

Name of the instrument in English	Subsidy regulation apprenticeships healthcare II
Country	 Netherlands
Type of instrument	Grants for companies

Level of operation	Sectoral
Part of the country where the instrument applies	nap
Region(s) in which the instrument applies	nap
Sector(s) in which the instrument applies	Healthcare sector
Legal basis	Subsidieregeling stageplaatsen zorg II
Objective(s) and target(s)	To create more apprenticeship places in the healthcare sector, so students can get their mandatory training, graduate and work in the health care sector.
Year of introduction	2008
Year of termination	2021
Governance (management, operation, monitoring and evaluation)	The Ministry of Health, Welfare and Sports and their management organization DUS-I are responsible for the overall management, monitoring and evaluation of the instrument as well as day-to-day operation. Cooperation Organisation for Vocational Education, Training and the Labour Market (SBB) is also involved in the management.
Eligible group(s)	Companies in the health sector (only certified learning companies) hiring apprentices in occupations for which labour market shortages exist.
Education and training eligible	The instrument only supports apprenticeship. It applies to EQF 1-5 levels.
Source of financing and collection mechanism	State
Financing formula and allocation mechanisms	A fixed proportion of the total subsidy amount is assigned to each qualification category (qualification categories are set based on labour market shortages). Within each category, there is a maximum amount that a company may receive for one apprenticeship placement. In case more applications for apprenticeship places are received, the amount per apprenticeship place decreases.

	Companies receive subsidy after completion of the placement (dropouts are paid for the time they spent in the company).
Eligible costs	Apprentice wages, cost of social insurance, wages of instructors/ mentors/ tutors/ in-company trainers, cost of materials/equipment, etc.
Volumes of funding	In 2016, the public funding amounted to EUR 112,000,000. No EU funds involved.
Beneficiaries/take up	In 2016, 5,232 companies benefited (the actual number is larger, as mother companies divide the subsidy among daughter companies). In 2015, around 6,500 companies were eligible (estimate by the expert from the Ministry).
Monitoring/evaluation reports available	Evaluatie Stagefonds zorg (2008-2015) Eindrapport
Monitoring/evaluation results	The evaluation report concludes that the number of apprenticeship places has increased by more than 70% since the start of the subsidy regulation (from 27,000 in the school year 2007/2008 to 47,000 in 2010/2011). The demand for apprenticeship placements exceeds the number of available apprenticeships. It is plausible the subsidy has contributed to the increase of the number of placements. Almost 50% of education professionals think the subsidy is effective, a little over 50% is neutral on this matter. There is no (clear) data available on the development of the quality of the placements, although most students are satisfied with their placement. The report concludes on efficiency that the administrative costs of the subsidy regulation are low: less than 1% of the total budget.
Recent or planned changes	New training qualifications were added to the scheme based on labour market shortages. The level of subsidy was differentiated depending on qualification category.
Sources	The Ministry of Health, Welfare and Sports and their management organization DUS-I., https://www.dus-i.nl/subsidies/s/stagefonds-zorg Evaluatie Stagefonds zorg (2008-2015) Eindrapport Internal figures of the Ministry, for the 2015-2016 school year.

Related apprenticeship schemes

