

Part-time vocational secondary education

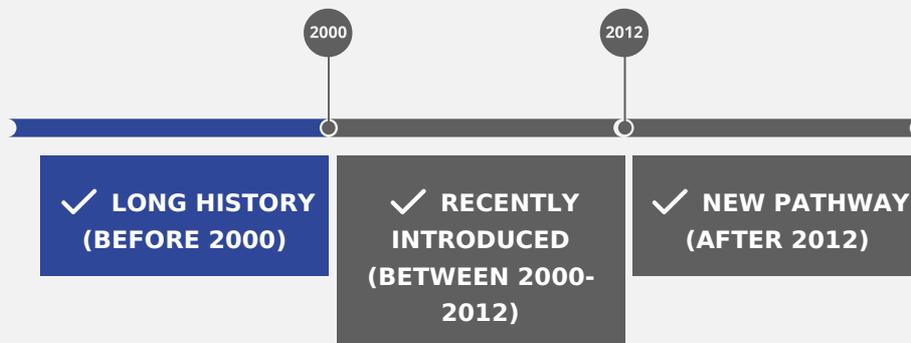
Deeltijdsberoeps Secundaironderwijs

 Belgium-FL

Reference year 2019

① SCHEME HISTORY

Q1. When was the scheme introduced?



This scheme was introduced in 1984, written into a decree in 1990 and refined in 2008.

Q2. How did the apprenticeship scheme originate?





✓ OTHER

While combining work placements in companies with school-based learning has a long tradition, sub-schemes in which work experience is acquired through public training services are recent developments aimed at providing youth with more opportunities on the labour market.

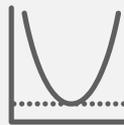
The goal of a part-time vocational pathway was twofold at the time of conception: first, it offered students a track in which they could obtain a working-experience, allowing them to enter the labor market with more (relevant) skills. The second goal was aimed at students who were disengaged from fulltime education and were -often- at risk to become an early school leaver. Nowadays, part-time vocational education shares the same goals as dual learning.

② BENEFICIARIES

Q3. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



✓ MINIMUM AND
MAXIMUM AGE
LIMITS DEFINED



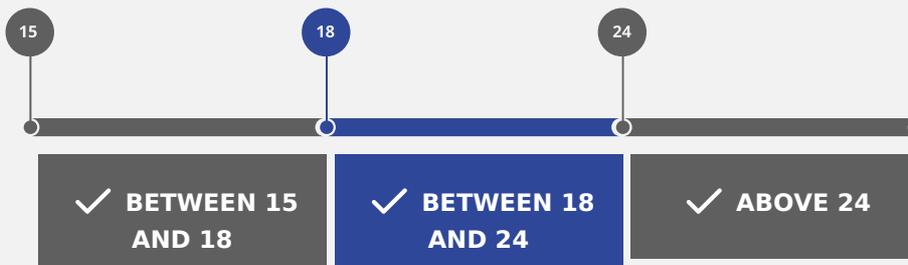
✓ MINIMUM AGE
LIMITS DEFINED
ONLY



✓ OTHER

The scheme is available for young people between the age of 15 and 25.

Q4. What is the average age of learners in practice?



Approximately, only 25% of pupils is younger than 18 years old (Source: Syntra Flanders)

