Apprenticeship training

Ammatillinen perustutkinto

Finland

Reference Year 2016

1 TARGET GROUP

Q7. What is the target group of this scheme?

- YOUNG PEOPLE IN INITIAL VOCATIONAL EDUCATION AND TRAINING (15-16 YEAR-OLDS)
- YOUNG ADULTS IN EDUCATION AND TRAINING (ABOVE 16 YEAR-OLDS)
- UNEMPLOYED
- OTHER (PLEASE SPECIFY IN THE DESCRIPTION)

The student must be at least 15 years old, no other age-oriented restrictions.

The apprenticeship is an option for a person, who is unemployed or who already has a job, but doesn't have qualifications.

Q8. What is the age of learners?

- BETWEEN 15 AND 18
- BETWEEN 18 AND 24
- ABOVE 24

The apprenticeship is offered as an opportunity for all, but in practice the majority, eighty per cent, of all apprenticeship students were over 25 years of age. The proportion of students over 25 was particularly common in the cultural sector (86%) as well as the social sciences, business and administration sector (86%). The lowest proportion could be found in the natural resources and the environment sector (56%) (statistics source: www.oph.fi).

2 OVERVIEW OF THE SCHEME
Q9. Is the scheme included in the ISCED 2011 mapping?

**YES**

Prog 03.01; prog 03.02; prog 03.03; prog 04.01.

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Q10. Is the scheme part of the VET system?

**YES, IT IS THE MAIN ROUTE IN THE VET SYSTEM**

**NO, IT IS AN ALTERNATIVE PATHWAY OUTSIDE OF FORMAL VET**

In principle it is possible to complete all qualifications in VET in the form of apprenticeship training (around 370 qualifications).

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Q11. When was the scheme introduced?

**LONG HISTORY (BEFORE 2000)**

**RECENTLY INTRODUCED (BETWEEN 2000-2012)**

**NEW PATHWAY (AFTER 2012)**

The first law concerning apprenticeship was enacted in 1923 (125/23). Legislation was reformed in 1967 (Law of apprenticeship 422/67) and after that in 1983, 1988 and 1992 (1605/1992).

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Q12. How did the apprenticeship scheme originate?

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The first legislation was set in 1923 and the apprenticeships were started in the field of craftsmanship. At the time due to industrialisation there was growing need for skilled employees in the factories with no training.

Q13. What are the major sources of financing of the in-company training part of the apprenticeship scheme?

- By companies hosting apprentices
- By employers through sectoral funds
- By the state from the education budget
- By the state from the labour/social security budget
- By EU funding
- Other

The companies pay at least minimum wages to the apprenticeship students.

Look for example questions 14 and 35.

Q14. Are there any financial incentives for companies that offer apprenticeship places?
Employers can claim a training compensation to cover the costs arising from work-based learning. The training compensation is agreed on a case-by-case basis when the apprenticeship is arranged. The amount of training compensation depends on the field of vocational education and training (VET), the price of theoretical instruction and whether or not the employer pays the student for the periods of theoretical studies. The highest compensation paid so far has been EUR 350 per month, or EUR 100-200 per month for further education. Employers can claim the increased training compensation for the apprenticeships for vocational or further vocational education and training for students who have completed basic education or voluntary additional basic education (grade 10) in 2014, or who have begun their studies in 2013 having completed basic education or voluntary additional basic education. The compensation is EUR 800 per month for the first apprenticeship year, EUR 500 per month for the second and EUR 300 per month for the third year.

The employers may be eligible for a pay subsidy, if the apprentice is an unemployed jobseeker who finds it difficult to obtain a job, because of such reasons as a prolonged period of unemployment, lack of professional skills, disability due to illness.

(Source: Finnish National Board of Education; Apprenticeship-type schemes and structured work-based learning programmes, 2014)

Q15. Is the scheme temporary, meaning that it is financed for a limited period of time?

Q16. How many learners are enrolled in this scheme?


Enrolled students new students / all students:
- 2010: 21 250 / 59 702 students;
- 2011: 21 301 / 56 876 students;
- 2012: 20 227 / 55 554 students;
- 2013: 17 854 / 51 466 students;
Q17. How many learners are enrolled in this scheme in relation to all VET students?

![Image of learner categories]


Enrolled new students in relation to all VET (VET / apprenticeships):

- 2010: 18% (116 402 / 21 250 students);
- 2011: 18% (116 017 / 21 301 students);
- 2012: 18% (114 023 / 20 227 students);
- 2013: 16% (113 167 / 17 854 students);
- 2014: 16% (119 430 / 19 371 students).

