

## Job rotation

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 DENMARK

### Timeline

2021 Implementation 2022 Implementation 2023 Implementation

2024 Implementation

ID number 43053

### 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 and incentives.

### Objectives

The purpose of the job rotation scheme is to encourage companies to upskill their employees and give unemployed people the opportunity to gain work experience and create a network in a real workplace.

### Description

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. The company pays the employees their usual salary for the entire training period, as well as any expenses related to the course. The temporary employee must receive a salary according to the labour agreement for the hours for which they are employed.

The job rotation allowance is EUR 25.45 (DKK 189.51, 2019 level)) per hour for both public and private companies (the amount is adjusted annually on 1 January and announced by the Danish Agency for Labour Market and Recruitment). The benefit is paid to the employer for each hour that an employee is in training and a temporary worker is employed at the same time.

The Ministry of Employment is the authority issuing the relevant legal framework.

The rules for the job rotation allowance are described in the Act on Active Employment Initiatives (LAB) (chapter 22, sections 149-153).

It is usually the employer who decides in which private or publicly offered continuing training the employee can participate. However, there are certain requirements:

- (a) there must be continuing training: following section 149 of the Act on Active Employment Initiatives (LAB) the employee (regardless of age) must obtain

- strengthened competencies through continuing training for use in continuing his employment relationship with this current employer;
- (b) periodic training must be temporary: at the beginning of the course, it is assumed, that the employee returns to his workplace with improved skills after completing continuing training;
  - (c) continuing training must be publicly or privately offered: the participation must not be limited to employees in a particular company, or organisation. Thus, in-company training organised by an employer cannot be subsidised. Persons outside the company need to have equal access to participate in the training. If this is not the case, the continuing training does not qualify for the job rotation allowance; for example, the conditions are not met if a public or private employer arranges and conducts training exclusively for its employees, which outsiders cannot access. Further, continuing training conducted for specific job tasks (e.g. by a supplier of machines or cleaning supplies, who conducts training for employees at a public or private workplace but for its specific job tasks) also does not meet the criteria for the job rotation scheme. The continuing training should help the employee who participates in it to acquire applicable skills also to other workplaces. However, the rules do not prevent continuing training from taking place extraordinarily with the employer. This could happen if a private or public employer buys all offered places on a training course offered publicly so that everyone can register, but where it is agreed with the education institution that the training course takes place at a specific workplace for practical, transport or other reasons.
  - (d) continuing training must not be part of vocational training: the employer does not receive a job rotation allowance if the employee participates in vocational training following the Act on Vocational Training, including vocational training for adults (EUV), or the Act on maritime education, or it is continuing training, which, following a decision of the Board of Directors of the Employers' Reimbursement System (AUB), can be equated with vocational training.

The following target groups can be employed as temporary workers in job rotation processes:

- (a) recipients of unemployment benefits;
- (b) recipients of cash benefits;
- (c) recipients of training aid;
- (d) transitional benefit recipients outside the induction programme;
- (e) recipients of self-support and repatriation allowance or transitional allowance covered by the self-support and return programme or the introduction programme;
- (f) sickness benefit recipients who are not in employment or self-employment;
- (g) persons in job clarification processes who are not in a job or running a self-employed business;
- (h) persons in resource flows;
- (i) young people not in employment, education or training (NEETs);
- (j) migrants and refugees.

The temporary employee must have been unemployed for at least six months before the job rotation and be approved by the job centre.

#### **2021 Implementation**

Job rotation was operational and ran as regular practice.

#### **2022 Implementation**

Job rotation was operational and ran as regular practice.

#### **2023 Implementation**

The job rotation scheme was operational and ran as regular practice.

#### **2024 Implementation**

In 2024, the job rotation allowance was set at EUR 27.5 (DKK 203.7) per hour for both public and private companies. This allowance was paid to the employer for each hour that an employee was in training and a temporary worker was employed at the same time.

## Bodies responsible

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

## Target group

### Learners

Young people not in employment, education or training (NEETs)  
Learners with migrant background, including refugees  
Older workers and employees (55 - 64 years old)  
Unemployed and jobseekers  
Persons in employment, including those at risk of unemployment

### Entities providing VET

Companies  
VET providers (all kinds)

## Thematic categories

### Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

### Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning  
Financial and non-financial incentives to learners, providers and companies  
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

VET promoting equality of opportunities

### Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

## Subsystem

CVET

## Further reading

## Related policy developments

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2024 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

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2024 Implementation

### Regional education fund

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

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**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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2024 Implementation

### Job-VEU-Model

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

 DENMARK

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Regulation/Legislation

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CVET

**2024 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

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