

# Apprenticeship

Lehre

 Belgium-DE

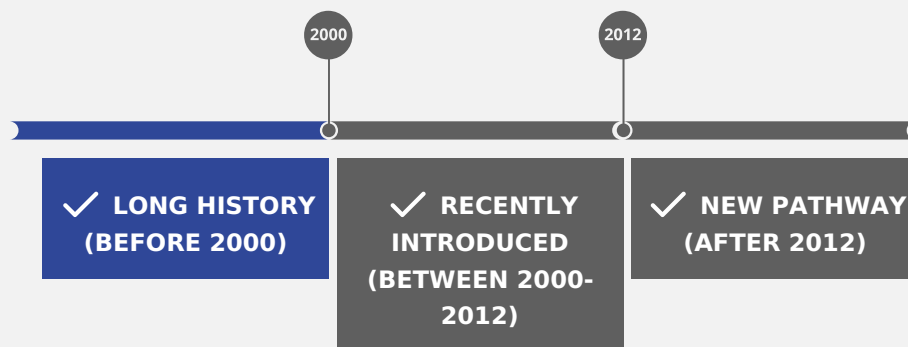
**Reference year 2019**

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## ① SCHEME HISTORY

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**Q1. When was the scheme introduced?**



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

**Q2. 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**

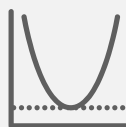
Apprenticeship schemes have a very long tradition. Even before IAWM was created, it was possible to sign apprenticeship contracts. The earliest records date from the early 50ies.

## ② BENEFICIARIES

**Q3. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?**



✓ **MINIMUM AND MAXIMUM AGE LIMITS DEFINED**



✓ **MINIMUM AGE LIMITS DEFINED ONLY**

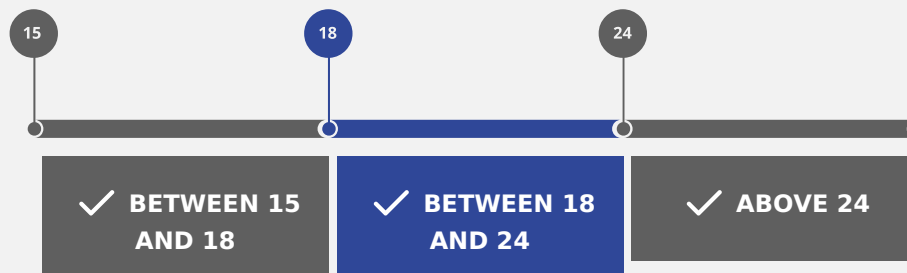


✓ **OTHER**

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

#### Q4. 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.

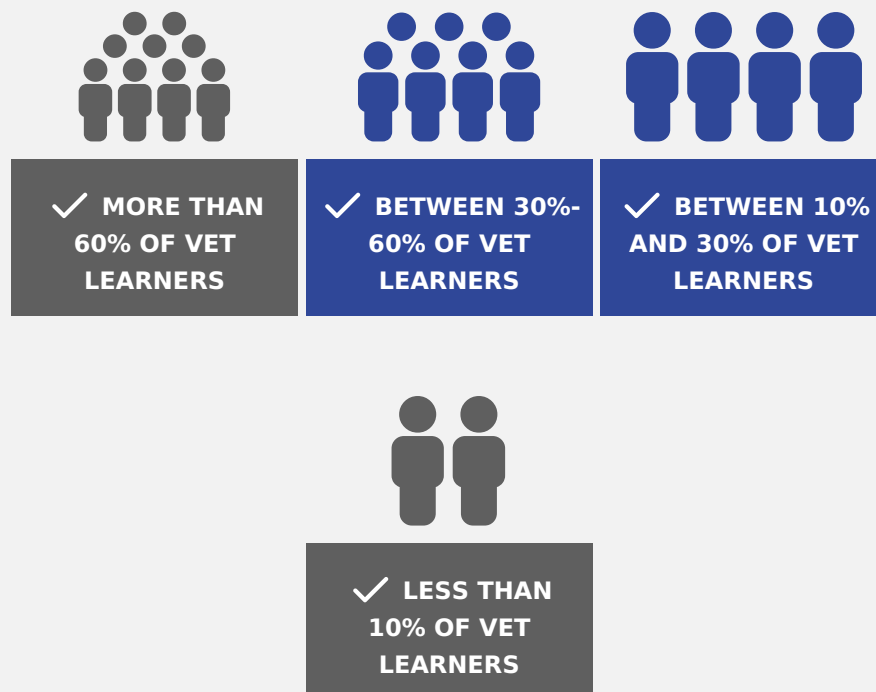
Source: [www.iawm.be](http://www.iawm.be)

#### Q5. 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](http://www.iawm.be)




#### Q6. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s)?



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




### 3 QUALIFICATIONS

**Q7. Are the qualifications included in the National Qualification Framework (NQF)?**

		
<input checked="" type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> THERE IS NO NQF



Level 4

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

	 
<input checked="" type="checkbox"/> YES	<input checked="" type="checkbox"/> NO




Generally, on level 3-6, but many variations


**Q9. Are the qualifications offered only through apprenticeships?**

	
<input checked="" type="checkbox"/> QUALIFICATIONS CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME	<input checked="" type="checkbox"/> THE SAME QUALIFICATIONS CAN BE ACHIEVED ALSO THROUGH OTHER SCHEMES (I.E. SCHOOL-BASED VET)

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.

**Q10. 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

**Q11. Does the scheme provide direct access to higher education?**

	
✓ YES	✓ NO

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

**Q12. What is the typical duration of the apprenticeship programme?**

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*)

## ④ GOVERNANCE

**Q13. 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

**Q14. 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

**Q15. 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)

## 5 TRAINING AT THE WORKPLACE

**Q17. Is it compulsory to alternate training between two learning venues (school and company)?**

	
✓ YES	✓ NO

**Q18. 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

**Q19. 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

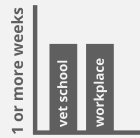
Single companies themselves decide on that

**Q20. What is the form of alternation of training between workplace (company) and school?**

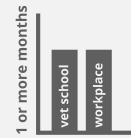




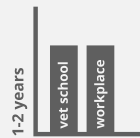
✓ **EVERY WEEK  
INCLUDES BOTH  
VENUES**



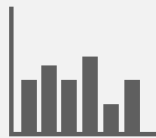
✓ **ONE OR MORE  
WEEKS (LESS THAN  
1 MONTH) SPENT  
AT SCHOOL  
FOLLOWED BY ONE  
OR MORE WEEKS  
AT WORKPLACE**



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



✓ **A LONGER  
PERIOD (1-2  
YEARS) SPENT AT  
SCHOOL FOLLOWED  
BY A LONGER  
PERIOD SPENT  
TRAINING AT  
WORKPLACE**



✓ **VARIOUS -  
DEPENDS ON  
AGREEMENTS  
BETWEEN THE  
SCHOOL AND THE  
COMPANY**



✓ **OTHER**



✓ **NOT SPECIFIED**

Two half days at school, rest of 38 hours/week at work place

**Q21. What is the basis for the training offered?**



✓ 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

**Q22. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?**



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



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

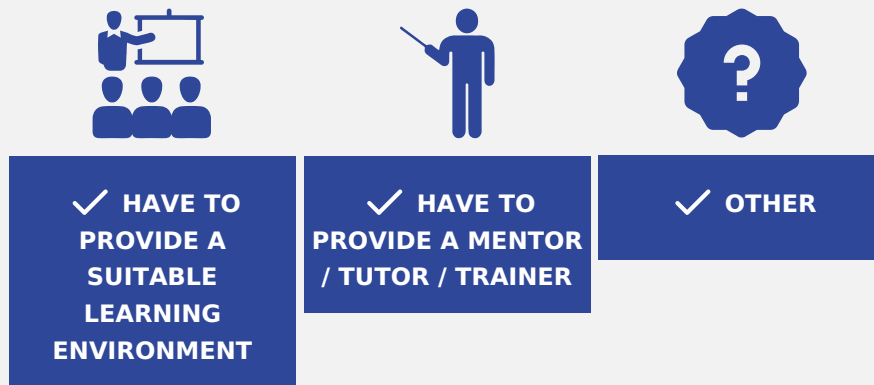


✓ NO, IS NOT REQUIRED FORMALLY

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.

**Q23. What are the requirements on companies to provide placements, as per**

## regulation?



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

## Q25. Are there any sanctions on companies that do not provide training to apprentices at the workplace?



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*).

## ⑥ CONTRACT AND COMPENSATION

### Q26. What is the status of the learner?



✓ ONLY STUDENT



✓ ONLY  
EMPLOYEE



✓ APPRENTICE IS  
A SPECIFIC STATUS  
(STUDENT AND  
EMPLOYEE  
COMBINED)



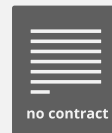
✓ OTHER

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.

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



✓ YES



✓ NO

The school doesn't enter the contractual arrangement.

**Q28. What is the nature of the written arrangement?**



✓ APPRENTICESHIPS  
ARE AN ORDINARY  
EMPLOYMENT  
CONTRACT



✓ APPRENTICESHIPS  
ARE A SPECIFIC  
TYPE OF CONTRACT



✓ ANOTHER TYPE  
OF FORMAL  
AGREEMENT, NOT A  
CONTRACT

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. 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€

### Q31. 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

## 7 FINANCING AND INCENTIVES

**Q32. Who covers the cost of the wage or allowance of the apprentice?**



✓ EMPLOYERS



✓ STATE



✓ OTHER

**Q33. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?**



✓ SINGLE  
EMPLOYERS  
HOSTING  
APPRENTICES



✓ TRAINING  
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

**Q34. Are there any financial incentives for companies that offer apprenticeship places?**



✓ YES, SUBSIDIES



✓ YES, TAX DEDUCTIONS



✓ YES, OTHER INCENTIVES



✓ NO FINANCIAL INCENTIVES

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

**Q35. 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.

**Q36. Are there any incentives for learners?**



✓ YES, GRANTS  
PAID TO LEARNERS  
TO TOP UP THEIR  
REMUNERATION



✓ YES, GRANTS  
PAID TO LEARNERS  
RELATED TO OTHER  
COSTS (TRAVEL,  
FOOD ETC.)



✓ YES,  
RECOGNITION OF  
PRIOR LEARNING /  
FAST-TRACK  
OPPORTUNITIES



✓ YES, GUIDANCE  
OR LEARNER  
SUPPORT



✓ YES, OTHER  
TYPES OF  
INCENTIVES



✓ NO