



# **Technical Annexes**

## **Apprenticeship and Traineeship Schemes in EU27: Key Success Factors**

**A Guidebook for Policy  
Planners and Practitioners  
December 2013**



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## Austria: Quantitative Information in Technical Annex

Table 1: Sources and Level of Funding in Austria

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Local Funds/ Regional Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Dual Apprenticeship in Company and School</b> (Lehre)	Ongoing		€579m for vocational schools on national and regional level (2011)				140,256 (2009/10) (this includes also IBA and ÜBA: 2011/12: 11,943 ÜBA, 2,018 IBA)	140,256 (2009/10)	€5,605		
<b>Supra-Company Training Centre</b> (Überbetriebliche Ausbildung [ÜBA])	Since 2008		€149.3 (2011)				11,943 (2011/12)	11,943 (2011/12)	€14,000		€14,000
<b>Integrative VET</b> (Integrative Berufsausbildung [IBA])	Since 2003						5,741 (2012)	5,741 (2012)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Traineeship as Part of Higher or Middle Level VET Education</b> (Ferialpraktikum)							Not funded				
<b>School-Based Vocational Education (Higher Level)</b> (Berufsbildende Höhere Schule [BHS])	Ongoing		€2,099m public funds for both BHS and BMS (2011)				Not funded	137,534 (2009/10)	€8,601		€8,601
<b>School-Based Vocational Education (Middle Level)</b> (Berufsbildende Mittlere Schule [BMS])	Ongoing		€2,099m public funds for both BHS and BMS (2011)				Not funded	79,388 (2009/10)	€8,601		€8,601
<b>Short-Term Work Placements</b> (Schnupperlehre)											
<b>Court Year</b> (Gerichtsjahr)	Ongoing						Ca. 1200 p.a.		€ 1035 (Remuneration per month per trainee)		
<b>Teacher Training</b> (Unterrichtspraktikum [formerly: Turnus])											
<b>Traineeships for Graduates of Medical Studies</b> (Praktische Allgemeinärztliche und Fachärztliche Ausbildung, Turnusarzt)	Ongoing						6,978 doctors-in-training (2011)				

**Table 2: Effectiveness of apprenticeship and traineeship programmes in Austria**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Dual apprenticeship in company and school:</b> (Lehre)	140,256 (2009/10)					76% (within 3 months)						
<b>Supra-Company Training Centre</b> (Überbetriebliche Ausbildung [ÜBA])	11,943 (2011/12)											
<b>Integrative VET</b> (Integrative Berufsausbildung [IBA])	2,018 (2011/12)											
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Traineeship as Part of Higher or Middle level VET Education</b> (Ferialpraktikum)												
<b>School-Based Vocational Education (Higher Level)</b> (Berufsbildende höhere Schule [BHS])	137,534 (2009/10)					66% (within 3 months)	41.1% (after 18 months)	50% (after 18 months)	2.6% (after 18 months)			
<b>School-Based Vocational Education (Middle Level)</b> (Berufsbildende mittlere Schule [BMS])	79,388 (2009/10)					68% (within 3 months)	54.5% (after 18 months)	31.3% (after 18 months)	4.7% (after 18 months)			
<b>Short-Term Work Placements</b> (Schnupperlehre)												
<b>Court Year</b> (Gerichtsjahr)												
<b>Teacher Training</b> (Unterrichtspraktikum [formerly: Turnus])												
<b>Traineeships for Graduates of Medical Studies</b> (Praktische Allgemeinärztliche und Fachärztliche Ausbildung, Turnusarzt)												

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## Main data sources in Austria

### Informants:

1. Dr. Jörg Markowitsch
2. Dr. Lorenz Lassnigg
3. Expert from IBW (Institut für Berufsbildungsforschung der Wirtschaft)
4. Valerie Bösch, Bundesministerium Für Arbeit, Soziales und Konsumentenschutz

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## Belgium: Quantitative Information in Technical Annex

### Table 3: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship Contract for Lifelong Learning in SMEs</b> (Le contrat d'apprentissage dans le cadre de la formation permanente pour les Classes moyennes et les PME (IFAPME/ EFPME) / De leerovereenkomst in het kader van de leertijd (Syntra))	Since 2010, ongoing		In certain cases employers get an apprenticeship bonus from the federal government: €500 or €750 depending on the year of education	€7,342,804 (2012)			7,415	3,007 (at 1/02/2013)			€3,200 per student (2012)
<b>Part-time Employment Contract for Alternating Training</b> (Le contrat de travail à temps partiel (dans le cadre d'une formation en alternance) / De deeltijdse arbeidsovereenkomst (in een alternerende opleiding))	<b>2009-2014</b>	2009-2010: €1,393,234.06 2010-2011: €1,226,651.75 2011-2012: €1,349,378.55	In certain cases employers get an apprenticeship bonus from the federal government: €500 or €750 depending on the year of education	2009-2010: €901,576.53 2010-2011: €909,232.64 2011-2012: €853,285.74				329 co-financed by ESF (1/02/2013)			€1,065 per youngster per year (2011-2012)
<b>Industrial Apprenticeship Contract (Federal Programme)</b> (Le contrat d'apprentissage d'une profession salariée (CAI) / De werknemersleerovereenkomst)		Co-financed by ESF	In certain cases employers get an apprenticeship bonus from the federal government: €500 or €750 depending on the year of education					763 in Flanders (at 1/02/2013)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Individual Company-Based Training Contract</b> (La convention de formation professionnelle individuelle en entreprise (FPI))	1970s and ongoing			€57,281,373 (2012)					€1059	Productivity premium + transportation	
<b>Integration Training Plan</b> (Le Plan Formation Insertion -PFI)							In 2011: 8460 in the general programme and 1091				

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please)			State	Employer	Total
							younger than 25				
<b>Bridging Project</b> (Flemish Community)  (Brugproject)	Since 2009, ongoing to 2014		2009-2010: €3,698,585.12 2010-2011: €3,885,867.16 2011-2012: €4,115,750.75	2009-2010: €227,391.07 2010-2011: €252,908.46 2011-2012: €236,835.33			2,206	1,064 (1/02/2013)			€1,973 per youngster per year (2011-2012)
<b>Preliminary Trajectories</b> (Flemish Community)  (Voortrajecten)	Since 2009, ongoing to 2014		2009-1010: €292,504.61 2010-2011: €538,571.85 2011-2012: €614,405.43  In certain cases employers get an apprenticeship bonus from the federal government: €500 or €750 depending on the year of education	2009-2010: €2,723,353.79 2010-2011: €2,228,922.27 2011-2012: €1,937,068.79			2,007	776 (at 1/02/2013)			€1,271 per youngster per year (2011-2012)
<b>werk@teliers</b> (Flemish Region)	2 years, 2010-2012	€80,000 for 2 years		€160,000 for 2 years			By the end of October 2011, 813 youngsters were referred to partner institutions.	To be announced in June 2013 (annual report ESF Flanders).			€1,200 per participant (targeted)

**Table 4: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Apprenticeship Contract for Lifelong Learning in SMEs</b> (Le contrat d'apprentissage dans le cadre de la formation permanente pour les Classes moyennes et les PME (IFAPME/ EFPME) / De leerovereenkomst in het kader van de leertijd (Syntra))		In 2011-2012 there were 4,368 local branches that used an apprentice for at least 1 day (versus 4689 in 2010-2011)		690 (2010-2011)	1,030 (2010-2011)	In 2011-2012, 85.5% of apprenticeship graduates were not unemployed or had a working experience one year after leaving school						
<b>Part-time Employment Contract for Alternating Training</b> (Le contrat de travail à temps partiel (dans le cadre d'une formation en alternance) / De deeltijdse arbeidsovereenkomst (in een alternerende opleiding))		1,373 companies in 2011-2012		82.7% (2010-2011)	17.3% (2010-2011)			64% (2010-2011)				
<b>Industrial Apprenticeship Contract (Federal Programme)</b> (Le contrat d'apprentissage d'une profession salariée (CAI) / De werknemerslee-rovereenkomst)												
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Individual Company-Based Training Contract</b> (La convention de formation professionnelle individuelle en entreprise (FPI))		In 2012: 6,564 companies (i.e. 6,932 local branches)			Of 2011 starters, 2,608 (21.3%); and 2,146 (17.9%) of those that started in 2012.	Of 2011 starters, 6.8% (839). Of those that started in 2012, 4.1% (487)	In 2011-2012 7,795 (90.48%) participants were employed	In 2011-2012 8,615 (including both unemployed job seekers and students undertaking initial vocational education on a part time basis.)	In 2011 6.8%, and 2.1% in 2012 found employment before completing the course			

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>Integration Training Plan</b> (Le Plan Formation Insertion -PFI)												
<b>Bridging Project</b> (Flemish Community) (Brugproject)												
<b>Preliminary Trajectories</b> (Flemish Community) (Voortrajecten)												
<b>werk@teliers</b> (Flemish Region)												
<b>WIJI-projects</b> (Successor of the Work@teliers) (Flemish Region)												

## Main data sources in Belgium

Data delivered by the regional authorities

## References

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## Bulgaria: Quantitative Information in Technical Annex

**Table 5: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional / Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Framework Programme C</b> (Рамкова Програма В)	Since 2004	Possibility to use ESF co-funding through a number of programmes	Decentralised funding system  VET is financed through the state budget, municipal budgets, etc					40,285 (2011/2012) 3rd degree of professional qualification only			Set by national standards Annual funding per student varies depending on specific vocational path
<b>Development of professional education and training in co-operation with employers</b>	2012 - 2014	BGN 5,900,000 (€3,009,000)  (84%)	BGN 1,050,000 (€535,500) (16%)				At least 3,200	Proposed projects currently under evaluation			BGN 2,187 (€1,116)
<b>Framework Programme A</b>	Since 2004	Possibility to use ESF co-funding through a number of programmes	Decentralised funding system  VET is financed through the state budget, municipal budgets, etc.					2,743 <sup>1</sup> (2011/2012)			Set by national standards Annual funding per student varies depending on specific vocational path
<b>Apprenticeship-type scheme of Telerik Academy for Software Engineers</b>	Since 2010						1,500 (Software Academy only)	7,050 (Software Academy + other training offers)  In 2012 this included:  2,050 enrolled for onsite attendance,			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement	
(Софтуерна Академия на Телерик)								including 1,000 students in the Software Academy  600 (Kids Academy)  300 (School Academy)  150 (Algo Academy)  Another 5,000 students use the free online training courses accessible worldwide		
<b>TRAINEESHIP PROGRAMMES</b>										
<b>New Beginning - From Education to Employment</b>  (Ново начало- от образование към заетост)	2010 - 2013	BGN 40,250,000 (€20,527,500) (foreseen)	BGN 5,250,000 (€2,677,500) (foreseen)				9,164 (initial target 8,550)	6,615		BGN 3,700 (€1,887) (planned)  BGN 835 (€426) (actual)
		BGN 9,000,000 (€4,580,000) (spent)  (87%)	BGN 1,350,000 (€688,500) (spent)  (13%)							
<b>Summer student traineeships in the state administration</b>	Ongoing	Yes	Yes					1,092 (foreseen for period 1/7/2013 – 30/9/2013)		
<b>Career Start</b>  (Старт на кариерата)	2006-2013		BGN 3,856,000 (€1,971,442) (2011)  BGN 1,200,000 (€612,000) (2010)				850 (2011) 1,043 (2010) 691 (2009) 767 (2008) 458 (2007) 470 (2006)	852 (2012)	BGN 1,200 (2010) for entire duration  €1,065 (foreseen for 2011 for 1,851 placements)	BGN 1,200 (2010) for entire duration  €1,065 (foreseen for 2011 for 1,851 placements)

**Table 6: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion					Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/ training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
Framework Programme C (Рамкова Програма B)	372,621* (Since 2003/2004) 3rd degree of professional qualification only			18,628 (2011) 87,421 (Since 2004) 3rd degree of professional qualification only								
Development of professional education and training in co-operation with employers												
Framework Programme A	24,661** (since 2003/04)			504 (2011) 4,723 (since 2004).								
Apprenticeship-type scheme of Telerik Academy for Software Engineers		1		About 1,500 (10-15%)		150 out of 1,000 in Software academy only (15%)	50%+					

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>TRAINEESHIP PROGRAMMES</b>											
<b>New Beginning - From Education to Employment</b>  (Ново начало- от образование към заетост)	5,475 (completed)		4,170  (no data on size available)	4,923 (90%)	552 (10%), of whom 387 (7%) due to recognised reasons incl. another employment	2,554  (46.6%)	305 (5.5%)		486  (8%)		
<b>Summer student traineeships in the state administration</b>											
<b>Career Start</b>  (Старт на кариерата)	5,131 (2006-2012)		338 (2012)  (no data on size available)								

\* Given that the duration of FWP-C is typically 3-4 years, the yearly aggregate number of students overestimates the actual number of participants

\*\* Sum of statistics on number of VET students admitted after 6th or 7th grade for FWP-A, and number of students admitted after 8th grade for FWP-A. Given that the duration of FWP-A is more than 1 year, the yearly aggregate number of students overestimates the actual number of participants

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## Cyprus: Quantitative Information in Technical Annex

### Table 7: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU /ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship System</b> (Σύστημα Μαθητείας)	1963 - 2012		Yes		Employer pays the apprentice rate but receives from HRDA a subsidy against the loss of work during 2-day class-based training		2,400	1,551			
<b>Subsidy Scheme for the Promotion of Employment &amp; In-Company Training of Apprenticeship System Students</b> (Σχέδιο Παροχής Κινήτρων για πρόσληψη μαθητευομένων του συστήματος μαθητείας στον Ιδιωτικό τομέα)	2010 – 2015	€3,84 2,000 (85%)	€678,000 (15%) €134,465 (actual in 2011) €313,207 (actual in 2010)		Employer subsidy covering a percentage of the monthly salary of the in-company trainer & full amount of the employer social insurance contributions for recruited apprentices		830 apprentices in 500 companies	111 (2011) 134 (2010)			€1,211 (2011)
<b>New Modern Apprenticeship (NMA)</b> (Νέα Σύγχρονη Μαθητεία)	2010 (system became operational) - 2015	€16,4 34,40 6 (85%)	€2,900,189 (15%)				175 (preparatory level) 245 (1st year of Core Apprenticeship) 197 (2nd year of Core Apprenticeship) 158 (3rd year of Core Apprenticeship)	12 in Preparatory Apprenticeship (2012/13)			

## TRAINEESHIP PROGRAMMES

<b>Upper Secondary Technical and Vocational Education (STVE) – Practical Pathway</b> (Μέση Τεχνική και Επαγγελματική Εκπαίδευση)	1963- to date		YES		Employer subsidy		21.000	19,040			
<b>Emergency Scheme for the Support of Employment through Individualised Training in Enterprises</b> (Έκτακτο Σχέδιο Στήριξης της Απασχόλησης με Εξατομικευμένη Κατάρτιση)	2009-2013		€7,645,370 (actual for period 2009-2012)		Employers contribute towards the costs of the traineeship for which HRDA is providing subsidies Maximum subsidy €3,600 per placement		1,611 (2009-2012) (848 males; 763 females)	17 (for period 1/1/2013 – 11/3/2013) (7males; 10 females)			Depends on the salary of trainer and trainee as well as other training costs (HRDA data)
<b>Scheme for the Job Placement and Training of Tertiary Education Graduates</b> (Σχέδιο Στελέχωσης Επιχειρήσεων με απόφοιτους τριτοβάθμιας εκπαίδευσης)	2009-2014		€12,520,126 (actual for the period 2009-2012)		Employers contribute towards the costs of the traineeship for which HRDA is providing subsidies Maximum subsidy €7,200 per placement		1,533 (2009-2012) (792 males; 741 females)	119 (for period 1/1/2013 – 11/3/2013) (60 males; 59 females)			Depends on the salary of trainer and trainee as well as other training costs (HRDA data)  A study put the cost of the placement at €8,400
<b>Accelerated Initial Training programmes</b> (Ταχύρρυθμα Προγράμματα Αρχικής Κατάρτισης)	2009-2014		€4,847,515 (for period 2009-2012)		HRDA covers employer & trainee social security contribution		1,437 (for period 2009-2012) (1,345 males; 92 females)	220 (2012)			€3,373
<b>Practical Training of Students and School Pupils (Higher Hotel Institute/HHIC)</b> (Πρακτική κατάρτιση μαθητών Ξενοδοχειακών Σχολών Υπουργείου Παιδείας και Πολιτισμού και φοιτητών ΑΞΙΚ)			€228,225 in 2011 (actual) €182,583 in 2010 (actual)		Employer subsidy for company-based practical training (e.g. trainee remuneration, company trainer's costs & costs of materials)		444 (2007) 268 (2008) 224 (2009) 243 (2010) 330 (2011)	330 in 2011 (142 HHIC students & 188 school pupils of the Hotel Section of Technical Schools)			€692 in 2011
<b>Improvement of the Employability of the Unemployed -Work Experience-Training Programmes</b> (Έργο για τη βελτίωση της	2009-2015	€5,600,000 (70%)	€2,400,000 (30%)				396 (July 2010 – Dec 2012) (87 males; 309 females)	151 (2012)			€2,665 (Average cost comprising training institutions' fee + training allowance + social insurance fund + social cohesion fund + employer's liability)

