

Apprenticeship

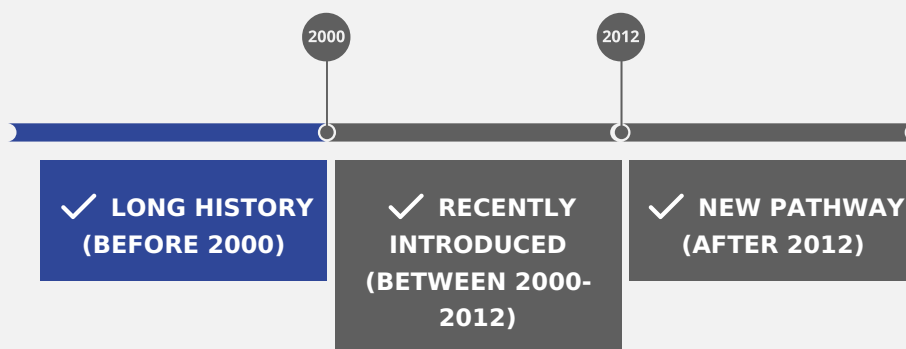
Lærlingeuddannelser

 Denmark

Reference year 2019

① SCHEME HISTORY

Q1. When was the scheme introduced?



Apprenticeships were used by the ancient guilds to train craftsmen. When the guilds were abolished in the 19th century, apprenticeship remained as the way of delivering vocational qualifications.

Q2. How did the apprenticeship scheme originate?



✓ **TRADITIONAL CRAFTSMANSHIP (MASTER-APPRENTICE RELATION) TO PREPARE APPRENTICES FOR THE OCCUPATION**



✓ **SCHOOL-BASED VET TRACK BY INCLUDING MORE WORK-BASED LEARNING TO SUPPLY SKILLED WORKFORCE TO MATCH LABOUR MARKET NEEDS**



✓ **EX-NOVO**



✓ **OTHER**

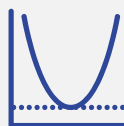
In medieval times the apprenticeships were under the administration of guilds (this was dissolved in 1857). In 1937 the foundation of the system as we know it today was introduced. In 1956 the dual programme was introduced with periods of school-based and work-based education. Later, the school-based basic part of apprenticeship programmes was introduced in 1970. Latest, in 2015, the combination of journeyman's qualification and qualifications from upper secondary general education (EUX) was introduced (after being piloted in a few programs from 2010).

② BENEFICIARIES

Q3. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?



✓ **MINIMUM AND MAXIMUM AGE LIMITS DEFINED**



✓ **MINIMUM AGE LIMITS DEFINED ONLY**

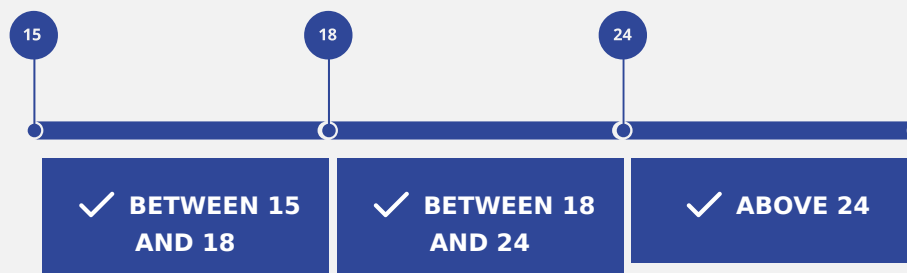


✓ **OTHER**

Learners enrol in IVET usually at the age of 16-17. All IVET is organised as

apprenticeship, and the workplace part of training usually starts after one year (40 weeks) of foundation training.

Q4. What is the average age of learners in practice?



The usual target group of IVET programmes is the age bracket 16-17, but many learners enrol at a later age.

A distinction is made between mainstream and adult VET, but all programmes are organized as apprenticeships.

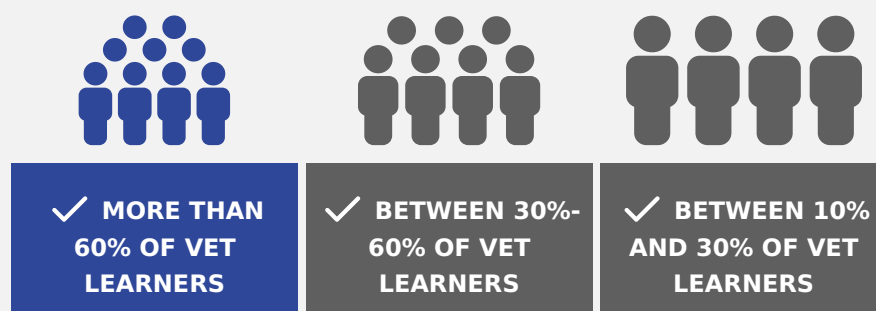
Source: <https://uddannelsesstatistik.dk/Pages/Reports/1838.aspx>

Q5. How many learners are enrolled in this scheme?

According to the statistics of the Ministry of Education, 108.606 learners were enrolled in IVET in 2019

<https://uddannelsesstatistik.dk/Pages/Reports/1838.aspx>

Q6. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s)?





✓ LESS THAN
10% OF VET
LEARNERS

All IVET programmes are organised as apprenticeships. Apprenticeship is the dominant form of IVET. Only in very exceptional cases is it possible to achieve qualifications at IVET-level by other means.

3 QUALIFICATIONS

Q7. Are the qualifications included in the National Qualification Framework (NQF)?



✓ YES



✓ NO



✓ THERE IS NO
NQF

IVET qualifications are generally at level 4 of the NQF.

Q8. Is the scheme included in the ISCED 2011 mapping?



✓ YES



✓ NO

Programme number 353.10/level 353

Q9. Are the qualifications offered only through apprenticeships?



✓ QUALIFICATIONS
CAN ONLY BE
OBTAINED
THROUGH THIS
APPRENTICESHIP
SCHEME

✓ THE SAME
QUALIFICATIONS
CAN BE ACHIEVED
ALSO THROUGH
OTHER SCHEMES
(I.E. SCHOOL-
BASED VET)

Apprenticeship is the dominant form of IVET. Only in very exceptional cases is it possible to achieve qualifications at IVET-level by other means. Learners who are not able to conclude an apprenticeship contract with an enterprise may receive the practical parts of their training in so called placement centres (*skolepraktikcentre*), which have been set up in connection with the vocational schools. This is meant to emulate enterprise training, however, and enrolment only happens when all possibilities for a normal apprenticeship contract are exhausted.

