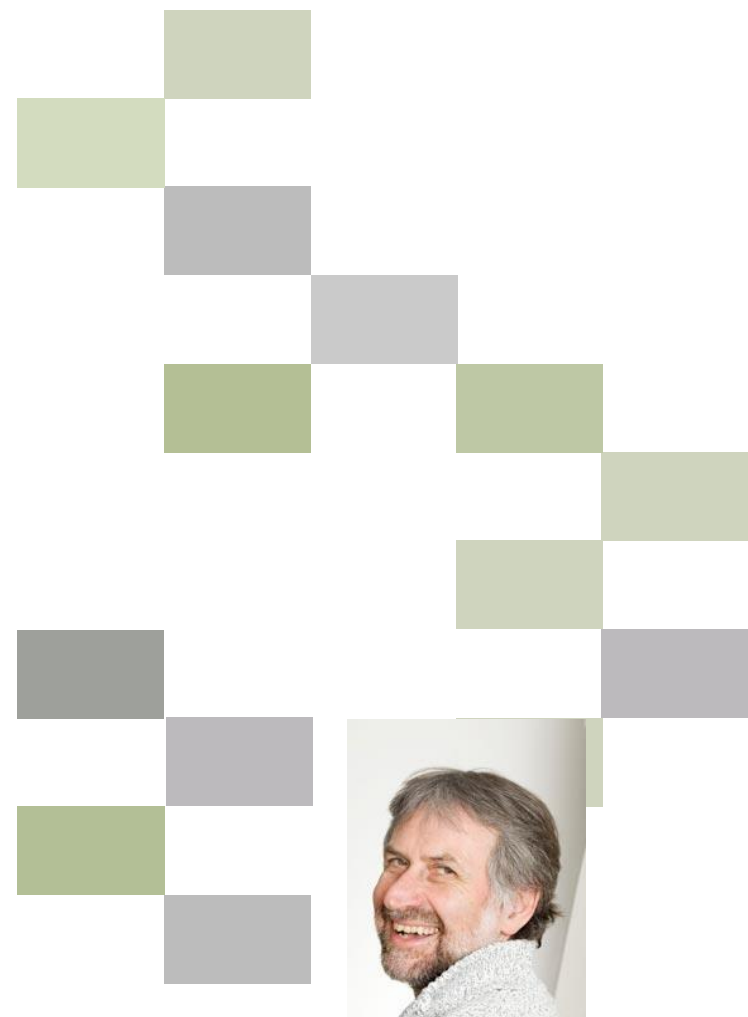
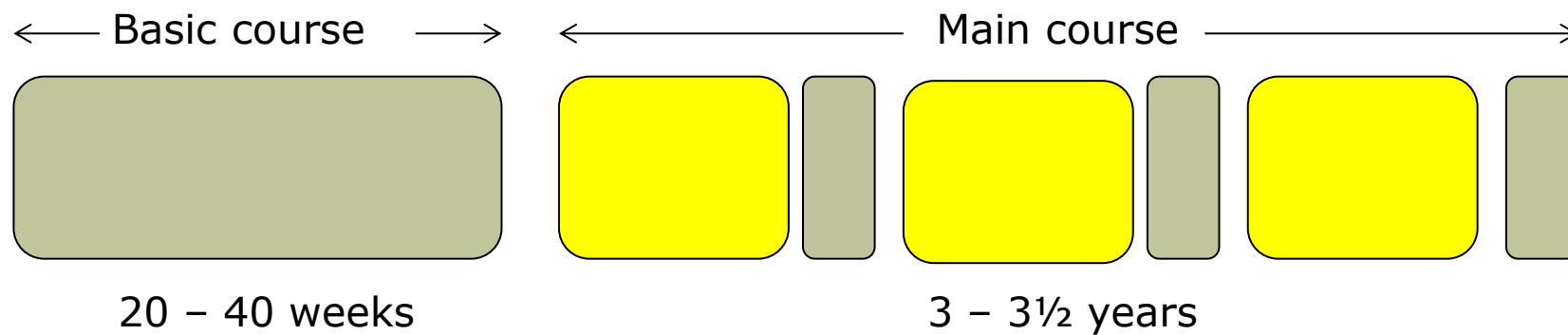


