

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Scholingvouchers
<b>Name of the instrument - English translation</b>	Training vouchers
<b>Scheme ID</b>	238
<b>Country</b>	 Netherlands
<b>Reporting year</b>	2020
<b>Type of instrument</b>	Grant for companies
<b>Sub-type of instrument</b>	Support for direct costs
<b>Type of entry</b>	Single instrument
<b>Short description</b>	The training voucher is a personal voucher for companies and their employees working in the temporary work sector. DOORZAAM, being the sector training fund for temporary work agencies, manages the voucher subsidy. The value of these vouchers for each employee working as temporary workers in the sector where DOORZAAM operates is set at EUR 500. The company members of DOORZAAM (= the temporary work agencies) can apply for a maximum of 5 vouchers per company and distribute these vouchers to their employees according to their own preferences. The voucher can be spent freely by the selected employees, where the learning can be of any type, either leading to a formal qualification or any occupational courses aimed at the present economic activity of the participant (a professional training, a course in English, Excel, etc). Eligible costs include tuition fees as well as costs for training materials. There are no limitations for re-use, and de-Minimis rules do not apply.
<b>Short description of the related instruments</b>	Not applicable
<b>Level of operation</b>	National
<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 sectoral instruments)</b>	Not applicable
<b>Relevance</b>	Further instrument
<b>Legal basis</b>	Regulation on sector-level: DOORZAAM Reglement Scholingsvouchers 2020
<b>Objective(s) and target(s)</b>	The objective is to give temporary agency workers an incentive for lifelong development, to make them enthusiastic about further learning and to keep them employable in the long term.
<b>Year of implementation</b>	2018
<b>Operation/management</b>	<p>DOORZAAM issues/manages training vouchers. Temporary agency workers are in control because the voucher gives them their own budget and choice of study programmes. The entire administration takes place in the portal, except for the actual booking of the education, course or training. DOORZAAM allocates training vouchers to the temporary employment agencies. After the annual compensation is determined by the Board, a temporary employment agency can apply to the Stichting for a certain number of Scholingsvouchers per period per temporary employment agency. The Training Vouchers are reserved for those temporary employment organisations that pay into the Stichting Fonds Uitzendbranche (SFU, Foundation Fund for the Temporary Employment Sector). The maximum number of Training Vouchers that company can apply for may vary per period (usually 5 per company). Only after the application of the Scholingsvoucher (putting the voucher in the name of the temporary worker) and the confirmation of the temporary worker, the allocation of the Scholingsvoucher is a fact. The Board of DOORZAAM can decide in any year to reserve part of the Scholingsvouchers for (intersectoral) cooperation projects (for a certain sector). The Training Vouchers are only awarded to temporary employment agencies that participate in these projects. All employment agencies that meet the set criteria may participate. This compensation will be laid down once in an Addendum to the regulations. DOORZAAM can only pay out Training Vouchers if the SFU has approved the Foundation's annual budget.</p> <p>Rules:</p> <ol style="list-style-type: none"> <li>1. The temporary agency worker works for a private employment agency.</li> <li>2. The temporary agency worker has an educational level of no more than MBO4 (ISCED 4-5).</li> <li>3. The temporary employment organisation pays contributions to SFU.</li> <li>4. The temporary agency worker must make a choice of education at his own discretion. It must be an education that is relevant to the labour market.</li> <li>5. The temporary employment agency shall advise the temporary employee on making a choice if the temporary employee feels the need to do so.</li> <li>6. The Training Voucher may be used for more than one course, up to a maximum of EUR 500, excluding VAT.</li> <li>7. No conditions may be attached to a course paid for with the Training Voucher (e.g. a study/refund scheme).</li> <li>8. The costs reimbursed by the Foundation may not be deducted from the transitional allowance.</li> <li>9. It is expressly not the intention that the Scholingsvoucher is used for a function-related training</li> </ol>

	required by the temporary employment agency. 10. It is not possible to use the Training Voucher for a course that would in any case be offered to and paid for by the temporary employment agency. 11. It is not possible to use the Training Voucher for training costs that have been incurred prior to the issue date of the Training Voucher. 12. The temporary employment agency is not eligible for compensation if compensation has already been or will be provided through other compensation schemes. 13. One Training Voucher per temporary agency worker can be applied for per calendar year. 14. The temporary agency worker does not receive any money, but a digital voucher with a value of €500 exclusive of VAT. 15. The temporary agency worker will not receive any remaining money.
<b>Eligible group(s)</b>	The temporary agency workers working for a private employment agency, having an educational level of no more than MBO4 (ISCED 4-5).
<b>Education and training eligible</b>	The voucher can be spent freely by the employee (the temporary agency worker), who makes a choice of education on his/her own. It must be an education that is relevant to the labour market. This can be a professional training, or a course in English, Excel, etc. The temporary employment agency shall advise the temporary employee on making a choice if the temporary employee feels such a need.
<b>Source of financing and collection mechanism</b>	training funds from sector, or budget for job-seekers.
<b>Financing formula and allocation mechanisms</b>	Schooling voucher is worth 500. Each company can apply for 5 vouchers.
<b>Eligible costs</b>	Fees and other costs related to education and training
<b>Volumes of funding</b>	2018 = EUR 144 462 2019 = EUR 124 000
<b>Beneficiaries/take up</b>	Estimated: between 300-500 employees annually
<b>Organisation responsible for monitoring/evaluation</b>	UWV
<b>Most relevant webpage - in English</b>	Not available
<b>Recent changes</b>	No recent amendment  Recent changes in response to COVID-19  No changes
<b>Sources</b>	<a href="http://www.subsidiecalculator.nl/Content/VOUCHERUWV.pdf">http://www.subsidiecalculator.nl/Content/VOUCHERUWV.pdf</a>  <a href="https://www.doorzaam.nl/fileadmin/media/pdf/Jaarrekening_Stichting_Door...">https://www.doorzaam.nl/fileadmin/media/pdf/Jaarrekening_Stichting_Door...</a>  <a href="https://www.oom.nl/Regelingen/Scholingsvoucher">https://www.oom.nl/Regelingen/Scholingsvoucher</a>

