

# Tripartite agreement on better and more flexible continuing vocational education

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 DENMARK

## Timeline

2021 Implementation 2022 Approved/Agreed 2023 Implementation  
2024 Implementation 2025 Implementation

ID number 43035

## Background

Denmark has a well-developed system of adult education and continuing vocational training (CVET). Danes' participation in adult and continuing education activities is among the highest in the OECD.

There is still a need for initiatives to assist individuals with weak basic skills, and the government and the labour market stakeholders have agreed on a number of initiatives to strengthen the skillset of adults.

The new tripartite agreement includes long-term investments in adult, continuing and further education and is a continuation of previous tripartite agreements aiming to secure better and more flexible continuing vocational education.

## Objectives

The objective is to modernise and secure the future of the adult, CVET and further VET (EQF 5) system, so that employees, may develop competences that secure their job prospects and remain relevant to labour market needs. The agreement also aims to improve job prospects for the unemployed and unskilled or low skilled people.

With the latest tripartite agreement, the government and parties from the labour market seek to create a stable framework for strengthen continuing and further education in Denmark. The goal is for more adults to gain basic literacy, numeracy and IT skills that enable them to pursue further education and succeed in the labour market. Moreover, there is an emphasis on assessing and screening employees' basic skills competencies in partnership with companies, aiming to increase access to educational opportunities for different target groups with basic skills needs.

## Description

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.

- (a) The creation of a 'conversion fund': around EUR 53.6 million (DKK 400 million) has been set aside, as of 5 March 2018, for a 'conversion fund', which will enable unskilled and skilled workers to undertake further training on their own initiative. The fund aims to support labour market mobility by having more employees involved in job-oriented continuing and further education, either in their free time or during working hours.
- (b) An outreach funding pool aiming to improve basic skills (especially for unskilled people) by providing more opportunities for them to attend courses in writing, reading and maths, and by allocating EUR 13.4 million (DKK 100 million) to increase awareness of these opportunities.
- (c) EUR 8.5 million (DKK 60 million) are earmarked to ICT skills and English (preparatory education).
- (d) Strengthening vocational training courses (AMU). The quality of the adult vocational training courses (AMU) will be improved by increasing the tariffs for schools (taximeter system), bringing the AMU budget to EUR 37.5 million (DKK 280 million). In addition, EUR18.7 million (DKK 140 million) has been earmarked for securing a sufficient supply of different courses tailored to the needs of the labour market. More relevant and flexible AMU courses with more opportunities to tailor them to the particular needs of businesses. Participants are also expected to be able to document their acquired skills, such as by taking exams and receiving certificates. The agreement also makes it easier for private contractors to provide AMU courses.
- (e) Development of higher CVET by increased use of the recognition of prior learning (RPL), EUR 0.66 million (DKK 5 million).
- (f) Easier access to CVET by establishing a single point of entry (by establishing a web-portal with all the necessary information).

The agreement continued being implemented in 2019 and 2020.

### 2021 Implementation

The agreement's initial 'lifespan' was set up to 2021, but negotiations have started between relevant stakeholders to extend the agreement.

### 2022 Approved/Agreed

In September 2022, the agreement was prolonged for another year (including 2023). In December 2022, the Danish Parliament voted an emergency law that implements the Tripartite agreement on better and more flexible continuing vocational education. The agreement continued the initiatives of the 2017 tripartite agreement that had not been completed (e.g. increased tariffs and AMU reimbursement and the emphasis given on the acquisition of digital and English language skills). The agreement also ensured the stability of the EUV, (VET programme for adults aged 25+), framework. An additional amount of EUR 45.7 million (DKK 342.6 million) was set aside for 2023.

### 2023 Implementation

In the fall of 2023, the Danish government and parties from the labour market signed a new tripartite agreement aiming to ensure that the Danish workforce is equipped for the future and its skillset is compatible with the needs of the labour market through long-term investments in adult, continuing and further education. The agreement allocates approximately EUR 48 million (DKK 360 million) annually to continuing and further education activities. The agreement also describes several initiatives in the CVET area. It is an extension of the 2017 *Tripartite agreement on better and more flexible continuing vocational education* and its extensions.

### 2024 Implementation

The government, the social partners and several private companies and public organisations formed an alliance to ensure that more employees improve their Danish, maths, English and IT skills.

In 2024, up to half a million Danes were lacking reading and writing skills. The alliance

for raising employees' basic skills will help ensure that employees have the necessary skills to thrive in the workplace and be prepared for future labour market changes.

With this alliance, a network between the participating employers was established. In this network they can exchange experiences in topics like screening for dyslexia, upskilling programmes and motivation. At the same time, employers in the alliance may receive advice on educational opportunities that suit their employees via the education ministry's guidance webpage.

### **2025 Implementation**

A new and more streamlined landscape for labour market training (AMU) was established to make it easier for both companies and participants to find relevant courses, while also strengthening the quality and stability of provision. The new training provision approvals applied from 1 October 2025 until the end of 2030. This tendering round is part of the tripartite agreement on long-term investments in adult and continuing education concluded in September 2023.

## **Bodies responsible**

- Ministry of Children and Education
- Ministry of Economic Affairs
- Danish Confederation of Trade Unions
- Confederation of Danish Employers

## **Target group**

### **Learners**

Adult learners

Older workers and employees (55 - 64 years old)

Unemployed and jobseekers

Persons in employment, including those at risk of unemployment

Low-skilled/qualified persons

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

### **Entities providing VET**

VET providers (all kinds)

## **Thematic categories**

### **Governance of VET and lifelong learning**

Optimising VET funding

Engaging VET stakeholders and strengthening partnerships in VET

### **Modernising VET offer and delivery**

Modernising VET standards, curricula, programmes and training courses

Acquiring key competences

Integrating digital skills and competences in VET curricula and programmes

Reinforcing work-based learning, including apprenticeships

### **Supporting lifelong learning culture and increasing participation**

Financial and non-financial incentives to learners, providers and companies

## European priorities in VET

### VET Recommendation

VET agile in adapting to labour market challenges

Flexibility and progression opportunities at the core of VET

### Osnabrück Declaration

Resilience and excellence through quality, inclusive and flexible VET

## Subsystem

CVET

## Further reading

[Tripartite agreement on long-term investments in CVET](#)

## Related policy developments

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### 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

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### 2025 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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**2025 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**Type of development**

Regulation/Legislation

**Subsystem**

CVET

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**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

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**2025 Implementation****VET programme for adults: EUV**

EUV is a VET programme for adults (aged 25+) that builds on the work experience and prior learning the adult already possesses. EUV was introduced in the 2015 reform.

 DENMARK**Type of development**

Regulation/Legislation

**Subsystem**

“ … ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/43035>