All students in relation to all VET (VET / apprenticeships):

- 2010: 21% (279 863 / 59 702 students);
- 2011: 20% (279 266 / 56 876 students);
- 2012: 20% (276 471 / 55 554 students);
- 2013: 19% (275 622 / 51 466 students);
- 2014: 18% (280 826 / 49 856 students).

Q18. How many learners are enrolled in the scheme in relation to all programmes for learners of the same age group?

![Image of learner categories]
Enrolled new students in relations to all programmes (others / apprenticeships):

- 2010: 9% (249 446 / 21 250 students);
- 2011: 8% (251 091 / 21 301 students);
- 2012: 8% (248 925 / 20 227 students);
- 2013: 7% (248 577 / 17 854 students);
- 2014: 8% (255 289 / 19 371 students).

All students in relations to all programmes (others / apprenticeships):

- 2010: 5% (1 211 094 / 59 702 students);
- 2011: 5% (1 208 243 / 56 876 students);
- 2012: 5% (1 203 763 / 55 554 students);
- 2013: 4% (1 200 177 / 51 466) students;
- 2014: 4% (1 202 722 / 49 856 students).

Qualifications

Q19. Does the apprenticeship scheme result in a qualification?

- YES
- NO

Q20. Which is the type of qualification obtained through the apprenticeship scheme?

- EDUCATIONAL QUALIFICATION
- OCCUPATIONAL / SECTORAL QUALIFICATION

Apprenticeship training complies with the national core curricula and qualification requirements set out by the Finnish National Board of Education. The number of qualification requirements stands around 370. In principle, it is possible to complete all qualifications in VET in the form of apprenticeship training.
Q21. Is the qualification included in the National Qualification Framework (NQF)?

Vocational upper secondary qualifications and further vocational qualifications are placed on level 4 and specialist vocational qualifications on level 5. A vocational qualification may be placed on a higher level if the qualification clearly has higher requirements than other qualifications of the same type.


Q22. How does the qualification link to the scheme?

IT IS A SPECIFIC TYPE OF QUALIFICATION WHICH CAN ONLY BE OBTAINED THROUGH THIS APPRENTICESHIP SCHEME

THE SAME QUALIFICATION CAN BE ACHIEVED ALSO THROUGH OTHER PROGRAMMES (I.E. SCHOOL-BASED VET)

Q23. Does the scheme provide direct access to higher education?

A vocational upper secondary qualification of 120 credits confers general eligibility for further studies in universities of applied sciences. A vocational upper secondary qualification, whose scope falls below 120 credits, provides eligibility for further studies in universities of applied sciences in the corresponding field.

Students who have attained a vocational upper secondary qualification with a duration of at least three years can also apply to universities. A vocational upper secondary qualification attained in the form of a competence-based qualification also confers eligibility for university studies.

Q24. What is the duration of the VET pathway? (please refer to the typical
duration)
1-3 years
Upper secondary vocational programme typically 3 years.
Upper secondary vocational programmes preparing for further vocational qualifications 1-3 years.
Upper secondary vocational programmes preparing for specialist vocational qualifications 1-2 years.
The duration of the programme varies depending on the educational background and working life experience of the student.

Q25. How is the length of stay in apprenticeships defined in the regulation?

Each student has an individual study plan based on core curriculum.

Q26. Is there a distinction between the training and working period for the time spent at workplace, as per regulation?

The amount of the training is not in the legal framework. The competence-based approach allows for different solutions. The length, training provided by company and training provided by school is defined in the apprenticeship contract.

5 ALTERNATION OF WORK-BASED (IN-COMPANY) TRAINING AND SCHOOL-BASED TRAINING

Q27. Is in-company training a compulsory part of the scheme, as per regulation?
Apprenticeship training is hands-on learning at a workplace complemented by theoretical studies. The parties of the apprenticeship training sign a contract of temporary employment (apprenticeship contract). About 70 to 80% of the training takes place at the workplace under the guidance and supervision of an on-the-job instructor. VET institutions give the supplementary theoretical instruction.

Q28. Is there a minimum share of time of the apprenticeship spent in in-company training compulsory as per regulation?

