

<b>Scheme name</b>	<b>Workplace-based learning</b>
<b>Country</b>	 Estonia
<b>Duration</b>	3 months-2.5 years
<b>Apprentices remuneration - characteristics</b>	Type: wage paid by employer; fixed amount per hour or per month Remuneration setting: centrally, by law Coverage: on-the job training Variation(s): no
<b>Apprentices remuneration - amount</b>	Average regulated remuneration: at least EUR 430 per month (i.e. the level of minimum wage in 2016); EUR 3,780 per year (assuming there are 9 months of studying in a year) Level in PPS per month: 572.57; per year: 5,153.13 Level in PPS per hour (average): 4.95 Share of national minimum wage: by law, at least 100% (wage is equal to or exceeding the national minimum wage)
<b>Time foreseen for on-the job-training</b>	More than 50% of the overall duration of apprenticeship  Number of hours per year (average): 1,040 (estimate) (calculation: apprentices must study per year 60 European credit points (1 point is 26 hours student work). 1/3 of the study will held in VET school and 2/3 in company. Thus, the number of hours is at least: $60 \cdot 26 \cdot \frac{2}{3} = 1,040$ hour per year).  Distinction between work and training: not regulated, depends on a company. Some companies pay only for work, while some also pay for training. Apprentices must receive a minimum salary in the amount of EUR 430 per month (2016) if employee works 40 hours per week. If, for example, an apprentice works 32 hours per week and receives 8 hours of training per week, some companies may pay $EUR\ 430 \cdot \frac{32}{40} = EUR\ 344$ per month and some companies may pay the full EUR 430 per month.
<b>Apprentice social insurance</b>	Paid by: the State Rights: health and pension
<b>Additional support for apprentice</b>	Apprentices may receive from the state a <a href="#">study allowance</a> to cover their travel and subsistence costs.
<b>Financing on-the-job training</b>	The wages are paid by employers. As regards social insurance contributions, there is no minimum obligation in relation to apprenticeship training. However, all apprentices have the State insurance. The companies may receive grant (measure <a href="#">Policies of</a>

	<p>implementing work-based training) to cover the costs of remuneration of supervisors at the workplace.</p>
<p><b>Financing of the scheme overall</b></p>	<p>Public financing (national resources): EUR 994,696 (estimate)</p> <p>EU funds are used to support development of apprenticeship training. The relevant first program started in October 2015 and first apprentices started studying in December 2015. The amounts are:  2015: EUR 15,00 (data refers to one month only, December)  2016: EUR 1,115,000  2017: the budget over 3,000,000 was foreseen at the time of this research  Source: ESF program PRÖM annual budget.</p> <p>Wage cost to employers: EUR 1,991,760 (estimate) (This is a rough estimation based on the number of state-funded apprenticeship places multiplied by the minimum salary paid to them for 12 months (386 apprentices x 430 EUR per month x12 months). Apprentices may receive lower wages if they do not work 40h per week.</p>
<p><b>Illustration: sources of funding and financial flows</b></p>	<pre> graph TD     G[Government / State] --&gt; S[Schools and other training institutions]     P[Private / public employers] --&gt; A[Apprentices / households]     G -.-&gt; P     G -.-&gt; A     </pre>
<p><b>Assessment of financing arrangements</b></p>	<p>The data on how VET students are using study loans, allowances etc. is available but the sample of apprentices is null. The report monitoring employers' attitude and readiness to be engaged in workplace-based learning and apprenticeship which is carried out by Estonian Employers' Confederation indicates that employers are interested in apprenticeships when they can train own employees (46%), VET institution or government pays for the trainers' salary (42%), VET institutions train trainers (45%), and companies are reimbursed for the costs of apprenticeship training (35%).</p>
<p><b>Contextual information</b></p>	<p>Statutory minimum wage: EUR 430 per month (2016, S2); EUR 470 per month (2017, S1 and S2)  Average yearly working time (hours) for a full time job: 1,856</p>

## More on financing instruments for this scheme

---

## Policies of implementing work-based training

 ESTONIA  
Grants for companies

## Study allowance

 ESTONIA  
Grants for individuals

## More on this apprenticeship scheme

---

## Workplace-based learning

 ESTONIA

---

Source URL: <https://www.cedefop.europa.eu/tools/financing-apprenticeships/apprenticeship-schemes/workplace-based-learning>