



# Traineeship First

Upskilling young people through work experience

**BELGIUM**

**Title of the practice (in original language)**

Stage First (known before 2017 as Stage de Transition en Entreprise (STE))

**Who is implementing the practice?**

Actiris (Public Employment Service (PES) in the Brussels Capital Region)

**Which other organisations are involved in the practice?**

Organisations hosting trainees under this initiative, i.e. various:

- Public organisations
- Private organisations
- Not-for-profit organisations

**What are the main objectives of the practice?**

Traineeship First ultimately aims to reduce youth unemployment by giving young people their first experience of work in order to improve their skills and confidence.

**When was the practice implemented?**

Since 2013 (ongoing)  
(Called 'Transition Traineeships' (Stage de Transition en Entreprise) in 2013-2016; changed to 'Traineeship First' (Stage First) in 2017).

**Who is targeted by the practice?**

Traineeship First targets young jobseekers (aged under 30) registered with the PES for at least 78 days, who have not completed upper secondary education and who have not had more than 90 consecutive days of work experience since leaving school.

**What activities are carried out?**

Traineeship First is a form of traineeship where young jobseekers can acquire a first professional experience lasting 3 or 6 months. Traineeship First provides coaching and follow-up support for young people during their traineeship. At the end of the traineeship, the 'LINK service' of Actiris facilitates the insertion of the young person into the labour market.

- A contract is concluded between the young jobseeker, the employer and Actiris. The employer prepares an action plan that has to be validated by Actiris.
- The traineeship period is full-time (including possible training) and starts at the earliest 78 days after the young person has registered at Actiris.
- The young person receives a daily allowance of maximum EUR 26.82 from Actiris, usually for six days per week, totalling EUR 697.32 per month, even during his/her absence due to sickness or for annual leave.

1 The LINK service provides short-term actions for jobseekers reaching the end of a skills training programme (or similar activities), to have a first professional experience and to subsequently become entitled to unemployment benefits.

<p><b>What activities are carried out?</b></p>	<ul style="list-style-type: none"> <li>• In addition, the young person also receives a monthly allowance of EUR 200 gross (EUR 177.78 net) from the employer.</li> <li>• Payments will cease if the traineeship is formally suspended. The trainee supervisor shall indicate this suspension on the attendance certificate.</li> <li>• The allowance is not subject to social security contributions. However it is taxable.</li> </ul>
<p><b>What are the sources of funding?</b></p>	<p>Financing of the Traineeship First measure comes from the Brussels Capital Region.</p>
<p><b>What are the outputs: people reached and products?</b></p>	<p>During the first six months of the implementation of the Traineeship First measure, 644 traineeship contracts were signed.</p> <p>Other results are not yet available for the Traineeship First measure. The following paragraph discusses the outputs of the 2013-2016 measure Transition Traineeships.</p> <ul style="list-style-type: none"> <li>• From May 2013 to December 2016, 3 628 traineeships were completed. These were primarily in four professional areas: administration, commerce and sales support, the food industry, and security and cleaning.</li> <li>• Since 2016, the yearly objective has been 1 300 traineeships contracts signed.</li> <li>• The average age of trainees was 22.</li> </ul>
<p><b>What are the outcomes: medium-term results or effects?</b></p>	<p>While the results of the Traineeship First measure are not yet known, the outcomes of Transition Traineeships (2013-2016) were as follows:</p> <ul style="list-style-type: none"> <li>• 12 months after finishing their traineeships, 64 % of the participants were in employment, while this was the case for only 45 % of those in a control group (who did not take part in this programme). The employment rate was therefore 42 % higher (or 19 percentage points).</li> <li>• A further 9 % of trainees were in some form of education a year after the end of their traineeship. This compares to just 2 % in the control group.</li> </ul>
<p><b>What are the lessons learnt and success factors?</b></p>	<p><b>Lessons learnt</b></p> <ul style="list-style-type: none"> <li>• The Transition Traineeships measure was replaced by Traineeships First in order to broaden the number of young people eligible and to simplify it by making Actiris the sole entity managing the measure and the training allowance.</li> </ul> <p><b>Success factors</b></p> <ul style="list-style-type: none"> <li>• Traineeships such as Transition Traineeships/Traineeships First highly increase the insertion of young jobseekers into the labour market by giving low-skilled young people and young people with low qualifications the opportunity to get their first professional experience.</li> <li>• Furthermore, the personal coaching and support from the PES for young people during their traineeship improves their confidence, but also provides assurance to the employers.</li> </ul>
<p><b>What are key source(s) of information?</b></p>	<p>For jobseekers: <a href="http://www.actiris.be/emp/tabid/301/language/fr-BE/Stage-first.aspx">http://www.actiris.be/emp/tabid/301/language/fr-BE/Stage-first.aspx</a>  For employers: <a href="http://www.actiris.be/jeunes/tabid/854/language/fr-BE/Stage-first.aspx">http://www.actiris.be/jeunes/tabid/854/language/fr-BE/Stage-first.aspx</a>  Annual report (2015): <a href="http://rapportannuel2015.actiris.be/fr/chercheurs-d-emploi">http://rapportannuel2015.actiris.be/fr/chercheurs-d-emploi</a></p> <p>2 Young people who had completed their traineeship before January 2015.  3 <a href="http://www.didiergosuin.brussels/sites/default/files/communiqués-de-presse/64_des_jeunes_chomeurs_trouvent_un_emploi_apres_un_stage.pdf">http://www.didiergosuin.brussels/sites/default/files/communiqués-de-presse/64_des_jeunes_chomeurs_trouvent_un_emploi_apres_un_stage.pdf</a></p>