*03.08.2023*

Department of Work and Social Economy of Flanders

*Measure name:*

*Learning and career offensive (I-5.04)*

**Milestone/target description:**

307.500 persons since 2021 have made use of their training leave right or enrolled in online training offer, which includes labour market-oriented digital courses with focus on technical and/or soft skills.

**Verification mechanism:**

Summary document duly justifying how the target (including the relevant elements of the target, as listed in the description of target and of the corresponding measure in the CID annex) was satisfactorily fulfilled, including statistics and breakdowns of categories of beneficiaries (training leave/online training) and types of training provided.

This document shall include as an annex the following documentary evidence: a spreadsheet listing anonymised beneficiaries with identifier and reference to training provided and official references of the related copy of attestation of enrolment in training.

On the basis of a sample that may be selected by the Commission, the following documentary evidence shall be submitted for each individual beneficiary: copy of attestation of enrolment in training or of use of training leave right, and field of orientation of the training or name of the training.

**A. Evidence provided:**

*Files provided:*

* BE-C[C51]-I[I-504]-T[164] Cover note:This cover note contains the content and information that is requested within the verification mechanism as the “summary document”. As such, this documentduly justifies how the target (including the relevant elements of the target, as listed in the description of target and of the corresponding measure in the CID annex) was satisfactorily fulfilled, including statistics and breakdowns of categories of beneficiaries (training leave/online training) and types of training provided.
* BE-C[C51]-I[I-504]-T[164] Spreadsheet: This document shall include as an annex the following documentary evidence: a spreadsheet listing anonymised beneficiaries with identifier and reference to training provided and official references of the related copy of attestation of enrolment in training.

Description of the files that will be provided on the basis of a sample:

* BE-C[C51]-I[I-504]-T[164] Copy of attestation: on the basis of a sample that may be selected by the Commission, the copy of attestation of enrolment shall be submitted for each individual beneficiary. The field of orientation of the training or name of the training is included. This document will only be provided from the moment a sample is selected by the Commission.
* BE-C[C51]-I[I-504]-T[164] Training leave right: on the basis of a sample that may be selected by the Commission, proof that an employee has made use of their training leave right shall be provided for each individual beneficiary. The field of orientation of the training or name of the training is included. This document will only be provided from the moment a sample is selected by the Commission.

**B. Detailed justification:**

**I-5.04-Learning and career offensive:** Support for training leaves and online training offer in Flanders

**Target description:**i)307.500 persons since 2021 have made use of their training leave right or enrolled in online training offer, ii) which includes labour market-oriented digital courses with focus on technical and/or soft skills. iii) The objective is to stimulate citizens to keep learning and have better accessibility through online learning opportunities. iv) Persons are included when they have registered before 31st of December 2022.

**Element (i):**307.500 persons since 2021 have made use of their training leave right or enrolled in online training offer

The spreadsheet that is provided, BE-C[C51]-I[I-504]-T[164] Spreadsheet, lists the anonymised beneficiaries with identifier. For the beneficiaries of the online training, these are listed in the first sheet in column A and for the beneficiaries of the training leave right these are listed in the second sheet in column A. This spreadsheet also provides a reference to training in which the beneficiaries were enrolled. For the beneficiaries of the online training, these are listed in the first sheet in column B and for the beneficiaries of the training leave right these are listed in the second sheet in column B.

For the online training opportunities, official references of the related copy of attestation of enrolment in training are provided. A person that has been registered, can be identified with their identifier number but their registration is also officially linked with a registration number. The registration number can be found in column C. This forms the unit of analysis for target 164, as explained hereafter.

To stimulate employees, the experiment of the joint initiative right for educational training leave gives stimuli to the employer to propose training courses to its employees. The existing administrative process of training leave is utilised, and adapted to enable this experiment. As such, when applying for a reimbursement for training leave, one indicates whether it (1) concerns training at the employee's initiative or (2) a training at the proposal of the employer to which the employee has agreed. Therefore, only the training leave applications with the indication are counted. The spreadsheet includes the cases, for which the attestation of enrolment is given by the provider of education and for which the employee has applied for a joint initiative training leave, for which the employer has applied for the reimbursement, for which the Department of Work and Social economy has assessed the case and considered it positive for repayment, and for which effective repayment has been (partly) conducted.

