

Financing adult learning database

Name of the instrument - Local language	Payback clause
Name of the instrument - English translation	Payback clause
Scheme ID	361
Country	 Finland
Reporting year	2020
Type of instrument	Payback clause
Sub-type of instrument	Payback clauses are possible with no explicit limitations
Type of entry	Single instrument

Short description	Employer funds training, the employee provides (partial) repayment eligible training costs in case of premature departure from the company. All employers are eligible for this scheme. No preferential treatment is applied.
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Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Further instrument
Legal basis	Not applicable (use of payback clauses are not limited by law)
Objective(s) and target(s)	Not applicable (use of payback clauses are not limited by law)
Operation/management	Not applicable (use of payback clauses are not limited by law)
Eligible group(s)	All employers

Group(s) with preferential treatment	No preferential treatment
Education and training eligible	Not applicable (use of payback clauses are not limited by law)
Source of financing and collection mechanism	Employer funds training, employee provides (partial) repayment of eligible training costs in case of premature departure from the company
Financing formula and allocation mechanisms	Not applicable (use of payback clauses are not limited by law)
Eligible costs	Not applicable (use of payback clauses are not limited by law)
Volumes of funding	There are no studies available, however, the topic plays no role on the policy agenda
Beneficiaries/take up	Not applicable
Organisation responsible for monitoring/evaluation	Not applicable
Monitoring/evaluation reports available	Not available
Most relevant webpage - in English	Not applicable (use of payback clauses are not limited by law)
Most relevant webpage - local language	Not available
Recent changes	Not applicable (use of payback clauses are not limited by law) Recent changes in response to COVID-19 Not applicable (use of payback clauses are not limited by law)