

## Enough skilled workers

### € | Funding scheme for training

Do you offer work-based learning placements for students in accredited secondary vocational education (mbo), associate degree, or tertiary (higher) education (hbo/wo) programmes? Then apply for this subsidy!  
**A+O reimburses** up to € 3,800 per academic year for standard placements. For intensive placements, the subsidy can amount to € 4,600 per academic year.

### € | Increasing lateral entry and training-on-the-job intake

Do you arrange placements for training-on-the-job students (bbj) at level II, III or IV through a staffing agency? Then you can apply for a subsidy from A+O.  
**A+O reimburses** up to € 2,300 per year for a maximum of 4 years.

### € | Internship allowance for companies

Do you offer internships or work placements at secondary vocational education (mbo) or tertiary education (hbo/wo) level? Or do you offer internships or work-based learning placements for secondary schools? If so, you can apply for a subsidy.  
**A+O reimburses** a maximum of € 160 per 4 weeks.

### € | Internship allowance for students

An extra incentive to attract interns (from secondary vocational and tertiary education) to the industry. This allowance can be applied for via the employer and is paid by the employer to the intern.  
**A+O reimburses** € 30 (gross) per day.

### € | Additional training for lateral entrants

Do you want to onboard lateral entrants in their role through internal or external training? Then you can apply for a subsidy from A+O.  
**A+O reimburses** up to € 3,000 per employee.

### € | Career transition support

Does an employee have to leave your company? Help them start afresh within the industry with the Career Transition programme.  
**A+O reimburses** up to € 3,000 per employee for the programme, for guidance and (if desired) training.

### € | Hybrid Engineering trainer

In this training programme, experienced and motivated professionals are trained within a year to become assistant teachers for technical vocational schools and regional training centres (roc's). This allows skilled technicians to pass on their knowledge.  
**A+O reimburses** the costs for this programme.

### € | Promote the engineering industry!

Do you organise regional events to promote careers in engineering?  
**A+O offers** a subsidy of up to € 3,000.

### ✂ | Creators of the Future toolkit

Use the Creators of the Future campaign toolkit for your own recruitment. Together, let's showcase all the wonderful things our industry creates!  
**A+O provides:** Videos | Photos | Roll-up banner | Poster  
Download and customise.

### 💬 | Working together for more skilled workers!

Are you looking for motivated skilled workers to help shape the future? Give vulnerable lateral entrants a chance by joining this project!  
**A+O provides** tailored training and guidance.

## Effective employees

### € | Developing skills

Do your employees have the skills they need for the future? Help them build their:  
• social skills  
• digital skills  
• trainer skills  
**A+O reimburses** training costs up to € 1,250.

### € | Health and wellbeing

Let's stay healthy at work! Support your employees' wellbeing with suitable guidance.  
**A+O reimburses** up to € 1,250 per employee.

### € | Development guide

Give your employees the chance to develop their personal and digital skills throughout their career with a training from this guide.  
**A+O provides** the training sessions in the guide free of charge. Exceptions are listed separately.

### € | Development voucher - employee

Do your employees want to take charge of their career? Apply for a development voucher now!  
**Reimbursement A+O:** the voucher is worth up to € 1,500. Employees apply for the voucher themselves through their trade union career coach.

### € | Career consultation

Help your employees work on sustainable employability with someone within your company or during a free session with an SE coach from one of the trade unions (FNV/CNV/De Unie/VHP2).

### ✂ | Canteen session: Long Live Life Café

Start the conversation about sustainable employability with your employees. A theatre group will visit your company and address this topic in an informal and approachable way.  
**A+O reimburses** the costs of one canteen session.

### 💬 | Made for Each Other campaign

Show your colleagues how their peers learn and grow. Inspire them to develop too!  
**A+O provides:** Inspiring stories from peers | Exhibition | Promo kit

## Effective employer practices

### € | Strategic HR policy

Is your HR policy ready for the future? Use this subsidy to set up a strategic HR policy.  
**A+O reimburses** up to € 5,000 to develop a strategic HR policy plan or training plan, or to apply inclusive technology.

### 💬 | Personal employability scan

Use this scan to gain insight into the sustainable employability of your workers. A selected consultancy supervises the scan and helps you turn the results into a practical action plan.  
**A+O provides** the scan free of charge for groups of 30 to 100 employees.

### 💬 | Workplace assessment

What are the physical demands at your company's workplaces? Gain insight with this workplace assessment. The assessment is supervised by a selected consultancy. Duration: until 30 June 2026.  
**A+O reimburses** one workplace assessment and a toolbox meeting.

### € | Development voucher - employer

Do your employees want to take charge of their career? Apply for a development voucher now!  
**Reimbursement A+O:** the voucher is worth up to € 1,500.

### ✂ | Social safety

Do you want to create a safe working environment?  
**A+O provides** several tools that help employees, supervisors and organisations learn to recognise, address and prevent inappropriate behaviour.

### ✂ | Future-proof leadership: strengthening self-management

Do you want employees to take initiative in their career and development? This practical training programme provides tools and insights to support this step by step.  
**A+O provides:** Training programme | In-company training

### ✂ | Generations at work

How do you get five generations to work together? What are the challenges, and how can you handle them in your company? Find out in this workshop!  
**A+O reimburses:** In-company training

### 💬 | Learning culture scan

Discover how your company can encourage learning. Employees and management complete an online questionnaire. Afterwards, you receive a report with tailored advice.  
**A+O provides** a free learning culture scan, including a business strategy scan.

### 💬 | Informal care in the industry

One in four employees is a caregiver. How can you help them balance work and care responsibilities?  
**The social partners provide** practical examples from the industry, tips and useful tools.

### 💬 | 5xbeter - strong for safety

Want to keep your workplace safe and healthy? Start with 5xbeter! Check in five steps how your company scores on safety and what you can improve. Get free practical tools to reduce risks.  
**5xbeter provides:** Improvement coaches | Tools | Instructional videos | Webinars

## oZone

### ✂ | oZone access

Use oZone as an online knowledge-sharing platform within your company. With oZone, your employees have 24/7 access to learning opportunities. Become future-proof with oZone!  
**A+O provides** free access to oZone for companies and their employees. Contact your regional manager or the oZone consultant for more information.

### ✂ | oZone online demo and workshops

Get started with oZone and attend our online workshops.  
**A+O offers:** demo | oZone in 4 steps | oZone for authors

### € | Subsidy for knowledge sharing in oZone

Turn knowledge into oZone content, capture it, and share it with the industry using this subsidy.  
**A+O reimburses** up to € 11,000 for the development of oZone content that is made available in the public library.

## Data & research

### 💬 | Metalektro facts and figures

Want to know more about the industry? Stay up to date with the latest metalektro labour market information thanks to A+O's figures, analyses and research.

## Offering for 2026