

Job-VEU-Model

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 DENMARK

Timeline

2021 Implementation 2022 Implementation 2023 Implementation
2024 Implementation 2025 Implementation

ID number 43085

Background

Danish society and the economy are challenged by a high demand for a skilled labour force and seeking to optimise upskilling methods, ways and courses.

Objectives

The purpose of the Job adult vocational education and training (VET) model (Job-VEU model) is to create a better match on the labour market where supply and demand are not matched, as well as to ease the way for education from unskilled to skilled. This is in line with the general objectives of the Danish National implementation plan for the 2020 Council Recommendation on VET and Osnabrück Declaration (NIP) and with the objectives set in the Agreement on better and more flexible continuing vocational education and training.

Description

Private companies, education institutions, municipal job centres and actors on the labour market are all involved in the coordination of short training programmes in which both employed and unemployed people (adult learners, low-qualified, persons who belong to minorities or may have any sort of disadvantages) may participate. The bodies responsible for the initiative are the Ministry of Employment and the Danish Agency for Labour Market and Recruitment that develop and monitor the relevant legal framework.

The Job-VEU model comprises four phases, in which companies, job centres, sectoral organisations and social partners play a vital role.

Phase 1. Sectoral organisations and job centres at central or local level monitor and identify areas, in which labour supply does not match labour market needs. This mapping exercise aims to identify companies with specific labour need and unskilled workers in need of training. This phase involves communication with the companies with identified needs to verify the findings of the mapping exercise.

Phase 2. An agreement is reached between the social partners (a sectoral organisation and a trade union organisation at central and regional level) on the establishment of a Job-VEU programme. The parties agree on specific skills needs and that upskilling can solve recruitment challenges in the short and long term through credit-bearing upskilling courses. This phase involves consultation between a sectoral/professional organisation and the

companies on their specific training needs.

Phase 3. Social partners and job centres come together in a kick-off meeting where they draw up a project plan setting out the key elements of the upcoming upskilling programme. The finalised project plan serves as a basis for selecting a VET provider. The main stakeholders in this phase are the job centres, regional or central social partners and the selected VET provider. The companies declare that the training programme is suitable for their needs. They participate in an information meeting and screening for candidate learners in cooperation with the job centres.

Phase 4. A screening process is carried out for the available unemployed candidates for the upskilling programme, where the focus is on ensuring a good match between the company's needs and the candidate learners. Regional or central social partners, companies and job centres are key actors in the matching process. The upskilling programme for the unemployed and employed (older workers and those who are employed but their employment is considered insecure are among the target groups) may then begin. The VET provider is responsible for the learning provision. To ensure the right match, companies participate as much as possible in information meetings, monitoring learning and maintaining dialogue with learners throughout their upskilling programme.

The model is considered a fruitful way of modernising training programmes; it supports the development of a lifelong learning culture and promotes equal upskilling opportunities catering for individual needs.

The Job-VEU model is one among several relevant active labour market initiatives, such as the right to 6 weeks of job-oriented vocational training, the regional education fund, the Education lift and the Job rotation scheme.

The measure was agreed in 2017 and has been implemented from 2018 onwards.

2021 Implementation

In 2021, an evaluation of the measure showed that 395 Job-VEU training projects had been realised since the beginning of the implementation; 14 086 persons had participated in just one project, proving that the programme is satisfactory. The evaluation also demonstrated a high degree of satisfaction among stakeholders and that the measure had fulfilled its purpose. The evaluation pointed out that the high degree of flexibility in the way the model was implemented and that the good communication among all stakeholders involved and learners were crucial for its success. The evaluation concluded that there was potential for a wider propagation of the model.

2022 Implementation

The Job-VEU-model was operational and ran as a regular practice.

2023 Implementation

The Job-VEU-model was operational and ran as regular practice.

2024 Implementation

The Job-VEU model was operational and ran as regular practice.

2025 Implementation

On 9 April 2025, the Government, together with four parties, agreed on reforming this employment effort. According to the agreement, the state coordination of adult and continuing education (VEU-coordination) will be abolished. According to the Danish Agency for Labour Market and Recruitment (STAR)'s website, this is expected to take effect on 1 February 2026.

It is not yet known whether the Job VEU model will continue to be used once state coordination of the VEU comes to an end.

Bodies responsible

- Ministry of Employment
- Danish Agency for Labour Market and Recruitment

Target group

Learners

Adult learners
Older workers and employees (55 - 64 years old)
Persons in employment, including those at risk of unemployment
Low-skilled/qualified persons

Entities providing VET

Companies
VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses
Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs
Ensuring equal opportunities and inclusiveness in education and training

European priorities in VET

VET Recommendation

VET agile in adapting to labour market challenges

Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

Sustainability - a green link in VET

Subsystem

CVET

Further reading

[The Job-VEU model](#)

[Evaluation of the Job-VEU model](#)

Related policy developments

2025 Implementation

Right to six weeks of job-oriented vocational training

Individuals eligible for unemployment benefits (regardless of their origin, as the right applies to people with foreign qualifications according to applicable provisions) generally have the right to take advantage of this measure.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Regional education fund

The regional education fund provides grants for municipalities to purchase short vocational training courses.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Education lift

Through the education lift scheme, unemployed persons over the age of 30 who are unskilled or skilled with an obsolete education can take part in vocational training while receiving benefits. Since August 2020, there have been two ways of participating in education lift scheme.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

IVET CVET

2025 Implementation

Job rotation

Under the job rotation scheme private and public companies are entitled to receive a job rotation allowance when an employee temporarily participates in continuing education/upskilling and an unemployed is hired as a substitute for the employee during the training period.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

CVET

2025 Implementation

Tripartite agreement on better and more flexible continuing vocational education

The Tripartite agreement on better and more flexible continuing vocational education was approved in 2017 and implementation started in 2018. The agreement had initially a lifespan until 2021. The main aspects of the agreement are as follows.

 DENMARK

Type of development

Regulation/Legislation

Subsystem

CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/43085>