

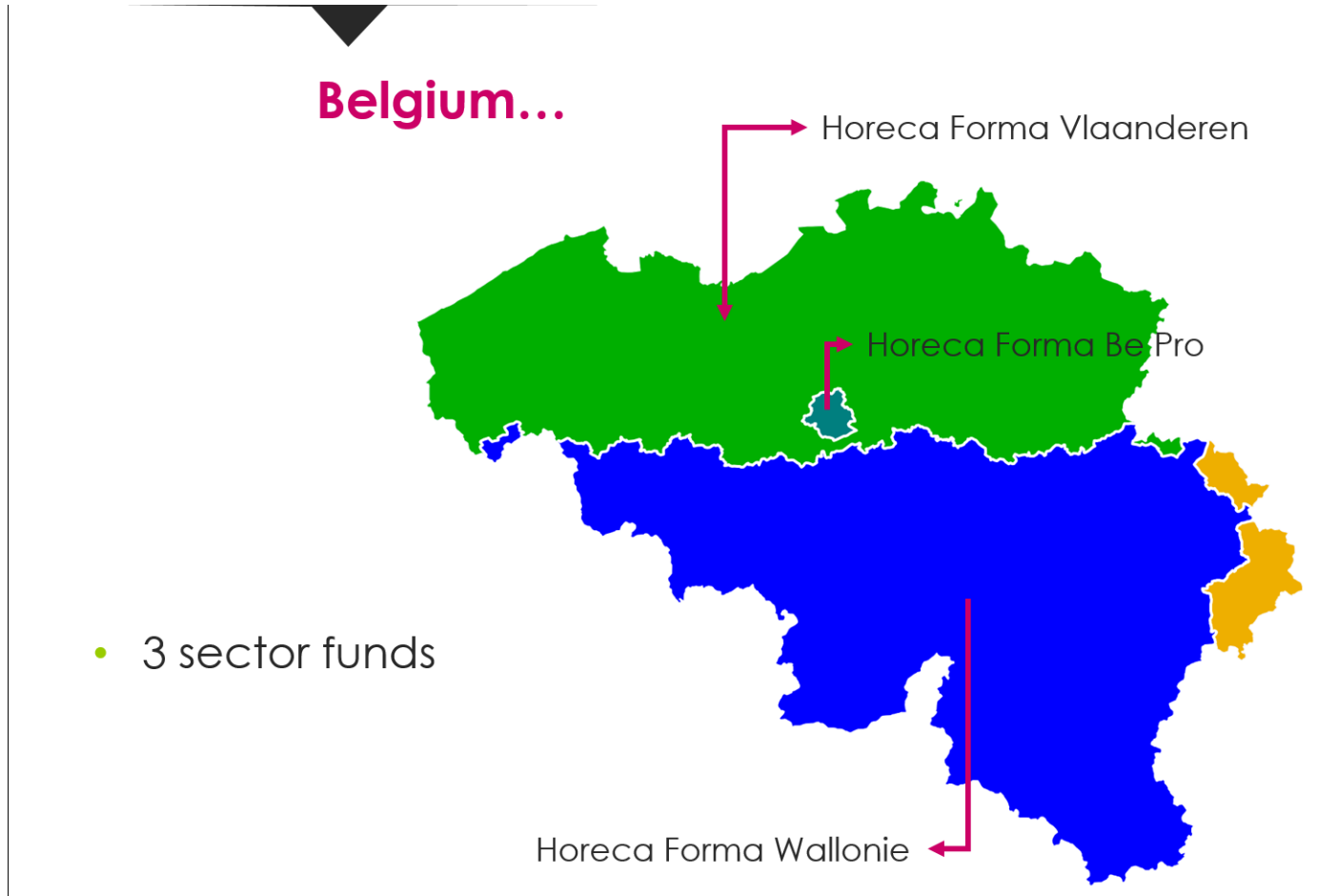


Apprenticeship scheme

Dual learning in Flanders



Regions



Horeca Forma Flanders

- Sector fund founded in 2003 by social partners

Mission



1. WHY?
Professionalization and strengthening of the hospitality sector
2. HOW?
Focus on:
 - everyone who works in the sector
 - future employees
3. WHAT?
By developing and deepening the competences of employees, job seekers, pupils and teachers

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Dual learning: secondary education

- Started as a test in 2016
 - Sept 2016: 7 educational pathways selected
 - Sept 2017: 15 educational pathways selected
 - > Hotel receptionist
 - Sept 2018: 56 educational pathways selected
 - > Caterer
- Decree of 01/09/2019

Contracts

- 15–25 year old
- +20h or 3days at the workplace and 2days at school
- % of GGMMI = guaranteed average minimum monthly income

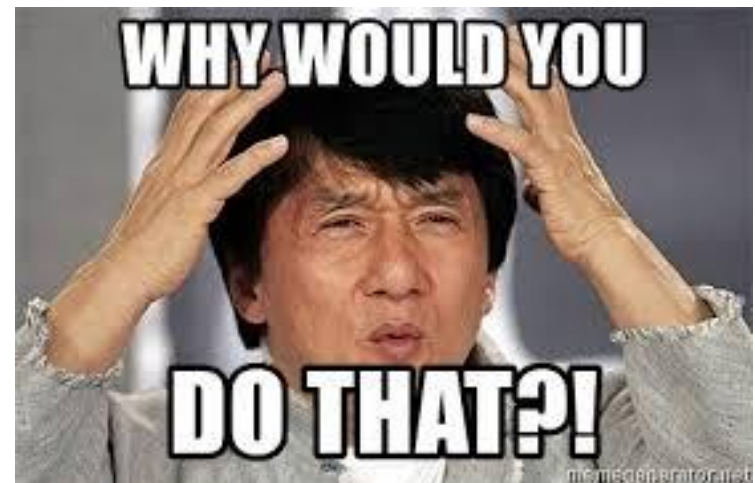
Amount	Year
462,30 €/month 29%	first year of dual learning
510,10 €/month 32%	after succeeding in a first year of dual learning Or after already succeeding in the 2nd year of the 2nd 2 year cycle
549,90 €/month 34,5%	After succeeding in a second year of dual learning Or after already succeeding in the 1st year of the 3rd 2 year cycle Or after succeeding in the qualifying fase of special education (pathway 3)

Conditions for the company

- Audit:
 - Is your company financially healthy?
 - > Social contributions?
 - Do you have the resources? (appropriate kitchen, equipment, food safety, working conditions,...)
 - Align your activities with the training? (fresh or convenience food, bistro or restaurant,...)
 - > Audit in place by consultants of Horeca Forma

Audit

- 500 companies visited and advised each year
 - > Tips and tricks for new employees
 - > Legal advice
 - > Check for motivation
 - > Check for resources and activities
 - > Importance of training



Conditions for the mentor

- No convictions
- Minimum 25 years old
- 5 years experience
- Training of two days:
 - Welcome week
 - Give instructions
 - Give feedback
 - Motivate
 - Leadership styles
 - Evaluation

Mentor training

- 500 mentors each year
- Total of more than 1600 ambassadors of our sector!
- Researched by University of Louvain



Promotion





Questions?

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