

Financing adult learning database

Name of the instrument - Local language	Stichting Opleiding & Ontwikkeling Flexbranche (Doorzaam)
Name of the instrument - English translation	Training and development fund for temporary work agency sector
Scheme ID	162
Country	 Netherlands
Reporting year	2020
Type of instrument	Training fund
Sub-type of instrument	Sectoral level collection and sectoral level distribution
Type of entry	Example for a group of instruments

Short description	<p>DOORZAAM is the training fund for the temporary agency work sector. The fund is co-managed by the employer organisations and the trade unions, and overseen by the Ministry of Social Affairs. Companies are obliged to pay 0.2% of their payroll to the Social Fund of the temporary work agency sector (SFU). Approx. 55% of the collected funds are available for education and training. DOORZAAM is also funded through participation in national and European subsidy schemes and projects. DOORZAAM provides services to its members and target groups on four themes (i.e. lifelong learning, healthy and sound working conditions, and a broad focus on career guidance and development). The training fund covers any agreed vocational training for temporary agency workers. Several programmes exist: grants for providing mentors for apprentices, training vouchers, financial contributions for the validation of professional experience, licenses for e-learning modules for employees with low literacy. Training vouchers amount to a maximum of EUR 500 per employee within a company.</p>
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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	Agencies for temporary workers

sectoral instruments)	
Relevance	Key instrument
Legal basis	Collective agreement Social Fund for temporary work agencies (Collectieve Arbeidsovereenkomst Sociaal Fonds voor de Uitzendbranche)
Objective(s) and target(s)	<p>The Foundation Opleiding & Ontwikkeling Flexbranche 'Doorzaam' has the following objectives: a. To generate both national and European subsidies to promote training policy and sustainable employability. b. Increasing the accessibility and usability of training courses c. Development of training programs for flex workers d. Cross-sector training activities e. Improving the starting qualification and labor market position of temporary workers f. Increasing opportunities for temporary workers to combine learning and working g. The development of instruments aimed at the employability of permanent employees or agency workers h. Improve the inflow and through-flow of young agency workers i. Promote the reintegration of hard-to-place temporary workers and jobseekers with great distance to the labor market. Targets for 2019:- 785 trajectories on sustainable employability of workers.- 4172 training vouchers-1475 all-in-one trajectories (mix of learning and guidance)- 941 checklists on work conditions- 560 learning-working trajectories for young workers (accredited education).</p>
Year of implementation	2003
Year of latest amendment	2018
Operation/management	The fund is co-managed by the employer organisations and the trade unions, overseen by the Ministry of Social Affairs.
Eligible group(s)	Eligible groups are temporary employment sector workers. Of the 4 500 certified companies, more than 1 700 are members of the sector association ABU or NBBU. DOORZAAM facilitates all members (employers and temporary workers) with its measures.
Group(s) with preferential treatment	no
Education and training eligible	Any agreed vocational training for temporary agency workers. Several programmes exist: grants for providing mentors for apprentices, training vouchers, financial contributions for the validation of experience, licences for e-learning modules for employees with low literacy.
Source of financing and collection mechanism	DOORZAAM is funded by contributions of its members and by participating in national and European subsidy-schemes and projects. Levy on companies (indicative: 55% of the collected funds), where companies are obliged to pay 0.2% of their payroll to the Social Fund of the temporary work agency sector (SFU).
Financing formula and allocation mechanisms	The collected resources are distributed to participating companies via different grant tools.

Eligible costs	Fees and other costs related to education and training.
Volumes of funding	2018 = EUR 2 264 375 2019 = EUR 5 854 385 2020 = EUR 7 473 200
Beneficiaries/take up	2019 = >10 000 temporary workers reached out to, and overall >30 000 beneficiaries (workseers, companies, other sectors).
Organisation responsible for monitoring/evaluation	Doorzaam
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://doorzaamvergoedingenportal.nl
Recent changes	<p>With effect from 20 December 2018, STOOF changed its name to DOORZAAM. STAF and STOOF were both working for the sector of temporary workers as sector-organisations. The merge was for integrating reasons.</p> <p>Recent changes in response to COVID-19</p> <p>No changes</p>
Sources	<p>Website of the Training Fund https://www.doorzaam.nl/over-doorzaam/persberichten/persbericht/?tx_new...</p> <p>Financial report 2018: https://www.doorzaam.nl/fileadmin/media/pdf/Jaarrekening_Stichting_Door...</p> <p>Financial report 2017: https://www.doorzaam.nl/fileadmin/media/pdf/Stoof_jaarrekening_2017_gew...</p> <p>Financial report 2019: https://www.doorzaam.nl/fileadmin/media/pdf/Stichting_Doorzaam_-_Jaarre...</p> <p>Information on Central labour Agreement: https://www.flexnieuws.nl/caoupdates/cao-crv-2018-2019/</p>