απασχολησιμότητας των ανέργων)											insurance fee)
<b>Scheme for the Improvement of the Employability of the Economically Inactive Female Labour Force</b> (Έργο για τη βελτίωση της απασχολησιμότητας του οικο νομικά αδρανούς γυναικείου δυναμικού)	2009-2015	€2,730,000 (70%)	€1,170,000 (30%)				2,275 in total: 449 (for work experience placements) & 1,826 (for training programmes)	80 (2012)			€2,404 (Average cost comprising training institutions' fee + training allowance + social insurance fund + social cohesion fund + employer's liability insurance fee)
<b>Short-term student placements in companies )</b> (Τοποθετήσεις φοιτητών σε επιχειρήσεις για μικρό χρονικό διάστημα)	2009-2014	€2,975,669 (85%)	€525,118 (15%)				400				

**Table 8: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme	
		> 250 employees	< 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/ training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Apprenticeship System</b> (Σύστημα Μαθητείας)	32,277 (since 1970/71)		All	128 (34.6%) (2006/07)	242 (65.4%) (2006/07)							
				100 (38.3%) (2007/08)	107 (51.7%) (2007/08)							
				78 (29.8%) (2008/09)	184 (70.2%) (2008/09)							
				75 (29.9%)	176 (70.1%)							

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme
		> 250 employees	< 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No.& % who return to job search		
				(2009/10)	(2009/10)						
<b>Subsidy Scheme for the Promotion of Employment &amp; In-Company Training of Apprenticeship System Students</b> (Σχέδιο Παροχής Κινήτρων για πρόσληψη μαθητευομένων του συστήματος μαθητείας στον Ιδιωτικό τομέ)	12 (2012/13)										
<b>New Modern Apprenticeship (NMA)</b> (Νέα Σύγχρονη Μαθητεία)	245 (2010 - 2011)										
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Upper Secondary Technical and Vocational Education (STVE) – Practical Pathway</b> (Μέση Τεχνική και Επαγγελματική Εκπαίδευση)	1,533 (2009-2012)	49 (2009-2012)	838 (2009-2012)			93.5%		90%			
<b>Emergency Scheme for the Support of Employment through Individualised Training in Enterprises</b> (Έκτακτο Σχέδιο Στήριξης της Απασχόλησης με Εξατομικευμένη Κατάρτιση)	1,611 (2009-2012)	30	930			85.7%		80.2%			
<b>Scheme for the Job Placement and Training of Tertiary Education</b>	1,437 (2009-2012)		Circa 1,250 (for period 2009-2012)			87.5%	62%				

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme
		> 250 employees	< 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Graduates</b> (Σχέδιο Στελέχωσης Επιχειρήσεων με απόφοιτους τριτοβάθμιας εκπαίδευσης)			most of which were SMEs								
<b>Accelerated Initial Training programmes</b> (Ταχύρρυθμα Προγράμματα Αρχικής Κατάρτισης)											
<b>Practical Training of Students and School Pupils (Higher Hotel Institute/HHIC)</b> (Πρακτική κατάρτιση μαθητών Ξενοδοχειακών Σχολών Υπουργείου Παιδείας και Πολιτισμού και φοιτητών ΑΞΙΚ)	1,494 (2007-2011)										
<b>Improvement of the Employability of the Unemployed -Work Experience- Training Programmes</b> (Έργο για τη βελτίωση της απασχολησιμότητας των ανέργων)	367 (Jul 2010 – Dec 2012)	7	217	367 (92.7%)	29 (7.3%)	81 (43.2%)			92 (49,2%)		
<b>Scheme for the Improvement of the Employability of the Economically Inactive Female Labour Force</b> (Έργο για τη βελτίωση της απασχολησιμότητας του οικο νομικά αδρανούς γυναικείου δυναμικού)	277 in work experience programmes (July 2010 – Dec 2012)	6	170	277 (98.23%) completed scheme successfully	5 (1.77%)	31 (18.2%)			123 (72.7%)		
<b>Short-term student placements in companies</b> (Τοποθετήσεις φοιτητών σε επιχειρήσεις για μικρό χρονικό διάστημα)											

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## Main data sources in Cyprus

### Informants

Mr Panikos Lasettas, Senior Productivity Officer ([p.lasettas@hrdauth.org.cy](mailto:p.lasettas@hrdauth.org.cy)) who is providing quantitative and evaluation data relating to apprenticeship and traineeship programmes funded/subsidised by the Human Resource Development Authority (HRDA)

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Mrs Maria Mikellidou ([mmikellides@kepa.mlsi.gov.cy](mailto:mmikellides@kepa.mlsi.gov.cy)) who is responsible for the New Modern Apprenticeship System at the Ministry of Labour's Cyprus Productivity Centre and is providing NMA quantitative data

Mr Kostas Kloudas ([kloudas@enoros.com.cy](mailto:kloudas@enoros.com.cy)), Enoros Consulting Ltd. who was responsible for the evaluation of the HRDA's *Special Prevention – Action Plan*

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## Czech Republic: Quantitative Information in Technical Annex

**Table 9: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>The Teaching-Communication-Practice Project</b>  (Výuka - komunikace – praxe (VY-KO-P))		€848,494 (85%)	€149,734 (15%)				669				
<b>Apprenticeships within the Czech National IVET system</b>  (Praktické vyučování ve středním odborném vzdělávání podle školského zákona)	Ongoing		YES		YES		All students of apprentice-type schemes undertake practical training in line with specific study curriculum	24,766 graduates n type H 3,206 graduates in type E (2012)			
<b>Practical training in IVET programmes at EQF levels 5 and 3 in Tertiary Professional Engineering and Secondary Technical Automotive School in České Budějovice</b>  (praktické vyučování na VOŠ, SPŠ automobilní České Budějovice) (Apprenticeship-type Scheme)	Ongoing		YES		YES (employer costs are expected to be covered by the apprentice's productive work)			315 (2012) in companies broken down as follows: 200 (Auto mechanic, 1 female) 20 (Auto electrician, 1 female) 20 (Auto body worker) 40 (Locksmith) 15 (Tool maker) 20 (Metal tooler)			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>TRAINEESHIP PROGRAMMES</b>											
<b>A Chance for Young with no Vocational Education</b>  (První šance i mladým bez vzdělání)		62,253,872 CZK (85%) (€2,490,155)	10,985,977 CZK (15%) (€439,439)								
<b>Traineeships for Young Jobseekers</b>  (Stáže pro mladé zájemce o zaměstnání)	2012-2015	€2,420,455 (85%)	€427,139 (15%)								
<b>Placements at Companies – Learning through Practice</b>  (Stáže ve firmách – vzdělávání praxí)	2012-2014	€27,200,000 (85%)	4,800,000 (15%)		Reimbursement of training costs to employers		5,000	776 (315 male, 461 female) (19.3.2013)  123 (66 male, 57 female) (31.12.2012)		€6.400	
<b>Programme to Acquire Work Experience and Job - Objective for the Young</b>  (Program k získání pracovní praxe/zkušenosti a zaměstnání)	2006-2008	85%	15%		Employer subsidy towards (i) trainee remuneration, social security and health insurance; (ii) on-the job training costs for up to 6 months			25 (16 male, 9 female) (31.12.2006)		160,000 CZK (€6,400)	
<b>Traineeship Programme of Tertiary Professional Education in the Automotive Sector in České Budějovice</b>  (Odborné praxe na VOŠ, SPŠ automobilní České Budějovice)	Ongoing				100% funded by employers			17 (Road vehicles diagnostic and service); 20 (Engineering – computer-aided design and programming CNC machines); 18 (Operation and economics of transport -13 female)			

**Table 10: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>The Teaching- Communication- Practice Project</b> (Výuka - komunikace – praxe (VÝ-KO-P))	637		More than 262 companies No data by size available									
<b>Apprenticeships within the Czech National IVET system</b> Praktické vyučování ve středním odborném vzdělávání podle školského zákona)				24,766 graduates in type H 3,206 graduates in type E (2012) 3,206 graduates in type E 255 Engineering graduates (2011)					3,741 (15.1%) in type H 937 (29.2%) Type E 63 (24.7%) in Engineering Type E 714 (11.2%) in Engineering Type H (2012)			
<b>Practical training in IVET programmes at EQF levels 5 and 3 in Tertiary Professional Engineering and Secondary Technical Automotive School in České Budějovice</b> (Praktické vyučování na VOŠ, SPŠ automobilní České Budějovice) (Apprenticeship-type Scheme)		2	18			20 pupils of a particular school found a job in engineering companies immediately						
<b>TRAINEESHIP PROGRAMMES</b>												
<b>A Chance for Young with no Vocational Education</b>												

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
(První šance i mladým bez vzdělání)												
<b>Traineeships for Young Jobseekers</b> (Stáže pro mladé zájemce o zaměstnání)	New Programme											
<b>Placements at Companies – Learning through Practice</b> (Stáže ve firmách – vzdělávání praxí)	927 (60% male, 40% female) (by 19.3.2013)		583 (by 19.3.2013) 60 companies (by 31.12.2012): No data by size available	85 (38, 45% male) (47, 55% female)	25 (but 19 traineeships were not completed because trainee found a job but not in host organization)	7 (out of 35 completed traineeships) 20% & 19 out of 25 trainees did not complete traineeship because they found a job						
<b>Programme to Acquire Work Experience and Job - Objective for the Young</b> (Program k získání pracovní praxe/zkušenosti a zaměstnání)			40 (31.12.2006)									
<b>Traineeship Programme of Tertiary Professional Education in the Automotive Sector</b> (Odborné praxe na VOŠ, SPŠ automobilní České Budějovice)			40-50  No data by size available									

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## Denmark: Quantitative Information in Technical Annex

### Table 11: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF <sup>1</sup>	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Vocational Upper Secondary Education and Training, IVET traineeship</b> (Erhvervsuddannelser - EUD)	From the mid-70s to date, with several reforms over time.		DKK 7,479,000 (€972,270) (2011)		In 2012 all employers pay an annual contribution of DKK 2,921 (€380) per full-time employee.			128,238 (including 23,376 'regular' apprenticeship contracts) (2010) 71,521 male (56%) 56,717 female (44%)  131 725 (2012) 44%/ 58288 female 56% 73437 male			
<b>Combined Vocational and General Upper Secondary Education, EUX Programme</b> (Studiekompetencegivende eksamen i forbindelse med erhvervsuddannelse, EUX)	2010 to date		DKK 6,300,000 (€819,000) (earmarked for 2013)								
<b>Basic Vocational Education</b> (Erhvervsgrunduddannelser, - EGU)	1993 to date		DKK 1,057,000,000 (€137,410,000) (2011)				7,359 (2003-2010) Incl 1,468 (2010)	1,920 (foreseen for 2012) 1,605 (actual, mid-April 2011)			
<b>Short-Cycle Higher Education</b> (Kort videregående uddannelse -KVU)	2000 to date		Programmes are State-financed and part of the HE system					23 636 (2012) 45%/10559 female 55%/13077 male			

<sup>1</sup> The Danish ESF programme for 2007-2013 gives a broad framework for action, as long as the projects contribute to one of the four drivers of growth: Human resources, entrepreneurship, innovation and new technology. Some of the programmes mentioned here do receive funding. However it is not possible, since the data is not categorised, to identify the amount of funding which individual programmes mentioned have received. It should be noted that the level of ESF funding in general is low to very low compared to the national funding of apprenticeship schemes.

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF <sup>1</sup>	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Medium-cycle professional bachelor programmes</b> (Mellemlange videregående uddannelser)								83 159 (2012) 63%/52577 female 37%/30582 male			
<b>New Apprenticeship</b> (Ny mesterlære)	2006 to date							1,946 (2010)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Adult Vocational Training Programmes</b> (Arbejdsmarkeduddannelser - AMU)	1960 to date		AMU programmes are publicly financed. Providers receive 'taximeter' funding and must annually negotiate budgets and targets with the Ministry of Children and Education. Precise figures not available.				1,049,000 (2009)	592,900 (2009)			

**Table 12: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Vocational Upper Secondary Education and Training, IVET traineeship</b> (Erhvervsuddannelser - EUD)		Currently over 60,000 companies are approved to offer apprenticeship training in at least one training field. Many can offer apprenticeships in several fields, representing over 140,000 approvals.	32 705 (2012) 52% / 17,042 female 48% / 15663 male	46%	75% / 25 149 (2009) Two months after graduation	77% / 25618 One year after graduation (2009)	2,4% / 799 (2009) Two months after graduation  4% / 1307 One year after graduation	10,3% / 3164 (2009) Unemployed & 9,5% / 3164 outside the labour market two months after graduation  5,7% / 1893 Unemployed 10,9% / 3629 outside the labour market One year after graduation				
<b>Combined Vocational and General Upper Secondary Education, EUX Programme</b> (Studiekompetencegivende eksamen i forbindelse med erhvervsuddannelse, EUX)												
<b>Basic Vocational Education</b> (Erhvervsgrunduddannelser, - EGU)	7,359 (2003-2010)				60% on average (2009: male 62% female 57%)	46.2% (2007 cohort's status in 2010)	15.1% of the 40.8% who completed & 15.8% of the 59.2% who did not complete the	38.7% of those completing the scheme are in 2010 receiving some sort of social benefits.				

