

# You want to follow a training course? The CNE supports you!

**BECAUSE PEOPLE LEARN AT ANY AGE AND THE WORLD OF WORK IS CONSTANTLY CHANGING, TRADE UNIONS HAVE NEGOTIATED THE OPPORTUNITY FOR WORKERS TO TRAIN THROUGHOUT THEIR CAREERS. YOU HAVE A JOB AND WANT TO DO SOME TRAINING? HERE ARE THE POSSIBILITIES AVAILABLE TO YOU.**

## **PAID EDUCATIONAL LEAVE**

Certain training courses, such as social education, university courses or higher education courses, are covered by paid educational leave (CEP). This educational leave applies to all workers in the private sector who are employed full-time; at least 80% ; at least 50% on a fixed-time basis (only for training taken during normal working hours) ; at least 33% on a flexitime basis ; at least 25% and working in Brussels. The purpose of paid educational leave is to give you the opportunity to follow a training course by giving you time to attend courses, study, do homework, take exams, etc. With paid educational leave, you can be absent from work for a certain number of hours, while maintaining your normal pay (capped if it exceeds €3,500 gross (from 1 September 2023 to 31 August 2024)). Employers, for their part, can obtain total or partial reimbursement of the remuneration due for these training hours from the competent public administration. To find out all the details of the CEP, consult the CNE team in your company, the CNE secretariat in your region, or our website: <https://www.lacsc.be>. If your workplace is located in Flanders, the rules have changed. The "Flemish educational leave" (Vlaams opleidingsverlof, VOV) applies. Ask your company's CNE team or the CNE secretariat in your region for information.

## **TIME CREDIT FOR TRAINING**

If you have at least two years' seniority, you can also benefit from a training time credit for a maximum of 36 months, which allows you to be absent from work while receiving benefits from the ONEM. Two types of training are covered: training recognised by the Communities or by the sector, amounting to at least 360 hours or 27 credits per year (or 120 hours or 9 credits per quarter) and training provided in a basic education centre or geared towards obtaining a secondary education diploma or certificate, amounting to at least 300 hours per year (100 per quarter).

To find out about all the terms and conditions of time credit training, consult your company's CNE team or our website <https://www.lacsc.be>

## **SECTORAL AND COMPANY AGREEMENTS**

In some sectors and companies, additional facilities for training are granted by collective labour agreement. Do not hesitate to consult the CNE team in your company or the CNE secretariat in your region to find out what exists in your sector and company.

**Need to contact us?** Call us on 067 88 91 00 on Mondays, Tuesdays and Wednesdays from 9am to 12pm and Thursdays from 1:30pm to 4:30pm.  
**Need to meet us?** Our secretariats are open on Mondays, Tuesdays and Wednesdays from 1.30 to 4.30 pm and Thursdays from 9 am to 12 pm.  
**Need to write to us?** Just one address: [cne.info@acv-csc.be](mailto:cne.info@acv-csc.be)

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