


Scheme name	EPAS apprenticeships
Country	 Greece
Duration	2 years
Apprentices remuneration - characteristics	Type: wage paid by employer; fixed amount per day Remuneration setting: by National General Labour Agreement, as a share of the national minimum wage Coverage: on-the-job training Variation(s): no
Apprentices remuneration - amount	Average regulated remuneration: EUR 17.12 per day (=75% x EUR 22,83, i.e. daily minimum remuneration for those aged below 25). EUR 2,773.11 per year (EUR 17.12 x 18 days per month x 9 months) Level in PPS per month: 365.55; per year: EUR 3,289.96 Level in PPS per hour (average): EUR 3.38 Share of national minimum wage: 75% (of daily remuneration)
Time foreseen for on-the job-training	More than 50% of the overall duration of apprenticeship Number of hours per year (average): 972 (estimate) Calculation: apprentices must spend 6 hours per day at the workplace, for 18 days per month, for 9 months per school-year.
Apprentice social insurance	Level: EUR 3.51 per day Paid by: employer (EUR 3.23 per day) and apprentice (EUR 0.28 per day) Estimation: Base for calculating social insurance: EUR 17.12/2 = EUR 8.56. Employer contribution: EUR 8.56 x 37.78% = EUR 3.23. Apprentice contribution: EUR 8.56 x 3.28% = EUR 0.28 Rights: Health, pension, unemployment benefits, annual leave
Additional support for apprentice	-
Financing on-the-job training	Employers pay wages to the apprentices, however, state subsidises the amount paid by employers (see Subsidisation of practical training for EPAS apprentices). In 2017, the state subsidy was set at EUR 11 per day (equal to 64% of daily apprentice wage). Subsidies for apprentice wages amount to EUR 1,872 per apprentice per year. Employers pay also social insurance contributions (see 'apprentice social insurance'). In total, employers contribute approximately 45% (or 35%) of the cost for the on-the-job training (both wages and social insurance). The total amount of public financing for the on-the-job training is estimated at EUR 1,000,000 per year. The

	<p>figure does not include the non-subsidised part of wages paid to apprentices who are trained at public companies. EU funding for the on-the-job training is estimated to be approximately EUR 9,000,000 (both in 2015 and 2016). Source: Directorate of Initial Vocational Education and Training at OAED, the Public Employment Service.</p>
Financing off-the-job training	<p>The amount of public financing for the off-the-job training was estimated at EUR 21,100,000 in 2016 and EUR 21,400,000 in 2015.</p> <p>Apprenticeship companies may individually contribute to the off-the-job part training by providing training material, their facilities and their staff members as instructors.</p> <p>No EU funds are used to support the off-the-job training.</p> <p>Source: Directorate of Initial Vocational Education and Training at OAED, the Public Employment Service.</p>
Financing of the scheme overall	<p>2016:</p> <ul style="list-style-type: none"> - Public financing from national resources: EUR 33,000,000 (estimate) - EU funds for 2016 EUR 9,000,000 (estimate). - Private funds : EUR 5,000,000 (estimate). - The total financing of the scheme (combining public, EU and private funds) is estimated at EUR 47,000,000. <p>2015</p> <ul style="list-style-type: none"> - Public financing: EUR 31,400,000 (estimate). - EU funds were approximately EUR 9,500,000 (actual figure). - Private funds: EUR 5,000,000 (estimate). - The total financing of the scheme (combining public, EU and private funds) is estimated at EUR 45,900,000. <p>Source: Directorate of Initial Vocational Education and Training at OAED, the Public Employment Service.</p>
Illustration: sources of funding and financial flows	<pre> graph TD GS[Government / State] --> SOTI[Schools and other training institutions] GS -.-> 1. Grant for companies: Subsidisation of practical training for EPAS apprentices PPE[Private/ public employers] PPE -- "Remuneration (wages)" --> AH[Apprentices / households] </pre>
Assessment of financing arrangements	<p>The apprenticeship scheme is supported through one single instrument that subsidises part of the apprentice wage. The instrument indeed facilitates employers' participation to the scheme. Still, the administrative work related to the instrument was considered quite demanding. Since 2017 the subsidy is paid directly to apprentices and not the employers (as was the practice in the past).</p>
Contextual information	<p>Statutory minimum wage: 26.18 EUR per day for those over 25 years of age, 22.83 EUR per day for those under 25. EUR 683,76 per month (2016 S2, 2017 S1 and S2)</p> <p>Average yearly working time (hours) for a full time job:</p>

More on financing instruments for this scheme

Subsidisation of practical training for EPAS apprentices



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Grants for companies

More on this apprenticeship scheme

EPAS apprenticeships



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