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
								scheme (2007 cohort's status in 2010)			
<b>Short-Cycle Higher Education</b> (Kort videregående uddannelse -KVU)				6831 (2012) 47,5% /3246 female 52,5%/ 3585 male							
<b>Medium-cycle professional bachelor programmes</b> (Mellemlange videregående uddannelser)				15 100 66% / 9986 female 33% / 5114 male							
<b>New Apprenticeship</b> (Ny mesterlære)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Adult Vocational Training Programmes</b> (Arbejdsmarkedsuddannelser - AMU)											

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## Estonia: Quantitative Information in Technical Annex

**Table 13: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional /Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Tartu Vocational Training Centre - Apprenticeship</b> (Tartu Kutsehariduskeskuse praktika)	Not known but it is legally coordinated since 2006.		No funding specific for school's apprenticeship scheme		No funding specific for school's apprenticeship scheme		over 1,000 per year	300-400			
<b>Kuressaare Regional Training Centre - Apprenticeship Scheme in vocational education</b> (Kuressaare Ametikooli praktika)			No funding specific for school's apprenticeship scheme		No funding specific for school's apprenticeship scheme		600 (2012).	200			
<b>Work-based Study Form ('Apprenticeship Programme')</b> (Töökohapõhine õppevorm)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Scheme for Work Practice in Companies</b> (Tööpraktika)	Since 2006	2008-2011	€1,912,375 (2012)		Employer subsidy for trainee's supervision costs			3,783, out of whom 811 (21.4%) were aged 16-24			€505 2012
<b>Tallinn University of Technology Traineeship Scheme</b> (All Bachelor degrees) (Tallinna Tehnikaülikooli praktika)						University's budget		1,900 students (2012)			
<b>Estonian Business School (EBS) Internship programme</b> (All Bachelor degrees) (Estonian Business School'i praktikaprogramm)						EBS budget (no calculation of funding level)	182 (2012) 219 (2013)	219 (2013) (117 male) (102 female)			
<b>Tallinn University Pre-Service Teacher Training</b>						Tallinn University's budget		11 (100% female)			

**Table 14: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs/ Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Kuressaare Regional Training Centre - Apprenticeship Scheme in vocational education</b> (Kuressaare Ametikooli praktika)								Most apprentices continue into FE			
<b>Tartu Vocational Training Centre- Apprenticeship Scheme</b> (Tartu Kutsehariduskeskuse praktika)		20	1,480	all programmes lead to certified qualifications				most apprentices			
<b>Work-based Study Form ('Apprenticeship Programme')</b> (Töökohapõhine õppevorm)											
<b>Scheme for Work Practice in Companies</b> (Tööpraktika)						40% (2009)	49% (2010) over 50% (Jan-July 10' & Aug 10' - Dec 11')				
<b>Tallinn University of Technology Traineeship Scheme</b> (All Bachelor degrees) (Tallinna Tehnikaülikooli praktika)				100%							
<b>Estonian Business School (EBS) Internship programme</b> (All Bachelor degrees) (Estonian Business School'i praktikaprogramm)				103 (2012) (58 or 56,7% male) (45 or 43,3% female)	23 (2012) (16 male, 7 female)			159 (2012) (88 or 55% male) (71 or 45% female)			
<b>Tallinn University Pre-Service Teacher Training</b>			100%								

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## Main data sources in Estonia

### Informants

Questionnaire filled in by the representative of Kuressaare Regional Training Centre, [www.ametikool.ee](http://www.ametikool.ee) & Tartu Vocational Training Centre, [www.khk.ee](http://www.khk.ee)

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## Finland: Quantitative Information in Technical Annex

**Table 15: Sources and Level of Funding in Member State Finland**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF <sup>1</sup>	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship Training at Vocational Upper Secondary Level (IVET and CVET, ISCED Levels 3 and 4).</b>  (Oppisopimuskoulutus)	All		€131 million in 2011 (Central government funding).	€39 million in 2011 (the difference between total current expenditure €170 million and central government funding €131 million in 2011). This is 23 % of all expenditure on apprenticeship training.	Employers get compensation for apprentice.		56,876 (2011)	Enrolment 18,500 (2011)	Expenditure per student in apprenticeship training was €4,120 in 2011 (including local government funding).	Employers get compensation for apprentice.	Current expenditure per student in apprenticeship training was €4,120 in 2011 (including local government funding).
<b>Apprenticeship-Type Schemes within Youth Guarantee</b> (Nuorisotakuu)			Additional annual resources of €10 million committed.								
<b>Apprenticeship-Type Training after Completion of Polytechnic (Higher Vocational Degree at ISCED Level 5)</b> (Korkea-asteen oppisopimustyyppinen koulutus ammattikorkeakoulussa)			€1, 000, 000 in 2009				116 project applications to Ministry of Education. 10 approved (5 from universities and 5 from polytechnics).				

<sup>1</sup> There are some ESF – funded projects regarding apprenticeship in Finland. These projects are usually pilots and aim to improve the practices of the standard apprenticeship training in Finland. One example is TYÖTUTKA, which aims to improve utilisation of research in work-based learning. The aim is to produce a new research and work-based learning model and a new learning plan for work-place instructors.

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF <sup>1</sup>	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>TRAINEESHIP PROGRAMMES</b>											
<b>VET at Upper Secondary Level (IVET, ISCED levels 3 and 4)</b> <b>On-the-Job Learning</b> (Työssäoppiminen toisen asteen ammatillisessa koulutuksessa)			Total expenditure on traineeships (on-the-job learning period) was €64 million in 2011. In 2011 the total current expenditure on vocational initial education was €1606 million. Central government financing for initial vocational education was € 680 million (42 % compared to total current Expenditure).	Local government			133 800 in IVET (2011)	Around the same.		Initial vocational education expenditure was €10,716 per student in 2011. Expenditure on traineeship programmes (on-the-job learning period) was €428 per student in 2011. <sup>1</sup>	
<b>Polytechnics (VET at Tertiary Level, ISCED Level 5)</b> (Työssäoppiminen ammattikorkeakoulussa)											
<b>University Education (ISCED Level 6) Traineeship Provision at University of Helsinki</b> (Yliopiston harjoittelu)			State 64%	Other 36%							

<sup>1</sup> Please note that not all students participate in traineeship programmes during the school year as vocational education lasts three years.

**Table 16: Effectiveness of apprenticeship and traineeship programmes in Finland – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme	Cost-effectiveness of scheme (assessment of cost-effectiveness or Cost per successful placement, ie placement which led to employment)
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/ training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
Apprenticeship Training at Vocational Upper Secondary Level (IVET and CVET, ISCED Levels 3 and 4).	56,876	25,095	31 781	13,271 (25%)	3,568 (6.9%)	estimates the same as in IVET.	estimates the same as in IVET.	estimates the same as in IVET.	estimates the same as in IVET.			<p>The costs of apprenticeship training in VET was €6,060 per trainee. The costs of apprenticeship training in vocational further training was € 3,303 per trainee. The total costs increased by 3.1% compared with previous year (National Board of Education, 2012).</p> <p>In 2011 expenditure per student in apprenticeship training was €4,120 per student. Apprenticeship training programmes for initial vocational qualification last usually three years: estimated cost per initial vocational education apprenticeship training qualification is 3 X €4120= €12360</p>
Apprenticeship-Type Schemes within Youth Guarantee (Nuorisotakuu)												
Apprenticeship-Type Training after Completion of Polytechnic (Higher Vocational Degree at ISCED Level 5)												

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	Cost-effectiveness of scheme (assessment of cost-effectiveness or Cost per successful placement, ie placement which led to employment)
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No.& % who return to job search			

### TRAINEESHIP PROGRAMMES

<b>VET at Upper Secondary Level (IVET, ISCED levels 3 and 4) On-the-Job Learning.</b>	133,800 in IVET (2011)			35, 287 students (around 80%) completed IVET qualification (2011)	9.1% (2011)	41,410 students (71 %) after one year (data of 57 956 students)		4,253 (7.3%)	7, 009 unemployed (12%) others 5 304 (9.1%)			
<b>Polytechnics (VET at Tertiary Level, ISCED Level 5).</b>	139,900 (2012)				8.6% (2009/2010)	87% after one year (2011)						
<b>University Education (ISCED Level 6) : Traineeship provision at University of Helsinki</b>				28, 500 university degrees. 13, 400 bachelor degrees; 12,700 master degrees. 1, 650 doctoral degrees (2011).		88% (2011) after one year.						

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## Main data sources in Finland:

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## France: Quantitative Information in Technical Annex

**Table 17: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship contract</b>  (Contrat d'apprentissage)	2009-2013	ESF had committed €98.338 million to apprenticeship measures up until the end of 2011.	In 2010, the State contributed €2,267 million	In 2010, the Regional Councils contributed €1,858 million.	In 2010, employers contributed €1,062 million.		In the period 1992-2011, approximately 4,630,000 new contracts were signed. The ESF funds a number of apprenticeship places: in 2012, it funded 45,100 apprenticeship places, making 246,150 since the start of the programming period (2007-2012).	In 2011: 295, 044 new contracts were signed. In December 2011, it was estimated 428,400 young people were currently carrying out an apprenticeship.		Employers pay the wages of the apprentice and may be eligible for subsidies or apprenticeship tax credits.	
<b>Professionalisation Contract</b>  (Contrat de professionnalisation)	Since 2004		In 2010, total expenditure was €101 million (a fall from €220 million in 2009)		In 2010, employers contributed €1,061 million.		In the period 2009-2011, 467,125 new contracts were signed, of which 387,184 were among young people (83%)	In 2011: * 51.4% (89,017) of all new contracts were signed by men * 50.5% (71,040) of all new contracts signed by young people (less than 26 yrs) were signed by men. * 48.6% (84,168) of all new contracts were signed by. * 49.5% (69 634) of all	The employer bonus cost the State €140 million in 2009-2010	Employers pay the wages of the apprentice and may be eligible for a bonus from the State.	Training costs are an average of €6,800 per contract.

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
								new contracts signed by young people (less than 26 yrs) were signed by women.			
<b>TRAINEESHIPS</b>											
<b>Contract for Social Integration</b> (CIVIS - contrat d'insertion à la vie sociale)	Since 2005 - ongoing	The ESF funds part of the support measures for CIVIS beneficiaries	In 2010, total State expenditure was €109 million				Between 2005 and 2010, 797,300 young people completed CIVIS contracts	In December 2010, 282,000 young people were on the programme and some 213,000 new contracts were signed.			
<b>Active Labour Market Policies</b> (Politiques actives du marché du travail)	Since 2007 - ongoing	The total amount allocated to this measure (2.2.1) was €1,684 million, of which just over 50% (€850 million ) is provided by the ESF		Just less than 50% (€834 million) of the total budget allocation is provided through the VET budgets of Regional Councils.			To the period June 2011, some 128,751 placements were funded				
<b>Jobs of the Future</b> (Emplois d'avenir)	Since 2012 - ongoing		€2.3 billion committed by Government				Government target of the creation of 100,000 posts in 2013 and 150,000 in 2014.		Employers are generally reimbursed 75% of the salary paid to the young person (based on the minimum wage).		
<b>Intersectoral</b>	Since	This is still to be	Budget of				90,000 placements	65,000 in 2011			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>National Collective Agreement of 2011</b>  (ANI - Accord national interprofessionnel 2011)	2011-ongoing	determined. The original agreement mentions that ESF funding could be used.	€100 million in 2011 and 2012.				funded between 2011 and 2012. In 2013, 20,000 more young people will be targeted.	25,000 in 2012 20,000 in 2013			
<b>Second Chance Schools</b>  (Ecoles de la Deuxième Chance)	Since 2000 - ongoing	The ESF provides co-funding under measure 3.1.1. of the Operational Programme. By the end of 2012, €68.67 million have been programmed.	In 2008, the overall budget was estimated at €24 million of which 3.7% was paid by the State.	The schools receive funding from Regional and Local Councils and Municipalities		5.3% of the total €24 million came from other sources	Between 2003 and 2012, the Second Chance Schools had a total of 53,712 participants	In 2012: a total of 13,036 participants. It was forecast that this number will rise to 14,227 in 2013 In 2012, 48% of beneficiaries were male In 2012, 52% of beneficiaries were female.			
<b>Autonomy Contract</b>  (Contrat d'autonomie)	2010-2013 (last payments 2014)	For the period 2011-2013, the ESF will contribute €36.1 million for 14,300 young people	In 2010, total State expenditure on this measure was €89 million				Between 2008 to mid-2011, 41,000 young people had signed an Autonomy Contract	In 2010, 15,000 young people signed an Autonomy Contract and in 2009, 56% of beneficiaries were male and 44% were female.			
<b>Training Contract</b>  (CAF - contrat d'accompagnement formation)	2010-2013 (last payments 2014)		In 2010, total State expenditure was €84 million					In 2010, approximately 25,000 young people			

**Table 18: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APRENTICESHIP PROGRAMMES</b>												
<b>Apprenticeship contract</b> (Contrat d'apprentissage)	Between 2009-2011, 238,258 new contracts (51% of the total) were signed by men and 229,067 (49%) were signed by women, of which 194,546 (50.2% of the total) were signed by young men and 192, 638 (49.8% ) were signed by young women.	In 2011, 14.4% (42,486) of all new contracts	In 2011, 85.6% (252,558) of all new contracts	42% of boys and 60% of girls achieved a qualification equivalent or above the level of the upper secondary leaving certification (baccalauréat) <sup>1</sup> Approx. 75% of apprenticeship contracts were completed. <sup>9</sup>	Approx. 25% of apprenticeship contracts were not completed <sup>2</sup>	61% went straight into employment on completion <sup>8</sup>	78% were in employment 6 months after completion <sup>8</sup>		24% were unemployed immediately on completion; 15% were economically inactive <sup>8</sup> .	3 months. Compares to 4 months for young people who did not do an apprenticeship <sup>8</sup>	52% of apprentices who went into employment immediately were on permanent/open-ended employment contract; 20% on a fixed term contract; and 17% on a temporary contract. <sup>8</sup>	
<b>Professionalisation Contract</b> (Contrat de professionnalisation)	In the period 2009-2011, 238,258 new contracts (51% of the total) were signed by men; of which 194,546 (50.2% of the total) by young men and 229,067 new contracts	In 2011, 22.4% (38,793) of all new contracts	In 2011, 77.6% (134 392) of all new contracts	71.5% of all male beneficiaries and 66.85% of all female beneficiaries were successful in gaining their qualification <sup>3</sup>  83.7% and of all	16.3% of all male beneficiaries and 16.3% of all female beneficiaries dropped out of the scheme. <sup>10</sup>	70.8% of all male beneficiaries and 62.5% of female beneficiaries went straight into employment on completion <sup>10</sup> .		2.7% of all male beneficiaries and 2.5% of all female beneficiaries went further education/training on completion <sup>10</sup>	19.7% of all male beneficiaries and 28.5% of all female beneficiaries returned to unemployment/job search and a further 6.8% of male beneficiaries and 6.5% of female beneficiaries to			

<sup>1</sup> Based on a survey, of a representative sample, of those who finished an apprenticeship in 2004.

<sup>2</sup> Not formally measured. Data based on a survey carried out between September and December 2006

<sup>3</sup> Based on a survey of a representative sample of those who began their contract in 2006 (DARES)

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
	(49% of the total) were signed by women; of which 192,638 (49.8% of the total) by young women.			male beneficiaries and 80.2% of all female beneficiaries completed the scheme. <sup>10</sup>						economic inactivity (making a total of 26.5% of men and 35% of women), on completion 10		
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Contract for Social Integration</b>  (CIVIS - contrat d'insertion à la vie sociale)	In 2009-2010, 48% of beneficiaries (192, 336) were men and 52% (208,364) were women			In the period up to June 2009, 12% of young people had dropped out by month 3, 7% of whom to go into a sustainable job.	In 2010, 28% (55,400) of those completing a CIVIS went into sustainable employment <sup>1</sup> . A further 8% (15,700) went into non-sustainable employment. For the period April 2005-March 2009, 40% of young men (84,880) went into sustainable employment, compared to 36% (92,232) of young women. A further 6% of young men (12,732) went into non-sustainable employment, and 8% (20 496) of young women.	In 2009, 20% of those who had started their CIVIS <u>18 months previously</u> were in sustainable employment. For all beneficiaries from 2005-2009, the average was 22%.	In 2010, 8% (15 800) of those (men + women combined) completing a CIVIS went into further training. For the period April 2005-March 2009, 6% (12 732) of young men went into further training, and 7% (17 934) of young women.	For the period April 2005-March 2009, 48% of young men (101 760) having completed a CIVIS returned to job search or economic inactivity, and 49% of young women (125, 538).				

<sup>1</sup> Considered to be employment contracts of at least 6 months

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Active Labour Market Policies</b>  (Politiques actives du marché du travail)	To end of June 2011, there were 66,829 female (52%) and 61,922 male participants (48%).			Of those who had completed the training by end of June 2011, 19% (approx 25,500) achieved a certification/title and 90% (approx 116,000) successfully completed their programme.	For participants to the end of June 2011, 10% (approx 13,000) dropped out. <sup>1</sup>	Those who had completed the training by end of June 2011, 25% (approx 32,000) went directly into employment.	64.2% had gone into employment (or a government funded employment support contract) after 6 months. Of these, 36.3% went into temporary work; 27.2% went into sustainable employment and 0.7% went into a government funded employment support contract <sup>2</sup>	For the participants who had completed the training up till June 2011, 7% (approx 9 000) went into further education/training leading to a qualification after completing the scheme.	For the participants who had completed the training up till June 2011, 20% (approx 26 000) had no determined outcome on finishing the programme.  Some 22.2% were still unemployed 6 months after the training finished <sup>6</sup>		For the participants who had completed the training up till June 2011: 11% (approx 14 000) went straight into a "sustainable" job (with a contract of more than 6 months) on completion of the scheme; 12% (approx 15 500) obtained a temporary job; 2% (approx 2 500) obtained a government-funded employment support contract.
<b>Jobs of the Future</b> (Emplois d'avenir)											
<b>Intersectoral National Collective Agreement of 2011</b> (ANI -	110,000 participants targeted for 2011-2013										

<sup>1</sup> A survey of 1,000 participants also showed that drop out rates were higher in training courses not leading to qualifications (16%) than those leading to qualifications (5%).