Governance and financing of apprenticeship in Denmark



The main structure

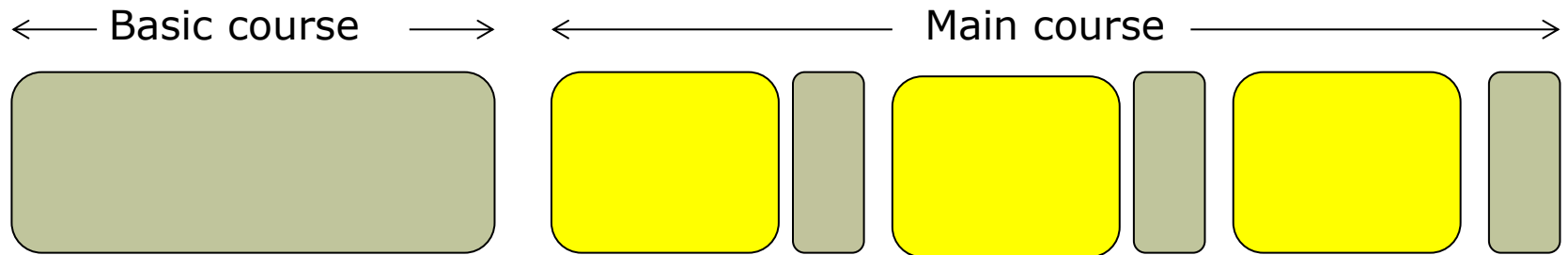


Vocational college



Enterprise

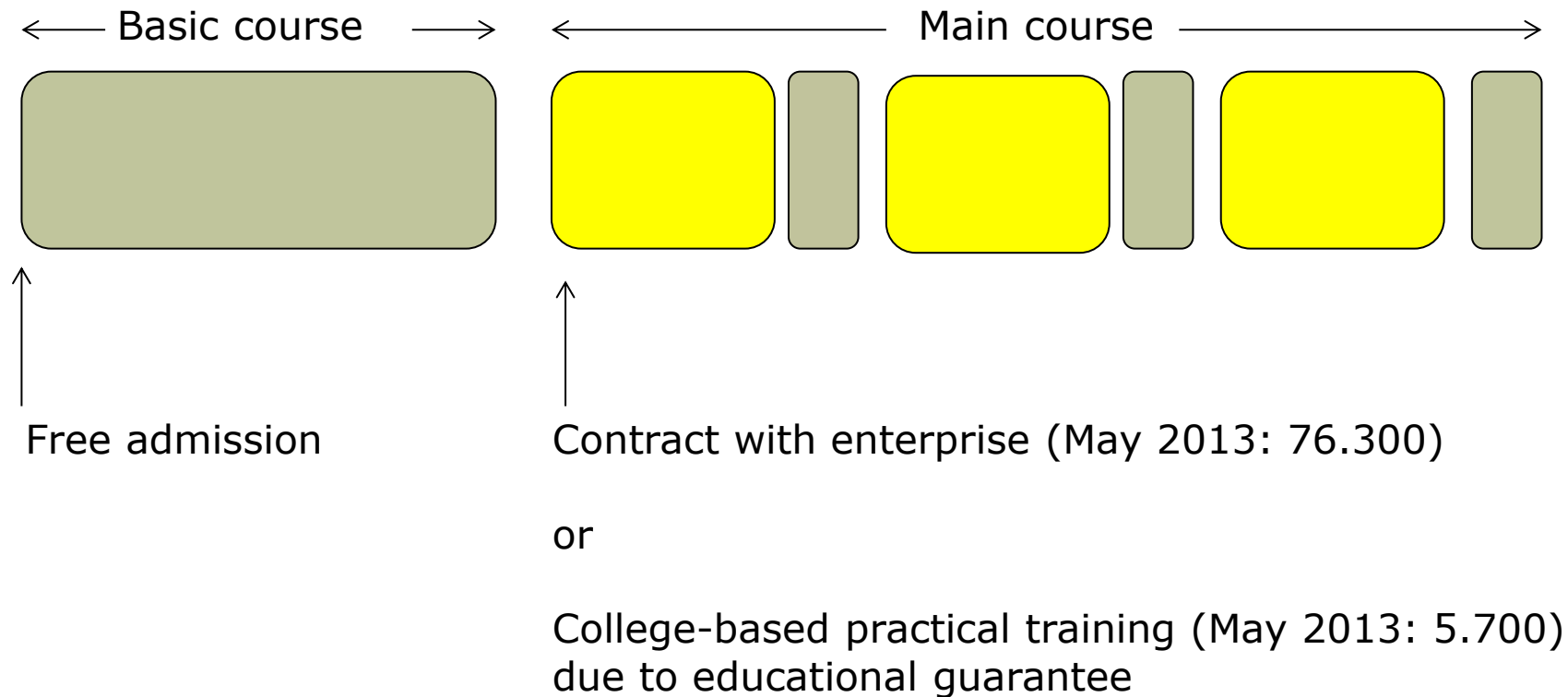
Programmes



12 entries/clusters

110 main programmes

Admission and contracts

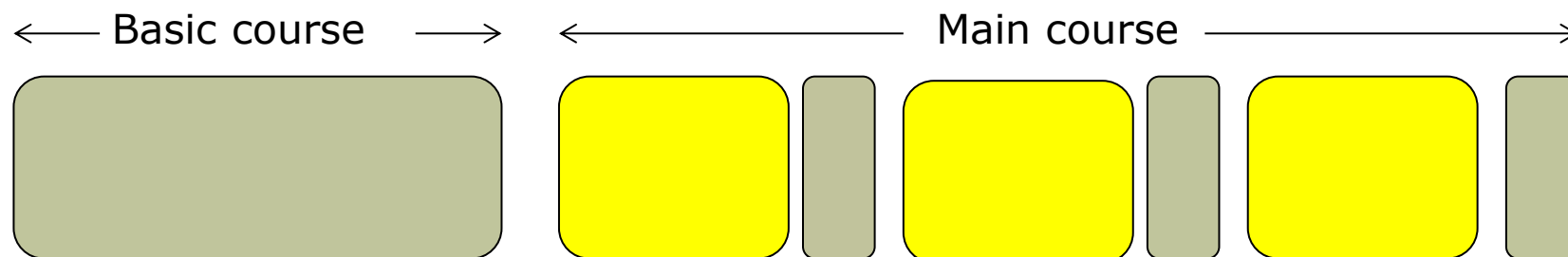


Low attractiveness:

