

<b>Name of the instrument in English</b>	<b>Learning Contribution for the Sectoral Training Funds for Metal Workers</b>
<b>Country</b>	 Netherlands
<b>Type of instrument</b>	Training funds

<b>Level of operation</b>	Sectoral
<b>Part of the country where the instrument applies</b>	nap
<b>Region(s) in which the instrument applies</b>	nap
<b>Sector(s) in which the instrument applies</b>	Metal sector
<b>Legal basis</b>	Collective agreement
<b>Objective(s) and target(s)</b>	To encourage influx of skilled workers and trainees
<b>Year of introduction</b>	1984
<b>Year of termination</b>	No foreseen end to the instrument (on-going)
<b>Governance (management, operation, monitoring and evaluation)</b>	<p>OOM (Opleiding, Ontwikkeling, Metaalbewerking) is responsible for the overall management, monitoring/evaluation of the instrument and day-to-day operation.</p> <p>All companies in the metal sector (13,500 in total) contribute to the sectoral training fund from which the 'leerwerkbijdrage', among other initiatives, is funded.</p>
<b>Eligible group(s)</b>	<p>Companies of the metal sector which are recognised/certified by SBB as learning company and provide apprenticeship places to students in a state recognised VET programme (part of the formal education) and with whom they have signed employment contract. Maximum 5 apprentices per company can be subsidised. The company can only ask for subsidy during the time the apprentice is subscribed to the VET programme.</p>
<b>Education and training eligible</b>	The 'Leerwerkbijdrage' initiative funds only apprenticeship. It applies to EQF 1-5 levels.
<b>Source of financing and collection mechanism</b>	Levy on companies. Based on collective agreement, companies in the metal sector are obliged to contribute 0,625% of their total payroll costs to the fund.

<b>Financing formula and allocation mechanisms</b>	<p>The maximum amount that a company may receive per year: EUR 4,000. Maximum 5 apprentices per company can be subsidised. The company can only ask for subsidy during the time the apprentice is subscribed to the VET programme.</p> <p>Funds are disbursed to all eligible applicants on a 'first-come, first-served basis'.</p>
<b>Eligible costs</b>	Various costs. This instrument is a general compensation and may cover different costs related to apprenticeship.
<b>Volumes of funding</b>	<p>In 2016, in relation to 'Leerwerkbijdrage' initiative some EUR 28,000 were collected and some EUR 14,000 disbursed (estimate by OOM representative).</p> <p>OOM receives EU funds in general, but not for this specific instrument. It is not possible to make an estimation of the amount of EU funding that is used for the instrument.</p>
<b>Beneficiaries/take up</b>	In 2016, some 13,500 companies contributed to the fund and some 2,200 benefited from 'Leerwerkbijdrage' initiative (estimates by OOM representative).
<b>Recent or planned changes</b>	Annually, the governing board of OOM decides about the package of instruments, the budget and the level of subsidy to the employer. In the previous years, OOM included additional financial support on top of the regular subsidy, e.g. a diploma bonus of EUR 1,000 that expired for the school year 2017/2018, as well as an extra support of EUR 2,000 that was discontinued after 2015, as well as the support for off-the job training (off-the job training is meant for apprentices at level 1 and 2 that are trained outside the employer, or for companies that could not provide on-the job training). Available documentation does not provide a clear reason why these additional incentives were abandoned. They were often implemented to provide extra motivation to hire apprentice or to ensure that apprentices will finalise their apprenticeship successfully.
<b>Sources</b>	OOM (Opleiding, Ontwikkeling, Metaalbewerking), <a href="http://www.oom.nl">www.oom.nl</a>

#### Related financing adult learning database instrument

### Training and development fund for metal processing sector

 Netherlands

Training fund

#### Related apprenticeship schemes

### Dual pathway

 NETHERLANDS