<sup>2</sup> Based on a representative survey (1,000 participants overall, of which 860 who had completed the training over six months ago) carried out in 2011

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
Accord national interprofessionnel 2011)											
<b>Second Chance Schools</b> (Ecoles de la Deuxième Chance)	Between 2003 and 2012, the Second Chance Schools had a total of 53 712 participants			Approximately 80% of participants completed the scheme successfully. <sup>1</sup>	Approximately 20% of participants drop out of the scheme before completion. In 2007, the Parliament also noted a figure of 19%.	In 2012, 34% of participants had an employment contract on leaving a School. (58% overall had positive outcomes in employment or training, or a combination of the two)		In 2012, 36% in total went into further training/education: 6% went into further training courses, 22% went into training contracts (i.e. apprenticeships); and 8% obtained a government-funded employment support contract  (58% overall had positive outcomes in employment or training, or a combination of the two).	In 2012, 42% of participants left the scheme without any known solution.		
<b>Autonomy Contract</b> (Contrat d'autonomie)	In the period from 2008 to mid-2011, 41 000 young people signed an Autonomy Contract.			In 2009, 34% of male and 38% of female beneficiaries completed the	In 2009, 66% of males and 62% of female	In 2009, 21% of males and 28% of females went into employment immediately on completion (the total		In 2009, 13% of males and 10% of females went into training immediately on	In 2009, 58% of beneficiaries dropped out or had no defined solution when they finished		

<sup>1</sup> The Second Chance Schools do not target obtaining qualifications, rather certifying competences and skills and giving participants work experience. The schools help participants to enter other training if they wish to train further.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
				contract (the total rate for men and women was 36%).	beneficiaries dropped out (the total rate for men and women was 64%). Of these, 6% went into employment	rate for men and women was 24%). [In addition, a further 6% declared that they went into employment/training despite having dropped out of the course.]		completion (the total rate for men and women was 12%). [In addition, a further 6% declared that they went into employment/training despite having dropped out of the course.]	the contract. There is no specific figure for the number who returned to unemployment.		
<b>Training Contract</b> (CAF - contrat d'accompagnement formation)	In 2010, approximately 25 000 young people were on the scheme.										

## Main data sources in France

### Informants

Interview with Anne-Marie Courage, Head of the Department for the Integration of Young People, Sub-Directorate for the Design of the Access and Return to Employment, Ministry of Labour, Employment, Vocational Training and Social Dialogue (Ministère du Travail, de l'Emploi, de la formation professionnelle et du Dialogue social).

Interview with Mustafa Metarfi, Department for the Integration of Young People, Sub-Directorate for the Design of the Access and Return to Employment, Ministry of Labour, Employment, Vocational Training and Social Dialogue (Ministère du Travail, de l'Emploi, de la formation professionnelle et du Dialogue social).

Interview with Claude Rack, Head of Evaluation, Sub-Directorate of the European Social Fund, Ministry of Labour, Employment, Vocational Training and Social Dialogue (Ministère du Travail, de l'Emploi, de la formation professionnelle et du Dialogue social).

Interview with Patrick Pommier, Deputy Director of the Department on Vocational Training and Labour Market Integration of Young People, Directorate of Research, Studies and Statistics, Ministry of Labour, Employment, Vocational Training and Social Dialogue (Ministère du Travail, de l'Emploi, de la formation professionnelle et du Dialogue social).

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## Germany: Quantitative Information in Technical Annex

**Table 19: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Apprenticeship within the dual system of vocational education according to the law on Vocational Education and Training (BBiG)</b>  (Berufsausbildung im dualen System nach dem Berufsbildungsgesetz, BBiG)	ongoing	ESF funding is directed to support programmes of the general system, e.g. the JOB STARTER programme <sup>1</sup>	In 2007, funding amounted to €4.6 billion for dual VET. <sup>2</sup>	In 2007, federal states funding amounted to €3.2 billion, mainly accounting for the financing of vocational schools.	In 2007, employers contributed €23.8 billion.		In the period 1992-2011, approximately 12,277,700 new contracts were signed (BMBF 2012).	In 2011, 523,577 new contracts were signed (Destatis 2013a) and 1,460,700 apprentices were enrolled in the system in total (Destatis 2013b).	Between € 2000 and € 3100 for part-time vocational schools depending on the federal state	In 2007, gross costs per apprentice were estimated to be €15,300 per trainee. Net costs were estimated to be €3,600.	

<sup>1</sup> ESF funding is directed to support the functioning of the of the dual system according to BBiG on the Länder and the federal level. Examples on the federal level are "Jobstarter", a measure the intends to bring additional companies into dual training (Federal Ministry of Education); "Passgenaue Vermittlung", = "tailored placement" a measure that is targeted to chambers as important intermediaries between companies and potential apprentices (Federal Ministry of economics and technology) or "Jugend Stärken", = "empowering youth" that is partly dealing with vocational orientation in its regional sub-programmes (Federal Ministry for Family and Youth). At Länder level there are for example the programmes "Fit für den Job", "Jobfux" or "Vertiefte Berufsorientierung" of the ESF-OP of Rhineland-Palatinate, the programmes "Ausbildung in Sicht" and "Vertiefte Berufsorientierung für Schülerinnen und Schüler" of the ESF-OP of Berlin, the programme "Ausbildungsbüro der Handelskammer Bremen" within the ESF-OP of Bremen, or the programme "VorAusBildung" – Starthilfe ins Berufsleben" of Nordrhein-Westfalía. An overview about ESF measures can be found at [www.esf.de](http://www.esf.de).

<sup>2</sup> Estimates of public funding for all vocational training measures including vocational preparation and continuing vocational training are estimated to be €13 billion. There are additional costs for school-based vocational training on national and federal level.

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Dual Study Programmes</b> (Fachhochschulstudium/ Berufsakademieausbildungen/ Hochschulstudium)      Duales	ongoing							In 2011, 478,975 61,195 students were enrolled in dual study programmes which integrate apprenticeship training. The number has strongly increased over the last years.			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Short-term traineeships with a professional orientation purpose</b> (Schüler- Betriebspraktikum)	ongoing										
<b>Traineeship as a mandatory part of a school-based vocational training</b>	ongoing					Depending on the programme funds come from federal and/or federal state level		In 2012, 309,238 students were enrolled in school based vocational training programmes. During such programmes (that are of different length) students carry out different traineeships of different length.			
<b>Voluntary traineeships as opportunity to gain a position in the dual VET system</b>	ongoing										
<b>Publicly supported entry traineeships as opportunity to gain a position in the dual VET system</b> (Einstiegsqualifizierung)	ongoing						17,000 in 2009		Contribution to trainees' remuneration (€216 in 2010, per trainee per month) and to insurance costs (107 €)		

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
Mandatory or voluntary traineeship of students at universities and polytechnics (Praktikum)	ongoing										
Voluntary traineeship of graduates at universities and polytechnics (Praktikum)											
Trainee Programmes (Trainee-Programm)											

**Table 20: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education /training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
Apprenticeship within the dual system of vocational education according to the law on Vocational Education	In the period 1992- 2011, approximately 12,277,700 new contracts	Companies with 1-9 employees: 236,254 (14.2%) Companies with 10-49 employees: 152,924 (45.7%)	In 2011, 503,900 apprentices completed with certified	In 2011, 149,800 apprenticeship contracts	61% of apprentices were retained by their	In 2003, 85.9% were in employment within 6 months.			In 2010, 33.9% registered as			

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education /training after completion of scheme	No. & % who return to job search		
<b>and Training (BBiG)</b> (Berufsausbildung im dualen System nach dem Berufsbildungsgesetz, BBiG)	were signed (BMAS 2012).	Companies with 50-499 employees: 61,295 (69.0%) Companies with 500+ employees: 4489 (86.7%) (Destatis 2013b).	qualification. In 2011, 89.7% of those who attempted passed their exam.	were resolved prematurely (24%) (Destatis 2013b).	company in 2008. <sup>1</sup>	(BIBB 2009)		unemployed upon completion (162.000) (BIBB 2012).			
<b>Dual Study Programmes</b> (Fachhochschulstudium/ Berufsakademieausbildungen/ Duales Hochschulstudium)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Short-term traineeships with a professional orientation purpose</b> (Schüler- Betriebspraktikum)											
<b>Traineeship as a mandatory part of a school-based vocational training</b>											
<b>Voluntary traineeships as opportunity to gain a position in the dual VET system</b>											

<sup>1</sup> This does not include those young people who are taking up employment in a different company. Based on a representative survey of German companies (IAB 2010).

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education /training after completion of scheme	No. & % who return to job search		
<b>Publicly supported entry traineeships as opportunity to gain a position in the dual VET system</b> (Einstiegsqualifizierung)	101,530 establishments/121,525 individuals (2004-2009)	Less than 5% are larger than 250 employees (2004-2009).		40% of the traineeships are cancelled before finalisation		44% of trainees do proceed with an apprenticeship (2009/ 2010) at the end of the measure. 69% of participants proceed to an apprenticeship within the first half year after the end of the measure.					
<b>Mandatory or voluntary traineeship of students at universities and polytechnics</b>										In 2006, 77% of those participating in a traineeship in the last 12 months thought that all in all it was worth it (Krawietz et al 2006)	
<b>Voluntary traineeship of graduates at universities and polytechnics</b>						Approx. 50% of university of applied science graduates and approx. 38% of university graduates (Briedis/Minks 2007).	Approx. 75% of university of applied science graduates and approx. 60% of university graduates (Briedis/Minks 2007).				
<b>Trainee-Programme</b>											

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## Greece: Quantitative Information in Technical Annex

**Table 21: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship Programmes in Vocational Schools (EPAS)</b>  (Πρακτική Άσκηση (ΕΠΑΣ Μαθητείας ΟΑΕΔ))	2009 - 2014	€ 46,595,985 (91.86% on average) (total programme budget)	€4,129,015 (8.14% on average) (total programme budget)		Employers receive €11/day		25,000 (estimate until 2014) (17,500 male, 7,500 female)	20,929 (13,700 male, 7,229 female)		€9.15 per apprentice per training day spent in company (includes employer social security contributions)	€16.78 per apprentice per training day spent in company
<b>Apprenticeship Programmes in Public &amp; Private Vocational Training Institutes (IEK)</b> (Πρακτική Άσκηση ΙΕΚ και άλλων φορέων Αρχικής Επαγγελματικής Κατάρτισης)	2008-2015	€14,318,973 (99.5%)	€71,955 (0.5%)				16,614	1,362 (2012) 2,225 (in IEKs run by O.A.E.D., 2012)			€866
<b>Apprenticeship Programme for Technical Education (VET) Graduates</b> (Πρόγραμμα Μαθητείας Αποφοίτων Τεχνικής Εκπαίδευσης)	2012-2014	€14,857,000 (89.5% on average)	€1,743,000 (10.5% on average)		Apprentice grant and all social security contributions are paid by MoE		8,475	530 (March 2013)			€1,959
<b>Apprenticeship Programme of Merchant Marine Academies' First-Year Students</b> (Πρακτική Άσκηση μεταδευτεροβάθμιας ναυτικής εκπαίδευσης)	2011 - 2015	€24,636,200 (99.5%)	€123,800 (0.5%)				5,000				€4,952

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Cheque/Voucher for the Entrance of Unemployed Young People to the Labour Market according to their Formal Skills</b> (Επιταγή εισόδου στην αγορά εργασίας για άνεργους νέους ανάλογα με τα τυπικά τους προσόντα)	2013 - 2015	€78,061,579 (89.24%) in 8 Convergence Regions) €57,286,175 (80%) in 3 Phasing-Out Regions €3,713,246, (85%) in 2 Phasing-In Regions	€9,412,176 (10.76%) in 8 Convergence Regions) €14,321,544 (20%) in 3 Phasing-Out Regions €655,279 (15%) in 2 Phasing-In Regions				20,000 HEI/TEI graduates & 25,000 graduates of compulsory, secondary & post-secondary education)	45,000 (target for 2013-2015)			€3,632
<b>Practical Experience Work Placements for University Students</b> (Πρακτική Άσκηση Γβάθμιας Εκπαίδευσης, Πανεπιστήμια)	2012 - 2015	€20,227,000 (89.5% on average)	€2,373,000 (10.5% on average)				36,620 (Initial target) 20,500 (Revised target for 2012-2015)	30,114 (2012)			€1,102
<b>Practical Experience Work Placements for TEI Students</b> (Πρακτική Άσκηση Γβάθμιας Εκπαίδευσης, TEI)	2012 - 2015	€23,628,000 (89.5% on average)	€2,772,000 (10.5% on average)				13,700 (Initial target) 10,000 (Revised target for 2012-2015)	9,642 (2012)			€2,400
<b>Work Experience Programme for New Labour Market Entrants aged 16-24</b> (Πρόγραμμα απόκτησης εργασιακής εμπειρίας για νεοεισερχόμενους στην αγορά εργασίας, ηλικίας 16-24 ετών)	2010 - 2012	€21,576,160 (85%)	€4,045,530 (15%)				10,000 (Initial target - Oct 2010) 5,000 (Revised target - Feb 2011)		a) (before 14/2/2012) €548 b) (after 14/2/2012) €341,4	a) (before 14/2/2012) €548 b) (after 14/2/2012) €341,4	a) €707 b) €521,2
								€179,8			

**Table 22: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship Programmes in Vocational Schools (EPAS)</b> (Πρακτική Άσκηση (ΕΠΑΣ Μαθητείας ΟΑΕΔ))						60%*		20%*	20%*		
<b>Apprenticeship Programmes in Public &amp; Private Vocational Training Institutes (IEK)</b> (Πρακτική Άσκηση ΙΕΚ και άλλων φορέων Αρχικής Επαγγελματικής Κατάρτισης)	1,397 (by 31.12.2011)										
<b>Apprenticeship Programme for Technical Education (VET) Graduates</b> (Πρόγραμμα Μαθητείας Αποφοίτων Τεχνικής Εκπαίδευσης)			367 (by 1/3/2013) No data by size available								
<b>Apprenticeship Programme of Merchant Marine Academies' First-Year Students</b> (Πρακτική Άσκηση μεταδευτεροβάθμιας ναυτικής εκπαίδευσης)	3,823 (by 31.12.2011)										
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Cheque/Voucher for the Entrance of Unemployed Young People to the Labour Market according to their Formal Skills</b> (Επιταγή εισόδου στην αγορά εργασίας για άνεργους νέους ανάλογα με τα τυπικά τους	New Programme										

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
προσόντα)											
<b>Practical Experience Work Placements for University Students</b> (Πρακτική Άσκηση Γβάθμιας Εκπαίδευσης, Πανεπιστήμια)	16,148 (by 31.12.2011)		11,946 (2012) No data by size available								
<b>Practical Experience Work Placements for TEI Students</b> (Πρακτική Άσκηση Γβάθμιας Εκπαίδευσης, TEI)	3,640 (by 31.12.2011)		11,457 (2012) No data by size available								
<b>Work Experience Programme for New Labour Market Entrants aged 16-24</b> (Πρόγραμμα απόκτησης εργασιακής εμπειρίας για νεοεισερχόμενους στην αγορά εργασίας, ηλικίας 16-24 ετών)	by Nov 2012: 1,415 (male 27%; female 73%) (1 <sup>st</sup> stage: work experience placement) 190 (male 35%; female 65%) (2 <sup>nd</sup> stage: employment contract for at least 1 year after placement) 585 (1 <sup>st</sup> stage) & 32 (2 <sup>nd</sup> stage) in process of being approved)		by Nov 2012: 1,023 (1 <sup>st</sup> stage) 163 (2 <sup>nd</sup> stage) 327 (1 <sup>st</sup> stage) & 32 (2 <sup>nd</sup> stage) in process of being approved) No data by size available			13.4% (190/1415) 16% of 1 <sup>st</sup> Stage companies employed trainees upon completion of placement					

\* Data from a pilot survey in one EPAS

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### Informants

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## Hungary: Quantitative Information in Technical Annex