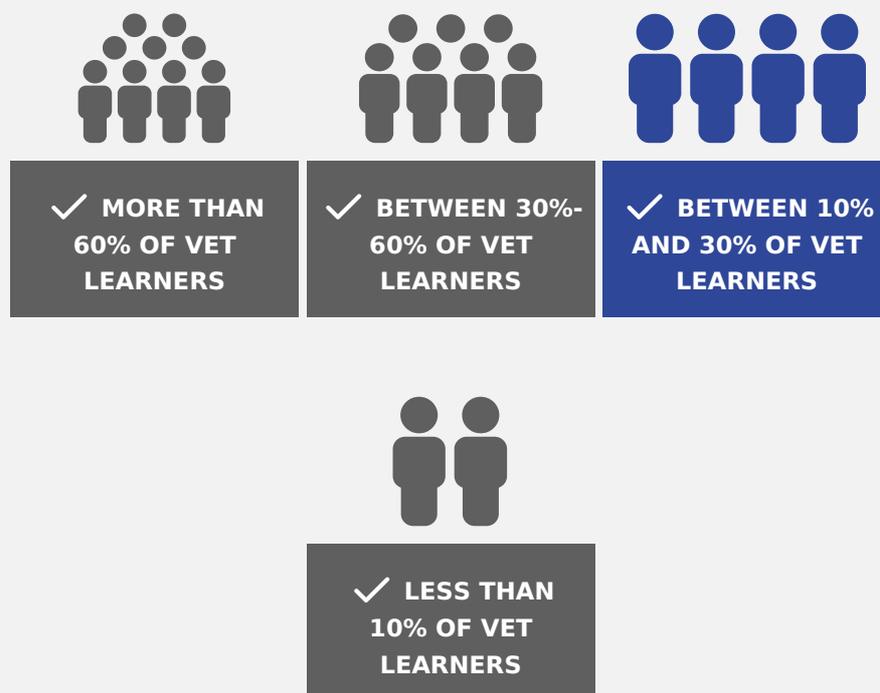
Q5. How many learners are enrolled in this scheme?

- 2017-2018: 8,980
- 2018-2019: 8,854
- 2019-2020: 8,773

Source: Education statistics of the Flemish Government[1]

[1] <http://www.vlaanderen.be/nl/publicaties/detail/vlaams-onderwijs-in-cijfe...>

Q6. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s)?



- 2017-2018: 8.980 in part-time vocational secondary education
- 2017-2018: 69.967 in second and third grade of vocational education

Share: 12,8%

Source: Education statistics of the Flemish Government[1]

[1] <http://www.vlaanderen.be/nl/publicaties/detail/vlaams-onderwijs-in-cijfe...>

3 QUALIFICATIONS

Q7. Are the qualifications included in the National Qualification Framework (NQF)?



✓ YES

✓ NO

✓ THERE IS NO NQF

Programmes combining learning with working are at level 2, 3 and 4 of the Flemish Qualifications Structure (linked to the EQF)[1]

[1] <http://www.vlaamsekwalficatiestructuur.be/wat-is-vks/kwalificatienivea...>

Q8. Is the scheme included in the ISCED 2011 mapping?



✓ YES

✓ NO

ISCED level 2 and 3

Q9. Are the qualifications offered only through apprenticeships?



✓ QUALIFICATIONS CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME

✓ THE SAME QUALIFICATIONS CAN BE ACHIEVED ALSO THROUGH OTHER SCHEMES (I.E. SCHOOL-BASED VET)

Q10. Which is the type of qualification obtained through the apprenticeship scheme?



The following educational qualifications can be obtained (each associated to different duration of the programme):

- Certificate at EQF-level 2
- Certificate at EQF-level 3
- Diploma of upper-secondary education (EQF 4)

[1] <http://onderwijs.vlaanderen.be/nl/diploma-en-studiebewijzen-het-deeltijd...>

Q11. Does the scheme provide direct access to higher education?



Access to higher education is only possible if a student obtained the diploma of secondary education.

Q12. What is the typical duration of the apprenticeship programme?

The duration is flexible and can span from a few months to several years, based on the progress of the apprentice.

4 GOVERNANCE

Q13. Is there any organization at the national level with roles in co-ordinating the scheme?



The Flemish Partnership Dual learning (Vlaams Partnerschap Duaal Leren) is a council with representatives of employers and employees, educational institutions, other providers of dual learning (training centres for entrepreneurial training, 'Syntra'), the Regional public employment agency (VDAB), Department of Work, Department of education, SYNTRA Vlaanderen. This council provides advice concerning apprenticeships and related topics to the Ministers of Work and Education and develops a common vision on "apprenticeships", including the part-time vocational education scheme. The Flemish Partnership Dual Learning has several legal authorizations:

- 1 ° the accreditation or cancellation of the accreditation of an enterprise;
- 2 ° the exclusion of an enterprise;
- 3 ° the monitoring of the implementation of the agreement of an alternation training with regard to training at the workplace;
- 4 ° drawing up an annual monitoring report on all apprenticeship schemes in Flanders;
- 5 ° taking the necessary actions to inform the companies about apprenticeships in Flanders;
- 6 ° supporting and mobilizing companies with a view to strengthen, both quantitatively and qualitatively, the supply of workplaces;
- 7 ° providing advice on all matters concerning the workplace component of apprenticeships.

