

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	<p>Average regulated remuneration (average):</p> <ul style="list-style-type: none"> - 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 <p>▼ Read more ▼</p> <p>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.</p> <ul style="list-style-type: none"> - Payment during scholastic year (October-June) <ul style="list-style-type: none"> 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 <p>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</p> <ul style="list-style-type: none"> - Payments of summer block placement (July-September); full time on-the-job training, 40 hours per week: <p>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</p> <p>Level in PPS (average):</p> <ul style="list-style-type: none"> - 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 <p>Level in PPS per hour (average):</p> <ul style="list-style-type: none"> - for wage paid by employer, without maintenance grant: 4.94 - for wage paid by employer plus maintenance grant:

	<p>7.09</p> <p>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)</p> <p>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</p>
Time foreseen for on-the job-training	<p>Between 20-50% of the overall duration of apprenticeship Number of hours per year (average): minimum 700</p>
Apprentice social insurance	<p>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.</p>
Additional support for apprentice	<p>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).</p>
Financing on-the-job training	<p>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.</p>
Financing of the scheme overall	<p>Public financing (national resources): EUR 1,263,261 Source: MCAST No EU funding involved.</p>
Illustration: sources of funding and financial flows	

	<pre> graph TD GS[Government / State] -- "1. Tax incentive scheme" -.-> PPE[Private/ public employers] GS -- "2. Grant for individuals: Government maintenance grant" --> AH[Apprentices / households] PPE -- "Remuneration (wages)" --> AH GS --> STI[Schools and other training institutions] </pre>
Labour market outcomes	<p>The CEDEFOP Apprenticeships in Malta study (2015) indicated that 85% of apprenticeships find employment immediately.</p>
Contextual information	<p>Statutory minimum wage: EUR 728.04 per month (2016, S2); EUR 735.63 (2017, S1 and S2) Average yearly working time (hours) for a full time job: 1,792</p>

More on financing instruments for this scheme

<p>Government Maintenance Grant</p> <p> MALTA Grants for individuals</p>	<p>Tax Incentive Scheme</p> <p> MALTA Tax incentives</p>
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