**Table 23: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Contract-Based Training of Vocational School Students (mainstream programmes until 2013/14).</b> (Tanulószerződésen alapuló gyakorlati képzés szakiskolák tanulói számára) (Outgoing programme linked to programme below)	1996/97 to date		HUF 10,800,000,000 (€36,000,000) (43%)	HUF 56,000,000 (€186,667) (local rather than regional) (1%).	HUF 14,200,000,000 (€47,333,333) (56%)			In 2012/13: there were 36,200 participants according to MKIK and 31,434 participants Overall number of completers: 2010/2011: 92.6% 2011/2012: 80% 2011/2012: 85%			
<b>Training Contract-Based Training of Vocational School Students (so-called 'early VET' programmes (since 2010) and 'dual model' (since 2012, to be mainstreamed from 2013/2014))</b> (Tanulószerződésen alapuló gyakorlati képzés szakiskolák tanulói számára) (Incoming programme linked to programme above)	2011/12 to date		HUF 10,800,000,000 (€36,000,000)	HUF 56,000,000 (€186,667) (local rather than regional) (1%).	HUF 14,200,000,000 (€47,333,333) (56%)			Number currently enrolled is 6,700 according to MKIK and 10,913 according to EMMI			
<b>Contract-Based Training of Secondary Vocational School Students (post-Secondary VET)</b> (Tanulószerződésen alapuló gyakorlati képzés szakközépiskolák tanulói számára)	1996/97 to date		HUF 3,500,000,000 (€11,666,668) (63 %)	HUF 168,000,000 (€560,000) (local rather than regional) (3%)	HUF 1,900,000,000 (€6,333,333) (34%)			Number currently enrolled is 7,000 according to MKIK and 7,450 according to EMMI.			
<b>Contract-Based Training of Advanced Vocational Programmes in Higher</b>	2007/08 – 2012/13		HUF 2,000,000,000 (€6,666,667)		HUF 100,000,000		470				

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Education.</b> (Hallgatói szerződésen alapuló gyakorlati képzés felsőfokú szakképzésben tanulók számára)			(95%)		(€333,333) (5%)						
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Traineeship in the Public Sector: Hungarian Public Administration Scholarship Programme</b> (Magyar Közigazgatási Ösztöndíj Program)	2011-2013	100% (ESF and national co-financing) HUF 671,000,000 (€2,236,667)	2012 and 2013: 100% (ESF and national co-financing)				Total 500 (248 in 2011, plus 150 in the 2012 successor programme and 102 in the 2013 successor programme)	102	On average, HUF 2,700,000 (9,000) (in this case, the employer is the State - there is no data on the costs of foreign host institutions, if any)	On average, HUF 2,700,000 (€9,000)	
<b>Traineeships in ALMPs: 'Sorsfordító-sorsformáló' (Life changing - Life shaping) labour market programme – 'Sorsfordító' part</b> (Sorsfordító-Sorsformáló munkaerőpiaci program) (Linked to programme below)	2009-2012		HUF 28,000,000 (€92,784)				213 (87 male, 126 female)		HUF 3,000,00 (€10,000) (gross, on average)		HUF 3,000,00 (€10,000) (gross, on average)
<b>Graduate Traineeships Within the Context of Hungarian ALMPs: 'Sorsfordító-sorsformáló' (Life changing - Life shaping) Labour Market Programme – 'Sorsformáló'</b>	2009-2012	HUF 520,000,000 (€1,700,000) (86%)	HUF 90,000,000 (€300,000)				8 (5 male, 3 female)				

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>part</b> (Sorsfordító-Sorsformáló munkaerőpiaci program) (Linked to programme above)			) (14%)								
<b>Traineeships in ALMPs: 'Árral szemben' (Against the stream). Labour Market Crisis Management in the Most Disadvantaged Micro Regions of the Hungarian Southern Great Plain Region</b> (Árral Szemben – Munkaerőpiaci válságkezelés a dél-alföldi régió leghátrányosabb helyzetű kistérségeiben)	2011-2013		HUF 162,000,000 (€500,000)				84 (36 male, 48 female). (There were altogether 640 participants but only 84 of them participated in a training course as well)	64 (2012)			

**Table 24: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Contract-Based Training of Vocational School Students (mainstream programmes until 2013/14).</b>  (Tanulószerződésen alapuló gyakorlati képzés szakiskolák tanulói számára)  (Outgoing programme linked to programme below)	Since 2001/2002: 342,239 beneficiaries	Size breakdown not available. Overall: 2005/2006: 6,300 2006/2007: 7,400 2007/2008: 8,500 2008/2009: 8,900 2009/2010: 8,800 2010/2011: 8,400 2011/2012: 7,100 2012/2013: 6,200				Data available on employment <b>nine</b> months after completion:  2009: 30.2% 2010: 33.1% 2011: 33.9% 2012: 34.7% 2013: 34.9%	2009: 29% 2010: 32.4% 2011: 29.1% 2012: 22.6% 2013: 20.1%	2009: 19.9% 2010: 24.1% 2011: 23.2% 2012: 20.1% 2013: 28.3% 2014: 25.2%	2010: 2.3 2011: 2.2 2012: 1.8 2013: 2.9	<b>Permanent :</b> 2009: 72% 2010: 72.5% 2011: 73.8% 2012: 71.6% <b>Fixed term:</b> 2009: 25.9% 2010: 25.5% 2011: 25.4% 2012: 25.9% <b>Temporary:</b> 2009: 2.1% 2010: 1.9% 2011: 0.9% 2012: 2.5%	
<b>Contract-Based Training of Vocational School Students (so-called 'early VET' programmes (since 2010) and 'dual model' (since 2012, to be mainstreamed from 2013/2014)</b>  (Tanulószerződésen alapuló gyakorlati képzés szakiskolák tanulói számára)  (Incoming programme linked to programme above)	Since 2001/2002: 15,779 beneficiaries	Size breakdown not available.  Overall: 2011/2012: 3,700 2012/2013: 1,670				Data available on employment <b>nine</b> months after completion:  2009: 30.2% 2010: 33.1% 2011: 33.9% 2012: 34.7% 2013: 34.9%	2009: 29% 2010: 32.4% 2011: 29.1% 2012: 22.6% 2013: 20.1% (source: MKIK)	2009: 19.9% 2010: 24.1% 2011: 23.2% 2012: 20.1% 2013: 28.3% 2014: 25.2%	2010: 2.3 2011: 2.2 2012: 1.8 2013: 2.9	<b>Permanent :</b> 2009: 72% 2010: 72.5% 2011: 73.8% 2012: 71.6% <b>Fixed term:</b> 2009: 25.9% 2010: 25.5% 2011: 25.4% 2012: 25.9% <b>Temporary:</b> 2009: 2.1% 2010: 1.9% 2011: 0.9% 2012: 2.5%	
<b>Contract-Based Training of</b>	Since 2005/06: 47,700	Size breakdown not				Data	2009: 29%	2009:	2010: 2.3	<b>Permanent :</b>	

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Secondary Vocational School Students (post-secondary VET)</b>  (Tanulószerződésen alapuló gyakorlati képzés szakközépiskolák tanulói számára)	beneficiaries and since 2001/2002: 69,480	available. Overall: 2005/2006: 1,300 2006/2007: 1,600 2007/2008: 1,600 2008/2009: 1,600 2009/2010: 1,500 2010/2011: 1,500 2011/2012: 1,700 2012/2013: 1,800				available on employment <b>nine</b> months after completion:  2009: 30.2% 2010: 33.1% 2011: 33.9% 2012: 34.7% 2013: 34.9%	2010: 32.4% 2011: 29.1% 2012: 22.6% 2013: 20.1%	19.9% 2010: 24.1% 2011: 23.2% 2012: 28.3% 2013: 25.2%	2011: 2.2 2012: 1.8 2013: 2.9	2009: 72% 2010: 72.5% 2011: 73.8% 2012: 71.6% <b>Fixed term:</b> 2009: 25.9% 2010: 25.5% 2011: 25.4% 2012: 25.9% <b>Temporary:</b> 2009: 2.1% 2010: 1.9% 2011: 0.9% 2012: 2.5%	
<b>Contract-Based Training of Advanced Vocational Programmes in Higher Education.</b>  (Hallgatói szerződésen alapuló gyakorlati képzés felsőfokú szakképzésben tanulók számára)	470	Size breakdown not available. Overall: 2007/2008: 10 2008/2009: 62 2009/2010: 54 2010/2011: 50 2011/2012: 6									
<b>Schemes 1-4 combined (source CVTS4)</b>	Gender divide overall: 61% male, 39% female.	93.5%	0.5%								

### TRAINEESHIP PROGRAMMES

<b>Traineeship in the Public Sector: Hungarian Public Administration Scholarship Programme</b>  (Magyar Közigazgatási Ösztöndíj Program)	500 across the 3 years	About 200	100%	9%	85%			8%	Trainees are offered a job in public administration within at most 2	10.5% permanent, 89.5% temporary employment contract.	
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Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No.& % who return to job search		
									months		
<b>Traineeships in ALMPs: 'Sorsfordító-sorsformáló' (Life changing - Life shaping) labour market programme – 'Sorsfordító' part</b> (Sorsfordító-Sorsformáló munkaerőpiaci program) (Linked to programme below)	213 (87 male, 126 female)	27 local councils and 4 companies	81 of the men (93%) and 124 of the women (98%)	6 of the men (7%) and 2 of the women (2%)	81 of the men (93%) and 124 of the women (98%)		1 of the men (1%) and none of the women		6	205 (96%) fixed-term employment contract	
<b>Graduate Traineeships Within the Context of Hungarian ALMPs: 'Sorsfordító-sorsformáló' (Life changing - Life shaping) Labour Market Programme – 'Sorsformáló' part</b> (Sorsfordító-Sorsformáló munkaerőpiaci program) (Linked to programme above)	8 (5 male, 3 female)		4		0	5 of the men (100%) and 3 of the women (100%)			6	8 (100%) fixed-term employment contract	
<b>Traineeships in ALMPs: 'Árral szemben' (Against the stream). Labour Market Crisis Management in the Most Disadvantaged Micro Regions of the Hungarian Southern Great Plain Region</b> (Árral Szemben – Munkaerőpiaci válságkezelés a dél-alföldi régió leghátrányosabb helyzetű kistérségeiben)	84 (36 male, 48 female).  (There were altogether 640 participants but only 84 of them participated in a training course as well)		7	28 of the men (78%) and 48 of the women (100%)	7 of the men (20%) and none of the women	7 of the men (20%) and 13 of the women (27%)	7 of the men (20%) and 16 of the women (33%)		21 of the men (58%) and 32 of the women (67%)		

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## Main data sources in Member State: Hungary

### Types:

**Take-up Data:** MKIK (Magyar Kereskedelmi és Iparkamara, Hungarian Chamber of Commerce and Industry, responsible for registering training contracts): their take-up data refer to number of students with a training contract valid for at least 1 day in the given school year, no numbers available by gender, and because their data are available only by qualifications pursued, not programme type - and this only since 2005/2006 (before that only aggregate numbers are available) -, the current number of apprentices participating in 3-year VET programmes is included under Scheme No 2 (the likewise 3-year early VET and dual training programmes launched in 2010/2012)

**Financing Data:** Ministry of National Economy - sent us a table specifying the **approximate** level of funding by source and the **approximate** total budget for 2010. We have not included funding for development financed by ESF assistance or the training sub-fund of the National Employment Fund\*, nor the funding of the vocational school scholarship programme financed from the latter. 'Employer funds' refer to the amount that companies providing practical training deducted from the amount of their "training levy" called the 'vocational training contribution', payable in the form of 1.5% of the wage costs, plus the amount companies could reimburse from the training sub-fund of the National Employment Fund, which also derives its income from this vocational training contribution. [\*Nemzeti Foglalkoztatási Alap, NFA, previously called Munkaerőpiaci Alap, MPA= LAbour Market Fund until 31 Dec, 2011.]

**Progression Outcomes and Effectiveness Data:** Data derive from surveys prepared annually since 2009, aiming to assist the county (formerly regional) development and training committees in defining the 'directions and shares' of local VET provision. These surveys are carried out by the Institute for Economic and Enterprise Research of the MKIK, with the supervision of the MKIK. They are, however, **not** representative: they are based on a sample of young skilled workers who graduated in the previous year and participated in apprenticeship training in a vocation that was in high demand in the labour market. The sample included 4,000 graduates in 2009, 3,000 in 2010 and 2011, 2,000 in 2012 and again 3,000 in 2013. Data are not available by programme type (the samples included both vocational school and secondary vocational school graduates), neither by gender.

**CVTS4:** Eurostat's Continuing Vocational Training Survey 2010 - data was received from the Központi Statisztikai Hivatal (KSH, Central Statistical Office). The sample of the survey included about 7200 companies. All companies with at least 150 employees were surveyed, while the smaller ones were chosen based on stratified sampling.

**EMMI** (Emberi Erőforrások Minisztériuma, Ministry of Human Resources): their take-up data are available since 2001/2002 and refer to the number of apprentices on 1 October of the given school year.

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Fazekas, M. and Hajdú, M., (2011). *A szakképző iskolát végzettek iránti kereslet és kínálat várható alakulása [Expected demand and supply for VET school graduates]*, Budapest, MKIK GVI.  
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## Ireland: Quantitative Information in Technical Annex

**Table 25: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Post Leaving Certificate courses (PLC)</b>	1985 onwards		Approx. expenditure of €186mn				32,688 PLC places approved for 2012/2013 academic year	32,688 in 2012/13			€200 PLC programme participant contribution
<b>FAS Apprenticeship</b>	In 1991 the new standards-based apprenticeship system replaced traditional time-served apprenticeships-funding since ongoing	All FÁS training activity (including Apprenticeship) is part funded from the European Social Fund: average of €25m per year to be drawn-down under the Human Capital Investment Operational Programme 2007 - 2013	FAS budget for 2013 is €30.3m, which compares to €35.5m (revised Budget) in 2012.				In 2012 there was an existing apprentice population of approximately 13,000 at various stages of their apprenticeship	In 2012, FAS provided for 1,235 apprentices to complete Phase 2 of their apprenticeship in FÁS Training Centres and for 3,888 apprentices to complete Phase 4 and 6.			Average total cost of the programme, per participant: 19000 USD (based on 2008 figures) Cost of one year off-the-job apprenticeship based on full-time equivalents: 16300 USD (phase 4 and 6) (2008 figures) (OECD, 2010). Forfas estimated the cost per day of Apprenticeship to be €142 based on 2008 data, with a cost per participant progressing /completing of €35,396 (Forfas, 2010).
<b>Redundant Apprentice Placement Scheme</b>	2011- 2013	FÁS training activity is part funded from the European Social with an average of €25m per year to be drawn-down under the Human Capital Investment Operational Programme 2007 - 2013.	€11.3m in 2012  Some €7.3m in funding came from the Department of Education and Skills  A provisional budget of €3.9m was being considered for 2013				FAS provision of 2,600 places in 2012	In 2012, 1,385 redundant apprentices had completed the Redundant Apprentice Placement Scheme (RAPS) with a further 386 in training.			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Specific Skills Training Programme</b>	Ongoing	FÁS training activity is part funded from the European Social with an average of €25m per year to be drawn-down under the Human Capital Investment Operational Programme 2007 - 2013. As a result of the Mid-term Evaluation of the Operational Programme the budget available for SST was increased by €9million (WRC, 2005)	Programme cost €59,304,000 in 2011				16,200 new entrants in 2012.	19,209 actual beneficiaries in 2012			Cost per Day in 2007/2008: Direct costs: €62.8 Indirect Staff, O/H: €25.5 Total: €88.2
<b>Job Bridge National Internship Scheme</b>	2011-2013		Estimated expenditure level of €65.8mn in 2012		No direct cost to hosts		The 2013 Budget increased the number of placements to 8,500, from 6,000 placements at any one time (raised from 5,000 in May 2012). There were 6,553 placements at 21 Sept 2012	5,934 participants currently on an internship as at 14 February 2013			
<b>FÁS National Traineeship Programme</b>	1995- onwards	FÁS training activity is part funded from the European Social with an average of €25m per year to be drawn-down under the Human Capital Investment Operational Programme 2007 - 2013.	€32.8m in 2012 Total proposed expenditure budget was €34.4m in 2013				3,100 new entrants in 2012	5,234 actual beneficiaries in 2012			Cost per Day in 2007/2008: Direct costs: €67.2 Indirect Staff, O/H: €20.7 Total: €87.9

**Table 26: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications /completion	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education /training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
Post Leaving Certificate courses (PLC)							One year after leaving PLC course under 21 yrs: (Males) 55% (Females) 62%. 21 and Over yrs (Males): 51% (Females): 52% (Analysis from 2006)	39% of males and 38% of females (both full-time and part-time further education/training) (Analysis from 2006)				
FAS Apprenticeship <sup>1</sup>		An employer survey carried out in 2006-07 found 11% cent of Irish companies claimed to have 'ever used' the FÁS apprenticeship service (CEP, 2010)	74% completed the apprenticeship (based on registrants in 1999).	26% did not complete (based on registrants in 1999) 9% attended Phase 1 only; 6% attended up to Phase 2 only. Engineering had highest levels of incompletes (33%).	Four years after completion of the apprenticeship, 96% of qualified craftsperson were in employment (Conway, 2007).	Four years after completion of the apprenticeship, 2% of qualified craftsperson were in some form of further education or training (Conway, 2007); however 17% of craftspeople had undertaken some form of formal training/education after completion of their apprenticeship, with 17% undertaking degrees; 65% taking certificates; 5% diplomas (Conway,2007)	Four years after completion of the apprenticeship, 2% of qualified craftsperson were unemployed (Conway, 2007)					
Redundant Apprentice Placement Scheme	Approx. 2,300 (in 2011) and 1,800 (in 2012) redundant apprentices have been placed in companies		Some 812 redundant apprentices had progressed in their apprenticeships and successfully completed all Phases 1 to 7 (and awarded FETAC Level 6 Advanced		Over 60% of participants found a job, mostly in their own trade, either in Ireland or abroad. One in three found a job in Ireland							

<sup>1</sup>As apprentices are already employed, FÁS does not monitor after-programme outcomes on a regular basis. Neither does the standard follow-up survey include them. However, a FÁS Follow up Survey, conducted in 2006/7, of Apprentices that registered in 1999 did examine post apprenticeship outcomes (Forfas, 2010).

