

Scheme name	Dual training
Country	Belgium-FR
Duration	3 years (maximum 6 years)
Apprentices remuneration - characteristics	<p>Type: wage, fixed amount per month</p> <p>Remuneration setting: centrally, by law, as a share of the minimum wage ('average guaranteed minimum monthly income')</p> <p>Coverage: on- and off-the job training</p> <p>Variation: by apprenticeship year</p>
Apprentices remuneration - amount	<p>Average regulated remuneration: EUR 380.23 per month (where minimum wage is EUR 1,562.59; 2017).</p> <p>The figure is an average of the regulated remuneration per each apprenticeship year:</p> <ul style="list-style-type: none"> - For an apprentice at level A: EUR 265.64 (gross)/month (17% of the minimum wage) - For an apprentice at level B: EUR 375.02 (gross)/month (24% of the minimum wage) - For an apprentice at level C: EUR 500.03 (gross)/month (32% of the minimum wage) <p>Level in PPS per month (average): 349.48; per year (average): 4,193.71</p> <p>Level in PPS per hour (average): 4.24</p> <p>Share of national minimum wage: by law, 17% for the 1st year, 24% for the 2nd year, 32% for the 3rd year</p> <p>Remuneration (annual gross income) in 3 selected occupations (EUR):</p> <ul style="list-style-type: none"> hairdresser: 1st year: 2,996.40; 2nd: 3,995.16; 3rd: 5,193.72 motor mechanic: 1st year: 2,996.40; 2nd: 3,995.16; 3rd: 5,193.72 bricklayer: 1st year: 2,996.40; 2nd: 3,995.16; 3rd: 5,193.72
Time foreseen for on-the job-training	<p>More than 50% of the overall duration of apprenticeship</p> <p>Number of hours per year (minimum): 988</p> <p>The estimation is based on the legal requirement that (a) all training cannot exceed 38 hours per week, and (b) at least 50% of the training should be in the company (19 hours * 52 weeks)</p>
Apprentice social insurance	<p>There is cost for apprentices social insurance, but data are not available</p>
Financing on-the-job training	<p>Employers pay remuneration to the apprentices, however, they may benefit from tax deduction: 40% of the remuneration paid to an apprentice may be considered as work-related expense. Employers taking on apprentices may also benefit from reductions in social security contributions.</p>

	<p>There is also a grant for apprentices (Starting bonus - EUR 750 per year).</p>
Financing off-the-job training	<p>Companies participating in apprenticeships do not provide any additional support for the off-the-job training of their apprentices.</p> <p>No EU funds are used to support the off-the-job training.</p>
Financing of the scheme overall	<p>Total public financing: EUR 55,500,00 (2014).</p> <p>No EU funds are used.</p>
Illustration: sources of funding and financial flows	<pre> graph TD G[Government / State] --> SI[Schools and other training institutions] SI --> A[Apprentices / households] SI -.-> G G -.-> C[Private/ public employers] G -.-> A C --> A A -- "Remuneration (wages)" --> A G -.-> G G -.-> A G -.-> A </pre> <p>1. Tax incentive: Tax reduction 2. Grant for companies 3. Grant for individuals: Starting bonus</p>
Assessment of financing arrangements	<p>Since 2015, there is a single type of contract for apprenticeships in the French-speaking community (contrat d'alternance). More financial incentives for companies and apprentices are envisaged since 2016.</p>
Contextual information	<p>Statutory minimum wage: 1,531.93 per month (2016, S2; 2017, S1), 1562,59 per month (2017, S2)</p> <p>Average yearly working time (hours) for a full time job: 1,738.80</p>

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Starting bonus

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Grants for individuals

More on this apprenticeship scheme

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