The registered person is provided with a case number. The case number for every beneficiary can be found in column C. This forms the unit of analysis for target 164, as explained hereafter.

In this spreadsheet, BE-C[C51]-I[I-504]-T[164] Spreadsheet, we are reporting the number of *registrations*. This means that one person can be registered and thus counted multiple times as a participant, as they can be enrolled in more than one online training. There have been 340.369 registrations for online training courses and 37.892 registrations for the training leave right. Added up together, this equals **378.261**.

On the basis of a sample that may be selected by the Commission, the following additional documentary evidence will be submitted for each individual beneficiary included in the sample:

1) BE-C[C51]-I[I-504]-T[164] Copy of attestation: a copy of attestation of enrolment in an online training offered by the VDAB. More specifically, this concerns an email confirming the enrolment of the participant in an online course or;

2) BE-C[C51]-I[I-504]-T[164] Training leave right: proof that the training leave has been approved, and that at least part of it has already been effectively taken.

**Element (ii):**which includes labour market-oriented digital courses with focus on technical and/or soft skills.

The online training opportunities are provided by the VDAB and can be found and accessed via their website ([Leer online: onbeperkt en overal | VDAB](https://www.vdab.be/onlineleren)). Information on the specific learning opportunities that give right to a training leave can be found on the website of the Flemish Government [Opleidingsdatabank Vlaamse opleidingsincentives | Vlaanderen.be](https://www.vlaanderen.be/opleidingsdatabank). These courses focus on varying skills, including technical and/or soft skills, but are always labor market oriented.

**Element (iii):**The objective is to stimulate citizens to keep learning and have better accessibility through online learning opportunities.

With a better (online) accessible training offer, we want to make (vulnerable) employees, jobseekers, the temporarily unemployed as well as companies and independent entrepreneurs more agile and employable and to tackle the competence mismatch (shortage professions). It is also seen as a way to accelerate the transition to lifelong learning. By implementing the joint right to initiative (‘gemeenschappelijk initiatiefrecht’) the goal is to help eliminate barriers experienced for learning for the employee as well as for the employer. More specifically, the aim is to help the employer with a financial incentive and the employee by offering time to be able to have the learning opportunity. The employer is given an explicit role to propose training programs to its employee so that they can stimulate their future opportunities in the sector or on the labour market more generally. It is important that the employer does not oblige its employees to follow a certain training, but that the initiative is joint.

**Element (iv):**Persons are included when registered before 31st of December 2022.

For both the usage of the training leave right and the enrolment in an online training, the date of registration or approvement is provided. The date is included in BE-C[C51]-I[I-504]-T[164] Spreadsheet, for the online training in the first sheet in column D and for the training leave right in the second sheet in column D. This means that it is not indicated whether the participant has already finished the online training for which they are enrolled or has already completely taken the training leave by this date.

**Achievement of the requirements in the description of the measure:**

**Measure: Investment I-5.04**: ‘Learning and career offensive’ of the Flemish Region

**Description of the measure**: The measure implements the agreement concluded between the Flemish government and social partners, which includes the objective of boosting training and life-long learning.

The measure consists of a set of sub-measures: (i) competency checks for enterprises; (ii) widening the online training offer; (iii) training for temporary unemployed; (iv) strong social entrepreneurship; (v) extra support to training leave.

The implementation of the investment shall be completed by 31 December 2024.

The achievement of milestone 164 ‘Support for training leaves and online training offer in Flanders’ achieves sub-measure (ii) ‘widening the online training offer’. The Flemish PES VDAB has provided a better (online) accessible training offer, which is meant to make (vulnerable) employees, jobseekers, the temporarily unemployed as well as companies and independent entrepreneurs more agile and employable and to tackle the competence mismatch. Additionally, sub-measure (v) ‘extra support to training leave’ is achieved. By implementing the joint right to initiative (‘gemeenschappelijk initiatiefrecht’) the goal is to help eliminate barriers experienced for learning for the employee as well as for the employer.

The other elements of investment I-5.04 are achieved by the completion of other milestones/targets.