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications /completion	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education /training after completion of scheme	No. & % who return to job search			
				Certificate Craft) by 17 July 2012. An additional 48 redundant apprentices had successfully completed all Phases and would be submitted to FETAC in the next certification period at 17 July 2012.								
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Specific Skills Training Programme</b>				In 2011 14,458 people completed Specific Skills Training Programme  90% received Certification (of those who completed programme in 2011)	13% non completion rate in 2011 (Of these 32% dropped out because they felt that the programme was not suitable)	50% in employment within three months in 2011	92% got job within 1 year  Some 27% of long-term unemployed participants got a job within six months of leaving their course	43% participated in further education or training subsequent to the programme in 2011	13% in 2011			
<b>Job Bridge National Internship Scheme</b>	15,353 placements have commenced since launch of the Scheme.	23% (from 29 June to 21 Sept 2012)	75% (from 29 June to 21 Sept 2012)	By September 2012, 2,295 or 41% of internships were completed in full	By Sept 2012, 3,297 or 59% of internships were ended before their scheduled timeframe. <sup>1</sup>	Some 36.2% of participants are in employment less than one month after completion of internship	Five months from completion of the internship 62.9% of participants were in employment	5% of JobBridge finishers (at 21 Sept 2012) were in further education or training	15% of Job Bridge finishers returned to job search ( at 21 September 2012)			54.5% on full-time or part-time permanent contracts. 45.5% on full-time or part-time temporary contracts
<b>FÁS National Traineeship Programme</b>				89% received Certification (of those who completed programme in 2011) 2,444 completed in 2011	7% in 2011		Almost half (47%) of the long-term unemployed participants got a job within six months of leaving their course	46% participated in further education or training subsequent to their FÁS programme in 2011				

<sup>1</sup>However, respondents to Indecon's survey of Interns found that the reason for early completion, cited by 66.3% of respondents was that they secured employment. One third however, cited dissatisfaction with their placement as a reason

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## Italy: Quantitative Information in Technical Annex

**Table 27: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Apprenticeship for Gaining a Vocational Qualification or Diploma</b> (D.Lgs 167/2011) (Apprendistato per la qualifica e per il diploma professionale)							4,977 (May - August 2012)	4,977 (May - August 2012)			
<b>Professionalising Apprenticeship</b> (D.Lgs 167/2011) (Apprendistato professionalizzante o contratto di mestiere)							87,625 (May - August 2012)	87,625 (May - August 2012)			
<b>Professionalising Apprenticeship</b> (D.Lgs 276/2003) (Apprendistato professionalizzante)	2011			€153,119,260 (total programmed funds by different Regions)				395,401			
<b>Higher Education and Research Apprenticeship</b> (D.Lgs 167/2011) (Apprendistato di alta formazione e ricerca)	2011			€4,532,891.80 (total programmed funds by different Regions)			234	234 (May - August 2012)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Initial Vocational Training</b> (Formazione Professionale Iniziale, FPI)	2010 (€404,160,680)	€67,494,833.56	€158,026,825.90	€178,639,020.60			940,629 enrolled between 2003-2010/2011 Constant growing trend since 2003, with an increase of 7 times the number of students in 7 years	students enrolled in the three-year paths in 2010-2011: 179,000 units			
<b>Curricular Traineeships within University</b> (Tirocinio curricolare)	no specific funding provided							110,940			
<b>Traineeships included within Higher Technical Institutes</b> (Istruzione Tecnica Superiore, ITS)							59 ITS in 2011/2012				
<b>Vocational and Orientation Non-Curricular Traineeships</b> (Tirocinio non curricolare)											

**Table 28: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Apprenticeship for gaining a Vocational Qualification or Diploma</b> (D.Lgs 167/2011) (Apprendistato per la qualifica e per il diploma professionale)	4,977 (of which 230 are for workers in mobility)		4,109 without distinguishing by company size									
<b>Professionalising Apprenticeship</b> (D.Lgs 167/2011) (Apprendistato professionalizzante o contratto di mestiere)	87,625 (professionalising apprenticeship or professional contracts for seasonal workers and for workers in mobility are included)		57,600 without distinguishing by company size									
<b>Professionalising Apprenticeship</b> (D.Lgs 276/2003) (Apprendistato professionalizzante)	395,401											
<b>Higher Education and Research Apprenticeship</b> (D.Lgs 167/2011) (Apprendistato di alta formazione e ricerca)	234		127 without distinguishing by company size									
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Initial Vocational Training</b> (Formazione Professionale Iniziale, FPI)	179,000 enrolled students in 2010/11					50% (data refers to students qualified in the year 2006/2007)						

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Curricular traineeships within university</b> (Tirocinio curricolare)										69,226.81 & 62.4% (one year after graduation)	
<b>Traineeships included within Higher Technical Institutes</b> (Istruzione Tecnica Superiore, ITS)	59 schemes in 2011/2012										
<b>Vocational and Orientation Non-Curricular Traineeships</b> (Tirocinio non curricolare)		68,370 (2011; partial data: train. in companies)	146,630 (2011; partial data: train. in companies)							32,600 (10.6%)	

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## Latvia: Quantitative Information in Technical Annex

**Table 29: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Support for Improvement of Quality and Implementation of Initial Vocational Education Programmes</b> (includes ESF-funded activities in support of apprenticeships) (Atbalsts sākotnējās profesionālās izglītības programmu īstenošanas kvalitātes uzlabošanai un īstenošanai)	Since 2009	(i) Total amount of approved eligible costs in the first project call (2009) was LVL 4,417,085 (€6,284,946) of which the ESF funding was LVL 3,818,908 (€5,433,817) (ii) Total amount of approved eligible costs in the second project call (2010) was LVL 7,647,547 (€10,881,479) of which the ESF funding was LVL 6,735,780 (€9,584,151)	(i) First project call (2009): LVL 506,657 (€720 908) of approved eligible project costs (ii) Second project call (2010): LVL 911,767 (€1,297,328)				8,871 (2009-2012) on non-class-based practical training	4,357 (started in 2012) 2,849. (continued participation in program in 2012)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Support for Youth Volunteer Work</b> Atbalsts jauniešu brīvprātīgajam darbam.	Since 2011	Yes	Yes				2,883 (2011) 1,255 (2011) 859 (2012) 769 (planned for 2013)	859 (2012) (246 male 613 female)	LVL 40 (€57); LVL 60 (€85) for young unemployed with special needs		LVL 40 (€57); LVL 60 (€85) for young unemployed with special needs
<b>Work Practice for Young Unemployed</b> (Jauniešu darba prakse)	2010-2011	LVL 2,771,373 (€3,943,309) (89.7%)	LVL 319,929 (€452,373) (10.3%)				2,417 (946 male & 1,468 female)	Scheme ended in 2011	LVL 738 (€1,050) (Actual cost in 2010)		LVL 738 (€1,050) (Actual cost in 2010)

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Training and Work Practice for Assistants of SEA inspectors</b> Nodarbinātības valsts aģentūras inspektoru asistentu apmācība un prakse (under the project "Bezdarbnieku un darba meklētāju apmācība -3.kārta)	2010-2013	LVL 500,518 (€712,173) (85%)	LVL 88,327 (€125,678) (15%)				311 (initial target: 144) 82 (2010) 121 (2011) 72 (2012) 36 (2013)	70 8 male 62 female	LVL 27.30 (€39) per month		LVL 182 (€259) per month

**Table 30: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Support for Improvement of Quality and Implementation of Initial Vocational Education Programmes</b> (Atbalsts sākotnējās profesionālās izglītības programmu īstenošanas kvalitātes uzlabošanai un īstenošanai)	8,851 (2009-2012)			1,752 obtained certified qualifications (March 2013) 2,939 males & 4,460 females completed programme successfully in 2012	120 male 242 female  (2012)						
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Support for Youth Volunteer Work</b> (Atbalsts jauniešu brīvprātīgajam darbam)	2,114			671 (71%) (2012) Successfully completed scheme	249 (29%) (2012)	22	396 (29.05%) (2012)				
<b>Work Practice for Young Unemployed</b> (Jauniešu darba prakse)	2,417		1,046  No data by size available	1,535 591 male (24.45%) 944 female (39.06%) successfully completed scheme	358 male (15%) 524 female (21.68%)	253 100 male (4.14%) 153 female (6.33%)	184 71 male (2.94%) 113 female (4.68%)	74 16 male (0.66%) 58 female (2.40%)	298 98 male (4.05%) 200 female (8.27%)		
<b>Training and Work Practice for Assistants of SEA inspectors</b> (Nodarbinātības valsts aģentūras inspektoru asistentu apmācība un prakse (under the project "Bezdarbnieku un darba meklētāju apmācība -3.kārta))	311 28 male 283 female	1			17 male (85%) 152 female (69%)	192 17 male (85%) 175 female (80%)			47 3 male (15%) 44 female (20%)		

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## Main data sources in Latvia

### Informants

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## Lithuania: Quantitative Information in Technical Annex

**Table 31: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Work experience in IVET at Post-Secondary Non-Tertiary Level (ISCED 4)</b> (Darbo patiris pirminio profesinio mokymo programose turintiems vidurinį išsilavinimą)	Since 2000s - ongoing						124,855	9,007 (2011)			
<b>Work experience in IVET at Higher Education Level (ISCED 5)</b> (Darbo patirtis profesinio rengimo aukštojo mokslo lygmeniu programose)	Since 2000s - ongoing						70,737	8,432 (in 2011)			
<b>Work experience in IVET at Upper Secondary Level (ISCED 3)</b> (Darbo patirtis pirminio profesinio mokymo programose turintiems pagrindinį išsilavinimą)	Since 2000s - ongoing						44,160	4,160 (in 2011)			
<b>Productive Learning Pilot</b> (Produktyvusis mokymas)	2012-2014	ESF: 975,642.94 Lt (85%)	172,172.28 Lt (15%)			ISM university and Education Supply Centre supported the project through in kind contributions.	35 (in 2012 – pilot project)	48 (in 2013)			
<b>Apprenticeship</b> (Pameistrystės profesinio mokymo forma)	2008 - ongoing										
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Obtaining professional competencies in the workplace (ALMP measure)</b>  (Darbo įgūdžių įgijimo rėmimas)	2006-2013, ongoing	LTL 69,000,000 (€20,039,000) (2008 to 28/2/2013)	LTL 11,000,000 (€3,190,000) (foreseen for 2013)		Employers receive subsidies for employing people from the target group. They also contribute a certain proportion of the cost but it varies		19,469	619 (Jan-March 2013) 289 male, 330 female 4,218	LTL 3,146 (€912)		

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
					depending on the employer and this information is not collected.			starts (2012)			
<b>Vocational Training for Unemployed (ALMP measure)</b> (Bedarbių ir įspėtų apie atleidimą iš darbo darbingo amžiaus darbuotojų profesinis mokymas)	1/1/2012 to date - ongoing		LTL 52,000,000 (€15,100,000)								
<b>Traineeships for Higher Education Students</b> (Darbo praktika aukštojo mokslo studentams)	Ongoing								LTL 7,700 (€2,233) on average but this varies significantly between study areas. Data also includes information for non-university institutions.		
<b>ESF Funded Projects Aiming to Develop Traineeship Frameworks for HE Students</b> (ESF projektai skirti studentų praktikos sistemos kūrimui)	2010-2012	ESF funding: LTL 16,709,287					988 (expected)				

**Table 632: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Work experience in IVET at Post-Secondary Non-Tertiary Level (ISCED 4)</b> (Darbo patiris pirminio profesinio mokymo programose turintiems vidurinį išsilavinimą)	124,855			7,906 (2011)							
<b>Work experience in IVET at Higher Education Level (ISCED 5)</b> (Darbo patirtis profesinio rengimo aukštojo mokslo lygmeniu programose)	70,737			5,726 (2011)							
<b>Work experience in IVET at Upper Secondary Level (ISCED 3)</b> (Darbo patirtis pirminio profesinio mokymo programose turintiems pagrindinį išsilavinimą)	44,160			1,847 (2011)							
<b>Productive Learning Pilot</b> (Produktyvusis mokymas)	83	4	42		5 drop-outs to date						
<b>Apprenticeship</b> (Pameistrystės profesinio mokymo forma)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Obtaining professional competencies in the workplace (ALMP measure)</b> (Darbo įgūdžių įgijimo rėmimas)	19,469 (2008 - March 2013)	553 (January-March 2013) about 96% were SMEs.  3,226 (2012) - about		3,617 success fully completed the	1,027 (2012)  (527 male, 500 female)  In total 24% of all	The data currently is not collected. However, it is currently	2,795 (2012)  (1,308 male, 1,487 female)				Around 83% of those who are in employment 6 months after completing the programme are on

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
		98% were SMEs.		scheme (1,734 male, 1,883 female)	those who started the programme did not complete it.	being planned to start collecting this data during the second half of 2013.					open-ended contracts and 17% on temporary contracts.
<b>Vocational Training for Unemployed (ALMP measure)</b> (Bedarbių ir įspėtų apie atleidimą iš darbo darbingo amžiaus darbuotojų profesinis mokymas)											
<b>Traineeships for Higher Education Students</b> (Darbo praktika aukštojo mokslo studentams)				20,026 (Bachelor's degree) (2011)				9,559 Master's students (2011-12)			
<b>ESF funded projects aiming to develop traineeship frameworks for HE students</b> (ESF projektai skirti studentų praktikos sistemos kūrimui)	988 (expected)										

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### Informants

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Interview with Simona Plienaitytė, Chief Specialist, Education Supply Centre

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Statistics Lithuania Data, <http://www.stat.gov.lt/web/lzd/home>

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## Luxembourg: Quantitative Information in Technical Annex

**Table 33: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding				Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement			
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds			Other (please specify)	State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Initial Apprenticeship</b> (Apprentissage initial)	Since 1979-ongoing		£15 million in 2012 (and also for 2013): Actual amount spent in 2011 was €12 543 025				In the period 1995-2012, 24,332 initial apprenticeships were funded	1,555 new apprenticeships (in 2012) (of which 1,171 were aiming for a DAP, 317 for a CCP, 34 working for the State and 33 trans-border apprenticeships)			
<b>Adult Apprenticeship</b> (Apprentissage pour adultes)	1999 onwards		€12,543, 025 in 2011				In the period 2001-2012, 7,892 adult apprenticeships were funded	397 new apprenticeships (in 2012) (of which 320 were aiming for a DAP, 71 for a CCP, 4 for a DT and 2 trans-border apprenticeships)			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Employment Initiation Contract</b> (Contrat d'initiation à l'emploi -CIE)	Since 2007 (reformed in 2009)		Total €9.3 mn in 2012.  This total included €8mn for trainees' remuneration; €1 mn for reimbursing employers' social security contributions and €0.3 mn for one-off bonuses to employers <sup>1</sup>				3,257 CIE contracts awarded in the period July 2007-Oct 2011.  729 CIE placements funded in 2012	At December 2012: 456 male beneficiaries and 280 female beneficiaries			
<b>Employment Support Contract</b>	Since 2007 (reformed)		The total State contribution was €3.1 mn in 2012. €3 mn was used for reimbursing trainees' remuneration and	The total local/regional contribution			1,423 CAE contracts awarded in the period July 2007-Oct 2011	At December 2012: 240 male beneficiaries and 112 female beneficiaries			

<sup>1</sup> NB: total for one-off bonuses in 2012 was €0.5mn for CIEs (includes CIE-EPs) and CAEs - the majority of this cost has been allocated here to the CIEs due to the higher number of trainees and higher success rate in terms of employment

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
(Contrat d'appui à l'emploi - CAE)	in 2009)		€0.1 mn for one-off bonuses to employers who employed trainees following CAEs <sup>1</sup>	(other public sector employers) was €8mn in 2012.			314 CAE placements funded in 2012				
<b>Employment Initiation Contract - Practical Experience</b> (Contrat d'initiation à l'emploi - expérience pratique - CIE- EP)	2009-2013		The total State contribution was €1.7 mn in 2012. €1.6 mn used for reimbursing trainees' remuneration and €0.1 mn for one-off bonuses to employers				301 CIE-EP contracts awarded in the period Nov 2009-Oct 2011. 211 CIE-EP placements funded in 2012	At December 2012: 109 male beneficiaries and 111 female beneficiaries		Depends on level of qualification of the young person	
<b>Pilot project for NEETs</b> (Projet pilote pour les NEET)	2012-2013		Additional State contribution needed is currently only €9 000.				114 placements have been funded in total (2012-2013)	56 participants are currently on the pilot project in 2013.			

