

Flexible, low-threshold and shorter training pathway (Project Anlehre+)

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 BELGIUM-DE

Timeline

2022 Design

2023 Legislative process

2024 Implementation

2025 Implementation

ID number 43857

Background

Despite the efforts made by the Vocational integration through support in dual training project (BIDA, *Berufliche Integration durch Begleitung in der dualen Ausbildung*), certain young people do still not succeed in their entry to the regular dual vocational education and training (VET) system.

Objectives

The main goal of Anlehre+ is to offer more flexible and shorter low-threshold training pathways that allow people with (multiple) placement barriers to stay in the VET system and thus increase their chances of obtaining a training qualification.

Description

In 2022, the Centre for Education and Training (ZAWM) in Eupen submitted an application for the project Anlehre+, to be financed by the European Social Fund (ESF). This project aims to develop and implement flexible, low-threshold and shorter training pathways, for young people with a higher need for care targeting also migrants (including refugees) and learners with disabilities.

The project teaches apprentices fundamental core competencies in vocational skills, language, general knowledge, and job-relevant social abilities. The goal is to ensure that young people are well-prepared for their placement in the training company after completing this apprenticeship. At the end of this training year, graduates receive a competence portfolio detailing the skills they have acquired.

Concrete objectives of the Anlehre+ project are the development and implementation of:

- (a) the individualisation of support and guidance for youths and young adults with (multiple) placement obstacles;
- (b) flexible, low-threshold and shorter training pathways based on the content of existing apprenticeship programmes, with a particular focus on practical in-company training, to support the integration of the participants into the labour market;
- (c) targeted language training offer for youths and young adults with a migration

- background;
(d) the flexibilisation of transition opportunities.

Participation in the project Anlehre+ is voluntary in the sense that a young person must be willing to take up the offer. Prior participation in the BIDA project, with positive development in professional competences and approval of the admission committee, are required.

2022 Design

In 2022, the objectives and actions of the project Anlehre+ were defined and an application was submitted to receive ESF funding.

2023 Legislative process

In 2023 *Anlehre+* progressed with concrete legislative and structural frameworks, prioritising individual support, practical in-company training, language assistance, and eased transitions into further education. In September 2023, the first apprentice successfully enrolled in the *Anlehre+* programme for the 2023-24 academic year. The participant received a personalised skills profile and a support plan, developed collaboratively with the company, the subject coordinator, the support teacher, and the project manager. These were reviewed and adjusted regularly. The timetable was tailored to his needs, attending the general education classes of the Anlehre programme as well as the vocational classes in gardening and landscaping.

2024 Implementation

In 2024, the first Anlehre+ apprentice received his certification in the form of a portfolio of competences (*Kompetenzportfolio*).

In September 2024, another participant began the Anlehre+ programme for the 2024-25 academic year. She followed a timetable tailored to her needs, attending the general education classes of the Anlehre programme as well as the vocational classes in professional cooking.

2025 Implementation

In 2025, the project Anlehre+ is ongoing and the participating Anlehre+ apprentice received her certification in the form of a portfolio of competences (*Kompetenzportfolio*).

Bodies responsible

- Centre for Education and Training (ZAWM)

Target group

Learners

Young people (15-29 years old)
Learners with migrant background, including refugees
Learners at risk of early leaving or/and early leavers
Learners with disabilities
Adult learners

Thematic categories

Modernising VET offer and delivery

Acquiring key competences

Supporting lifelong learning culture and increasing participation

Lifelong guidance

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET

Further reading

[BIDA - Anlehre+](#)

[ZAWM 2023 Annual Report](#)

[ZAWM 2024 Annual Report](#)

Related policy developments

2020 Completed

Supporting learners in accessing and completing apprenticeship (BIDA projects)

On 1 January 2016, the Centre for Education and Training (ZAWM) in Eupen set up the 2-year ESF project Vocational integration through training guidance in dual education (BIDA) for the German-speaking community.

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Type of development

Practical
measure/Initiative

Subsystem

IVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/43857>

