

Apprenticeship

Lehre

 Belgium-DE

1 Target group

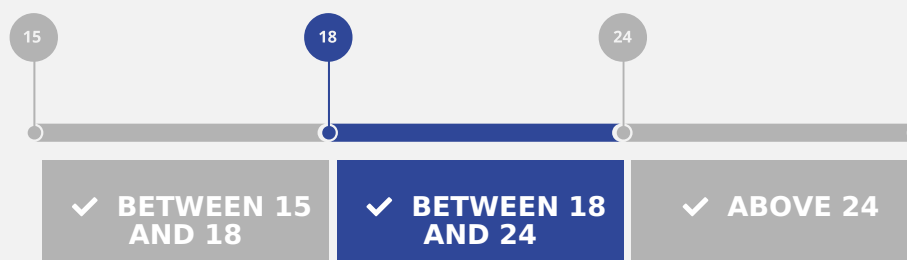
Q6. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



Minimum: 15 years old at the time of the apprenticeship start or by the time of the year.
Max: 29 years

Exceptions are possible under certain conditions (people receiving public subsidies, such as unemployment benefit, etc.): in such cases the minimum/maximum age can be 65

Q7. What is the average age of learners in practice?



Between 15 and 18 is the classical target group but the annual analysis of new apprenticeship contracts shows that the average age is slightly above 18 years.

Source: www.iawm.be

2 Overview of the scheme

Q8. Is the scheme included in the ISCED 2011 mapping?



✓ YES

✓ NO

Generally, on level 3-6, but many variations

Q9. Is there any organization at the national level with roles in co-ordinating the scheme?



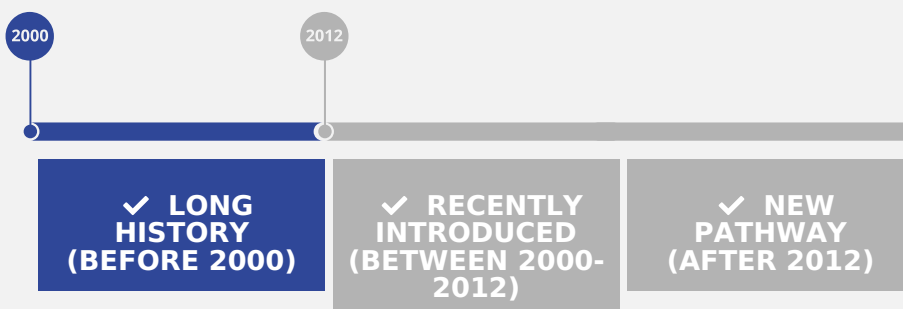
✓ YES

✓ NO

There are central level bodies, one for each training provider:

- IAWM for apprenticeship provided by vocational and educational training institutions
- Social partner organisations for industrial apprenticeship

Q10. When was the scheme introduced?



Apprenticeships are under the remit of competence of the German Speaking Community since 1991

Q11. How did the apprenticeship scheme originate?



✓ TRADITIONAL CRAFTSMANSHIP (MASTER-APPRENTICE RELATION) TO PREPARE APPRENTICES FOR THE OCCUPATION



✓ SCHOOL-BASED VET TRACK BY INCLUDING MORE WORK-BASED LEARNING TO SUPPLY SKILLED WORKFORCE TO MATCH LABOUR MARKET NEEDS



✓ EX-NOVO



✓ OTHER

Apprenticeship schemes have a very long tradition. Even before IAWM was created, it was possible to sign apprenticeship contracts. The earliest records date from the early 50ies.

Q12. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE EMPLOYERS HOSTING APPRENTICES