Every educational provider retains their autonomy in the organization of Part-time vocational training. The agency of Entrepreneurial Training - Syntra Vlaanderen is responsible for the coordination of the in-company training of apprenticeship schemes in Flanders. The agency has to ensure the supply of qualitative workplaces for pupils in apprenticeships, in collaboration with different stakeholders.

Q14. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?





✓ NO ROLE

Professional sectoral organisations are involved in the development of 'professional qualifications', on which education based its training programmes.

Q15. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?



✓ ROLE IN FINAL ASSESSMENT OF APPRENTICES



✓ ROLE IN ACCREDITATION OF COMPANIES



✓ ROLE IN MONITORING OF THE IN-COMPANY TRAINING



✓ OTHER



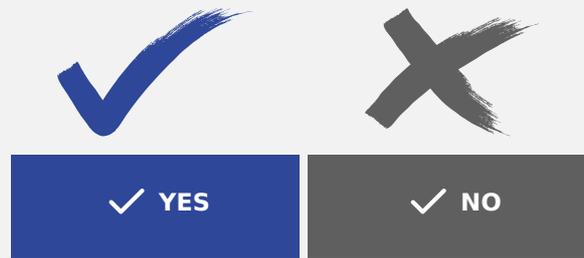
✓ NO ROLE

For all three schemes The Flemish Partnership of Dual learning (Het Vlaams Partnerschap Duaal Leren) has a set of powers and responsibilities concerning the implementation of the apprenticeship scheme. It delegates a number of these authorities to sectoral partnerships (Sectorale Partnerschappen). The set of authorities delegated to the sectoral partnerships depends on the sectoral council and is stipulated in a contract between the sectoral partnership and the Flemish council of dual learning. In case the sector or enterprise is not part of one of the 16 sectoral partnerships, the Flemish partnership of dual learning will take up the responsibilities. The different roles/responsibilities are:

- inform sectors, companies (and schools)
- mobilize sectors, companies (and schools)
- accreditation of companies (including termination and exclusion)
- monitor in-company training (contracts, mentors, quality in general)
- give advise on matters concerning apprenticeships and dual learning and provide yearly monitoring report (Flemish Partnership only)

5 TRAINING AT THE WORKPLACE

Q17. Is it compulsory to alternate training between two learning venues (school and company)?

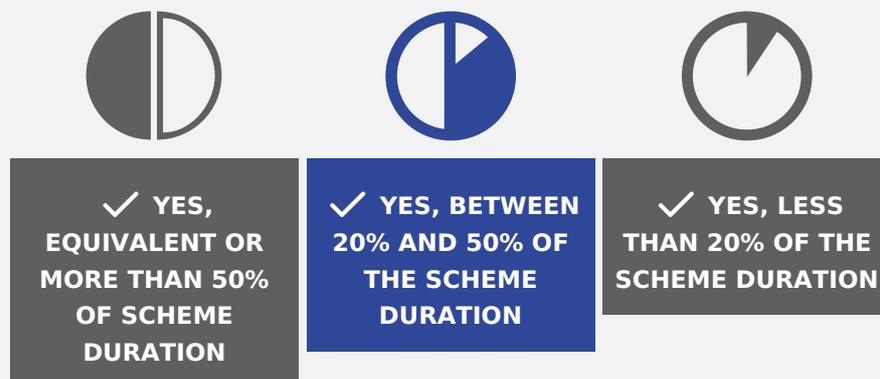


In company training is one option to fulfil the work component requirement of the scheme (see other options further below). Next to workplace experience, there are some other alternatives that are also recognized as 'workplace experience' by the decree:

- Enroll in a pre-apprenticeship program;
- Volunteer work;
- Following of additional training and courses that are aimed at increasing the employability;
- Carrying out work in the framework of cultural, social or sports activities through an agency which is recognised by the government.

