

<b>Scheme name</b>	<b>Supra-company apprenticeship (safety net of dual apprenticeship)</b>
<b>Country</b>	 Austria
<b>Duration</b>	1 year (UBA 2) or 2-4 years (UBA 1)
<b>Apprentices remuneration - characteristics</b>	Type: allowance paid by the State, fixed amount per month Remuneration setting: centrally Coverage: on- and off-the job training Variation: by apprenticeship year
<b>Apprentices remuneration - amount</b>	Average regulated remuneration: EUR 557 per month Estimate: calculation is based on the most prominent trades; all years of apprenticeship divided by 4. Level in PPS per month (average): 525,47; per year (average): 7,356.60 Level in PPS per hour (average): 4.64 Share of national minimum wage: nap Share of the average salary of worker: in the last year of apprenticeship, 50% of a skilled worker wage in the same occupation (estimate)  Remuneration (annual gross income) in 3 selected occupations (EUR): hairdresser: 1st year: 4,225.2; 2nd: 4,225.2; 3rd: 9,769.2; 4th: 9,769.2 motor mechanic: 1st year: 4,225.2; 2nd: 4,225.2; 3rd: 9,769.2; 4th: 9,769.2 bricklayer: 1st year: 4,225.2; 2nd: 4,225.2; 3rd: 9,769.2; 4th: 9,769.2
<b>Time foreseen for on-the job-training</b>	More than 50% of the overall duration of apprenticeship Number of hours per year (average): 1,587 The estimation is based on 80% of the regular working hours of a fully employed person in Austria. 20% of the time is spent in the vocational school.
<b>Apprentice social insurance</b>	Level: 3,20% of the annual gross income of apprentice Paid by: the State Rights: health, pension, accident, unemployment (like for all employees)
<b>Additional support for apprentice</b>	-
<b>Financing on-the-job training</b>	Basically, company-based training is entirely paid by the state (PES). Training providers receive fixed amount from the state to provide on-the-job training. If their training costs exceed this amount, they are expected to cover the difference. However, it can be assumed that

training providers design their offers cost-covering which means that no financial means are contributed exceeding the funding by the state (PES).

The financial means provided by the State (PES) include the allowances (EUR 301.80 net per month for the first two years; from the third year onwards EUR 697.80 per month). Other contributions given by the state to the training provider are individually negotiated: The training providers are chosen in a bidding procedure and their financing proposal (costs calculated for the provision of supra-company training) as well as infrastructure are major selection criteria for winning the bid. Very often training providers selected for offering supra-company apprenticeships are bigger organisations which can use synergies within their organisations.

**Financing of the scheme overall**

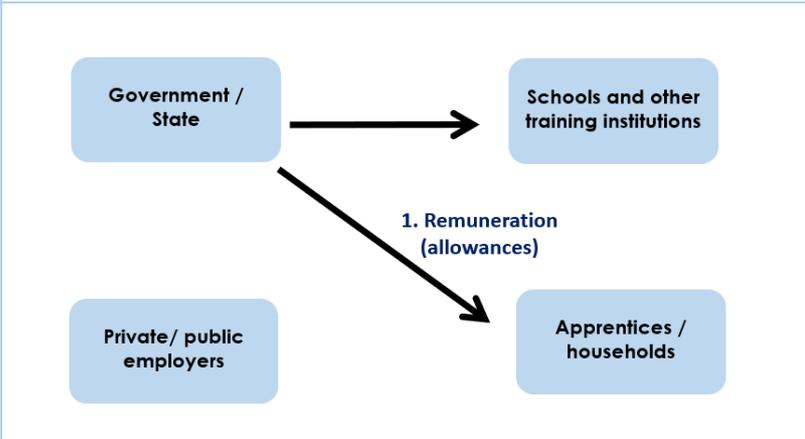
The scheme is fully financed by the State. Thus, the public financing equals total financing: EUR 152,000,000 (estimate).

The estimation is based on the evaluation referring to the years 2008/09 (öibf, IBW (2010). Jugendliche in der überbetrieblichen Berufsausbildung. Eine begleitende Evaluierung. Vienna: öibf/IBW.): For each apprentice of the supra-company apprenticeship in the province of Vienna it describes average costs of EUR 16,425 (vocational school: EUR 3,760; apprenticeship costs covered by the Federal State (PES) EUR 10,554; apprenticeship costs taken by the province of Vienna EUR 2,111). Projecting these figures on all apprentices of the supra-company apprenticeship in 2016 (9,244) that makes EUR 151,832,700. Assuming that costs may have risen since 2008/09 a total amount can be claimed of around EUR 152,000,000 per year.

Private costs on the side of the apprentice are of minor importance (minor travel costs etc.). No statistics are available.

No EU funding involved.

**Illustration: sources of funding and financial flows**



**Assessment of financing arrangements**

The supra-company apprenticeship scheme aims at “simulating” a regular apprenticeship by replacing the missing training company by a training provider. Thus, it is a 'safety net' of dual apprenticeship scheme in Austria. It has distinct financing arrangements, though. The wages and other training costs covered by employer in dual apprenticeship scheme, here are funded by the

	<p>state. As the supra-company apprenticeship scheme is totally State funded, it can be considered as financing instrument on its own.</p> <p>The supra-company apprenticeship scheme works well in terms of providing unsuccessful apprenticeship applicants (sometimes belonging to disadvantaged target groups) with vocational training. Its major strength is giving the apprentices the possibility to change into a regular apprenticeship (and thus transferring training costs to an employer) at any given time. This is also described as the major goal of the scheme. The main weakness of the scheme is that this transfer does not happen often enough. The number of apprentices who finish their training in supra-company apprenticeship increases constantly compared to the number of apprentices that start in the supra-company scheme and complete the training as regular training apprentices (i.e. in dual apprenticeship).</p>
<p><b>Contextual information</b></p>	<p>No statutory minimum wage Average yearly working time (hours) for a full time job: 1,738.20</p>

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