

Name of the instrument in English	Bonus scheme
Country	 Denmark
Type of instrument	Grants for companies

Level of operation	National
Part of the country where the instrument applies	nap
Region(s) in which the instrument applies	nap
Sector(s) in which the instrument applies	nap
Legal basis	Act on employers training contribution (paragraph 15)
Objective(s) and target(s)	To raise the number of skilled workers (according to the 2016 tripartite agreement) by providing incentives for companies to encourage them to provide apprenticeship places. Overall goal for VET enrolments after the 9th or 10th grade is 25% by 2020 and 30% by 2025.
Year of introduction	2016
Year of termination	No foreseen end to the instrument (ongoing)
Governance (management, operation, monitoring and evaluation)	The Ministry of Education is responsible for the overall management of the instrument. The Employers training contribution (AUB - Arbejdsgivernes Uddannelsesbidrag) is responsible for day-to-day operation, monitoring and evaluation of the instrument. The Confederation of Danish Employers (DA) is also involved.
Eligible group(s)	Companies which either increase the number of apprentices compared to the average number of apprentices in the company or recruit apprentices from a so-called 'advantage-education' (fordelsuddannelse, i.e. in specialties with increased job demand). There is no particular target group in terms of apprentices.
Education and training eligible	The instrument only supports apprenticeships. It applies to ISCED 3-4 levels.
Source of financing and collection mechanism	State
Financing formula and allocation mechanisms	The bonus for companies who recruit apprentices from the "advantage-education" strand (i.e. in specialties with

	increased job demand) is DKK 5,000 (approx. EUR 672), but the maximum amount is DKK 15,000 (approx. EUR 2,016) for companies recruiting more apprentices than average in the company (amounts available to receive per 4-year apprenticeship). Funds are disbursed to all eligible applicants on the basis of legal entitlement.
Eligible costs	Various cost types (including wages; companies may receive support that corresponds to 2-11% of the apprentice wage).
Volumes of funding	A pool of DKK 20,000,000 (approx. EUR 2,689,546) was made available for 2016. The actual amount to be disbursed will be determined in early 2018 according to the actual offer of apprenticeship placements by companies.
Beneficiaries/take up	The actual number of companies that benefited or withdrew will be available in 2018, as the instrument was introduced in 2016.
Monitoring/evaluation reports available	na
Recent or planned changes	A revision of the scheme is scheduled for 2018, aiming to examine if companies are indeed eligible for the bonus, i.e. if they have provided a sufficient number of apprenticeship places. If the revision reveals that a sufficient number of apprenticeships were not established, the bonus will not be paid to the companies.
Sources	Act on employers training contribution (paragraph 15) https://www.retsinformation.dk/eli/ta/2017/95

Related apprenticeship schemes



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