[1] <http://www.vlaanderen.be/nl/onderwijs-en-wetenschap/onderwijsaanbod/deel...>

Q18. Is the in-company training defined as minimum share of the apprenticeship scheme duration?





✓ NO, NO
MINIMUM SHARE IS
COMPULSORY

Regulations provided in the decree foresee less than 50%, of time in a company, but in reality, this time is more, i.e. 3 days a week at the company.

Minimum 13 hours (almost 50% time) are to be spent in in-company training every week (article 6 of the 2008 decree on learning and working).

15 hours per week (2 days) are to be spent in part time secondary VET schools (article 27 of the 2008 decree on learning and working)

Q19. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?



✓ YES, THE
LEGAL FRAMEWORK
MAKES THIS
DISTINCTION

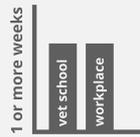


✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

Q20. What is the form of alternation of training between workplace (company) and school?



✓ **EVERY WEEK INCLUDES BOTH VENUES**



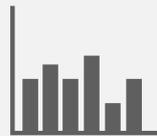
✓ **ONE OR MORE WEEKS (LESS THAN 1 MONTH) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE WEEKS AT WORKPLACE**



✓ **ONE OR MORE MONTHS (LESS THAN 1 YEAR) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE MONTHS AT WORKPLACE**



✓ **A LONGER PERIOD (1-2 YEARS) SPENT AT SCHOOL FOLLOWED BY A LONGER PERIOD SPENT TRAINING AT WORKPLACE**



✓ **VARIOUS - DEPENDS ON AGREEMENTS BETWEEN THE SCHOOL AND THE COMPANY**



✓ **OTHER**



✓ **NOT SPECIFIED**

The standard form of alternation is 2 days in school and 3 days at the workplace.

Q21. What is the basis for the training offered?



✓ THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME



✓ THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME



✓ THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)



✓ OTHER

The theoretical part, leading to a diploma, is identical to other VET-programmes (with in-company training).

There is a specific curriculum for the courses in part-time vocational education concerning the practical training. This curriculum is based on sectoral needs but is considered as outdated. Instead of renewing this curriculum, a shift towards the dual learning scheme will be made by 2026 (see Q5 in the country fiche). As a result the part-time vocational education scheme will be eliminated.

Q22. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



✓ YES, THE TRAINING PLAN IS BASED ON THE NATIONAL/SECTORAL REQUIREMENTS FOR THE IN-COMPANY TRAINING



✓ YES, THE TRAINING PLAN IS AGREED AT THE LEVEL OF SCHOOL AND COMPANY



✓ NO, IS NOT REQUIRED FORMALLY

Q23. What are the requirements on companies to provide placements, as per regulation?



Employers should have an accreditation in order to provide in-company training in a dual learning system.

In order to obtain this accreditation, the company:

