

Recruit Through Training – F.E.C Program Tailored to Your Business Needs

When skilled professionals are hard to find, it's time to rethink recruitment. The F.E.C program allows your company to train and grow the expert you need – in a simple, cost-effective way, and without employment obligations during the training period.

What is the F.E.C Program?

F.E.C (Further Educated with Companies) is a government-supported training program that combines:

- **Tailored theoretical training**, based on your company's specific needs
- **On-the-job learning** at your company (no employment contract required during the training period)
- **Potential recruitment** after the program

The goal is for the participant to be hired by your company after completing the program.

What Are the Benefits for Your Company?

- Access to a motivated, trainable expert tailored to your needs
- Up to 6 months of practical, low-risk evaluation and onboarding
- No salary costs during the training period – participants are not employees
- High-quality, customized training provided by experienced professionals
- A fast, easy, and efficient way to find talent in a competitive market

What Is Required from the Company?

- Offer a **work-based learning opportunity** for approximately 5 months
- Assign a **mentor or contact person** for the participant
- Provide meaningful tasks and the opportunity to learn on the job
- Sign a **training agreement** (between the company, participant, and training provider – Opiframe)
- Consider hiring the participant after the program, based on mutual fit

Cost for the company:

€650/month (total €3,900 + VAT for 6 months), no other fees or hidden costs

F.E.C Training program for Business and Cybersecurity Experts

Duration: August 20, 2025 – February 2, 2026

Program includes:

- 20–25 days of theoretical training
- 95–100 days of on-the-job learning at your company
- Training is covered under a **training agreement**, not an employment contract
- Participants receive **unemployment benefits** during the program
- **Participants are insured** by Opiframe for the entire training period
- The company has up to 6 months to evaluate the participant before making a hiring decision

Summary

What the Company Provides	What the Company Gains
Work-based learning placement	A potential future employee
Contact person/mentor	A highly trained specialist
Training agreement (not employment)	No payroll or HR risk during training
On-the-job guidance and tasks	A cost-effective recruitment channel



Interested?

If you'd like to join or learn more, don't hesitate to get in touch!

Best regards,

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