Only about 20% of a year cohort begins apprenticeship

Ten years ago it was more than 30%

The apprentices' income



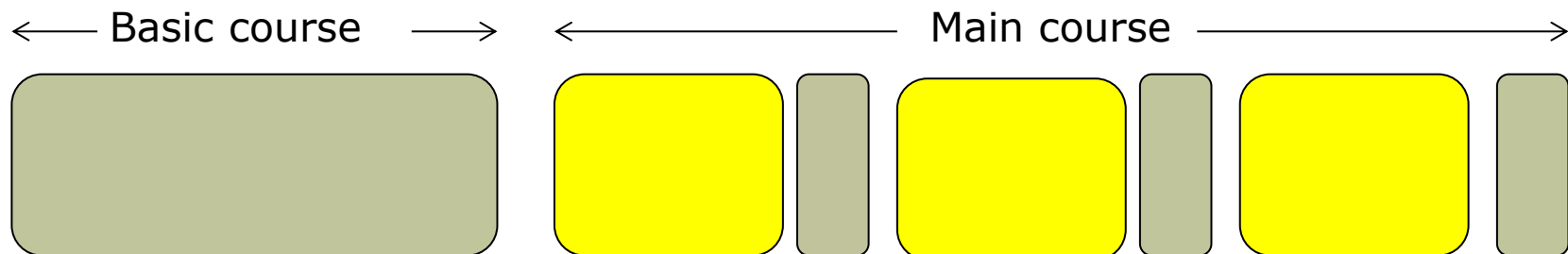
Danish state education grant

400 – 750 EUR/month

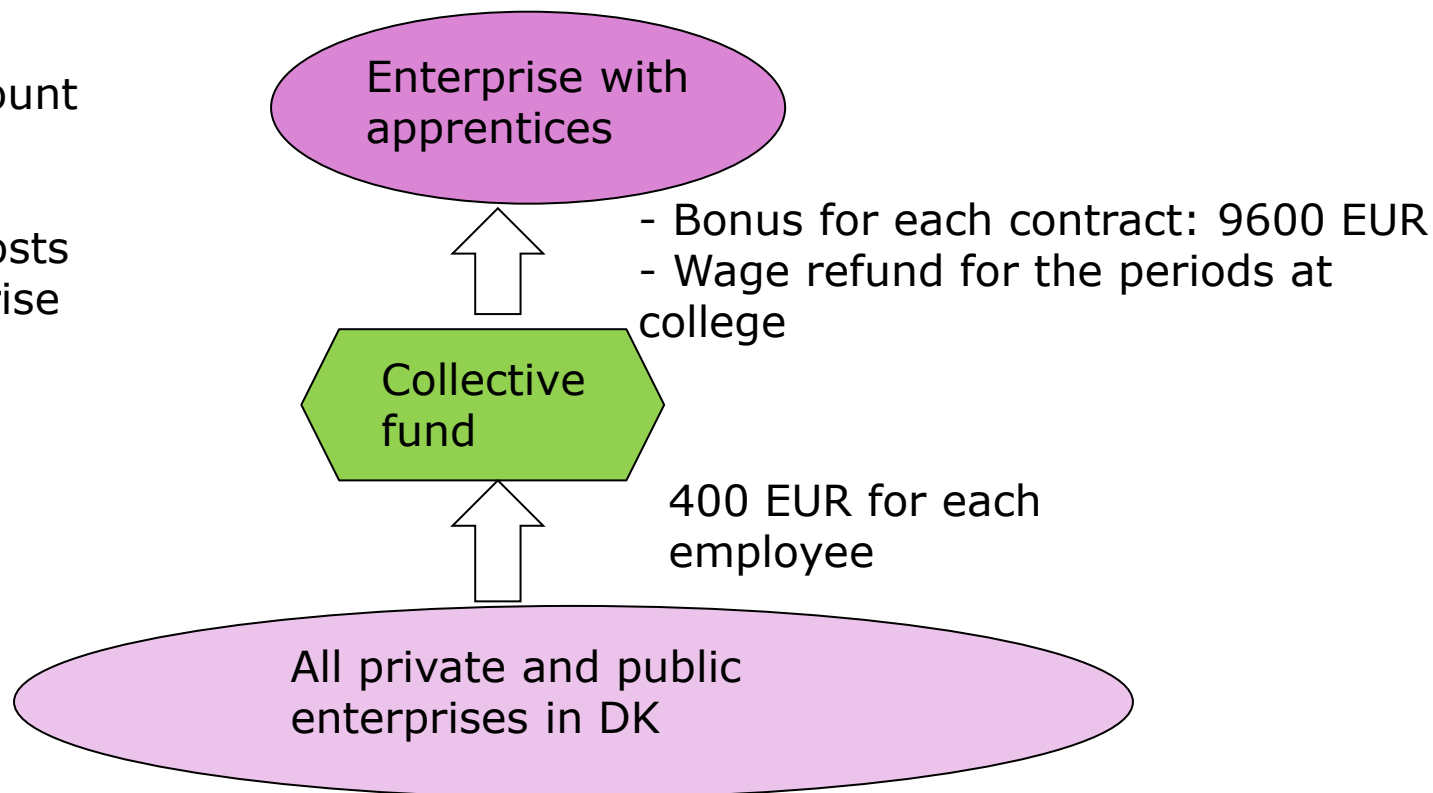
Wage paid by employer according to general agreement between social partners

1000 – 1500 EUR/month

Financing - the perspective of the enterprises



Tax based amount per apprentice paid to the colleges. No costs for the enterprise



Governance – the role of social dialogue

- National level: The Council for Vocational Training
 - Advise government regarding structure, accreditation of colleges, framework for content and assessment

- **Branch level: The trade committees**
 - Define the end targets of each programme
 - Responsible for renewing the contents according to developments in technology, work organisation, globalisation a.s.o.
 - Obligation to take initiative to establishing of new and closing down of outdated programmes

- Local level: The local education committees for each programme at each college
 - Facilitate the cooperation between college and local trade and industry
 - Advise the colleges about the planning of the programme

- Local level: The board of the vocational college
 - Responsible for the economy of the college
 - The director of the colleges refers to the board
 - Develops strategies together with the management of the college

Social dialogue before legislation

- The confederation of trade unions (LO) and the association of employer organization (DA) just have launched a joint reform initiative

Average age when entering VET

- Denmark: 21,8
- Austria: 15,5

Negative explanations:

High ratio of drop outs or re-choices

Many youngsters begin VET after first having graduated

Positive explanations

VET is a possibility for adult unskilled workers to become skilled

A couple of VET programmes are almost only used by adults

Two tracks for adult VET

- Adult apprentice
 - Normal wage defined by general agreements
 - In programmes aiming at occupations with good occupation possibilities the employers receive compensation for the college part

- GVU
 - Plan on the basis of recognition of prior learning
 - While you are employed and modules within 6 years