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Apprenticeship training in Estonia

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Apprenticeship training (1)

- In 2006, apprenticeship training was approved as a new form of study,
- In 2007, Minister of Education and Research adopted the regulation of “Policies and Conditions for Implementing Workplace Based Learning”
- Apprenticeship training is defined as study where the work practice constitutes at least two thirds of the volume of the curriculum,

Comment: in school based study, the share of work practice is up to 50 % of the volume of curriculum with half the practical training taking place in enterprises.

- Apprenticeship training is organized in cooperation between vocational education institution, the student and the enterprise that provides the work practice



Apprenticeship training (2)

- VET curricula are prepared on the basis of professional standards where the competences for professions are described.
- Apprenticeship training is based on school curricula.
- If necessary, individual curricula is designed on the basis of school curricula in collaboration with the company where practical training takes place.
- Two supervisors are appointed for apprentices (one based in VET institution and one based in workplace).
- VET institutions responsibility to provide preparation training for supervisors.

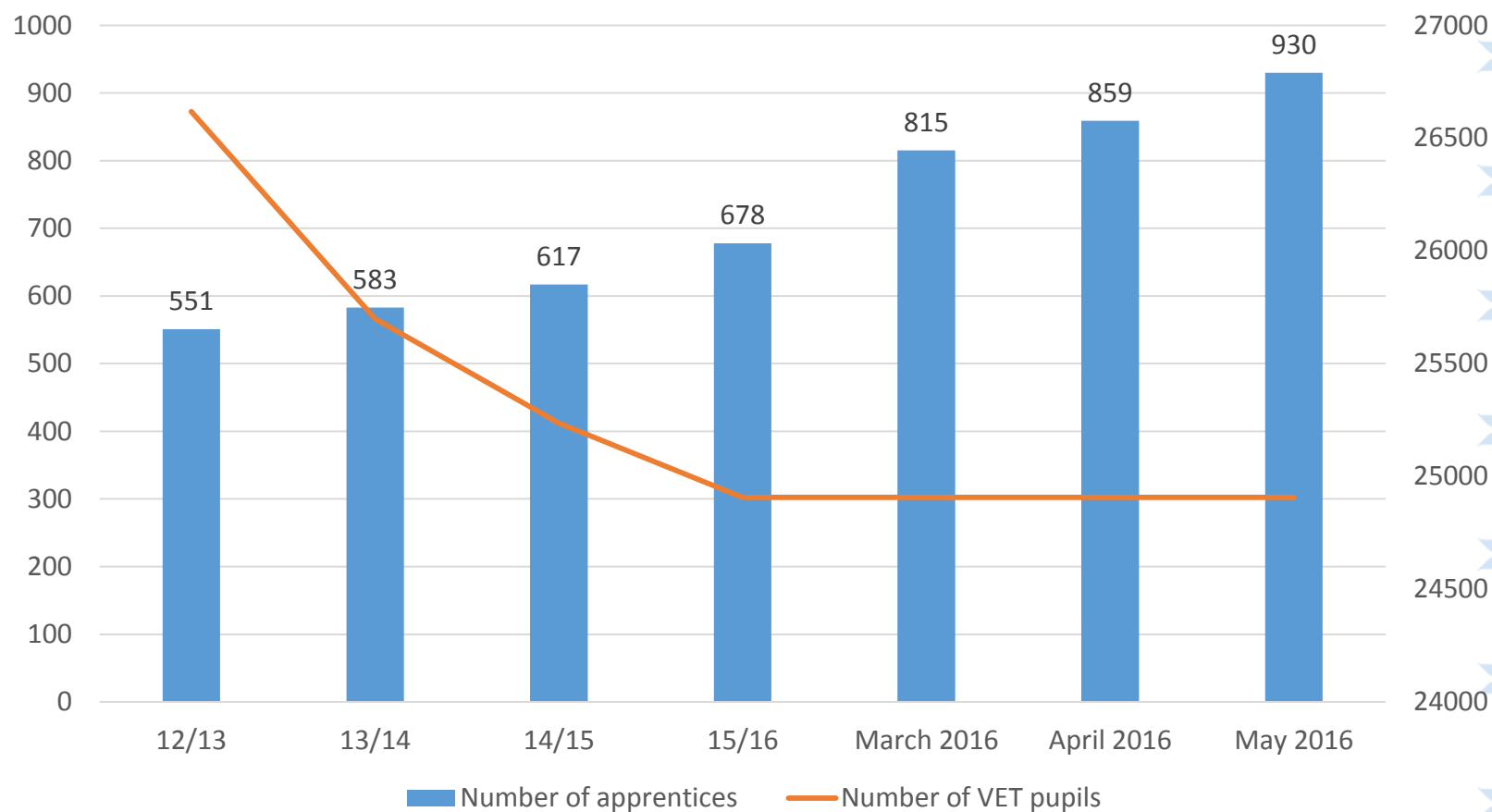


Apprenticeship training (3)

- the relations between the VET institution, the pupil or his/her legal representative and the company is regulated by a contract signed by all three parties.
- The enterprise conducting the practical training pays remuneration for students for fulfilling the job assignments at enterprise that cannot be lower than national minimum wage established by the Government of Estonia (430 €).
- Monitoring of apprenticeship training in Estonia is performed by EHIS (Estonian Education Information System).



