

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	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: 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
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 G[Government / State] --> SI[Schools and other training institutions] G --> PE[Private/ public employers] G --> AI[Apprentices / households] PE --> AI SI --> AI G -- "1. Tax incentive : tax reduction 2. Grant for companies" --> PE G -- "3. Grant for individuals: starting bonus" --> AI </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	Minimum guaranteed income: 1,531.93 per month Average yearly working time (hours) for a full time job: 1,738.80

More on financing instruments for this scheme

Starting bonus

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Grants for individuals

Tax reduction

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Tax incentives

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