


## Financing adult learning database

<b>Name of the instrument - Local language</b>	Verlof voor scholing
<b>Name of the instrument - English translation</b>	Training leave
<b>Scheme ID</b>	167
<b>Country</b>	 Netherlands
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Training leave
<b>Type of entry</b>	Group of instruments
<b>Short description</b>	nap
<b>Short description of the related instruments</b>	<p>Arrangements for training (including training leave) are often made in the context of collective agreements in each industry sector and are valid for a specified time, usually 1 or 2 years. Collective agreements may describe the kind of courses employers finance and their share of costs, depending on the scope of training. They typically state that training in the interest of and requested by the employer should take place in paid working time. Various agreements specify an employee's right for a number of days of paid training leave for training purposes related to his/her occupation, yet, not requested by the employer. There is no comprehensive overview on regulations on (paid or unpaid) training leave in the roughly 200 sectoral collective agreements and roughly 800 company specific agreements in the Netherlands.</p>
<b>Level of operation</b>	Sectoral
<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>	Various
<b>Relevance</b>	Marginal scheme

<b>Legal basis</b>	Collective agreement at sectoral level
<b>Operation/management</b>	Depends on the collective agreement
<b>Eligible group(s)</b>	Depends on the collective agreement
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	Eligible training depends on the collective agreement (from general education and training to job-related education and training): distinction between training for current work tasks, for future work tasks, and for maintaining and enhancing employability.
<b>Source of financing and collection mechanism</b>	Employer, employee
<b>Financing formula and allocation mechanisms</b>	<p>Depends on the collective agreement.</p> <p>Example 1: ICT education and training for (possible) future work tasks in the company. Employer covers all tuition fees, enrolment fees and administration costs as well as 50% of necessary books and other materials, and the study takes place during working hours as much as possible.</p> <p>Example 2: WOS CAO Employer covers 100% of costs (tuition fees, books, exam fees, travel costs) and full time compensation for education and training and the preparation of exams. For education and training which is seen as useful, but not necessary for carrying out current or future work tasks, the collective agreement recommends the employer to cover 100% of the study costs and to agree on time compensation. No cost-sharing is foreseen for education and training followed in the framework of employees' hobbies.</p>
<b>Eligible costs</b>	Depends on the collective agreement
<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>	<p>Ministry of Social Affairs and Employment, Sustainable Work Readiness, 204:  <a href="http://cao.minszw.nl/pdf/174/2015/174_2015_13_234857.pdf">http://cao.minszw.nl/pdf/174/2015/174_2015_13_234857.pdf</a></p>