- **YES, EQUIVALENT OR MORE THAN 50%**
- **YES, BETWEEN 20% AND 50%**
- **YES, LESS THAN 20%**
- **NO, NO MINIMUM SHARE IS COMPULSORY**

About 70 to 80% of the training takes place at the workplace.

Q29. What is the form of alternation of training between workplace (company) and school / training centre?

- **EVERY WEEK INCLUDES BOTH VENUES**
- **ONE OR MORE WEEKS (LESS THAN 1 MONTH) SPENT AT VET SCHOOL FOLLOWED BY ONE OR MORE WEEKS AT WORKPLACE**
- **ONE OR MORE MONTHS (LESS THAN 1 YEAR) SPENT AT VET SCHOOL FOLLOWED BY ONE OR MORE MONTHS AT WORKPLACE**
The alternation varies quite a lot depending on the sector, company and education provider. Perhaps the one or more weeks spent at VET school followed by one or more weeks at workplace is the most common. There are also cases like one day/week at school etc.

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**FORMAL RELATIONSHIP WITH THE EMPLOYER**

**Q30. Is any contractual arrangement between the learner, company and/or education and training provider, required as per regulation?**

The apprenticeship contract signed between the student and employer includes the contract period, trial period, the qualification pursued and the basis of the student's pay (in compliance with the relevant collective agreement). The contract specifies key tasks, theoretical studies included in the training, the education provider arranging the theoretical studies, timing of the theoretical studies during the period of education, the workplace trainers responsible for the student and the training compensation paid to the employer.

The apprenticeship contract must be approved by the education provider (apprenticeship office/educational institution organising the apprenticeship training).

The students must be reserved the opportunity to obtain a competence-based qualification as laid down in Vocational Adult Education Act.

**Q31. Which parties enter a contractual relationship?**
Q32. What is the nature of the contract?

- Apprenticeships are a specific contract covered by the Labour Code.
- Apprenticeships are a form of employment contract.
- Formal agreement, not covered by the Labour Code.

Legal basis is based on labour laws and regulations.

Q33. Where is the contract registered?

- At the Education and Training Institution.
- At the Employment Office.
- At the Chambers.
- At the Ministry of Education.
- Other.

The education provider must approve the apprenticeship contract, which can be an apprenticeship office or educational...
Q34. What is the status of the learner?

The apprentice is a specific status student, who signs a contract of employment with the employer. Both the laws and regulations in education and employment concern apprenticeship as mentioned before.

REMUNERATION

Q35. Do apprentices receive a salary, allowance or compensation?

Depends on the field and tasks of contract; pay must be in compliance with the relevant collective agreement.

Q36. Who pays the salary / allowance of the apprentice?
Q37. Is the company hosting apprentices required to provide training at the workplace?

- Yes, obligation to provide training at the workplace is required in the contract
- Yes, it is required by law
- Yes, required by other regulations
- No, not required formally

Law and regulation concerning vocational education and training


Ministry of Education and Culture, e.g.
Recommendations concerning learning in a workplace. 2010 (fin)

Q38. What are the requirements on training companies, as per regulation?
Recommendations and introduction from the Ministry for Culture and Education and from National Board of Education.

Q39. Are there any sanctions on companies that do not provide training to apprentices at the workplace?

- **YES**
- **NO**

Company must be committed to the apprenticeship agreement. Education provider has a right to dissolve an agreement if all the parties don't go along with it. Also normal sanctions according to labour force regulations (occupation, safety and health etc.).

Q40. What is the role of chambers, employers' and employees' representatives (social partners), sectoral councils (if existent), in apprenticeships, as per regulation?

- **ROLES IN DESIGNING QUALIFICATIONS/CURRICULA**
- **ROLES IN FINAL ASSESSMENT OF APPRENTICES**
- **ROLES IN QUALITY ASSURANCE OF WORK-BASED VET**
The qualification requirement system of vocational education and training consists of the national qualification requirement, each education provider’s locally approved curricula and the students’ personal study plans.

The Finnish National Board of Education decides on the national qualification requirement for each vocational qualification, determining the composition of studies and objectives, core contents and assessment criteria for study modules. It also includes provisions on student assessment, student counselling, on-the-job learning, special education and training, educational arrangements for immigrants and apprenticeship training. The content of local curricula is defined in the national qualification requirement as well.

National qualification requirements are drawn up in co-operation with employers’ organisations, trade unions, the Trade Union of Education and student unions. National Education and Training Committees, local tripartite bodies as well as other representatives of working life take part in the curriculum work as advisers and consultants.

Source: