

Scheme name	Workplace-based learning
Country	 Estonia
Duration	3 months-2.5 years
Apprentices remuneration - characteristics	Type: wage paid by employer; fixed amount per hour or per month Remuneration setting: centrally, by law Coverage: on-the job training Variation(s): no
Apprentices remuneration - amount	Average regulated remuneration: at least EUR 430 per month (i.e. the level of minimum wage in 2016); EUR 3,780 per year (assuming there are 9 months of studying in a year) Level in PPS per month: 572.57; per year: 5,153.13 Level in PPS per hour (average): 4.95 Share of national minimum wage: by law, at least 100% (wage is equal to or exceeding the national minimum wage)
Time foreseen for on-the job-training	More than 50% of the overall duration of apprenticeship Number of hours per year (average): 1,040 (estimate) (calculation: apprentices must study per year 60 European credit points (1 point is 26 hours student work). 1/3 of the study will held in VET school and 2/3 in company. Thus, the number of hours is at least: $60 \times 26 \times \frac{2}{3} = 1,040$ hour per year). Distinction between work and training: not regulated, depends on a company. Some companies pay only for work, while some also pay for training. Apprentices must receive a minimum salary in the amount of EUR 430 per month (2016) if employee works 40 hours per week. If, for example, an apprentice works 32 hours per week and receives 8 hours of training per week, some companies may pay $EUR\ 430 \times \frac{32}{40} = EUR\ 344$ per month and some companies may pay the full EUR 430 per month.
Apprentice social insurance	Paid by: the State Rights: health and pension
Additional support for apprentice	Apprentices may receive from the state a study allowance to cover their travel and subsistence costs.
Financing on-the-job training	The wages are paid by employers. As regards social insurance contributions, there is no minimum obligation in relation to apprenticeship training. However, all apprentices have the State insurance. The companies may receive grant (measure Policies of

	implementing work-based training) to cover the costs of remuneration of supervisors at the workplace.
Financing of the scheme overall	Public financing (national resources): EUR 994,696 (estimate) EU funds are used to support development of apprenticeship training. The relevant program started in October 2015 and first apprentices started studying in December 2015. The amounts are: 2015: EUR 15,00 (data refers to one month only, December) 2016: EUR 1,115,000 2017: the budget over 3,000,000 was foreseen at the time of this research Source: ESF program PRÕM annual budget. Wage cost to employers: EUR 1,991,760 (estimate) (This is a rough estimation based on the number of state-funded apprenticeship places multiplied by the minimum salary paid to them for 12 months (386 apprentices x 430 EUR per month x12 months). Apprentices may receive lower wages if they do not work 40h per week.
Illustration: sources of funding and financial flows	<pre> graph TD GS[Government / State] -- "1. Grant for companies: Policies of implementing work-based training" --> PPE[Private / public employers] GS -- "2. Grant for individuals: Study allowance" --> SI[Schools and other training institutions] SI -- "2. Grant for individuals: Study allowance" --> AH[Apprentices / households] PPE -- "Remuneration (wages)" --> AH </pre>
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%).
Contextual information	Statutory minimum wage: EUR 430 per month (2016, S2); EUR 470 per month (2017, S1 and S2) Average yearly working time (hours) for a full time job: 1,856

More on financing instruments for this scheme

Policies of implementing work-based training



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Grants for companies

Study allowance



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Grants for individuals

More on this apprenticeship scheme

Workplace-based learning



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