

Scheme name	Apprenticeship
Country	 Ireland
Duration	4 years
Apprentices remuneration - characteristics	Type: wage paid by employer; fixed amount per hour Remuneration setting: mixture of collective agreements and individual employer-apprentice agreements. Coverage: on-the-job training Variation(s): by the year of apprenticeship and trade
Apprentices remuneration - amount	Average regulated remuneration: EUR 12,546 per year The figure was calculated from the total estimated amount of wages paid by employers and divided by the total numbers of apprentices in the training system. The figure only refers to wages paid to the apprentice by the employer and does not include the training allowance that the apprentices receive during their off-the-job training. Level in PPS per year (average): EUR 10,012.86 Level in PPS per hour (average): EUR 6.26 Share of national minimum wage: 67.13% (calculated based on the min wage of EUR 1,546.35 in 2016, S2) Share of the average salary of worker: 27.5% ▼ Read more ▼ The difference between the annual wages of apprentices and the average industrial wage depends on the type of apprenticeship programme (plumbing, electrical) and the year of the apprenticeship programme. The average annual wages paid to apprentices are estimated at EUR 12,546 in 2016 which is lower than national average wage in 2016 of EUR 45,611 (approx. 27.5% of the national average wage). This average annual wage for apprentices only refers to what they receive from their employers and does not include the training allowance they receive for the off-the-job training. Remuneration (annual gross income) in 3 selected occupations (EUR): hairdresser: nap (there are no apprenticeships in the service sector in Ireland) motor mechanic: 1st year: 7,640; 2nd: 15,564; 3rd: 22,626; 4th: 35,307 bricklayer: 1st year: 6,690; 2nd: 12,013; 3rd: 20,623; 4th: 31,408 The data refers to wages covered by an employer and does not include any training allowances received by the apprentice.
Time foreseen for on-the job-training	More than 50% of the overall duration of apprenticeship Number of hours per year (average): 1,600

Apprentice social insurance	Level: 10.75% of the annual gross income of the apprentice Paid by: the employer and the apprentice Rights: an employee may be entitled to social insurance payments if they lose their job, become sick or injured, have to leave their employment temporarily for family or caring reasons or if they retire. The full range of social insurance benefits include: State Pension (Transition or Contributory), Widow's, Widower's or Surviving Civil Partner's (Contributory) Pension, Guardian's Payment (Contributory), Invalidity Pension, Occupational Injuries Benefits, Treatment Benefit (Dental or Optical), Jobseeker's Benefit, Illness Benefit, Carer's Benefit, Maternity Benefit, Adoptive Benefit and Health and Safety Benefit.
Additional support for apprentice	The amount of the training allowance received by an apprentice depends on the trade and the year of their programme. The average maximum amount that an apprentice in a traditional apprenticeship programme could receive per annum through training allowance was EUR 4,757 in 2016. This is the average of all annual training allowances paid to apprentices across the various types of training programmes and according to the stage of the training programme. For example, a motor apprentice can receive a total of EUR 4,290 in training allowances during the first year of their programme while an electrical apprentice in year 3 can receive EUR 6,072.
Financing on-the-job training	On-the-job training costs, including the apprentices' wages, are covered by the employer. Social insurance contributions are paid by both the employer and the apprentice. All employers may benefit from training tax allowance and those who have recruited a female apprentice on an approved craft apprenticeship programme may also apply for grant (Female Apprentice Bursary).
Financing off-the-job training	Public financing: EUR 69,100,000 (2016), EUR 55,300,000 (2015). The National Training Fund, based on the levy on companies, contributes to the cost of providing off-the-job training.
Financing of the scheme overall	Public financing (national resources): 69,100,000 (2016). HEA funding only, training allowances are not included. Private financing - the amount spent by employers on apprentices wages and social security contributions: EUR 144,400,000 (2016) Total: EUR 213,500,00 Source: Department of Education and Skills, SOLAS and social partners No EU funds involved.
Illustration: sources of funding and financial flows	

	<pre> graph TD Gov[Government / State] -- "2. Tax incentive: Training tax allowance" --> NTF[1. National training fund (NTF)] Gov -- "3. Grant for companies: Female apprentice bursary" --> NTF Emp[Private/ public employers] -- "1a. Employers' contribution" --> NTF NTF -- "1b. Operational costs in managing the apprenticeship" --> Schools[Schools and other training institutions] NTF -- "1c. Training allowances during off-the-job training" --> App[Apprentices / households] Emp -- "Remuneration (wages)" --> App </pre>
Assessment of financing arrangements	The main advantage to the employer of apprentices on the traditional or pre-2106 apprenticeship training programmes is that they do not have to pay the apprentice during the off-the-job training periods. The main disadvantage is that employers have very little say on the length and timing of the off-the-job training elements which can pose problems for smaller businesses that do not have access to their apprentices for long periods — some off-the-job training periods can be 22 weeks in duration.
Contextual information	Statutory minimum wage: EUR 1,546.35 (2016, S2); EUR 1,563.25 (2017, S1 and S2) Average yearly working time (hours) for a full time job: 1,809.60

More on financing instruments for this scheme

Female Apprentice Bursary IRELAND Grants for companies	Training tax allowance IRELAND Tax incentives
National Training Fund (NTF) IRELAND Training funds	

More on this apprenticeship scheme

Apprenticeships in Ireland

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