Q10. Which is the type of qualification obtained through the apprenticeship scheme?



✓ FORMAL VET
QUALIFICATION
(WHICH DOES NOT
INDICATE THE
PATHWAY)



✓ FORMAL VET
QUALIFICATION
(WHICH INDICATES
THE PATHWAY)



✓ FORMAL
APPRENTICESHIP
QUALIFICATION
(JOURNEYMAN,
ETC.)



✓ OTHERS

Journeyman

Q11. Does the scheme provide direct access to higher education?



Learners with IVET qualifications as a rule have to take supplementary courses to enrol in higher education. The exception to this is the EUX variety of apprenticeships, which also confers general upper secondary qualifications that allow more direct progression to higher education.

Q12. What is the typical duration of the apprenticeship programme?

A minimum duration of 2 years and 2 months is set, corresponding to the basic level of journeyman's qualifications.

The Law on VET (*Lov om Erhvervsuddannelser*) stipulates that IVET programmes "as a rule cannot exceed 4 years and 6 months". Still, there are some programmes with longer duration.

For example, programmes with maximum duration of 5 years lead to both journeyman's qualification and qualifications from upper secondary general education (EUX).

Usually VET programmes last 4 years including the first year of basic school-based training.

4 GOVERNANCE

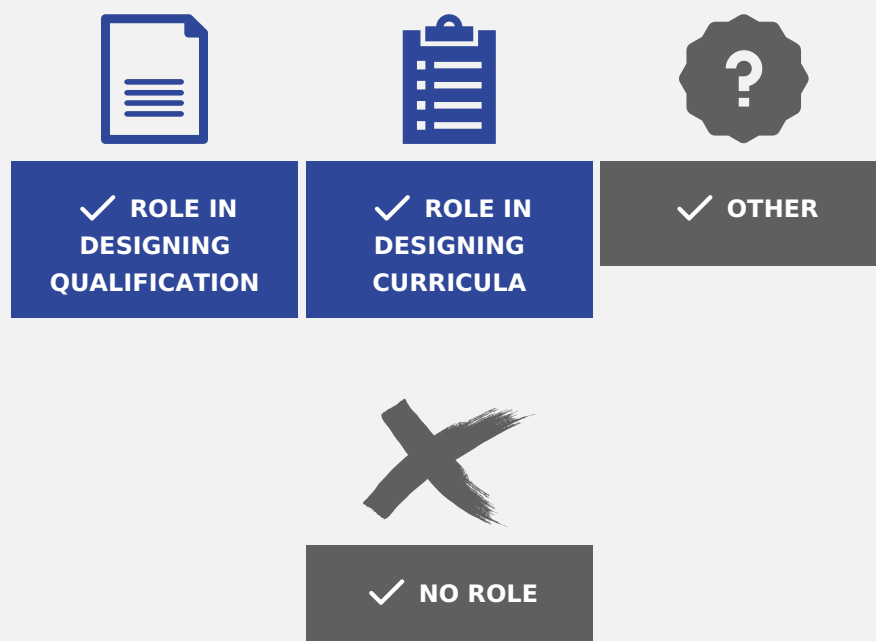
Q13. Is there any organization at the national level with roles in co-ordinating the scheme?



Social partners play an institutionalized role at all levels of VET, from the National advisory council on vocational upper secondary education and training (*Rådet for de grundlæggende Erhvervsrettede Uddannelser*), which advises the Ministry of Education on principal matters concerning VET, to playing an advisory role at the local level through local training committees comprised of representatives of the social partners who advise colleges on local adaptations of VET. Their most important role is to ensure that VET provision is in line with the needs of the labour market.

Details about curriculum, duration, remuneration etc. are decided for each programme by the social partners in the so-called trade committees, which have a central role in apprenticeship governance and coordination (see also Q38, Q39).

Q14. What is the role of chambers, employers' and employees' representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?

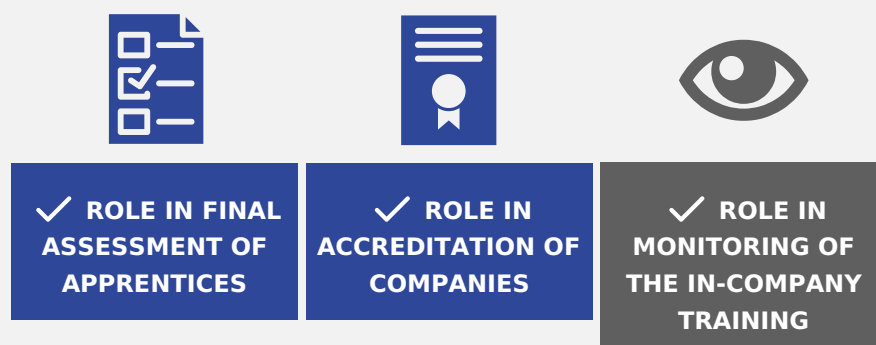


Social partners play an institutionalized role at all levels of VET. The National advisory council on vocational upper secondary education and training (*Rådet for de grundlæggende Erhvervsrettede Uddannelser*) advises the Ministry of Education on principal matters concerning VET.

In relation to shaping the apprenticeship content, social partners in the Trade Committees at national and local level:

- Provide yearly evaluation rapport with assessment of future needs for new competences and the description of new learning outcomes
- define learning objectives and curricula;
- define the length of a programme and its division between the school and the enterprise.

Q15. What is the role of chambers, employers' and employees' representatives in implementing the apprenticeship scheme, as per regulation?





✓ OTHER



✓ NO ROLE

The social partners in the Trade Committees at national and local level:

- Provide assessors for the final exams (journeyman's test).
- Assess and gives accreditation to companies that allow them to hire apprentices
- negotiate the wage level for apprentices

5 TRAINING AT THE WORKPLACE

Q17. Is it compulsory to alternate training between two learning venues (school and company)?



✓ YES



✓ NO

The first year of IVET programmes in Denmark is school-based training. From the second year, most learners get an apprenticeship contract with a company or a public institution and usually spend 2/3 of their time with work-based learning and 1/3 of their time with school-based learning

Only in very exceptional cases is it possible to achieve qualifications at IVET level by other means. Learners who are not able to conclude an apprenticeship contract with an enterprise may receive the practical parts of their training in so called placement centers (*skolepraktikcentre*), which have been set up in connection with the vocational schools. This is meant to emulate enterprise training, however, and enrolment only happens when all possibilities for a normal apprenticeship contract are exhausted.

Q18. Is the in-company training defined as minimum share of the apprenticeship scheme duration?



✓ YES,
EQUIVALENT OR
MORE THAN 50%
OF SCHEME
DURATION



✓ YES, BETWEEN
20% AND 50% OF
THE SCHEME
DURATION



✓ YES, LESS
THAN 20% OF THE
SCHEME DURATION



✓ NO, NO
MINIMUM SHARE IS
COMPULSORY

The Law on VET contains no prescriptions for the length of time spent at school and in the enterprise. This is decided individually for each programme by the social partners in the Trade Committees. Generally, the relationship between time spent in school and enterprise is 1/3 (school) to 2/3 (enterprise).

Q19. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?



✓ YES, THE
LEGAL FRAMEWORK
MAKES THIS
DISTINCTION

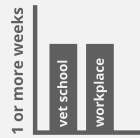


✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

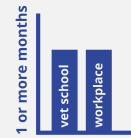
Q20. What is the form of alternation of training between workplace (company) and school?



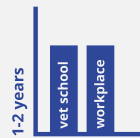
✓ **EVERY WEEK INCLUDES BOTH VENUES**



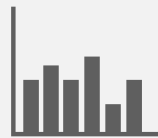
✓ **ONE OR MORE WEEKS (LESS THAN 1 MONTH) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE WEEKS AT WORKPLACE**



✓ **ONE OR MORE MONTHS (LESS THAN 1 YEAR) SPENT AT SCHOOL FOLLOWED BY ONE OR MORE MONTHS AT WORKPLACE**



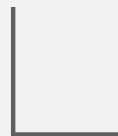
✓ **A LONGER PERIOD (1-2 YEARS) SPENT AT SCHOOL FOLLOWED BY A LONGER PERIOD SPENT TRAINING AT WORKPLACE**



✓ **VARIOUS - DEPENDS ON AGREEMENTS BETWEEN THE SCHOOL AND THE COMPANY**



✓ **OTHER**



✓ **NOT SPECIFIED**

The apprenticeship system is built on block release, where apprentices spend periods of up to one year in the enterprises, and have school periods of up to 3 months (apart from the initial period (*grundforløbet*) which is entirely school-based and may last up to 40 weeks.

Q21. What is the basis for the training offered?



✓ THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME



✓ THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME



✓ THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)



✓ OTHER

Apprenticeship is the dominant form of IVET in Denmark. Only learners who are not able to conclude an apprenticeship contract with an enterprise may receive the practical parts of their training in so called placement centres. But almost all students end up signing an apprenticeship contract before the end of their education.

Q22. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?



✓ YES, THE TRAINING PLAN IS BASED ON THE NATIONAL/SECTORAL REQUIREMENTS FOR THE IN-COMPANY TRAINING



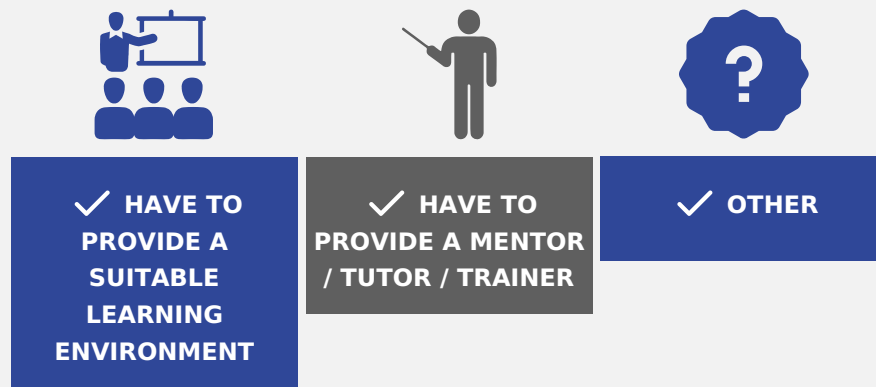
✓ YES, THE TRAINING PLAN IS AGREED AT THE LEVEL OF SCHOOL AND COMPANY



✓ NO, IS NOT REQUIRED FORMALLY

Learning objectives (*praktikmål*) for the placement periods are defined by the Trade Committees and the employer must provide training that allows the apprentice to reach these learning objectives.

Q23. What are the requirements on companies to provide placements, as per regulation?



There are requirements as to the ratio of apprentices and trained employees, as well as the nature of the tasks undertaken and the availability of machines and tools relevant to the trade. The rules for this are formulated by the Trade Committees. Enterprises wishing to take apprentices must be approved by the Trade Committee (which may delegate this task to the vocational school). Workplaces are not obligated to provide trained mentors, but there are short voluntary courses for trainers.

Q25. Are there any sanctions on companies that do not provide training to apprentices at the workplace?



They can lose the right to train apprentices.

⑥ CONTRACT AND COMPENSATION

Q26. What is the status of the learner?



✓ ONLY STUDENT



✓ ONLY
EMPLOYEE



✓ APPRENTICE IS
A SPECIFIC STATUS
(STUDENT AND
EMPLOYEE
COMBINED)



✓ OTHER

The apprentice is an employee of the enterprise but has a special status as a learner. The enterprise is obliged to provide training so that the apprentice can reach the learning objectives (*praktikmål*) that have been formulated by the relevant Trade Committee for the placement periods.

Q27. Is there any written arrangement between the learner and company, required as per regulation?



✓ YES



✓ NO

The learner concludes an apprenticeship contract with the enterprise. The vocational school approves the contract but is not a signatory part.

Q28. What is the nature of the written arrangement?



✓ APPRENTICESHIP
ARE AN ORDINARY
EMPLOYMENT
CONTRACT



✓ APPRENTICESHIP
ARE A SPECIFIC
TYPE OF CONTRACT



✓ ANOTHER TYPE
OF FORMAL
AGREEMENT, NOT A
CONTRACT

The apprentice has the status of an employee at the enterprise.

Q29. Where is the contract or the formal agreement registered?



✓ AT THE
SCHOOL



✓ AT THE
MINISTRY OF
EMPLOYMENT



✓ AT THE
CHAMBERS



✓ AT THE
MINISTRY OF
EDUCATION



✓ OTHER

The learner's vocational school approves the contract (checks that all formalities are met) and registers the contract. Then the school sends the contract to the Trade Committee (*Det faglige udvalg*) and to the Ministry of education

Q30. Do apprentices receive a wage or allowance?