✓ SECTORAL FUNDS



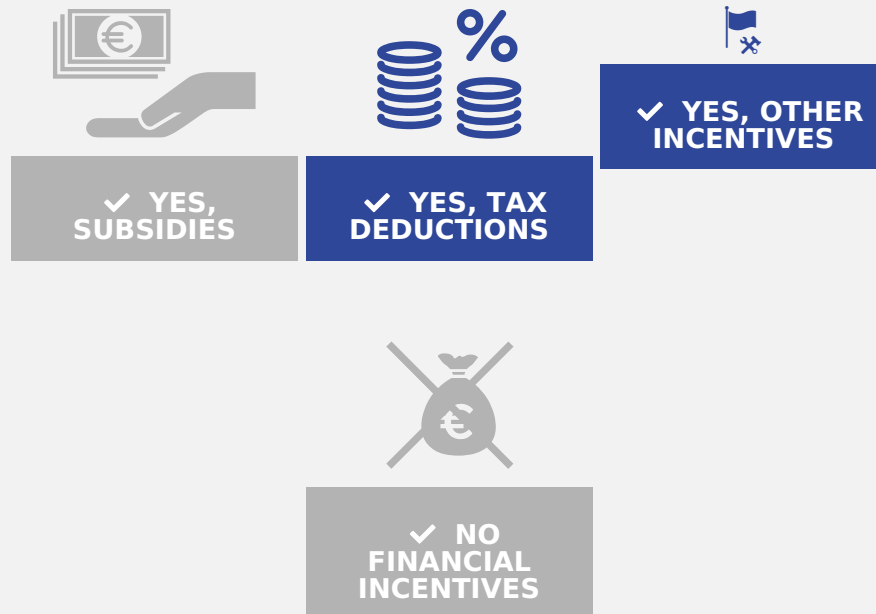
✓ STATE



✓ OTHER

The construction sector organisation pays an annual bonus to companies engaged in apprenticeship: 300€ for first year apprentices, 400€ for second year apprentices, 500€ for third year apprentices

Q13. Are there any financial incentives for companies that offer apprenticeship places?



Initially the federal entity offered a bonus for every successful apprentice and a reduction of social charges. This amounted to 500€ for first- and second-year apprentices, 750€ for third year apprentices, on condition that at the beginning of the apprenticeship, the apprentice is under the age of 18. The bonus system has been taken in charge of the German Speaking Community meanwhile.

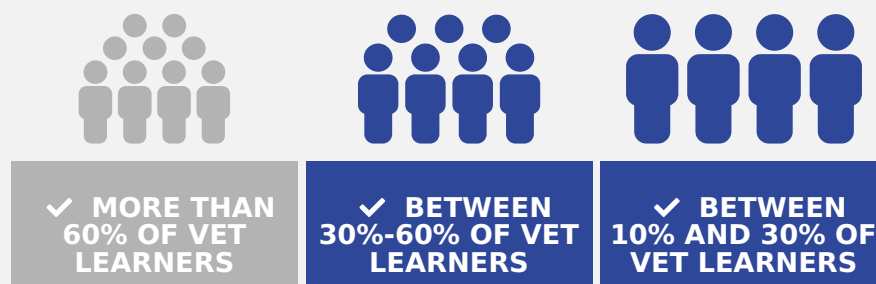
Besides, companies engaged in apprenticeships delivery benefit from a reduction of social charges amounting to 1750€ per year for every employee receiving training

Q14. How many learners are enrolled in this scheme?

More or less 500 apprentices currently in academic year 2019-2020. The level of activity was similar in the past years and no major changes have been registered.

Source: www.iawm.be

Q15. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s) as reported in Q3?





✓ LESS THAN
10% OF VET
LEARNERS

<https://www.ostbelgienbildung.be/PortalData/21/Resources/downloads/unte...>

Q16. Which is the type of qualification obtained through the apprenticeship scheme?



✓ FORMAL VET
QUALIFICATION
(WHICH DOES
NOT INDICATE
THE PATHWAY)



✓ FORMAL VET
QUALIFICATION
(WHICH
INDICATES THE
PATHWAY)



✓ FORMAL
APPRENTICESHIP
QUALIFICATION
(JOURNEYMAN,
ETC.)



✓ OTHERS

Official qualification "*Gesellenzeugnis*" which is an apprenticeship qualification, also considered as a formal VET qualification

Q17. Is the qualification included in the National Qualification Framework (NQF)?



✓ YES



NQF

✓ NO

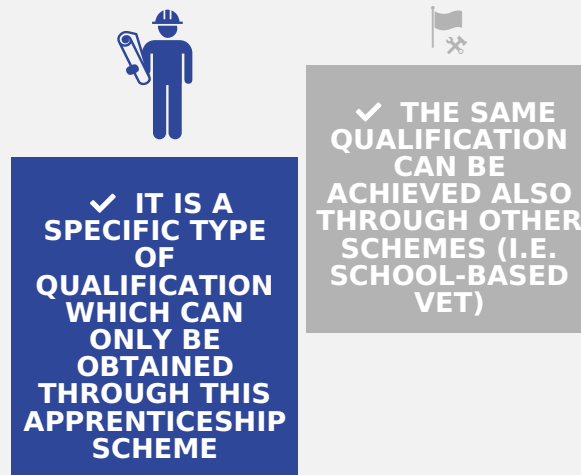


NQF

✓ THERE IS NO
NQF

Level 4

Q18. How does the qualification link to the scheme?



