



Name of the instrument in English	Training compensation
Country	 Finland
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	http://www.finlex.fi/fi/laki/ajantasa/2013/20131140?search%5Btype%5D=pi...
Objective(s) and target(s)	To encourage employers to develop the skills of their employees and thus, maintain their employment in the long run. In relation to apprenticeship, the instrument covers partially the costs of on-the-job training.
Year of introduction	2013
Year of termination	No foreseen end to the instrument (ongoing)
Governance (management, operation, monitoring and evaluation)	The Unemployment Insurance Fund is responsible for the overall management, monitoring and evaluation of the instrument as well as day-to-day operation.
Eligible group(s)	All companies
Education and training eligible	The instrument finances development of skills of employees, on-the-job training. The instrument supports apprenticeship and other forms of education and training. No specific education and training level is targeted.
Source of financing and collection mechanism	State
Financing formula and allocation mechanisms	The maximum amount of public funding that a company may receive per year is 4,200 EUR. The share of co-financing required from the beneficiary is not specified. The grant is paid on a monthly basis. Typically, it amounts to EUR 250 per month (therefore, it covers minor part of the actual cost of on-the job training).

	The company doesn't need to return the grant if the training agreement is terminated, only if the company has not carried out its commitment. Funds are disbursed to all eligible applicants on the basis of the legal entitlement.
Eligible costs	Wages of internal and/ or external instructors/ mentors/ tutors/ in-company trainers
Volumes of funding	In 2015, public funding amounted to EUR 21,313,966 (estimate based on the data from the Finnish National Agency for Education database). No EU funds are involved.
Beneficiaries/take up	According to the estimates, 4,000 companies benefited in 2015.
Recent or planned changes	There is an on-going reform in vocational education and training. One of the objectives is to promote apprenticeship. For that reason, there is a pressure to increase the training compensation. The legislation work is ongoing and no new decision has been made for that instrument at the time of research.
Sources	http://www.finlex.fi/fi/laki/ajantasa/2013/20131140?search%5Btype%5D=pi...

Related apprenticeship schemes

Apprenticeship training

 FINLAND

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