

UNDERSTANDING OF APPRENTICESHIPS IN THE NATIONAL CONTEXT

Content updates and contributors

Version 2023 - Drafted by Catalin Ghinararu, Scientific secretary, National Labour Research Institute of Romania (INCSMPS) - Member of [Cedefop Community of apprenticeship experts](#) for Romania

Q1. Is there a stable legal basis for apprenticeships in your country?



There is a separate legal basis for each of the two apprenticeship schemes existing in Romania:

1) The scheme “Apprenticeship at the workplace” in continuing VET [ucenicia la locul de munca] is regulated by Law 279/2005[1], which was subsequently amended in 2011, in 2012, in 2013 (Law 179 / 2013), in 2017, in 2018 and in 2019 and by the Labour Code. The main aspects regulated are: granting subsidies to employers who employ apprentices from the unemployment insurance budget and from European structural and investment funds, apprenticeship contracts, quality assurance of the training offer, authorization (accreditation) of training providers, apprenticeship programme provision, duration etc.

[1] Law No 279 / 2005 on apprenticeship at the workplace:

[http://www.mmuncii.ro/j33/images/Documente/MMJS/Legislatie/Munca/2018/2...;](http://www.mmuncii.ro/j33/images/Documente/MMJS/Legislatie/Munca/2018/2...)

2) In initial VET, the dual form of ‘professional’ VET (dual VET scheme) is regulated by Government Emergency Ordinance no. 81/2016, endorsed by Law no. 82/2018, regarding the modification and completion of the National Education Law no. 1/2011. These official documents regulate the partnership contract between school, employer and municipality (local authority). Companies are also obliged to pay dual VET learners a monthly allowance that is not less than the one provided by the government. The individual contract of practical training of the student in the dual VET scheme is regulated by OMEN 4798/2017.

It is signed between the student, the ‘economic operator’ (employer) and the educational unit and establishes the rights and obligations of the parties regarding the

practical training organized at the workplace.

The individual contract of practical training can be signed each year, or also be concluded for the entire duration of the dual VET programme, within a maximum of two weeks from the beginning of the courses of the first school year, provided it is updated according to any changes.

Q2. Is there an official definition of 'apprenticeship' or 'apprentice' in your country?



1) Apprenticeship at the workplace scheme: An apprenticeship is the vocational training at the workplace that is conducted on the basis of an apprenticeship contract. The vocational training programme through apprenticeship at workplace constitutes an integral part of the apprenticeship contract.'

Source: Articles 1 of Law 279 / 2005 available at:

<http://www.mmuncii.ro/j33/images/Documente/MMJS/Legislatie/Munca/2018/2...>

2) Dual VET scheme: dual VET is a form of organising vocational education and training with the following specific characteristics:

- a) it is organized on the initiative of interested economic operators as potential employers and practice partners;
- b) it provides increased opportunities for education and training on the basis of a partnership contract and individual contracts of practical training, through practical training organized under the main responsibility of economic operators;
- c) the economic operators ensure the practical training of the students, the scholarship at the level of the granted from public funds and other expenses for the students' quality education;
- d) it facilitates the involvement of economic operators in the decision-making mechanisms at the level of the partner education unit.

Source: Government Emergency Ordinance no. 81/2016, endorsed by Law no. 82/2018, regarding the modification and completion of the National Education Law no. 1/201.

Q3. At which level do apprenticeship schemes exist in your country?





✓ **AT SECTORAL
LEVEL**

There are two apprenticeship schemes in Romania that cover the following EQF levels:

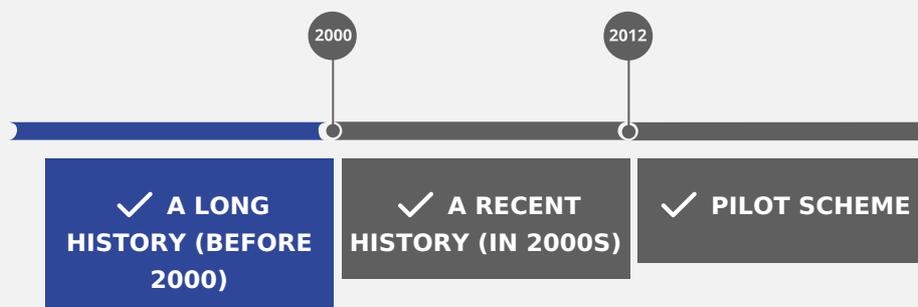
1) Apprenticeship at workplace scheme [ucenicia la locul de munca] is offered to people outside of formal education and training (at least 16 years of age, but no upper age limit). Its programmes can be organised for CNC / EQF level 1-4 qualifications.

It is organised under the Ministry of Labour and Social Protection. The scheme is targeted at persons (at least 16 years of age) who are not in formal education or training and wish to obtain a vocational qualification through practical training. The majority of apprentices are adults over 25, but there is also a share of early leavers aged 16-24 (see more in Q4 of the scheme fiche). This scheme is based on an apprenticeship contract and combines training at an accredited vocational training provider as well as practical training and employment within a company.

2) The dual VET scheme is offered at initial VET, and can be organised at EQF levels 3, 4 and 5. Its implementation started in 2017/18 and is currently available only at EQF level 3. Dual programmes at EQF levels 4 and 5 are not yet implemented.

It operates under the Ministry of Education. The scheme is targeted at students entering their 9th year of school, who wish to follow an IVET programme with a consistent component of work-based-learning, finalized with a vocational qualification recognised at national level.

Q4. How well-established are apprenticeship schemes in your country?



1) The 'apprenticeship at the workplace' scheme has a tradition of over 85 years[1].

2) The 'dual VET' scheme is implemented since the school year 2017/18, but elements of dual training in initial VET were introduced starting with 2013/2014 school year.

[1] http://www.refernet.ro/index.php?option=com_content&view=article&id=103...;