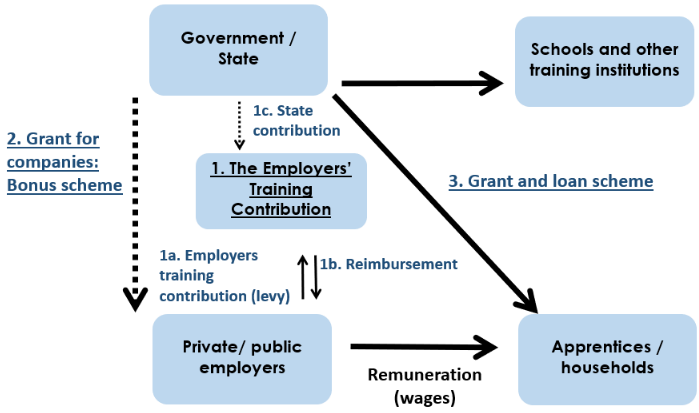
Scheme name	**Apprenticeship**
Country	Denmark

Duration	2-4 years (depending on sector)
Apprentices remuneration - characteristics	Type: wage paid by employer; fixed amount per hour or per month depending on trade and sector (private/public); or allowance paid by the State (SU support, Grants and Loans scheme) if an apprentice does not have an agreement with a company, but does a school-based apprenticeship Remuneration setting: by collective agreements Coverage: on- and off-the job training Variation(s): wages differ by apprenticeship year, apprentice's age, trade, sector
Apprentices remuneration - amount	Average regulated remuneration: EUR 12.8 per hour Share of national minimum wage: not applicable Share of the average salary of worker: 30-70% (estimate; the share increases with apprenticeship year and depends on the sector) Remuneration (annual gross income) in 3 selected occupations (EUR): hairdresser: 1st year: 17,611; 2nd: 20,090; 3rd: 22,249; 4th: 24,051 motor mechanic: 1st year: 17,533; 2nd: 19,887; 3rd: 21,361; 4th: 24,722 bricklayer: 1st year: 18,257; 2nd: 22,188; 3rd: 24,852; 4th: 29,287 Remuneration for age groups, average annual gross income: 15-19: 1st year: EUR 17,800; 2nd year: EUR 20,700; 3rd year: EUR 22,800; 4th year: EUR 26,000 20-24: 1st year: EUR 17,800; 2nd year: EUR 20,700; 3rd year: EUR 22,800; 4th year: EUR 26,000 25 and above: EUR 29,894
Time foreseen for on-the job-training	More than 50% of the overall duration of apprenticeship Number of hours per year (average): 1,110 (estimation: 30 weeks x 37 hours per week; the number of weeks of on-the-job training varies according to trade and previous qualifications).
Apprentice social insurance	Paid by: Unemployment Insurance Funds, largely financed by the State Rights: Health and unemployment (unemployment 'uninsured') Paid by: employer and employee Rights: pension Paid by employee: Right: Higher unemployment benefits (unemployment

	'insured')
Additional support for apprentice	Students aged 18 or above enrolled in the 'basic course' that do not have an apprenticeship agreement with a company yet receive SU support.
Financing on-the-job training	Employers pay the wages to the apprentices, however, they get reimbursement from the training fund (AUB, Employers training contribution) for the part of the wages paid while the apprentice is at school. The training fund is based on the levy on companies; the State contributes to the fund covering the part of the cost of students' remuneration corresponding to the SU support (Grants and Loans scheme). Companies which either increase the number of apprentices compared to the average number of apprentices in company or recruit apprentices from a so-called 'advantage-education' (fordelsuddannelse, i.e. in specialties with increased job demand) are entitled to receive a 'bonus scheme'. Regarding social insurance, in Denmark, unemployment insurance is a voluntary scheme administered by the unemployment insurance funds (A-kasser). The Danish system thus differentiates between the situation for the unemployed who are insured and those who are uninsured. Unemployment insurance funds are private associations of employees or self-employed persons organised for the sole purpose of ensuring economic support in the event of unemployment in all occupations and industries. Unemployment insurance is, however, largely financed by the State. Pension contributions are paid by the employer (as part of the salary) and employee/apprentice, while the contributions related to unemployment benefits on a higher level (insured*) are paid by the employee/apprentice. No EU funding involved.
Financing off-the-job training	Public funding (EUR): 750,336,021 (2016, estimate) The estimation is based on the figures from the 2016 State budget and include the following categories: basic state contribution to the VET institutions and taximeter contribution (main part of the public financing. It is calculated individually for each institution based on the number of annual students and a fixed fee per annual student. The fee is determined each year as part of the state budget). There might be other costs involved where data is not available. Companies contribution: From the signing of the apprenticeship contract between the student and the company, the company pays apprentice remuneration (wages) for the time the apprentice is at school (off-the-job training). No EU funding involved.
Illustration: sources of funding and financial flows	

	
Assessment of financing arrangements	The data on how VET students are using study loans, allowances etc. is available but the sample of apprentices is null. The report monitoring employers’ attitude and readiness to be engaged in workplace-based learning and apprenticeship which is carried out by Estonian Employers´ Confederation indicates that employers are interested in apprenticeships when they can train own employees (46%), VET institution or government pays for the trainers' salary (42%), VET institutions train trainers (45%), and companies are reimbursed for the costs of apprenticeship training (35%).
Labour market outcomes	The evaluation shows that after a year, 70% of the unemployed adults who have completed the apprenticeship are employed (compared to 58% in the control group).
Contextual information	No statutory minimum wage Average yearly working time (hours) for a full time job: 1,635.40

More on financing instruments for this scheme

Bonus scheme

DENMARK
Grants for companies

Grant and loan scheme

DENMARK
Grants for individuals

Employers training contribution

DENMARK
Training funds

More on this apprenticeship scheme

Apprenticeship

DENMARK