While school-based VET leads to school certificates, apprenticeship leads to a specific type of qualification which can only be obtained through this apprenticeship scheme.

Q19. Does the scheme provide direct access to higher education?



Access to higher education is possible throughout an additional course, specially arranged for apprentices

3 Programme

Q20. How is the scheme linked to a training programme?



✓ THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME



✓ THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME



✓ THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)



✓ OTHER

The apprenticeship programme is validated by the Government of the German Speaking Community

4 Duration

Q21. If the scheme is implemented via specific apprenticeship programme, what is its duration?

Apprenticeship programmes can't take different forms. They always have the same duration (3 years) and the same form of alternation. With just one exception: if apprentices have job-relevant pre-knowledge, as for example years of VET at school in the same job, then contracts might be signed for a shorter time but still will be end with the same certification (*Gesellenzeugnis*)

Q22. If the scheme is not implemented via specific apprenticeship programme, how is duration of apprenticeships defined in the regulation?



✓ IT IS DEFINED AS MINIMUM AND MAXIMUM SHARE OF A VET PROGRAMME



✓ IS DEFINED AS MINIMUM SHARE OF A VET PROGRAMME



✓ IS DEFINED AS MAXIMUM SHARE OF A VET PROGRAMME



✓ IS NOT
DEFINED BY
REGULATION

✓ OTHER

Q23. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?



✓ YES, THE
LEGAL
FRAMEWORK
MAKES THIS
DISTINCTION

✓ NO, THE
LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

Single companies themselves decide on that

5 Alternation of work-based (in-company) training and school-based training

Q24. Is it compulsory to alternate training between two learning venues (school and company)?



✓ YES

✓ NO

Q25. Is the in-company training defined as minimum share of the apprenticeship scheme duration?



✓ YES,
EQUIVALENT OR
MORE THAN 50%
OF SCHEME
DURATION



✓ YES,
BETWEEN 20%
AND 50% OF THE
SCHEME
DURATION



✓ YES, LESS
THAN 20% OF
THE SCHEME
DURATION



✓ NO, NO
MINIMUM SHARE
IS COMPULSORY

The law foresees that at least 24h in average per week (during one year) have to be spent at the workplace, i.e. the weekly average is calculated over one year. Apprentices' weeks last 38 hours and should include training in both venues

Q26. What is the form of alternation of training between workplace (company) and school?



