INDUSTRY-BASED TRAINING FUNDS

1. Title

Training & Development Funds for specific industries (NL)

2. DDSS Gap Addressed

Low return on training investment – E7

3. Description of the Reskilling Lab

In The Netherlands the employees can make use of the Training & Development Funds for specific industries. It is possible to start a specialised learning route for professionalisation in order to obtain the needed skills for a job at the workplace. Based on a Collective Labour Agreement (CLA) all employers invest a small part of the salaries into this fund. These Training & Development Funds are connected to specific industries and for each industry one can request for funding to obtain the needed skills. For example the industry of cleaning has a specialised program for adult employees to increase their language proficiency.

4. Why is this a Good Practice?

Due to the fact that by law every employer is required to invest in small part of the salaries into the funds there is no discussion about the need and possibility of professionalisation for employees. Besides, it is possible to have a wide diversity of trainings and courses based on different needs of employees. Finally, it becomes clear that each employee most of the time gets the possibility to increase his or her skills by learning in every industry.

5. Transferability

This way of working seems to formalize the need of investment in training and education for adult employees. This supports Lifelong Learning although one has a job. Employers should not always invest more money, due to the fact that his been arranged by law and that this budget has been standardized by type of industry.

6. Additional Information

More information: https://www.oof.nl/home

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