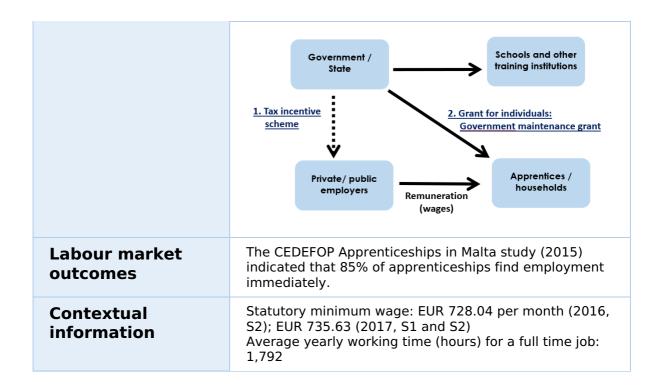


| Scheme name | MCAST Apprenticeships |
|--|---|
| Country | Malta |
| Duration | 1 year (most of the apprenticeships for Level 3 and Level 4 apprenticeships). However, there are some apprenticeships at Level 3 which are 2 years and at Level 4 which are 3 years (these are mainly in the construction sector). |
| Apprentices remuneration - characteristics | Type: wage paid by the employer. In addition, apprentices receive an allowance (maintenance grant) paid by the State; fixed amount per week Remuneration setting: centrally Coverage: on-the-job training (wage) Variation(s): by the year of apprenticeship |
| Apprentices remuneration - amount | Average regulated remuneration (average): - for wage paid by employer, without maintenance grant: EUR 234.37 per month; EUR 2,812.48 per year - for wage paid by employer plus maintenance grant: EUR 336.43 per month; EUR 4,037.14 |
| | ▼ Read more ∨ Payment for all types of apprentices is the same. The third year payment is less as there is no government grant during the apprentice's study period. - Payment during scholastic year (October-June) A. 3 or 4 days of college based training (MCAST) B. 1 or 2 days of on-the-job training (sponsor) C. A number of courses can also run of block release |
| | Remuneration by the employer (EUR per week): 1st year: 49.97; 2nd: 52.20; 3rd: 73.61 Maintenance grant by the government (EUR every 4 weeks): 1st year: 87.64, 2nd: 87.64; 3rd: 0 |
| | Payments of summer block placement (July- September); full time on-the-job training, 40 hours per week: |
| | Remuneration by the employer (EUR per week): 1st year: 49.97; 2nd: 52.20; 3rd: 73.61 Maintenance grant by the government (EUR every 4 weeks): 1st year: 232.94, 2nd: 232.94; 3rd: 232.94 |
| | Level in PPS (average): - for wage paid by employer, without maintenance grant: 288.2 per month, 3,459.34 per year - for wage paid by employer plus maintenance grant: EUR 413.81 per month; EUR 4,965.76 per year |
| | Level in PPS per hour (average): - for wage paid by employer, without maintenance grant: 4.94 - for wage paid by employer plus maintenance grant: |

| | 7.09 |
|--|---|
| | Share of national minimum wage: - for wage paid by employer plus maintenance grant: 1st year: 44%; 2nd year: 45.2%; 3rd year: 47.9% (shares not set by law; here calculated based on the national minimum wage for non-skilled worker equal to EUR 735.63 in 2017) |
| | Remuneration (annual gross income) in 3 selected occupations (EUR): hairdresser: 1st year: 3,886.14; 2nd: 3,993.18; 3rd: 4,232.10; 4th: nap motor mechanic: 1st year: 3,886.14; 2nd: 3,993.18; 3rd: 4,232.10; 4th: nap bricklayer: 1st year: 3,886.14; 2nd: 3,993.18; 3rd: 4,232.10; 4th: nap |
| Time foreseen for on-the job-training | Between 20-50% of the overall duration of apprenticeship Number of hours per year (average): minimum 700 |
| Apprentice social insurance | Paid by: the employer and the apprentice Rights: pension, sick leave, annual leave, indefinite contract where dismissal can only take place in view of serious misconduct and following three, written warnings, compensation should injury take place at the workplace. |
| Additional support for apprentice | Apprentices are entitled to the maintenance grant (see also remuneration) paid by the State. In addition, employers pay (on top of the wage) a half of the statutory 'bonus' to the apprentices (as set by law, every six months employers are obliged to pay the bonus to each full-time or part-time employee. In 2015, the bonus amounted to EUR 135.10 for full-time employee, payable twice: in June and December. Apprentices receive half of this amount). |
| Financing on-the- job training | The apprentice is attached to an employer and receives a wage from the employer and an allowance - the maintenance grant - from the government. Social insurance costs are covered by the employer and the apprentice. Employers cover also the costs of materials and tutors. Employers may benefit from tax incentive instrument. |
| Financing of the scheme overall | Public financing (national resources): EUR 1,263,261 Source: MCAST No EU funding involved. |
| Illustration: sources of funding and financial flows | |



More on financing instruments for this scheme



 $Source\ URL:\ https://www.cedefop.europa.eu/tools/financing-apprenticeships/apprenticeship-schemes/mcast-apprenticeships$