

Financing adult learning database

Name of the instrument - Local language	Fonds de l'Expérience professionnelle
Name of the instrument - English translation	Professional experience fund
Scheme ID	333
Country	 Belgium
Reporting year	2020
Type of instrument	Grant for companies
Sub-type of instrument	Support for direct costs
Type of entry	Single instrument

Short description	This instrument is targeted at private sector companies to improve the working conditions for employees older than 45. A subsidy can be obtained for buying specific equipment or for participating in training aimed at improving working conditions. The training can be focused on using new ergonomic machines and equipment, acquiring additional skills for a new function, reducing psychological stress, ergonomic training, etc. Between 50% and 70% of training costs can be reimbursed (with a maximum of EUR 30 000 per project per year). There is no preferential treatment. The same applicant can use the scheme once in each calendar year.
Short description of the related instruments	Not applicable

Level of operation	Regional
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Wallonia
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument

Legal basis	Law of 5 septembre 2001 visant à améliorer le taux d'emploi des travailleurs Changed by Law of 27 DECEMBRE 2004. - Loi-programme (a.o. to get its current name)
Objective(s) and target(s)	The main objective is to improve working conditions for 45+
Year of implementation	2016
Operation/management	FOREM (Public Service for Employment and Vocational Training in Wallonia) provides the funding and is the main government body involved in the management of the instrument. This grant is targeted at private sector firms to improve the working conditions for employees older than 45. A subsidy can be obtained for buying specific equipment or for participating in training aimed at improving working conditions. The training part could for example focus on using new ergonomic machines and equipment, acquiring additional skills for a new function, reducing psychological stress, ergonomic training, etc. Between 50% and 70% of training costs can be reimbursed (with a maximum of 30.000 per project per year)
Eligible group(s)	Eligible individuals are employees older than 45 in private sector companies, located in the region of Wallonia.
Group(s) with preferential treatment	No preferential treatment
Education and training eligible	The type of education eligible refers to training to improve working conditions. The training part could for example focus on using new ergonomic machines and equipment, acquiring additional skills for a new function, reducing psychological stress, ergonomic training, etc.
Source of financing and collection mechanism	FOREM (Public Service for Employment and Vocational Training in Wallonia) provides the funding and is the main government body involved in the management of the instrument.
Financing formula and allocation mechanisms	Between 50% and 70% of training costs can be reimbursed (with a maximum of EUR 30 000 per project per year). If firms have completed a validated questionnaire on the work faculties and / or completed a validated diagnosis on this, the subsidy is 70%. If not: 50%. The funding is transferred for reimbursing the costs, and the payment is made in 3 installments: 30%-30%-40%. The principle of disbursement is first come, first served. The grant can be used once in each calendar year.
Eligible costs	Training costs to improve working conditions of 45+ employees
Volumes of funding	Not available
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	FOREM, Public Service for Employment and Vocational Training in Wallonia.

Recent changes	Recent changes in response to COVID-19 No changes
Sources	https://www.leforem.be/entreprises/aides-financieres-fonds-experience-p...