


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Kvalifikační dohoda - uhrazení nákladů
<b>Name of the instrument - English translation</b>	Payback clause
<b>Scheme ID</b>	248
<b>Country</b>	 Czechia
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Payback clause
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Employer and employee may conclude a qualification agreement that includes the employer's commitment to enable and pay for the employee qualification improving/upgrading and the employee's obligation to remain in employment with this employer for an agreed period, though for no longer than 5 years, or to reimburse the employer the costs of this qualification upgrading. Payback clause applies when training costs exceed CZK 75 000.
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	National
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	nap
<b>Name of the sector (for sectoral instruments)</b>	nap
<b>Relevance</b>	Marginal scheme
<b>Legal basis</b>	Act 262/2006 (Labour Code)
<b>Year of implementation</b>	2006
<b>Operation/management</b>	Elementary regulation in Active Employment Policy

	legislation
<b>Eligible group(s)</b>	Employers, employees
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	Employee's qualification improving and/or qualification upgrading
<b>Source of financing and collection mechanism</b>	Employer, employee
<b>Financing formula and allocation mechanisms</b>	Payback clause applies when training costs exceed CZK 75 000.
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	na
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	na
<b>Sources</b>	Act 262/2006 (Labour Code)