




Scheme name	Part-time vocational secondary education
Country	 Belgium-FL
Duration	3 years standard length, up to 5 years depending on qualification
Apprentices remuneration - characteristics	Type: wage, fixed amount per month Remuneration setting: by collective labour agreements Coverage: on- and off-the job training Variation: by apprenticeship year
Apprentices remuneration - amount	<p>Average regulated remuneration: EUR 433.08 per month. The figure is an average of the regulated remuneration per each apprenticeship year: For an apprentice at level A : EUR 329.46 (gross)/month (22% of the minimum guaranteed income) For an apprentice at level B : EUR 439.28 (gross)/month (29% of the minimum guaranteed income) For an apprentice at level C : EUR 530.49 (gross)/month (35% of the minimum guaranteed income) Level in PPS per year (average): n/a Level in PPS per hour (average): n/a Share of national minimum wage: 22% for the 1st year, 29% for the 2nd year, 35% for the 3rd year Share of the average salary of worker:</p> <p>Remuneration (annual gross income) in 3 selected occupations (EUR): hairdresser: 1st year: 3,953.52 2nd: 5,271.36; 3rd: 6,365.88 motor mechanic: 1 1st year: 3,953.52 2nd: 5,271.36; 3rd: 6,365.88 bricklayer: 1st year: 3,953.52 2nd: 5,271.36; 3rd: 6,365.88</p>
Time foreseen for on-the job-training	More than 50% of the overall duration of apprenticeship Number of hours per year (minimum): 1,040 (20 hours per week).
Apprentice social insurance	There is cost for apprentices social insurance, but data are not available Rights: health, pension, unemployment, annual leave
Financing on-the-job training	Employers pay wages to the apprentices, however, wages are subsidised through a grant for companies (bonus stage, but data are not available). There is also a mechanism for a variable fiscal deduction up to 120% of wages (tax reduction) which depends on the overall financial results of each individual company and makes the overall estimation of the actual share of co-financing difficult.

	<p>Finally, there is a grant for apprentices (Starting bonus, EUR 500 for the 1st and 2nd year, EUR 750 for the 3rd year).</p> <p>Social insurance costs for apprentices are subsidised by the state (data not available).</p>
Financing of the scheme overall	Data are not available
Illustration: sources of funding and financial flows	<pre> graph TD Gov[Government / State] --> Solid Schools[Schools and other training institutions] Gov -.-> Dashed 1, 2 Employers[Private / public employers] Gov -.-> Dashed 3 Apprentices[Apprentices / households] Employers --> Solid Remuneration (wages) Apprentices </pre>
Assessment of financing arrangements	The combination of instruments for both learners and companies is considered as a strength in the financing of apprenticeships.
Contextual information	<p>Minimum guaranteed income: 1,531.93 per month</p> <p>Average yearly working time (hours) for a full time job: 1,738.80</p>

More on financing instruments for this scheme

<p>Starting bonus</p> <p> BELGIUM-FL</p> <p>Grants for individuals</p>	<p>Tax reduction</p> <p> BELGIUM-FL</p> <p>Tax incentives</p>
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More on this apprenticeship scheme

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