

dONUS⁺⁺

The Development Bonus



dONUS⁺⁺, The Development Bonus® is an innovative concept that bridges the gap between professional development and total reward. It has been designed to respond to the need for lifelong learning and to give your employees ownership of their employability in the job market.

HOW DOES IT WORK?



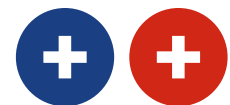
Employee training credit

dONUS⁺⁺ provides employees with a training credit account that can be topped up by both the employer and the employee. The employee can either save up their credit or spend it immediately on training courses to improve their skills and know-how.



Quality courses

dONUS⁺⁺ gives employees access to a vast range of more than a 1000 quality courses and valuable coaching opportunities with leading institutions (both at home and abroad). The range of courses available complements the internal training options offered by the employer, which can specify which courses are made available to its employees.



Budget-neutral

Because it relates to the professional development of the employee, the dONUS⁺⁺ budget, subject to certain conditions, counts as a tax-deductible business cost, exempt from social security contributions and personal income tax.

Simple from start to finish

dONUS⁺⁺ facilitates and automates the process, from start to finish, so that it proceeds in a **user-friendly and transparent** way. Unused funds are given to a **charity** specialising in training and development.

YOU'RE WORTH THAT PLUS!

ADVANTAGES

Advantages for the employee

- + Encourages employee development and appreciation
- + Employees' own talents and interests as a basis for development
- + Self-guided personal development
- + More career opportunities
- + Own training budget guaranteed
- + Relevant, high-quality courses guaranteed
- + Interesting from a tax perspective
- + Access to more expensive courses that would otherwise be inaccessible
- + Quick and easy registration
- + More than 1,500 courses and coaching opportunities

Advantages for the organisation

- + Extra motivation for essential talent
- + Greater career opportunities and employability
- + A powerful advantage in the employment market
- + More initiative from employees
- + Relevant, high-quality courses guaranteed
- + Brand new cornerstone of your total reward strategy
- + Interesting from a tax perspective
- + Improved image as a modern and sustainable employer
- + Savings on HR administration
- + For large companies and SMEs alike
- + Accessible to both groups and individuals

SOCIALLY RESPONSIBLE

- + Responds to the need for lifelong learning and later retirement
- + Better-trained and more employable workers
- + Support charities specialising in training and development
- + A win³ concept for employer, employee and society

WHO IS dONUS⁺⁺?

- ▶ dONUS⁺⁺ is an initiative of the **Quintessence group**, which also includes Quintessence Consulting, a firm that has been a prominent leader in human development for 25 years.
- ▶ The course selection is organised in partnership with **leading management schools and training institutions** in Belgium as well as abroad including Antwerp Management School, Solvay Business School, Ichee, Tias, Ceran, ELaN Languages, Global Knowledge, Nyenrode, Xylos, Franklin Covey, Quintessence, Amelior, CFIP, Coaching.be, Instituut voor Aandacht en Mindfulness, Arcturus, AEC, Febelfin Academy, SBS Skill Builders, ...
- ▶ The dONUS⁺⁺ concept is subsidised by the government through the **VLAIO**.
- ▶ Monitored by a certified external auditor.

Ready to make the difference with dONUS⁺⁺?



Feel free to call or email us with any specific questions you may have!

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Would you like to arrange an introductory meeting? Either at your location or ours:

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www.dONUS.be



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