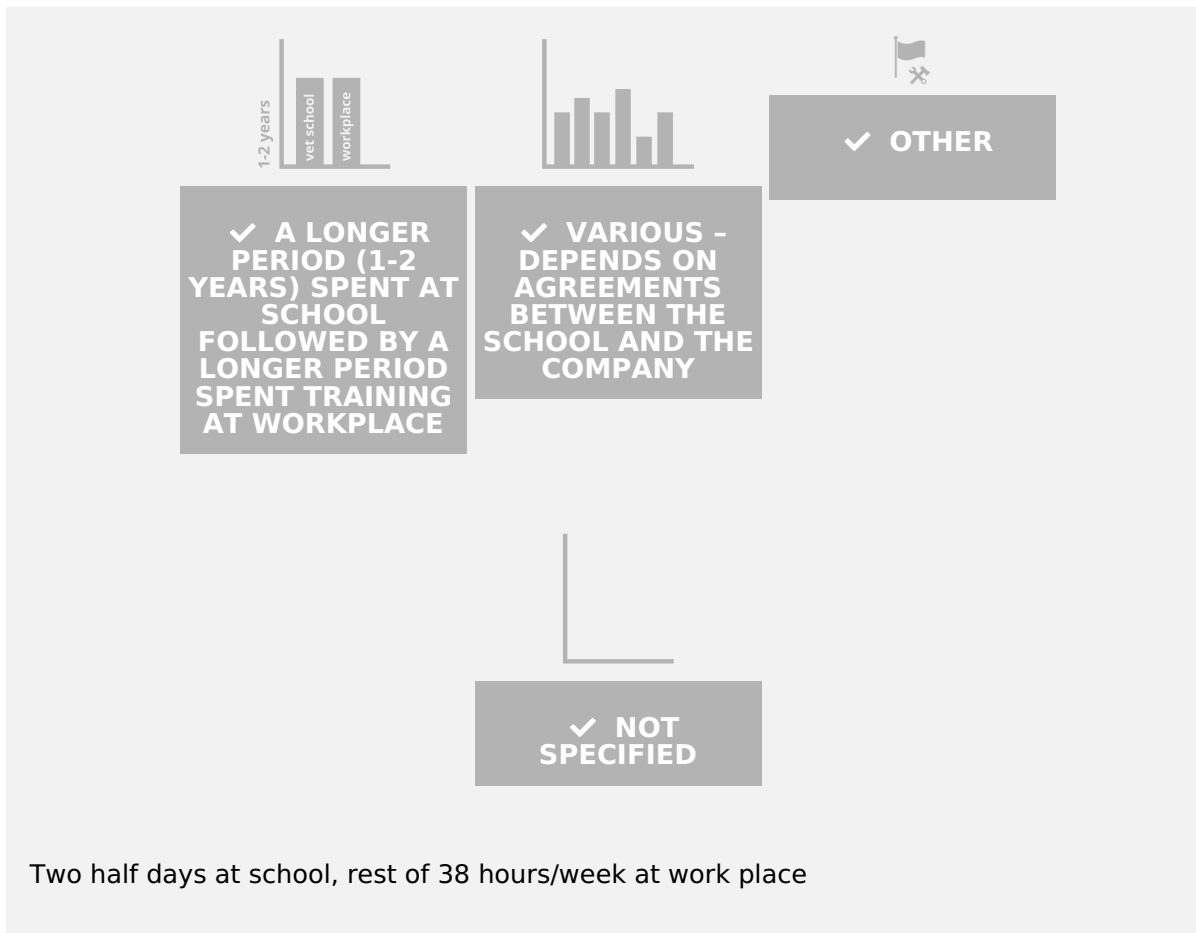
✓ EVERY WEEK
INCLUDES BOTH
VENUES



✓ ONE OR
MORE WEEKS
(LESS THAN 1
MONTH) SPENT
AT SCHOOL
FOLLOWED BY
ONE OR MORE
WEEKS AT
WORKPLACE

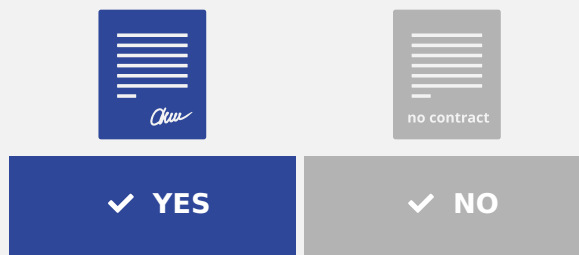


✓ ONE OR
MORE MONTHS
(LESS THAN 1
YEAR) SPENT AT
SCHOOL
FOLLOWED BY
ONE OR MORE
MONTHS AT
WORKPLACE



6 Formal relationship with the employer

Q27. Is any contractual arrangement between the learner and company, required as per regulation?



The school doesn't enter the contractual arrangement.

Q28. What is the nature of the contractual arrangement?



✓ APPRENTICESHIPS ARE A SPECIFIC TYPE OF CONTRACT

✓ APPRENTICESHIPS ARE AN ORDINARY EMPLOYMENT CONTRACT

✓ A FORMAL AGREEMENT

It is normally a formal agreement, but it can also be an employment contract

Q29. Where is the contract or the formal agreement registered?



✓ AT THE SCHOOL



✓ AT THE MINISTRY OF EMPLOYMENT



✓ AT THE CHAMBERS



✓ AT THE MINISTRY OF EDUCATION



✓ OTHER

Q30. What is the status of the learner?



✓ APPRENTICE IS A SPECIFIC STATUS



✓ STUDENT



✓ EMPLOYEE



✓ OTHER

Apprentices usually have a specific status but It is possible to start apprenticeship with an ordinary employment contract, in which case they are employees. This was the case for 15 apprentices out of 485 apprenticeship contracts in 2019.

