**Work based learning (dual system of training)**

Обучение чрез работа (дualна система на обучение)

**Bulgaria**

**Reference Year 2019**

### TARGET GROUP

Q6. Does the legal basis define the minimum and maximum age limits for enrolment of the target group of this scheme?

- **MINIMUM AND MAXIMUM AGE LIMITS DEFINED**
- **MINIMUM AGE LIMITS DEFINED ONLY**
- **OTHER**

The minimum age limit for enrolment is 16. The age limit is defined in the Labour Code and in the VET Act.

Q7. What is the average age of learners in practice?

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

Most of the dual education students are between 16 and 19 years of age (VET Directorate, Ministry of Education and Science). This is due to the fact that dual education is better developed in vocational schools than in training centres.

### OVERVIEW OF THE SCHEME

Q8. Is the scheme included in the ISCED 2011 mapping?
Q9. Is there any organization at the national level with roles in coordinating the scheme?

Ministry of Education and Science is responsible for organising the dual training in vocational schools.

Q10. When was the scheme introduced?

In 2014 for the first time, dual education has been introduced in the legislation.

Q11. How did the apprenticeship scheme originate?
Q12. What are the sources of financing of the direct costs for the in-company training part of the apprenticeship scheme?

Employers provide the working places for the apprentices, instructors (mentors), materials and pay the salaries.

Q13. Are there any financial incentives for companies that offer apprenticeship places?
As of 2018, the apprentices’ health insurance is covered by the state budget instead of the employers, as it used to be before. This is a specific policy initiative and has been made possible with an amendment in the Health Insurance Act in 2018, and it is considered as an incentive for the employers participating in the scheme.

Q14. How many learners are enrolled in this scheme?

2873 students enrolled in dual education (VET Directorate, Ministry of Education and Science, 2018)

Q15. What is the share of apprentices enrolled in this scheme in relation to all VET students for the corresponding educational level(s) as reported in Q3?


Q16. Which is the type of qualification obtained through the apprenticeship scheme?
Q17. Is the qualification included in the National Qualification Framework (NQF)?

- Yes
- No
- There is no NQF

EQF 4 for dual education in vocational schools. NQF 4
EQF 2-4 for dual training in training centres. NQF 2-4

Q18. 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 schemes (i.e., school-based VET)

Q19. Does the scheme provide direct access to higher education?
This is valid to dual education in vocational schools and not for the dual training in training centres (see Q3 in country fiche).

### PROGRAMME

**Q20. How is the scheme linked to a training programme?**

- THE SCHEME IS IMPLEMENTED VIA A SPECIFIC APPRENTICESHIP PROGRAMME
- THE SCHEME IS IMPLEMENTED ON THE BASIS OF THE SCHOOL-BASED VET PROGRAMME
- THE SCHEME IS IMPLEMENTED BASED ON THE VET STANDARDS (VALID GENERALLY FOR ALL VET SCHEMES)
- OTHER

### DURATION

**Q21. If the scheme is implemented via specific apprenticeship programme, what is its duration?**

The duration of the VET programme is 5 years; however, students spend time at the workplace only in the last 2 years of the programme.

**Q22. If the scheme is not implemented via specific apprenticeship programme, how is duration of apprenticeships defined in the regulation?**
In the last two years of the apprenticeship programme when the students actually learn on the job in a company the minimum share of the time spent on the workplace is at least 50%. This share is set as a minimum in the framework programmes for dual education approved with an Order by the Minister of Education on the basis of the VET Act. Days per week in class: 3 or less in grade 11, 2 or less in grade 12. The exact percentage is defined in the curricula and it can be higher than the minimum.

Q23. Is there a distinction between the training time and working time for the period spent at workplace, as per regulation?

- **YES, THE LEGAL FRAMEWORK MAKES THIS DISTINCTION**
- **NO, THE LEGAL FRAMEWORK MAKES NO DISTINCTION**

Curricula define the distinction between training time at school and training time at the work place.

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

Q24. Is it compulsory to alternate training between two learning venues (school and company)?
It is compulsory as per the Vocational Education and Training Act that students alternate between two learning venues – VET school or training company in the case of adults, and the company.