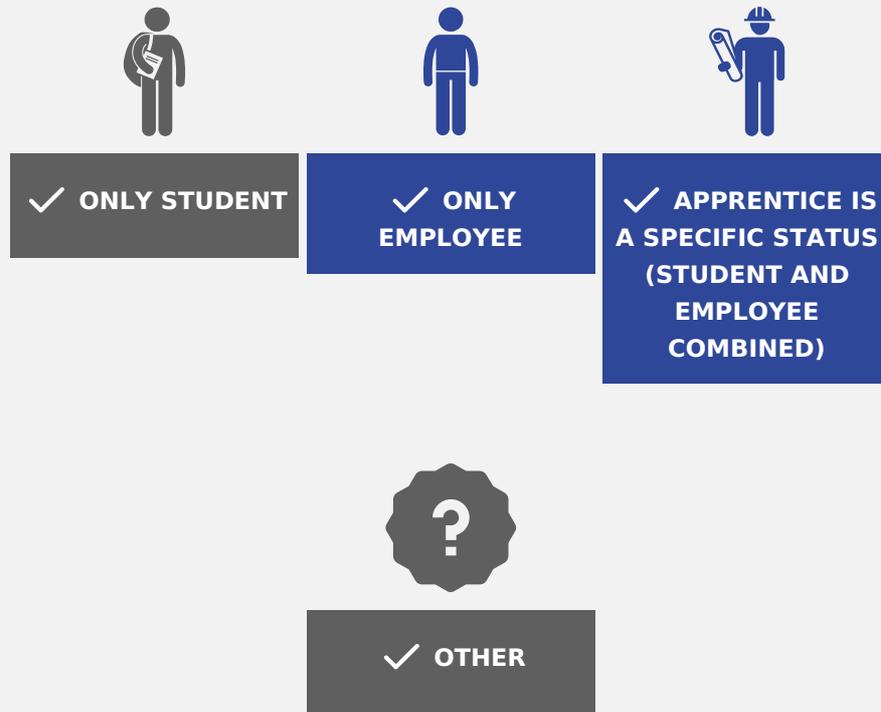
- Should appoint a supervisor/tutor on the workplace that is of impeccable behaviour, is at least 25 years of age and has at least 5 years of experience in the profession. (as an exception, the supervisor can be at least 23 years of age). This tutor should follow a specialised tutor training.
- Should comply to the standards of equipment and company organisation in order to provide a training according to the training programme.
- Should have a proficient financial basis in order to guarantee the continuity of the company
- Did not face any criminal convictions

Q25. Are there any sanctions on companies that do not provide training to apprentices at the workplace?



⑥ CONTRACT AND COMPENSATION

Q26. What is the status of the learner?



In the part-time vocational scheme in Flanders, we use 2 different types of contract, each with their own status.

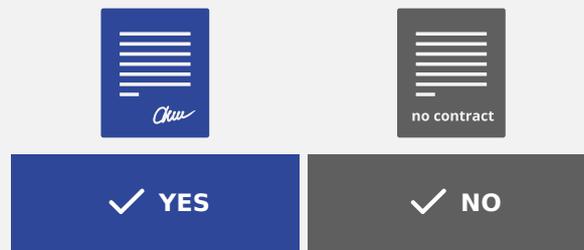
Most of the apprentices use a 'alternation training contract', and have the status of 'alternating pupil' (apprentice). According to social security-regulations the apprentice is equated with regular employees. Therefore, apprentices also builds up social security rights. Due to the used contract, apprentices are covered on several fronts: paid leave, an illness- and invalidity-allowance, unemployment allowance, accidents at the workplace and professional illness. From the year in which they become 19 years old, they also build up rights linked to retirement and medical benefits.

In the context of the second possible contract, the ordinary part-time employment contract, apprentices have the same status as a regular employee and build up the same social security rights.

<https://www.socialsecurity.be/employer/instructions/dmfa/nl/latest/inst...>

[1] http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&c...

Q27. Is there any written arrangement between the learner and company, required as per regulation?



Yes, an Alternation training contract:

- Start and end date of the contract, subject of the contract
- Details of the employer and supervisor
- Details of the apprentice
- Details of the provider of the programme(school) and the apprentice counsellor (address, time, etc.)
- The allowance
- Schedule of in company learning and school based learning
- Rights and Duties of both parties
- The training programme
- Specific regulations of the company

In a Part-time labour contract, the aspects are mentioned that are asked by the Belgian federal law.

[1] <http://abvjongeren.be/art/pid/15217/Deeltijds-leren-en-werken-voor-18-j...>

Q28. What is the nature of the written arrangement?



There are 2 types of contracts for in-company training[1], which are:

- an Alternation training contract, apprentices spend at least 20h a week on average during a year.
- a part-time labour contract, apprentices spend less than 20h a week on average during a year.

For certain courses, in-company training may be from 10h a week on average during a year.

Q29. Where is the contract or the formal agreement registered?





✓ AT THE
MINISTRY OF
EDUCATION



✓ OTHER

The contracts are checked and registered with the Flemish Partnership for dual learning.