✓ YES, ALL APPRENTICES RECEIVE A WAGE (TAXABLE INCOME)



✓ YES, ALL APPRENTICES RECEIVE AN ALLOWANCE (NOT A FORM OF TAXABLE INCOME)



✓ APPRENTICES RECEIVE A REIMBURSEMENT OF EXPENSES



✓ NO FORM OF COMPENSATION IS FORESEEN BY LAW

All apprentices receive wage.
The apprentice is paid wages from the moment the contract comes into force.

Q31. How is the apprentice wage (taxable income) set?



✓ BY LAW (APPLYING FOR ALL)



✓ BY CROSS-SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL



✓ BY SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL



✓ BY FIRM-LEVEL
COLLECTIVE
AGREEMENTS OR
INDIVIDUAL
AGREEMENTS
BETWEEN
APPRENTICE AND
COMPANY

✓ OTHER

Apprentices' wages are negotiated as part of the collective agreements between the social partners. An example (plumber apprentices, 2019):

1st year DKK 66.15 per hour

2nd year DKK 76.30 per hour

3rd year DKK 96.15 per hour

4th year DKK 109.45 per hour

5th year (EUX) DKK 120,20 per hour

7 FINANCING AND INCENTIVES

Q32. Who covers the cost of the wage or allowance of the apprentice?



✓ EMPLOYERS



✓ STATE



✓ OTHER

The apprentice's wages are paid by the employer. The employer may recover costs for wages during school periods from the Employers Reimbursement Fund (AUB).

Q33. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?



✓ SINGLE
EMPLOYERS
HOSTING
APPRENTICES



✓ TRAINING
FUNDS



✓ STATE



✓ OTHER

Employers with apprentices are required to pay the apprentice's wages during the apprenticeship.

Employers with more than five employees must contribute to the so-called Employers Reimbursement Scheme (*Arbejdsgivernes Uddannelsesbidrag - AUB*) irrespective of whether they have apprentices or not. The funds are used to compensate employers with apprentices for the extra costs they have for this (e.g. wages of apprentices during school periods, when they are not available to the enterprise).

Q34. Are there any financial incentives for companies that offer apprenticeship places?



✓ YES, SUBSIDIES



✓ YES, TAX
DEDUCTIONS



✓ YES, OTHER
INCENTIVES

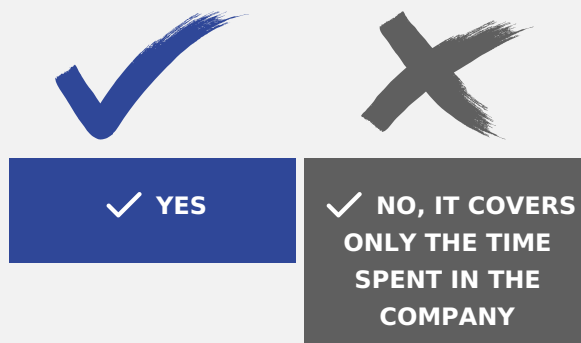


✓ NO FINANCIAL
INCENTIVES

Since 2018, companies and institutions that do not take their share of apprentices have

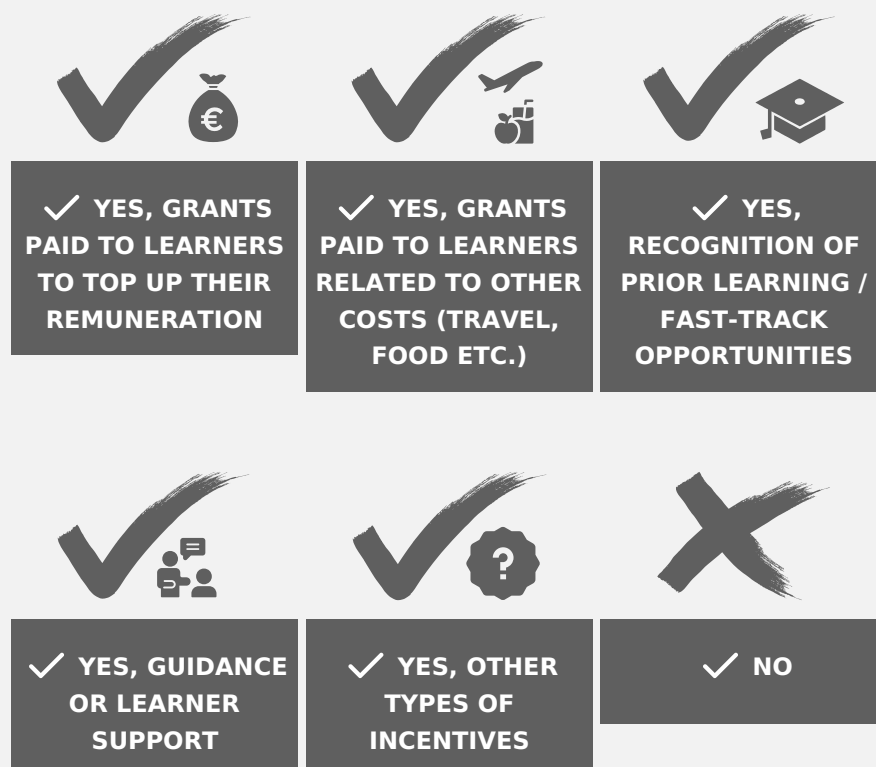
to pay extra to the common fund (AUB). So, an expected ratio is calculated for different industries and those workplaces who do not have enough apprentices have to pay 3600 euro per year per 'missing' apprentice. At the same time those who expand their number of apprentices are rewarded with 3350 per year per extra apprentice. [Link](#)

Q35. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?



Learners receive wage both when they participate in school based and work-based learning. The employer may recover costs for wages during school periods from the Employers Reimbursement Fund (AUB).