**Table 34: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Initial Apprenticeship</b> (Apprentissage initial)	24,332 initial apprenticeships were funded (1995-2012)			In 2011, 670 qualifications were awarded to male apprentices (61.5% of the total) and 420 to female apprentices (38.5% of total). (Diplomes et Certifications)	In 2009/2010, more than one third of students aiming for a CATP left with no diploma. This was higher for male		73.2% were in employment and 28% of the 386 respondents who achieved a CATP (now replaced by	9.1% were in further education/training <sup>2</sup>	17.7% were in employment. <sup>3</sup>	28% of the 386 survey respondents who achieved a CATP (now replaced by		

<sup>1</sup> NB: total for one-off bonuses was €0.5mn for both CIEs and CAEs - the majority of this cost has been allocated here to the CIEs due to the higher number of trainees and higher success rate in terms of employment

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
				2010/2011: 56) In 2009/2010, 67.2% of females and 60.3% of males aiming to obtain a CATP (who started in 2002/2003) achieved their diploma.	students than female students.		DAP) gained a job within 0-3 months (10% within 4-6 months). <sup>1</sup>			DAP) gained a job within 0-3 months, and 10% within 4-6 months <sup>4</sup> .	
<b>Adult Apprenticeship</b>  (Apprentissage pour adultes)	In 2012, there were 254 new male beneficiaries (64%) and 143 new female beneficiaries (36%) (chiffres de l'ADEM) Between 1995-2012, 24,332 initial apprenticeships were funded			In 2011, 670 qualifications were awarded to male apprentices (61.5% of the total) and 420 to female apprentices (38.5% of total). ( <i>Diplomes et Certifications 2010/2011:56</i> )	In 2009/2010, more than one third of students aiming for a CATP left with no diploma. This was higher for male students than female students. (Statistiques globales et analyse des		73.2% were in employment and 28% of the 386 respondents who achieved a CATP (now replaced by DAP) gained a job within 0-3 months (10% within 4-6 months). <sup>5</sup>	9.1% were in further education/training <sup>6</sup>	17.7% were in employment. <sup>7</sup>	28% of the 386 survey respondents who achieved a CATP (now replaced by DAP) gained a job within 0-3 months, and 10% within 4-6	

<sup>2</sup>NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships (*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

<sup>3</sup>NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships (*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

<sup>1</sup> NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships (*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

<sup>4</sup>NB: Based on a survey carried out in 2012 of pupils having achieved diplomas.

<sup>5</sup> NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships

(*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

<sup>6</sup>NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships (*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

<sup>7</sup>NB: Based on a non-representative survey of pupils having achieved vocational diplomas. In addition, the pupils are not only apprentices - no specific data found on apprenticeships (*Transition des élèves diplômés et certifiés en 2010 et 2011:18*).

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
	(rapport d'activité min travail 2011:222)				résultats scolaires, p.26)					months <sup>1</sup> .	
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Employment Initiation Contract</b>  (Contrat d'initiation à l'emploi - CIE)	July 2007-Oct 2011, 64% (2,084) were young men and 36% (1,173) were young women	18% over period July 2007-Oct 2011 In total some 1,374 companies of all sizes participated.	82% over period July 2007-Oct 2011	67% (1095) completed the traineeship successfully over the period July 2007-May 2010	Of 1,634 people on CIE contracts in the period July 2007-May 2010, 33% (539) did not complete the traineeship	Of 973 finishing their CIE in 2011, 53% found a job immediately	Of 1634 people on CIE contracts in the period July 2007-May 2010, 75% (compared to 50% for those not on CIE) found a job within 6 months of finishing their CIE	Of 973 finishing their CIE in 2011, 5% continued in education/training	Of 973 finishing their CIE in 2011, 11% (107) returned to job search		
<b>Employment Support Contract</b>  (Contrat d'appui à l'emploi - CAE)	63% (896) were young men and 37% (527) were young women over period July 2007-Oct 2011.	Of the 1,423 CAE contracts awarded in the period July 2007-Oct 2011, a total of 123 public sector employers participated and of these, only 17 accounted for 75% of CAE (Brosius & Zanardelli, 2012:9)		618 young people on CAE contracts in the period July 2007-May 2010, and 71% (439) completed the traineeship successfully	Of 618 young people on CAE contracts in the period July 2007-May 2010, 29% (179) did not complete the traineeship	Of 369 finishing their CAE in 2011, 34% found employment immediately	Of 618 young people on CAE contracts in the period July 2007-May 2010, 38% (compared to 32% for those not on CAE) found a job within 6 months of finishing their CAE	Of 369 finishing their CAE in 2011, 7% continued in education/training	Of 369 finishing their CAE in 2011, 37% (137) returned to job search		
<b>Employment Initiation Contract - Practical Experience</b> (Contrat d'initiation à l'emploi - expérience pratique - CIE-EP)	Of the 301 CIE-EP contracts awarded in the period Nov 2009-Oct 2011, 54% (163) were young men and 46% (138) were young women	45% in period Nov 2009-Oct 2011	55% in period Nov 2009-Oct 2011. 121 different companies (all sizes) participated			Of 102 finishing their CIE-EP in 2011, 79% found a job			Of 102 finishing their CIE-EP in 2011, 7% (7) returned to job search		

1NB: Based on a survey carried out in 2012 of pupils having achieved diplomas (Transition des élèves diplômés et certifiés en 2010 et 2011).

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion			Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme		
<b>Pilot project for NEETs</b>  (Projet pilote pour les NEET)	114 participants (2012-2013)			Of 58 young people who started the course in 2012, 51 (88%) successfully completed the course	7 dropped out (12%) and did not complete the course in 2012	8 of those who completed the course (16%) went directly into employment in 2012		28 (55%) went onto other forms of training: 16 (31%) went on to apprenticeships and 12 (24%) went onto other forms (i.e. second chance schools)	Of the 51 trainees who completed the course in 2012, 15 (29%) returned to the job-search	

## Main data sources in Luxembourg

### Informants

Interview with Mr Abilio Fernandes, Attaché du Gouvernement, Ministère du Travail et de l'Emploi

Interview with Mr Jérôme Levy, Chef du Service des Statistiques et Analyses, Ministère de l'Education nationale et la Formation professionnelle

Interview with Ms Karin Meyer, Directrice Adjointe, Service de la Formation professionnelle, Ministère de l'Education nationale et la Formation professionnelle

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## Malta: Quantitative Information in Technical Annex

Table 357: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where applicable)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Technician Apprenticeship Scheme (TAS)</b>			The public budget covers the running of the institution as well as the stipends provided to students (maintenance grants)  Total expenditure on apprenticeships €607,399 (2010)				413 (2012) 436 (2011)			The rates payable to apprentices are higher for higher-level courses. For the third (and last) course, there is no maintenance grant from the government - it is the sponsor who pays the wage to the apprentice (approximately €75 per week). A one-off grant of €326 is paid to cover expenses related to the purchase of educational equipment.	
<b>Extended Skills Training Scheme (ESTS)</b>			Total expenditure on apprenticeships €607,399 (2010)				209 (2012)			The rates payable to apprentices are higher for higher-level courses. For the third (and last) course, there is no maintenance grant from the government – it is the sponsor who pays the wage to the apprentice (approximately €75 per week). A one-off grant of €326 is paid to cover expenses related to the purchase of educational equipment.	
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Traineeship Scheme (ESF Employability Programme)</b>	2.4	Co-funded by ESF (85%) 5,339,631 According to the 2004 Malta National Action Plan on Employment traineeships provided by MCAST were to be financed as follows: 1. Engineering €291,940; 2. Electronics €194,380; 3. Building and construction €193,480. Training for adults with no formal education 192,915euro. Maltese craft sector €242,020.	15%				Over 800 (2010/2012)				

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Job Experience Scheme</b>	2003 - 2009	85%	15%					847 (by mid-2009) (initial target 200)			estimated cost (2008): €168,000 (Lm72,122). €46.59 per week for the duration of the scheme for a maximum duration of 13 consecutive weeks, based on a 20-hour week (four hours a day).
<b>Employment Aid Programme (EAP)</b>	2009-2013	Co-funded by ESF. Each company may be allowed up to €250,000 a year						179 (aged 16-24) + 70 (aged 25-39)  1,686 (aged 16-24) (by 31/12/2012)	Subsidies according to the type of training and size of enterprise, ranking from €4,000 up to €10,000 per trainee year. Each company may be allowed up to €250,000 a year		

**Table 36: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
Technician Apprenticeship Scheme (TAS)						75-82% in general 91% (2010) 92% (September 2012)					85% in full-time & 7% in part-time employment (September 2012)
Extended Skills Training Scheme (ESTS)						75-82% in general 91% (2010) 92% (September 2012)					85% in full-time & 7% in part-time employment (September 2012)
<b>TRAINEESHIP PROGRAMMES</b>											
Traineeship Scheme (ESF 2.4 Employability Programme)											
Job Experience Scheme	847			660 (78%)		36%					
Employment Aid Programme (EAP)	1,686 (aged 16-24) (by 31/12/2012)					94%	89.2% (Gozo tracer survey)				

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

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## The Netherlands: Quantitative Information in Technical Annex

**Table 378: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Work-Based Senior Secondary Vocational Education</b> <i>(General information – consists of 4 MBO (Senior Secondary Vocational Education) levels as set out below)</i>  (BBL: beroepsbegeleidende leerweg)	1996 to date	Employers can apply for ESF funding for personnel taking part in BBL training: e.g. €1,400 per candidate per year in passenger transport	€1,564 bn (€ 3.4 bn for MBO in 2009 with 46% spent on BBL)		Company investment: €8,400 per student each year (EC Appr)	Student tuition fees: BBL level 1 and 2: €213 per year. Level 3 and 4: € 517 per year (2010-2011) (EC Appr).  Households spent € 83 million on tuition and course fees for BBL in 2009		147,300 placements in 2011/2012 (Min OCW)  In 2009 there were 172,000 participants, of which 110,000 (64%) were male and 62,000 (36%) were female. (EC Appr).	Financial support by the state and scholarships: €6,456-8,172 per person each year, €9,100 per BBL student each year	Training costs to the employer €9,261 per person; training support costs: €7,652 per BBL student each year; salaries including reimbursements: €15,752 per year per apprentice BBL.	Whole training period: €38,600 per student (government, state and households)
<b>Work-Based Senior Secondary Vocational Education – Level 2 – Basic Vocational Education</b>  (BBL: beroepsbegeleidende leerweg – MBO niveau 2 - basisberoepsopleiding)	1996 to date	Employers can apply for ESF funding for personnel taking part in BBL training: e.g. €1,400 per candidate per year in passenger transport			Company investment: € 8,400 per student each year (EC Appr)	Student tuition fees: BBL level 1 and 2: €213 per year (2010-2011) (EC Appr).  Households spent € 83 million on tuition and course fees for BBL in 2009		53,300 in 2012 (Min OCW)	Financial support by the state and scholarships: €6,456-8,172 per person each year, €9,100 per BBL student each year	Training costs to the employer €9,261 per person; training support costs: €7,652 per BBL student each year; salaries including reimbursements: €15,752 per year per apprentice BBL.	Whole training period: €38,600 per student (government, state and households)
<b>Work-Based Senior Secondary Vocational Education – Level 3 – Professional Education</b>  (BBL: beroepsbegeleidende leerweg - MBO niveau 3 - vakopleiding)	1996 to date	Employers can apply for ESF funding for personnel taking part in BBL training: e.g. €1,400 per candidate per year in passenger transport			Company investment: €8,400 per student each year (EC Appr)	Student tuition fees: BBL level 3 and 4: € 517 each year (2010-2011) (EC Appr)  Households spent € 83 million on tuition and course fees for BBL in 2009		53,200 in 2012	Financial support by the state and scholarships: € 6,456-8,172 per person each year, € 9,100 per	Training costs to the employer € 9,261 per person; training support costs: €7,652 per BBL student each year; salaries including reimbursements: €15,752 per year	Whole training period: €38,600 per student (government, state and households)

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
								BBL student each year	per apprentice BBL.		
<b>Work-Based Senior Secondary Vocational Education – Level 4 – Management Training &amp; Specialist Training</b>  (BBL: beroepsbegeleidende leerweg - MBO niveau 4 – middenkaderopleiding & specialistenopleiding)	1996 to date	Employers can apply for ESF funding for personnel taking part in BBL training: e.g. €1,400 per candidate per year in passenger transport			Company investment: €8,400 per student each year (EC Appr)	Student tuition fees: BBL level 3 and 4: € 517 per year (2010-2011) (EC Appr)  Households spent € 83 million on tuition and course fees for BBL in 2009		31,800 in 2012	Financial support by the state and scholarship s: € 6,456-8,172 per person each year, €9,100 per BBL student each year	Training costs to the employer € 9,261 per person; training support costs: € 7,652 per BBL student each year; salaries including reimbursements: €15,752 per year per apprentice BBL.	Whole training period: € 38,600 per student (government , state and households)
<b>Work-Based Senior Secondary Vocational Education – Level 1 – Assistant Training</b>  (BBL: beroepsbegeleidende leerweg - MBO niveau 1 – assistentopleiding/AKA: Arbeidsmarktgekwalificeerd assistant)	2004 to date	Employers can apply for ESF funding for personnel taking part in BBL training: e.g. €1,400 per candidate per year				Student tuition fees: BBL level 1 and 2: € 213 each year (2010-2011) (EC Appr).  Households spent € 83 million on tuition and course fees for BBL in 2009		9,000 in 2012 (Min OCW)	Financial support by the state and scholarship s: € 6,456-8,172 per person per year, € 9,100 per BBL student per year	Training costs to the employer € 9,261 per person; training support costs: € 7,652 per BBL student per year; salaries including reimbursements: € 15,752 per year per apprentice BBL.	Whole training period: € 38,600 per student (government , state and households)
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Higher Professional Education</b> (Hoger beroepsonderwijs - HBO)	1996 to date		HE institutions are mainly publically funded, by the national government. 2011: € 2.5 bn (Min OCW)					41,400 in 2012	€ 6,100 (Min OCW)		
<b>School-Based Senior Secondary Vocational Education</b> (General information – consists of 4 MBO)	1996 to date		€ 1,836 bn in 2009. (€3.4 bn in 2009 for MBO, of which		Employer investment: €1,750 per student in practical learning	Tuition fee for students to VET: €1,031 per year in 2010-2011 (EC Appr).		2011-2012: 330,000 full time places  In 2009, there were	€ 4,900 per BOL student per year BOL-VT:	Employers spent € 0.3 bn on BOL students in 2009.	€ 9,000 per student. Over the entire

