

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Individuele Beroepsopleiding (IBO)
<b>Name of the instrument - English translation</b>	Individual apprenticeship
<b>Scheme ID</b>	23
<b>Country</b>	 Belgium
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Grant for companies
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Companies willing to hire specific groups of people (such as the unemployed, handicapped persons or persons with insufficient knowledge of Dutch, who then receive language training) may receive public contributions to the costs of their training. The employer develops a training plan for each person. In addition, the person may follow external training which is related to the job the person is aiming at. The share of co-funding and the maximum amount are variable, depending on the job and the minimum wage.
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	Regional
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	Flanders
<b>Name of the sector (for sectoral instruments)</b>	nap
<b>Relevance</b>	Key scheme
<b>Legal basis</b>	Decision of Flemish Government of 5 June 2009.
<b>Objective(s) and target(s)</b>	The IBO is an instrument to help unemployed acquire the skills necessary to get back into employment. Employers

	<p>can agree to provide training to unemployed persons with the aim of giving them a standard contract after this 1-6 months period. In exchange, the PES pays social security and part of the salary costs.</p> <p>Target for 2013: 15 500 individuals supported.</p>
<b>Year of implementation</b>	2009
<b>Operation/management</b>	Public Employment Service (PES) Flanders: VDAB
<b>Eligible group(s)</b>	Unemployed persons, handicapped persons, people with an insufficient knowledge of Dutch, who may then receive language training during the training period.
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	The employer develops a training plan for each person. In addition, the person may follow external training which is related to the job the IBO is targeting.
<b>Source of financing and collection mechanism</b>	State (Ministry of Labour) matching: company
<b>Financing formula and allocation mechanisms</b>	<p>VDAB (Flemish PES) pays social security and makes a contribution to the salary (9,60 per day). The employer pays the difference between the VDAB contribution to the salary and the minimum salary for the particular job as a productivity premium. The productivity premium is limited to 75% in the first week and then rises by 5% each week until 100% is reached.</p> <p>Allocation: Those companies are funded that meet the pre-determined (through top-down procedures) criteria best.</p>
<b>Eligible costs</b>	Fees
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	Data on the number of enterprises are not available. In 2013, 13 010 individuals were funded by the scheme.
<b>Organisation responsible for monitoring/evaluation</b>	VDAB (Flemish PES).
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="http://www.vdab.be/werkgevers/ibo">http://www.vdab.be/werkgevers/ibo</a>
<b>Sources</b>	<p>Website of VDAB: <a href="http://www.vdab.be/werkgevers/ibo">http://www.vdab.be/werkgevers/ibo</a></p> <p>Decision of the Flemish Government to establish IBO: <a href="http://www.ejustice.just.fgov.be/cgi_loi/loi_a1.pl?language=nl&amp;la=N&amp;cn=...">http://www.ejustice.just.fgov.be/cgi_loi/loi_a1.pl?language=nl&amp;la=N&amp;cn=...</a></p> <p>VDAB annual review 2013:</p>