Q30. Do apprentices receive a wage or allowance?



✓ YES, ALL
APPRENTICES
RECEIVE A WAGE
(TAXABLE INCOME)



✓ YES, ALL
APPRENTICES
RECEIVE AN
ALLOWANCE (NOT
A FORM OF
TAXABLE INCOME)



✓ APPRENTICES
RECEIVE A
REIMBURSEMENT
OF EXPENSES



✓ NO FORM OF
COMPENSATION IS
FORESEEN BY LAW

Depending on the contract that is used there is an allowance or a salary.

- Alternation training contract: allowance
- Ordinary part-time employment contract: salary

[1] <http://www.syntravlaanderen.be/leren-en-werken/industrieel-leerwezen/fin...>

Q31. How is the apprentice wage (taxable income) set?



✓ BY LAW
(APPLYING FOR ALL)



✓ BY CROSS-
SECTORAL
COLLECTIVE
AGREEMENTS AT
NATIONAL OR
LOCAL LEVEL



✓ BY SECTORAL
COLLECTIVE
AGREEMENTS AT
NATIONAL OR
LOCAL LEVEL



✓ BY FIRM-LEVEL
COLLECTIVE
AGREEMENTS OR
INDIVIDUAL
AGREEMENTS
BETWEEN
APPRENTICE AND
COMPANY



✓ OTHER

Only for the ordinary part-time employment contracts the wage is set based on sectoral collective agreements. For the alternation training contract it is set by law (Flanders)

⑦ FINANCING AND INCENTIVES

Q32. Who covers the cost of the wage or allowance of the apprentice?



✓ EMPLOYERS



✓ STATE



✓ OTHER

Q33. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE EMPLOYERS HOSTING APPRENTICES



✓ TRAINING FUNDS



✓ STATE



✓ OTHER

Costs for in-company training (for those acquiring work experience in companies, not as part of training projects provided by public training services) are covered by companies hosting apprentices. Tax reductions and subsidies are available for companies engaged in this scheme through sectoral funds as described in question 13 below. Companies can apply for subsidies and get tax reductions also for direct costs of the in-company training part of the scheme.

Q34. Are there any financial incentives for companies that offer apprenticeship places?



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

Specific social security contribution reductions apply to mentors/supervisors of apprentices (besides the companies that are located in the Brussels Capital Region).

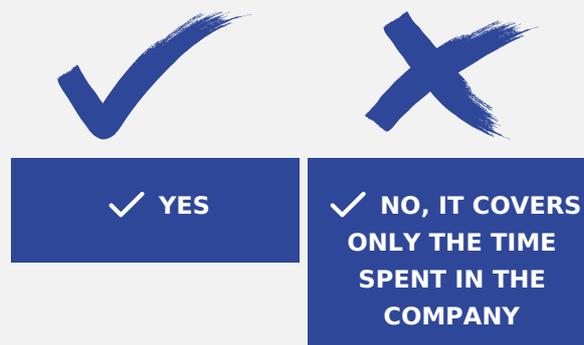
Workplace learning bonus (Stagebonus) is available for employers that provide in-company training within the part-time vocational education scheme with an Alternation Training Contract or an ordinary part-time employment contract and are located in Flanders. Employers receive 500 EUR annually in the first and second year of the programme and 750 EUR in the third year.

The company's profit for tax purposes may be reduced by 20% of the salary costs of the apprentice.

Other incentives may be available at the regional level and from sector funds

Source: <http://www.werk.belgie.be/defaultTab.aspx?id=8440>

Q35. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?



The alternation training contract is a fulltime contract and is applicable to the full training period, on the school based component and on the in-company component. The allowance paid in the alternation training contract accounts for both the share at school and at the company. There is no difference in calculation between school and company days; each day represents the same share of the allowance.

In case of an ordinary part-time employment contract, this covers only the time in the company

Q36. Are there any incentives for learners?





✓ YES, GUIDANCE
OR LEARNER
SUPPORT



✓ YES, OTHER
TYPES OF
INCENTIVES



✓ NO