsible for monitoring/evaluation</b>	VDAB (Flemish PES).
<b>Most relevant webpage -</b>	Not available

<b>in English</b>	
<b>Most relevant webpage - local language</b>	<a href="http://www.vdab.be/werkgevers/ibo">http://www.vdab.be/werkgevers/ibo</a>
<b>Recent changes</b>	Recent changes in response to COVID-19 No changes
<b>Sources</b>	Website of VDAB: <a href="https://werkgevers.vdab.be/werkgevers/ibo">https://werkgevers.vdab.be/werkgevers/ibo</a> <a href="https://werkgevers.vdab.be/werkgevers/ibo/faq">https://werkgevers.vdab.be/werkgevers/ibo/faq</a>
	Decision of the Flemish Government to establish IBO: <a href="http://www.ejustice.just.fgov.be/cgi_loi/loi_a1.pl?language=nl&amp;la=N&amp;cn=...">http://www.ejustice.just.fgov.be/cgi_loi/loi_a1.pl?language=nl&amp;la=N&amp;cn=...</a>
	Annual reports VDAB <a href="https://www.vdab.be/trends/jaarverslag.shtml">https://www.vdab.be/trends/jaarverslag.shtml</a>