Apprenticeship training – numbers (1)



Apprenticeship Training – numbers (2)

- Apprentices average age 36
- 58% women and 42% men
- Length of curricula: 3 month – 2 year 3 month
- Number of curricula: 35
- Dropp out rate about 42%



Apprenticeship Training – numbers (3)

- 2014/15 study year ca 200 companies:
 - Up to 10 employees - 13%,
 - 10–49 employees - 20%,
 - 50–249 employees - 24%,
 - 250 and more employees - 18%.



Most popular fields of study (March 2016)

1. Health- and Social care (153)
2. Wholesale and retail sales (135)
3. Maritime (88)
4. Mechanics and metal work (82)
5. Tourism, catering and accommodation (70)
6. Forestry (47)
7. Gardening (38)
8. Textile industry(38)
9. Wood industry (38)



Reasons for current low share of apprenticeship training in Estonia

- VET in Estonia is traditionally school based,
- enterprises often don't acknowledge themselves as providers;
- the lack of cooperation between different stakeholders;
- society, including enterprises and potential students, does not have enough information about the study opportunities and consequently the potential to provide work-based learning is reduced;
- majority of Estonian enterprises are small or micro-sized.



National Authorities for Apprenticeships: Implementing Work Based Learning in Latvia, Lithuania and Estonia (WBL-Balt)"

- Study “Apprenticeship training models in Estonia”
 - <http://www.innove.ee/et/kutseharidus/rahvusvaheline-koostoo/erasmus>
- 3 study visits (Denmark, Germany, Slovenia?)
 - 2-3 days, participants: employers
- Conference „apprenticeship training– fish hook or fish?,,



Erasmus+

Study “Apprenticeship training models in Estonia” results (1):

- Education providers and (in particular) companies have too little information about the possibilities of apprenticeships training.
- The contribution of enterprises to development of apprenticeships training is low.
- Apprentices, enterprises, and schools have too little knowledge about the rights and responsibilities related to apprenticeships training.



Study “Apprenticeship training models in Estonia” results (2):

- There is too little substantive cooperation between apprenticeship providers and public authorities regarding developing and organizing apprenticeships training. There is also too little cooperation between education institutions and small enterprises.
- Lack of company-side supervisors or inconsistent quality level of supervisors has curtailed the success of apprenticeship training and its broader use.
- Fear of excess red tape among the stakeholders has been an obstacle to the broader provision of apprentice education.



Study “Apprenticeship training models in Estonia” results (3):

- Competing measures and low supervision fees for enterprises do not promote broader spread of apprentice education or the creation of internship openings.
- The data gathered on apprentice education do not reflect the actual situation, although the resources for gathering and publishing data do exist.



ESF programm PRÕM



Foundation Innove



Estonian Employers' Confederation



REPUBLIC OF ESTONIA
MINISTRY OF EDUCATION
AND RESEARCH



Euroopa Liit
Euroopa Sotsiaalfond



Eesti
tuleviku heaks

all Estonian vocational education institutions

PRŌM: expanding apprenticeship training

- **Objectives:**

- The apprenticeship management system in school is well functioning, transparent and apprenticeship training meets the stakeholders' needs.
- provide training and information for enterprises/supervisors
- encourage cooperation between VET institutions and enterprises.

- **Outcomes:**

- The increased number of enterprises that offer apprenticeship training (target level: 300)
- The increased number of apprenticeship training study places (target level: 8000)
- Decreased drop-out rate among apprenticeship students (target level: 25%)



PRÕM: expanding apprenticeship training

- working groups on apprenticeship training
 - to describe the apprenticeships training scenarios within the framework, identify the obstacles and provide solutions, develop recommendations for future.
 - to work out sample apprenticeship contract,
 - To work out communication strategy,
- The Estonian Employers' Confederation has worked out principles for the annual awards for best apprenticeship trainings and work based learning enterprises.
- Apprenticeship training coordinators are working in 30 vocational schools
- VET institution may apply study places 4 times year





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Thank you!

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