

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Opleiding Ontwikkeling Metaalbewerking (OOM)
<b>Name of the instrument - English translation</b>	Advice, training and Development Metal Processing
<b>Scheme ID</b>	161
<b>Country</b>	 Netherlands
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Training fund
<b>Sub-type of instrument</b>	Sectoral level collection and sectoral level distribution
<b>Type of entry</b>	Example for a group of instruments

<b>Short description</b>	<p>OOM is the training fund of the social partners in the metalworking industry (SMEs). The board of OOM includes representatives of employers' organisations and trade unions. The objective of OOM is to raise the level of craftsmanship in the sector, bringing the prospect of 'lifelong learning' to the attention of approximately 14 000 companies and 142 000 employees. OOM supports any training and education programmes (non-formal and formal learning). The metalworking sector funds OOM through an annual contribution, where companies are obliged based on a social partner agreement to contribute 0.625% of company payroll to the fund (on average EUR 197 per employee per year). On top of that, OOM may collect additional funding from ESF programmes and other national subsidies. The yearly budget of OOM, totaling around EUR 28 000 000, flows back to employers and employees in the form of various contributions and services. Fees and other costs related to education and training are considered eligible costs to be funded from the OOM budget.</p>
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<b>Level of operation</b>	Sectoral
<b>Name of a part of the country</b>	Not applicable
<b>Name of the region (for regional instruments)</b>	Not applicable
<b>Name of the sector (for</b>	Metal

<b>sectoral instruments)</b>	
<b>Relevance</b>	Key instrument
<b>Legal basis</b>	Collective agreement
<b>Objective(s) and target(s)</b>	The four policy objectives of 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.
<b>Year of implementation</b>	1984
<b>Operation/management</b>	The social partners in the metalworking industry, consisting of Koninklijke Metaalunie, FNV Metaal, CNV Vakmensen and De Unie, have laid down in the Collective Labour Agreement for the Metalworking Industry that efforts will be made to promote the inflow, retention and development of craftsmanship in the metalworking SMEs. OOM, the Training and Development Fund for the Metalworking Industry, is the working organisation that carries out this assignment. OOM brings the prospect of 'lifelong learning' to the attention of approximately 14,000 companies and 142,000 employees. The board of OOM includes representatives of employers' organisations and employees' organisations. The employers' representatives are from Koninklijke Metaalunie, the employees' representatives from FNV Metaal, CNV Vakmensen and De Unie. The managing board of the fund is composed of the representatives of employer organisations and trade unions (50/50).
<b>Eligible group(s)</b>	OOM stimulates and supports companies in creating an active learning culture. For approximately 14 000 companies and 142 000 employees, OOM brings the perspective of 'lifelong learning' to the attention of the sector.
<b>Group(s) with preferential treatment</b>	No
<b>Education and training eligible</b>	Any training and education programmes (non-formal and formal learning) which are defined in the personal development plan between the employer and the employee.
<b>Source of financing and collection mechanism</b>	The sector funds OOM through an annual contribution which on average amounts to EUR 197 per employee per year. Companies are obliged based on a social partner agreement to contribute 0.625% of company payroll to the fund. On top of that OOM acts on calls from ESF-programmes and national subsidies to attract more money/funding.
<b>Financing formula and allocation mechanisms</b>	The yearly budget, totaling around EUR 28 million, flows back to employers and employees in the form of

	contributions and services. Where possible, these resources are supplemented with third-party funding (subsidies) available to the sector for training and development. 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
<b>Eligible costs</b>	Fees and other costs related to education and training.
<b>Volumes of funding</b>	The sector (employers) finances OOM by means of an annual remittance that on average amounts to EUR 197 per employee per year. This money, totalling approximately EUR 28 000 000 per year, is returned to employers and employees in the form of contributions and services. Wherever possible, these funds are increased by third flows (subsidies) available to the sector for training and development.
<b>Beneficiaries/take up</b>	To approximately 14 000 companies and 142 000 employees, OOM brings the perspective of 'lifelong learning' to the attention with its programme and activities.
<b>Organisation responsible for monitoring/evaluation</b>	OOM is the training-consultancy agency of the social partners in the metall-sector
<b>Most relevant webpage - in English</b>	Not available
<b>Most relevant webpage - local language</b>	Not available
<b>Recent changes</b>	<p>Recent changes in response to COVID-19</p> <p>OOM wants to help companies and employees to continue to invest in the training and development of their employees, especially in the current COVID situation. For this purpose, OOM has developed several initiatives. On the one hand, and in order to retain as many professionals as possible for the sector, OOM has developed the Doorstart. With this new temporary scheme, employees of an OOM company who are made redundant or whose temporary employment contract is not extended, can make use of our services for up to 6 months after leaving the company. Also, companies affiliated to OOM that take out a company subscription to an online training provider in 2021 can have the costs for this subscription fully or partially reimbursed from the Development Budget.</p>
<b>Sources</b>	Website of the training fund: <a href="http://oom.nl/">http://oom.nl/</a>
	JAARSTUKKEN 2019 Stichting Opleidings- en Ontwikkelingsfonds voor het Metaalbewerkingsbedrijf
	JAARSTUKKEN 2018 Stichting Opleidings- en Ontwikkelingsfonds voor het Metaalbewerkingsbedrijf