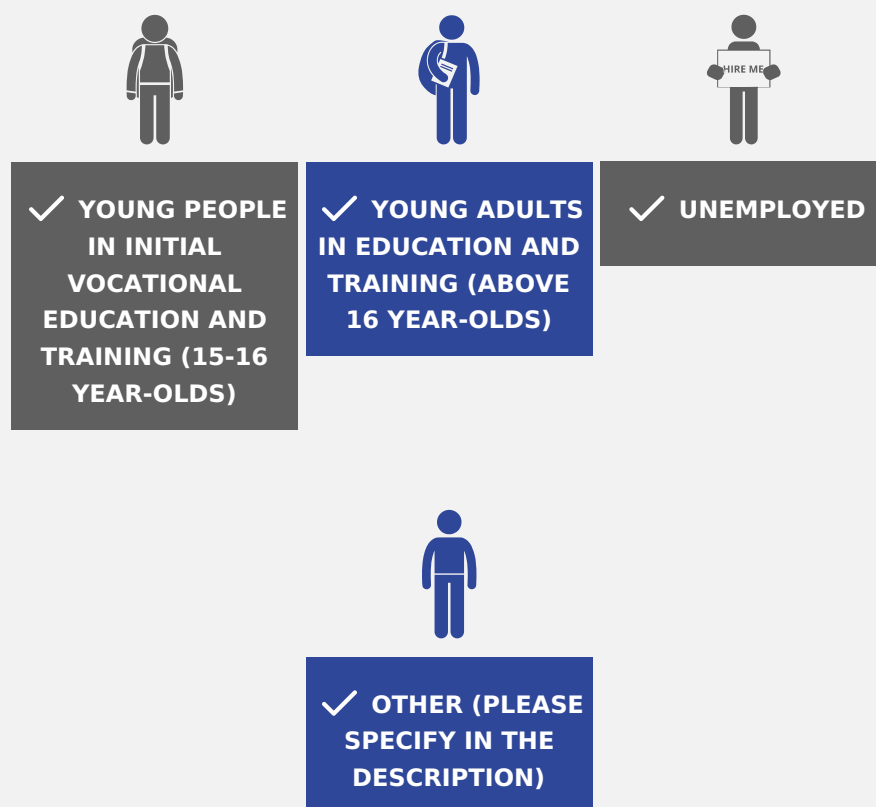
Q36. Are there any incentives for learners?



Reference Year 2016

1 TARGET GROUP

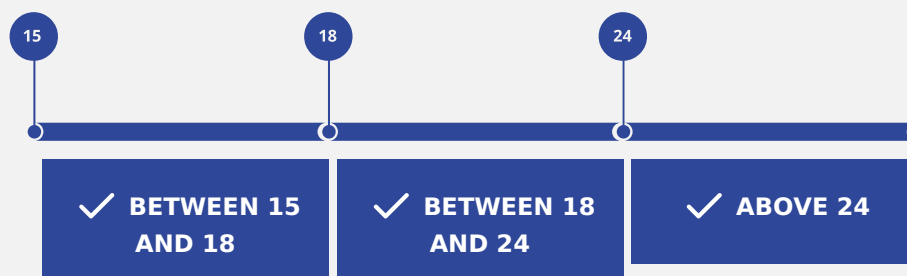
Q7. What is the target group of this scheme?



The main target group are young people who have completed the 9th or the 10th grade in lower secondary education (compulsory schooling finishes at the 9th grade, but most pupils take an optional 10th year before moving on). This target group will be between 16-17 years of age, but many wait till later to enrol – the average age of enrolment is nearly 21.

Adult learners may enter VET and do an apprenticeship. A system for the accreditation of prior learning (*realkompetencevurdering*) ensures that previous practical experience and educational achievements are taken into account and the total length of their learning trajectory shortened.

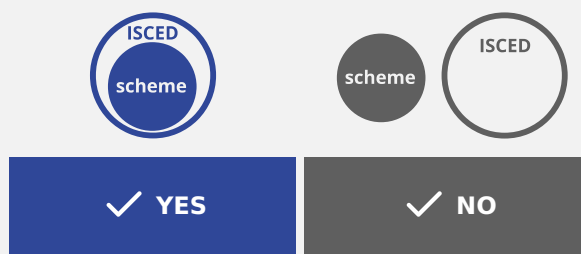
Q8. What is the age of learners?



The main target group are in the age bracket aged 16-17, but many enrol at a later age. A distinction is made between mainstream and adult VET, but all programmes are organised as apprenticeships

② OVERVIEW OF THE SCHEME

Q9. Is the scheme included in the ISCED 2011 mapping?



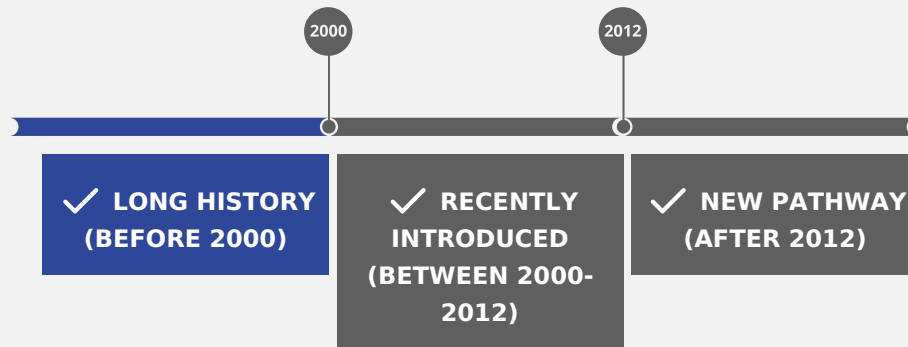
Programme number 353.10/level 353.

Q10 - Is the scheme part of the VET system?



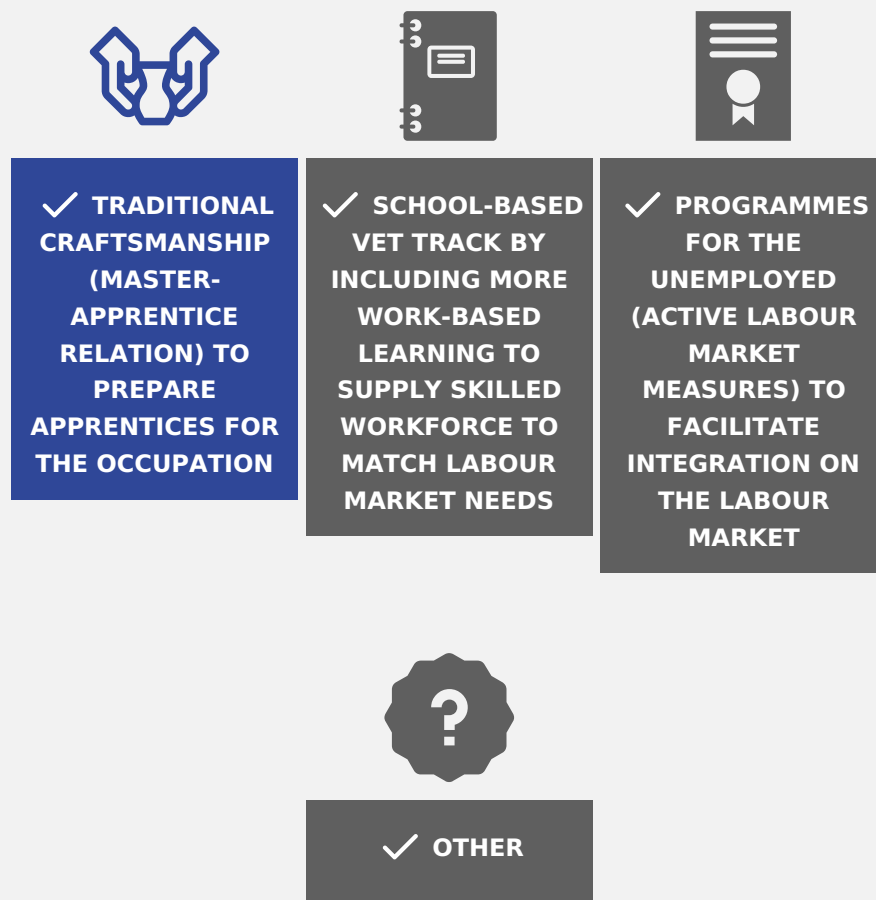
Apprenticeship is the dominant form of IVET.