7 Compensation

Q31. Do apprentices receive a wage or allowance?



✓ YES, ALL APPRENTICES RECEIVE A WAGE (TAXABLE INCOME)



✓ YES, ALL APPRENTICES RECEIVE AN ALLOWANCE (NOT A FORM OF TAXABLE INCOME)



✓ APPRENTICES RECEIVE A REIMBURSEMENT OF EXPENSES



✓ NO FORM OF COMPENSATION IS FORESEEN BY LAW

Fixed by law (*Erlass der Regierung der Deutschsprachigen Gemeinschaft zur Festlegung der Ausbildungsbedingungen für mittelständische Lehrlinge und Ausbildungsbetriebe vom 4. Juni 2009*) and annually adjusted by the Government.

1st year: 1.7.-30.06.: 239,42€

2nd year 1.7.-31.12.: 292,66€

2nd year 1.1.-30.06.: 425,85€

3rd year 1.7.-31.12.: 498,85€

3rd year 1.1.-30.06.: 544,08€

Q32. How is the apprentice wage (taxable income) set?



✓ **BY LAW
(APPLYING FOR
ALL)**



✓ **BY CROSS-
SECTORAL
COLLECTIVE
AGREEMENTS AT
NATIONAL OR
LOCAL LEVEL**



✓ **BY SECTORAL
COLLECTIVE
AGREEMENTS AT
NATIONAL OR
LOCAL LEVEL**



✓ **BY FIRM-
LEVEL
COLLECTIVE
AGREEMENTS OR
INDIVIDUAL
AGREEMENTS
BETWEEN
APPRENTICE AND
COMPANY**



✓ **OTHER**

The law sets the minimum, additional remuneration is possible and depending on negotiations

Q33. Who covers the cost of the wage or allowance of the apprentice?



✓ **EMPLOYERS**



✓ **STATE**



✓ **OTHER**

Q34. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?



✓ YES



✓ NO, IT
COVERS ONLY
THE TIME SPENT
IN THE COMPANY

No difference between the wage or allowance for the time at school and in the company.

8 Responsibility of employers

Q35. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



✓ YES, THE
TRAINING PLAN
IS AGREED AT
THE LEVEL OF
SCHOOL AND
COMPANY



✓ YES, THE
TRAINING PLAN
IS BASED ON THE
NATIONAL/SECTOR
REQUIREMENTS
FOR THE IN-
COMPANY
TRAINING



✓ NO, IS NOT
REQUIRED
FORMALLY

Programmes are established by the government of the German Speaking Community with sectors and companies. They define the competences, skills and knowledge needs for each occupation.

Q36. What are the requirements on companies to provide placements, as per regulation?



✓ HAVE TO PROVIDE A SUITABLE LEARNING ENVIRONMENT



✓ HAVE TO PROVIDE A MENTOR / TUTOR / TRAINER



✓ OTHER

Regulated by the law: *Erlass der Regierung der Deutschsprachigen Gemeinschaft für mittelständische Lehrlinge und Ausbildungsbetriebe vom 4. Juni 2009*

Q37. Are there any sanctions on companies that do not provide training to apprentices at the workplace?



✓ YES



✓ NO

The institute for vocational and educational training is responsible to control and react. Sanctions are termination of the apprenticeship contract and withdraw of the agreement to sign new contracts, in case of non-respect of all duties foreseen by law (*Erlass der Regierung der Deutschsprachigen Gemeinschaft zur Festlegung der Ausbildungsbedingungen für mittelständische Lehrlinge und Ausbildungsbetriebe vom 4. Juni 2009*).

Q38. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?



✓ ROLE IN DESIGNING QUALIFICATION



✓ ROLE IN DESIGNING CURRICULA



✓ OTHER



✓ NO ROLE

Advisory-role on establishing apprenticeship (as well as VET) programmes

Q39. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?



✓ ROLE IN FINAL ASSESSMENT OF APPRENTICES



✓ ROLE IN ACCREDITATION OF COMPANIES



✓ ROLE IN MONITORING OF THE IN-COMPANY TRAINING



✓ OTHER



✓ NO ROLE

Employers' representatives take part in the final practical assessment (together with the teacher)