Q25. Is the in-company training defined as minimum share of the apprenticeship scheme duration?

- Yes, equivalent or more than 50% of scheme duration
- Yes, between 20% and 50% of the scheme duration
- Yes, less than 20% of the scheme duration
- No, no minimum share is compulsory

Each curriculum for dual training defines at least 50% for in-company training.

Q26. What is the form of alternation of training between workplace (company) and school?

- Every week includes both venues
- One or more weeks (less than 1 month) spent at school followed by one or more weeks at workplace
- One or more months (less than 1 year) spent at school followed by one or more months at workplace
Each week includes both venues. In the 11th grade, students spend minimum 2 days a week at the workplace, in the 12th grade students spend minimum 3 days a week at the workplace.

**FORMAL RELATIONSHIP WITH THE EMPLOYER**

Q27. Is any contractual arrangement between the learner and company, required as per regulation?

- [✓] YES
- [×] NO

The Labour Code requires a labour contract for dual training to be signed between the student and the company.

Q28. What is the nature of the contractual arrangement?
The type of labour contract is specific for the scheme.

Q29. Where is the contract or the formal agreement registered?

- AT THE SCHOOL
- AT THE MINISTRY OF EMPLOYMENT
- AT THE MINISTRY OF EDUCATION
- AT THE CHAMBERS
- OTHER

The contract should be registered in the National Revenue Agency.

Q30. What is the status of the learner?

- APPRENTICE IS A SPECIFIC STATUS
- STUDENT
- EMPLOYEE
- OTHER

At the workplace, the student is an employee with a specific status as he/she works under the supervision of an instructor. As such, apprentices are subject to the same rights and obligations as other employees.
At the school, the student has a normal student status.

**COMPENSATION**

Q31. Do apprentices receive a wage or allowance?

- **YES, ALL APPRENTICES RECEIVE A WAGE (TAXABLE INCOME)**
- **YES, ALL APPRENTICES RECEIVE AN ALLOWANCE (NOT A FORM OF TAXABLE INCOME)**
- **APPRENTICES RECEIVE A REIMBURSEMENT OF EXPENSES**
- **NO FORM OF COMPENSATION IS FORESEEN BY LAW**

The apprentices receive a salary. The law defines minimum salaries in the 11th and 12th grade.

In November 2018, a progression mechanism was introduced. Before then, the rate was at least 90% of the national minimum wage. With the changes in the Labour Code of Nov 2018, in 11th grade apprentices receive a wage which is at least 2 times the maximum student grant defined by the Council of Ministers, and in the 12th grade – 3 times the maximum student grant.

Q32. How is the apprentice wage (taxable income) set?

- **BY LAW (APPLYING FOR ALL)**
- **BY CROSS-SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL**
- **BY SECTORAL COLLECTIVE AGREEMENTS AT NATIONAL OR LOCAL LEVEL**
The law defines the minimum wage, however, in practice many firm collective agreements apply and also individual agreements between apprentice and company, which can only increase the minimum wage.

Q33. Who covers the cost of the wage or allowance of the apprentice?

Q34. Does the wage or allowance of the apprentice cover both the time spent at school and in the company?

Q35. Is the company hosting apprentices required by regulation to follow a training plan at the workplace?
Q36. What are the requirements on companies to provide placements, as per regulation?

Besides suitable work place and enough mentors/instructors: each company should provide at least 1 instructor for every 5 apprentices. Moreover, companies should be registered according to the Trade Act or the Act for NGOs and should not have unpaid liabilities to the state budget.

Q37. Are there any sanctions on companies that do not provide training to apprentices at the workplace?

Q38. What is the role of chambers, employers’ and employees’ representatives, sectoral councils (if existent), in shaping apprenticeship content, as per regulation?
Employers’ and employees’ organizations representatives participate in the national level committees developing, approving and updating the state standards for VET qualifications.

Q39. What is the role of chambers, employers’ and employees’ representatives in implementing the apprenticeship scheme, as per regulation?

Employers’ and employees’ organizations representatives participate in the committees for final evaluation of apprentices, which are organised by schools. Sometimes the exams are held in companies.