Q11 - When was the scheme introduced?



Apprenticeships were introduced in medieval times.

Q12 - How did the apprenticeship scheme originate?



Apprenticeships were used by the ancient guilds to train craftsmen. When the guilds were abolished in the 19th century, apprenticeship remained as the way of delivering vocational qualifications.

Q13 - What are the major sources of financing of the in-company training part of the apprenticeship scheme?



✓ **BY COMPANIES
HOSTING
APPRENTICES**



✓ **BY EMPLOYERS
THROUGH
SECTORAL FUNDS**



✓ **BY THE STATE
FROM THE
EDUCATION
BUDGET**



✓ **BY THE STATE
FROM THE LABOUR
/ SOCIAL SECURITY
BUDGET**



✓ **BY EU FUNDING**



✓ **OTHER**

Employers with apprentices are required to pay the apprentice's wages during the apprenticeship. All enterprises (also those without apprentices) have to contribute to a common fund (AUB), which compensates employers with apprentices for extra costs incurred (e.g. wages of apprentices during school periods, when they are not available to the enterprise).

Q14 - Are there any financial incentives for companies that offer apprenticeship places?



✓ **YES, SUBSIDIES**



✓ **YES, TAX
DEDUCTIONS**



✓ **YES, OTHER
INCENTIVES**



✓ **NO FINANCIAL
INCENTIVES**

Q15 - Is the scheme temporary, meaning that it is financed for a limited period of time?



✓ YES



✓ NO

Q16. How many learners are enrolled in this scheme?

49.932

According to the statistics of the Ministry of Education, 49,932 learners enrolled in IVET in 2014 (<http://statweb.uni-c.dk/Databanken/uvmDataWeb/ShowReport.aspx?report=EAK-tilgang-erhudd>).

Q17 - How many learners are enrolled in this scheme in relation to all VET students?



✓ THE MAIN VET TRACK (MAJORITY OF VET LEARNERS - MORE THAN 60% OF VET LEARNERS)



✓ STRONG VET TRACK (IMPORTANT SHARE OF VET LEARNERS - BETWEEN 30%-60%)



✓ MINOR TRACK (SMALL SHARE OF LEARNERS - BETWEEN 10% AND 30%)



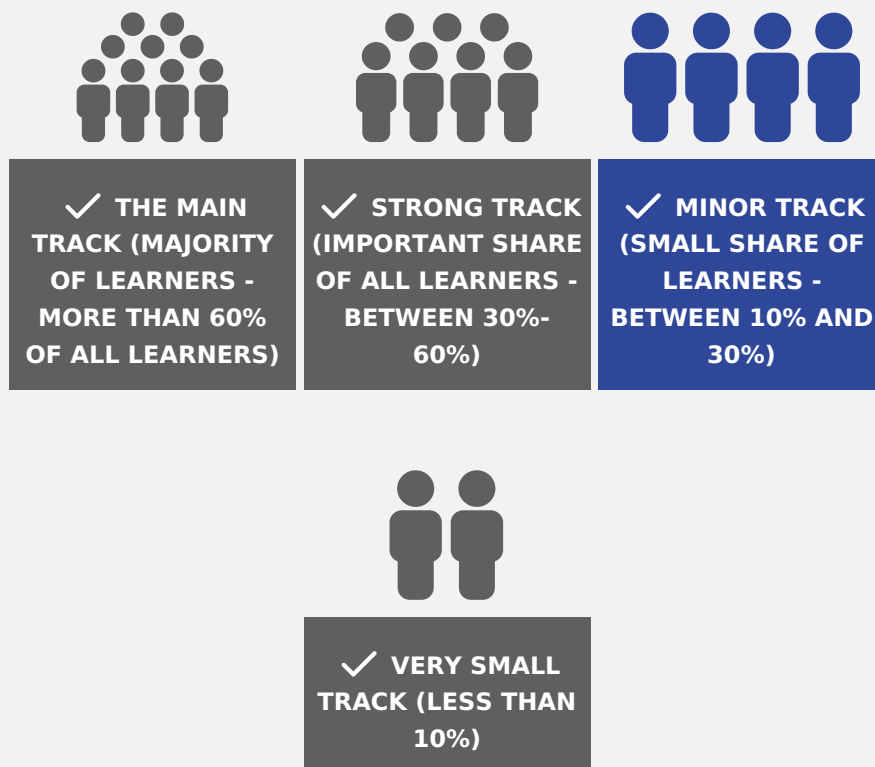
✓ VERY SMALL TRACK (LESS THAN 10%)



✓ APPRENTICES ARE NOT CONSIDERED AS LEARNERS (THEY ARE EMPLOYEES)

All IVET-programmes are organised as apprenticeships.

Q18 - How many learners are enrolled in the scheme in relation to all programmes for learners of the same age group?



According to the latest statistics from the Ministry of Education, 18.4% of all those leaving compulsory education (9th or 10th form) opted for IVET. Nearly 75% opted for upper secondary general education ([https://www.uvm.dk/Service/Statistik/Statistik-om-folkeskolen-og-frie-skoler/Statistik-om-elever-i-folkeskolen-og-frie-skoler/Statistik-over-tilmelding-til-ungdomsuddannelserne-for-9,-d,-og-10,-d,-klasse-\(FTU\)](https://www.uvm.dk/Service/Statistik/Statistik-om-folkeskolen-og-frie-skoler/Statistik-om-elever-i-folkeskolen-og-frie-skoler/Statistik-over-tilmelding-til-ungdomsuddannelserne-for-9,-d,-og-10,-d,-klasse-(FTU))).

Q19 - Does the apprenticeship scheme result in a qualification?



Journeyman.

Q20 - Which is the type of qualification obtained through the apprenticeship scheme?



✓ EDUCATIONAL
QUALIFICATION



✓ OCCUPATIONAL
/ SECTORAL
QUALIFICATION

Journeyman.

3 QUALIFICATIONS

Q21 - Is the qualification included in the National Qualification Framework (NQF)



✓ YES



✓ NO



✓ THERE IS NO
NQF

IVET qualifications are generally at level 4 of the NQF.

Q22 - How does the qualification link to the scheme?



✓ IT IS A
SPECIFIC TYPE OF
QUALIFICATION
WHICH CAN ONLY
BE OBTAINED
THROUGH THIS
APPRENTICESHIP
SCHEME



✓ THE SAME
QUALIFICATION
CAN BE ACHIEVED
ALSO THROUGH
OTHER
PROGRAMMES (I.E.
SCHOOL-BASED
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Apprenticeship is the dominant form of IVET. Only in very exceptional cases is it possible

to achieve qualifications at IVET-level by other means. Learners who are not able to conclude an apprenticeship contract with an enterprise may receive the practical parts of their training in so called placement centres (*skolepraktikcentre*), which have been set up in connection with the vocational schools. This is meant to emulate enterprise training, however, and enrolment only happens when all possibilities for a normal apprenticeship contract are exhausted.

Q23 - Does the scheme provide direct access to higher education?



Learners with qualifications from IVET will as a rule have to take supplementary courses to enrol in higher education. The exception to this is the EUX variety of apprenticeships, which also confers general upper secondary qualifications.

4 DURATION

Q24. What is the duration of the VET pathway? (please refer to the typical duration)

4 years

Most programmes are of a duration of around 4 years, but there are some that last 3 years while some others can last 5 years.

Q25 - How is the length of stay in apprenticeships defined in the regulation?





✓ IS NOT
DEFINED BY
REGULATION

The Law on VET (*Lov om Erhvervsuddannelser*) stipulates that IVET programmes “as a rule cannot exceed 4 years and 6 months”. Still, there are some programmes with longer duration.

Q26 - Is there a distinction between the training and working period for the time spent at workplace, as per regulation?



✓ YES, THE
LEGAL FRAMEWORK
MAKES THIS
DISTINCTION



✓ NO, THE LEGAL
FRAMEWORK
MAKES NO
DISTINCTION

The Law on VET contains no prescriptions for the length of time spent at school and in the enterprise. This is decided by the social partners in the Trade Committees.

⑤ ALTERNATION OF WORK-BASED (IN-COMPANY) TRAINING AND SCHOOL-BASED TRAINING

Q27 - Is in-company training a compulsory part of the scheme, as per regulation?



✓ YES



✓ NO

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to achieve qualifications at IVET-level by other means. Learners who are not able to conclude an apprenticeship contract with an enterprise may receive the practical parts of their training in so called placement centres (skolepraktikcentre), which have been set up in connection with the vocational schools. This is meant to emulate enterprise training, however, and enrolment only happens when all possibilities for a normal apprenticeship contract are exhausted.

Q28 - Is there a minimum share of time of the apprenticeship spent in in-company training compulsory as per regulation?



✓ YES,
EQUIVALENT OR
MORE THAN 50%



✓ YES, BETWEEN
20% AND 50%



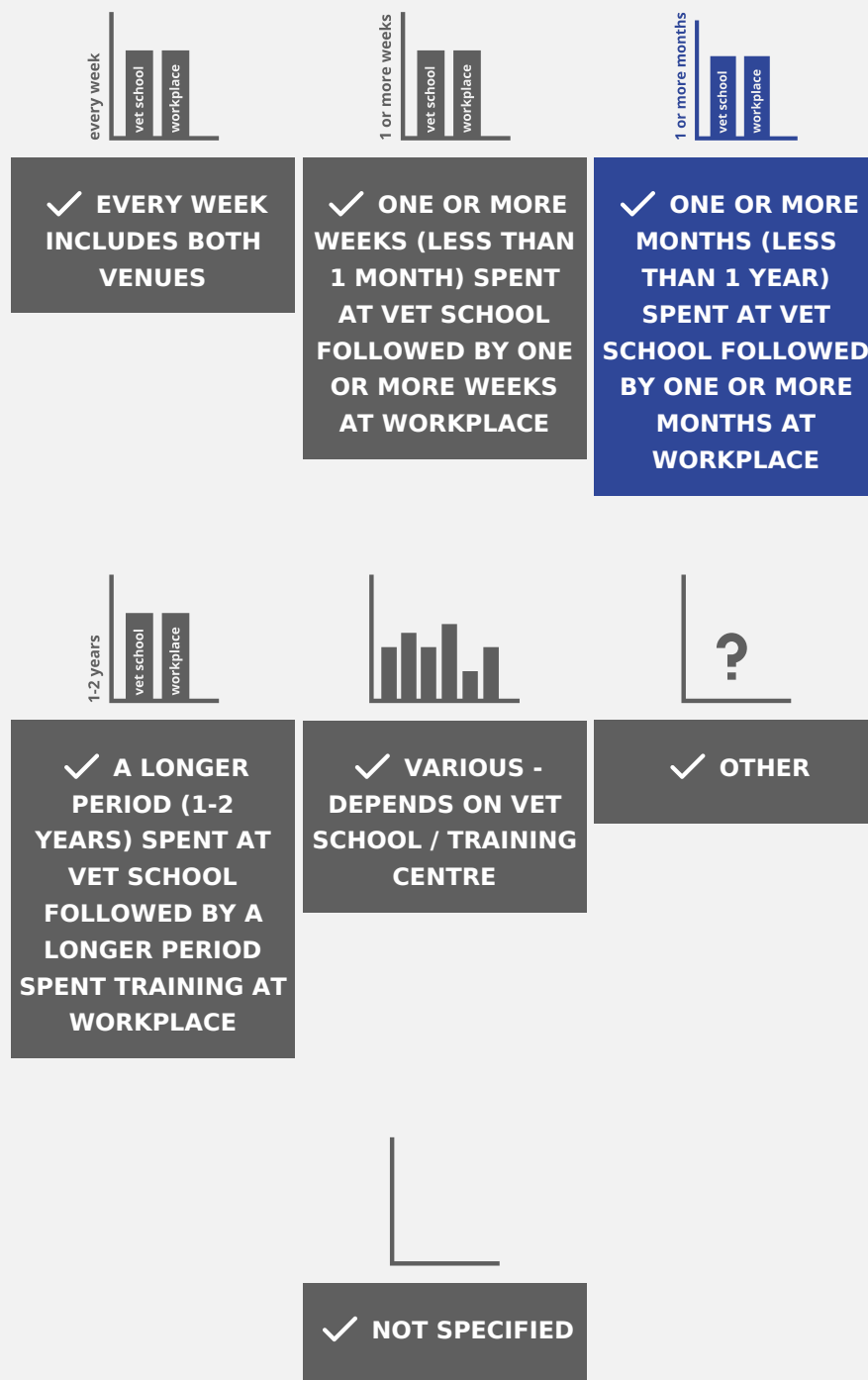
✓ YES, LESS
THAN 20%



✓ NO, NO
MINIMUM SHARE IS
COMPULSORY

This is decided individually for each programme by the social partners in the Trade Committees. Generally, the relationship between time spent in school and enterprise is 1 (school) to 4 (enterprise).

Q29 - What is the form of alternation of training between workplace (company) and school / training centre?



The apprenticeship system is built on block release, where apprentices spend periods of up to one year in the enterprises, and have school periods of up to 3 months (apart from the initial period (*grundforløbet*) which is entirely school-based and may last up to 40 weeks.

⑥ FORMAL RELATIONSHIP WITH THE EMPLOYER

Q30 - Is any contractual arrangement between the learner, company and/or education and training provider, required as per regulation?



✓ YES

✓ NO

The learner concludes an apprenticeship contract with the enterprise. The vocational school approves the contract, but is not a signatory part.

Q31 - Which parties enter a contractual relationship?



✓ LEARNER AND
EMPLOYER



✓ LEARNER,
EMPLOYER AND
THE EDUCATION
AND TRAINING
INSTITUTION



✓ EDUCATION
AND TRAINING
INSTITUTION AND
THE EMPLOYER
(NOT THE LEARNER)



✓ OTHER



✓ NO CONTRACT
IS REQUIRED

The learner concludes an apprenticeship contract with the enterprise. The vocational school approves the contract, but is not a signatory part.

Q32 - What is the nature of the contract?



✓ APPRENTICESHIP
ARE A SPECIFIC
CONTRACT
COVERED BY THE
LABOUR CODE



✓ APPRENTICESHIP
ARE A FORM OF
EMPLOYMENT
CONTRACT



✓ FORMAL
AGREEMENT, NOT
COVERED BY THE
LABOUR CODE

The apprentice has the status of an employee at the enterprise.

Q33 - Where is the contract registered?



✓ AT THE
EDUCATION AND
TRAINING
INSTITUTION



✓ AT THE
EMPLOYMENT
OFFICE



✓ AT THE
CHAMBERS



✓ AT THE
MINISTRY OF
EDUCATION



✓ OTHER

The learner's vocational school approves the contract (checks that all formalities are OK) and registers the contract.

Q34 - What is the status of the learner?



✓ APPRENTICE IS
A SPECIFIC STATUS



✓ STUDENT



✓ EMPLOYEE



✓ OTHER

The apprentice is an employee of the enterprise, but has a special status as a learner. The enterprise is obliged to provide training so that the apprentice can reach the learning objectives that have been formulated by the relevant Trade Committee for the placement periods (*praktikmål*).

7 REMUNERATION

Q35 - Do apprentices receive a salary, allowance or compensation?



✓ YES, ALL
APPRENTICES
RECEIVE A SALARY
(TAXABLE INCOME)



✓ YES, ALL
APPRENTICES
RECEIVE AN
ALLOWANCE (NOT
A FORM OF
TAXABLE INCOME)



✓ APPRENTICES
RECEIVE A
REIMBURSEMENT
OF EXPENSES



✓ **COMPENSATION
IS POSSIBLE BUT
NOT REQUIRED**



✓ **NO FORM OF
COMPENSATION IS
FORESEEN BY LAW**

Apprentices' wages are negotiated as part of the collective agreements between the social partners. An example (plumber apprentices, 2014):

1st year DKK 61.75 per hour
2nd year DKK 71.20 per hour
3rd year DKK 89.70 per hour
4th year DKK 102.10 per hour

The apprentice is paid wages from the moment the contract comes into force.

Q36 - Who pays the salary / allowance of the apprentice?



✓ **EMPLOYERS**



✓ **STATE**



✓ **OTHER**

The apprentice's wages are paid by the employer. The employer may recover costs for wages during school periods from the Employers Reimbursement Fund (AUB).

Q37 - Is the company hosting apprentices required to provide training at the workplace?



✓ YES,
OBLIGATION TO
PROVIDE TRAINING
AT THE
WORKPLACE IS
REQUIRED IN THE
CONTRACT



✓ YES, IT IS
REQUIRED BY LAW



✓ YES, REQUIRED
BY OTHER
REGULATIONS



✓ NO, NOT
REQUIRED
FORMALLY

The employer must provide training, and learning objectives for the placement periods have been defined by the Trade Committees.

8 RESPONSIBILITY OF EMPLOYERS

Q38 - What are the requirements on training companies, as per regulation?



✓ HAVE TO
PROVIDE A MENTOR
/ TUTOR / TRAINER



✓ HAVE TO
PROVIDE LEARNING
ENVIRONMENT



✓ HAVE TO
ENSURE LEARNING
SUPPORT



✓ HAVE TO
DEVELOP A
TRAINING PLAN



✓ OTHER

There are requirements as to the ratio of apprentices and trained employees, as well as the nature of the tasks undertaken and the presence of machines and tools relevant to the trade. The rules for this are formulated by the Trade Committees. Enterprises wishing to take apprentices must be approved by the Trade Committee (which may delegate this task to the vocational school).

Q39 - Are there any sanctions on companies that do not provide training to apprentices at the workplace?



✓ YES



✓ NO

They can lose the right to train apprentices.

Q40 - What is the role of chambers, employers' and employees' representatives (social partners), sectoral councils (if existent), in apprenticeships, as per regulation?



✓ ROLES IN
DESIGNING
QUALIFICATIONS/
CURRICULA



✓ ROLES IN FINAL
ASSESSMENT OF
APPRENTICES



✓ ROLES IN
QUALITY
ASSURANCE OF
WORK-BASED VET



✓ **RESPONSIBLE
FOR THE
REGULATION OF
THE CONTRACT**



✓ **OTHER**



✓ **NO ROLE**

The social partners in the Trade Committees at national and local level:

- define learning objectives and curricula;
- define length of programme and division school/enterprise;
- negotiate wage level for apprentices;
- provide assessors for the final exams (journeyman's test).