

Apprenticeship

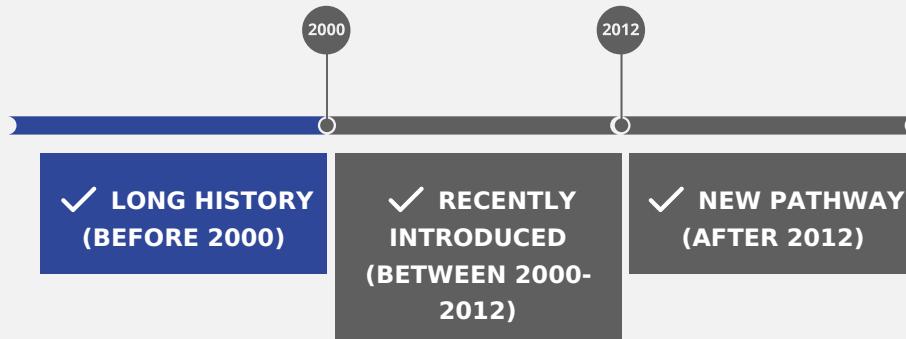
Lehre

 Belgium-DE

Reference year 2019

① SCHEME HISTORY

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

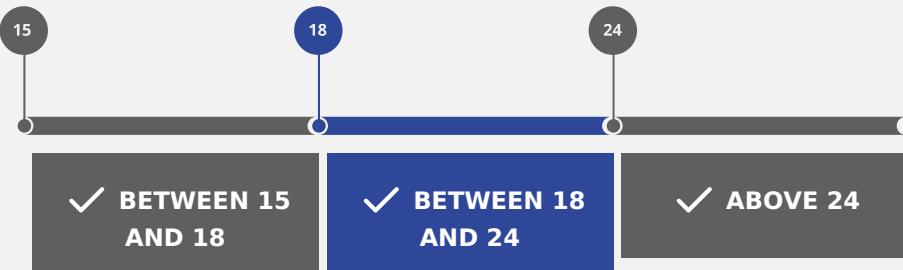
MINIMUM AGE
LIMITS DEFINED
ONLY

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

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

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



3) QUALIFICATIONS

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



✓ YES

✓ NO

✓ THERE IS NO
NQF

Level 4

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



✓ YES

✓ NO

Generally, on level 3-6, but many variations

Q9. Are the qualifications offered only through apprenticeships?



✓ QUALIFICATIONS
CAN ONLY BE
OBTAINED
THROUGH THIS
APPRENTICESHIP
SCHEME

✓ 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?



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?



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

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?



✓ 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*

Q25. 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*).

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