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<p><i>(Senior Secondary Vocational Education) levels as set out below)</i></p> <p>(BOL: Beroepsopleidende leerweg)</p>			54% for BOL) Expenditure from Ministry of Education in 2011: € 2,211,000,000 (6,700 per full-time student, 330,000 students) (Min OCW 2011)		in full-time school based VET (EC Appr)	Households spent € 253 mln on tuition and course fees for BOL in 2009 (UKCES)		342,000 participants of which 160,000 (47%) were male and 182,000 (53%) were female	€7,500, BOLDt: €3,400 (Min OCW 2011)	On average, it costs €10,188 per BOL student per year for training costs, training support and salaries.	training period: € 32,700 per student (government, state and households).
<p><b>School-Based Senior Secondary Vocational Education – Level 4 - Management Training &amp; Specialist Training</b></p> <p>(BOL: Beroepsopleidende leerweg - MBO niveau 4 – middenkaderopleiding &amp; specialistenopleiding)</p>	1996 to date					<p>Tuition fee for students to VET: €1,031 per year in 2010-2011 (EC Appr).</p> <p>Households spent € 253 mln on tuition and course fees for BOL in 2009 (UKCES)</p>		182,000 full time places in 2011-2012	€4,900 per BOL student per year BOLD-VT: € 7,500, BOLDt: € 3,400 (Min OCW 2011)	Employers spent €0.3 bn on BOL students in 2009. On average, it costs €10,188 per BOL student per year for training costs, training support and salaries.	€9,000 per student. Over the entire training period: € 32,700 per student (government, state and households).
<p><b>School-Based Senior Secondary Vocational Education – Level 3 – Professional Education</b></p> <p>(BOL: Beroepsopleidende leerweg - MBO niveau 3 - vakopleiding)</p>	1996 to date					<p>Tuition fee for students to VET: €1,031 per year in 2010-2011 (EC Appr).</p> <p>Households spent € 253 mln on tuition and course fees for BOL in 2009 (UKCES)</p>		78,700 full time places in 2011-2012	€4,900 per BOL student per year BOLD-VT: €7,500, BOLDt: €3,400 (Min OCW 2011)	Employers spent €0.3 bn on BOL students in 2009. On average, it costs €10,188 per BOL student per year for training costs, training support and salaries.	€ 9,000 per student. Over the entire training period: € 32,700 per student (government, state and households).
<p><b>School-Based Senior Secondary Vocational Education – Level 2 – Basic Vocational Education</b></p> <p>(BOL: Beroepsopleidende)</p>	1996 to date					<p>Tuition fee for students to VET: € 1,031 per year in 2010-2011 (EC Appr).</p> <p>Households spent € 253 mln on tuition and course fees for BOL in 2009</p>		59,100 full time places in 2011-2012	€ 4,900 per BOL student per year BOLD-VT: €7,500, BOLDt: €3,400 (Min	Employers spent € 0.3 bn on BOL students in 2009. On average, it costs €10,188 per BOL student per year for	€ 9,000 per student. Over the entire training period: € 32,700 per

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
leerweg – MBO niveau 2 - basisberoepsopleiding)						(UKCES)			OCW 2011)	training costs, training support and salaries.	student (government , state and households).
<b>School-Based Senior Secondary Vocational Education – Level 1 – Assistant Training</b>  (BOL: Beroepsopleidende leerweg - MBO niveau 1 – assistentopleiding/AKA: Arbeidsmarktgekwalificeerd assistent)	2004 to date					Tuition fees for students to VET: €1,031 per year in 2010-2011 (EC Appr).  Households spent € 253 mln on tuition and course fees for BOL in 2009 (UKCES)		10,200 full time places in 2011-2012	€ 4,900 per BOL student per year BOL-VT: €7,500, BOLDt: €3,400 (Min OCW 2011)	Employers spent € 0.3 bn on BOL students in 2009. On average, it costs €10,188 per BOL student per year for training costs, training support and salaries.	€9,000 per student. Over the entire training period: €32,700 per student (government , state and households).
<b>Action Plan Youth Unemployment: School Ex Programme</b>  (Actieplan jeugdwerkloosheid:School Ex Programma)	2005 onwards	The Action plan youth unemployment was funded with ESF (Action J in the current ESF-programme). A budget of EUR 58,000,000 with the aim of preventing youth unemployment and increasing labour market possibilities for youth by education, vocational training and labour integration.	2010: €7,778,000 (OCW jaarverslag 2011)								

**Table 38: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Work-Based Senior Secondary Vocational Education</b> <i>(General information – consists of 4 MBO (Senior Secondary Vocational Education) levels as set out below)</i>  (BBL: beroepsbegeleidende leerweg)		216,541 accredited employers in total, size not known.	In 2011, 158,100 apprentices completed BOL + BBL  (BBL total 64,400 and BOL total 93,700) (Min OCW). 65.7% of men (n=136,130) and 69.9% of women (n=118,015) (MBO Raad)	7% of total MBO, 2007  2010/2011: the drop out rate for BBL and BOL males was 8,5% and for females was 6.1%  In 2008-2010, 40% of those who stopped studying left without certificate (EC Appr).	75% are taken on by their training company. (EC Appr)  2007-2008: 90% of graduates are employed  Training helps 51% of BBL to enter the labour market.		Total no. BBL students continuing education: 103,000 in 2009 (60% of total) (EC Appr).  According to ROA: 26% continue in further education (ROA2)	BBL total: 4% are unemployed at 4-6 months (ROA2).  Total 5% (2007-2008) (EC Appr)  At 1-3 months: BBL1: 5%; BBL2: 5.7%; BBL3: 3.6%; BBL4: 1.2%. (ROA2)	BBL: 0.3 months (ROA 2)	Of those working (BBL): 76% have a temporary or open ended contract, and 25% have temporary, fixed term contracts, or are call workers (ROA2)	
<b>Work-Based Senior Secondary Vocational Education – Level 2 – Basic Vocational Education</b>  (BBL: beroepsbegeleidende leerweg – MBO niveau 2 - basisberoepsopleiding)		216,541 accredited employers in total, size not known.	26,000 completed BBL2	2010/2011: 13.6% dropped out for BBL2 (www.aanvalopschooluitval.nl)	Training helps 49% of BBL2 to enter the labour market.		34% of BBL2 (ROA2)	5.7% of BBL2 are unemployed at 1-3 months: (ROA2)  BBL2: 3% are unemployed at 4-6 months (ROA2)	BBL2 : 0.4 months (ROA 2)	Of those working: 68% have a temporary or open ended contract and 31% have temporary, fixed term contracts, or are on- call workers (ROA2)	
<b>Work-Based Senior Secondary Vocational Education – Level 3</b>		216,541 accredited employers in total,	21,000 completed	2011/2012: 3.9%	Training helps 58% to enter the labour		25% of BBL3	3.6% of BBL3 are	BBL3	Of those working:	

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>– Professional Education</b> (BBL: beroepsbegeleidende leerweg - MBO niveau 3 - vakopleiding)		size not known.		BBL3	dropped out for BBL3 (www.aanvalopschooluitval.nl)	market		(ROA2)	unemployed at 1-3 months.  1% of BBL3 are unemployed at 4-6 months (ROA2)	: 0.2 months (ROA2)	77% have a temporary or open ended contract and 24% have temporary, or are on-call workers (ROA2)
<b>Work-Based Senior Secondary Vocational Education – Level 4 – Management Training &amp; Specialist Training</b> (BBL: beroepsbegeleidende leerweg - MBO niveau 4 – middenkaderopleiding & specialistenopleiding)		216,541 accredited employers in total, size not known.		11,200 completed BBL4	2011/2012: 4% dropped out (www.aanvalopschooluitval.nl)	Training helps 56% to enter the labour market		16% of BBL4 (ROA2)	1.2% of BBL4 are unemployed at 1-3 month.  1% are unemployed at 4-6 months (ROA2)	BBL4 : 0.3 months (ROA2)	Of those working: 85% have a temporary or open ended contract and 17% have temporary, fixed term contracts, or are call workers (ROA2)
<b>Work-Based Senior Secondary Vocational Education – Level 1 – Assistant Training</b> (BBL: beroepsbegeleidende leerweg - MBO niveau 1 – assistentopleiding/AKA: Arbeidsmarktgekwalificeerd assistent)		216,541 accredited employers in total, size not known.		6,300 completed BBL1	2010/2011: 43.8% dropped out for BBL1 (www.aanvalopschooluitval.nl)	Training helps 32% of BBL1 to enter the labour market.		20% of BBL1 (ROA2)	Within one month after graduation 92% is unemployed. During this first month the majority find work (on average 0,3 month) 5% of BBL1 are unemployed at 1-3 months (ROA2) 1% unemployed at 4-6 months (ROA2)	BBL1 : 0.3 months (ROA2)	Of those working: 83% have a temporary or open ended contract and 21% have temporary, fixed term contracts, or are on-call workers (ROA2)
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Higher Professional Education</b> (Hoger beroepsonderwijs - HBO)				67% in 2011 (Min OCW) 71,042 (www.hbo-raad.nl)	21.3% dropped out after 3 years (starting year 2008) 24.5% after 5 yrs (starting year 2006) (HBO-Raad)	Training helps 46% of HBO to enter the labour market		33% in 2011 (ROA2)	14% of HBO are unemployed at 1-3 months. 7% of HBO are unemployed at 4-6 months (ROA2)	1.5 months (ROA2)	Of those working: 80% have a temporary or open ended contract and 54% have temporary, fixed term contracts, or are on-call

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with ≤ 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
												workers (ROA2)
<b>School-Based Senior Secondary Vocational Education</b> <i>(General information – consists of 4 MBO (Senior Secondary Vocational Education) levels as set out below)</i>  (BOL: Beroepsopleidende leerweg)		216,541 accredited employers in total (Dec 2010), and 225,906 (March 2013), number of employees not known	89,800 completed full-time BOL in 2011		2007-2008: 81% of graduates are employed (EC Appr)  Training helps 42% of BOL to enter the labour market		Total BOL students continuing education: 284,000 (80% of total) In the ROA1 study: 42% of BOL students continued studying after completion. In the ROA2 study, in 2011, 56% chose further education. From MBO4, 14% continued to HBO. From BOL1, 61% continued to MBO2 or higher; BOL2: 59% to MBO3 or higher; BOL3: 46% to MBO4 or higher. (ROA2)	7% of BOL are unemployed at 1-3 months.  5% of BOL are unemployed at 4-6 months (ROA2)	0.9 months (ROA2)	Of those working: 73% have a temporary or open ended contract (ROA2).  Temporary and fixed term together: BOL average 54% (ROA2)		
<b>School-Based Senior Secondary Vocational Education – Level 4 – Management Training &amp; Specialist Training</b>  (BOL: Beroepsopleidende leerweg - MBO niveau 4 – middenkaderopleiding & specialistenopleiding)		216,541 accredited employers in total (Dec 2010), and 225,906 (March 2013), number of employees not known	43,400 completed BOL4	2010/2011: BOL4, 3.5% (www.aanvalopschooluitval.nl)	2007-2008: 81% of graduates are employed (EC Appr)  Training helps 42% of BOL4 to enter labour market		Total BOL students continuing education: 80% (284,000). In the ROA1 study: 42% of BOL students continued studying after completion. In the ROA2 study, in 2011, 56% chose further education. From MBO4, 14% continued to HBO. From BOL1, 61% continued to MBO2 or higher; BOL2: 59% to MBO3 or higher; BOL3: 46% to MBO4 or higher. (ROA2)	7% of BOL4 are unemployed at 1-3 months.  4% of BOL4 are unemployed at 4-6 months (ROA2)	0.7 months (ROA2)	Of those working: 81% have a temporary or open ended contract and 49% have temporary, fixed term contracts, or are on-call workers (ROA2)		
<b>School-Based Senior Secondary Vocational Education – Level 3 – Professional Education</b>  (BOL: Beroepsopleidende leerweg - MBO niveau 3 - vakopleiding)		216,541 accredited employers in total (Dec 2010), and 225,906 (March 2013), number of employees not known	18,900 completed BOL3	2010/2011: BOL3, 4.8% (www.aanvalopschooluitval.nl)	2007-2008: 81% of graduates are employed (EC Appr)  Training helps 44% of BOL3 to enter the labour market		Total BOL students continuing education: 80% (: 284,000) In the ROA1 study: 42% of BOL students continued studying after completion. In the ROA2 study, in 2011, 56% chose further education. From MBO4, 14% continued to HBO. From BOL1, 61% continued to MBO2 or higher; BOL2: 59% to MBO3 or higher; BOL3: 46% to MBO4 or higher.	7% of BOL3 are unemployed at 1-3 months. 5% of BOL3 are unemployed at 4-6 months (ROA2)	0.9 months (ROA2)	Of those working: 75% have a temporary or open ended contract and 54% have temporary, fixed term contracts, or are on-call workers (ROA2)		

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
								(ROA2)				
<b>School-Based Senior Secondary Vocational Education – Level 2 – Basic Vocational Education</b>  (BOL: Beroepsopleidende leerweg – MBO niveau 2 - basisberoepsopleiding)		216,541 accredited employers in total (Dec 2010), and 225,906 (March 2013), number of employees not known		20,300 completed BOL2	2010/2011: BOL2, 11.7% (www.aanvalopschooluitval.nl)	2007-2008: 81% of graduates are employed (EC Appr)  Training helps 39% of BOL2 to enter the labour market		Total BOL students continuing education: 80% (284,000). In the ROA1 study: 42% of BOL students continued studying after completion. In the ROA2 study, in 2011, 56% chose further education. From MBO4, 14% continued to HBO. From BOL1, 61% continued to MBO2 or higher; BOL2: 59% to MBO3 or higher, BOL3: 46% to MBO4 or higher. (ROA2).	7% of BOL2 are unemployed at 1-3 months.  7% of BOL2 are unemployed at 4-6 months (ROA2)	1.3 months (ROA2)	Of those working: 54% have a temporary or open ended contract and 62% have temporary, fixed term contracts, or are on-call workers (ROA2)	
<b>School-Based Senior Secondary Vocational Education – Level 1 – Assistant Training</b>  (BOL: Beroepsopleidende leerweg - MBO niveau 1 – assistentopleiding/AKA: Arbeidsmarktgekwalficeerd assistant)		216,541 accredited employers in total (Dec 2010), and 225,906 (March 2013), number of employees not known		7,100 completed BOL1	2010/2011: BOL1, 34% (www.aanvalopschooluitval.nl)	2007-2008: 81% of graduates are employed (EC Appr)  Training helps 45% of BOL1 to enter labour market		Total BOL students continuing education: 80% (284,000). In the ROA1 study: 42% of BOL students continued studying after completion. In the ROA2 study, in 2011, 56% chose further education. From MBO4, 14% continued to HBO. From BOL1, 61% continued to MBO2 or higher; BOL2: 59% to MBO3 or higher, BOL3: 46% to MBO4 or higher. (ROA2).	Within one month after graduation 74% is unemployed. During this first month the majority find work (on average 1,9 month) 10% of BOL1 are unemployed at 1-3 months.  5% of BOL1 are unemployed at 4-6 months (ROA2)	1.9 months (ROA2)	Of those working: 54% have a temporary or open ended contract and 72% have temporary, fixed term contracts, or are on-call workers (ROA2)	

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## Poland: Quantitative Information in Technical Annex

**Table 39: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>2/3 Year Basic Vocational School</b> (Zasadnicza szkoła zawodowa)			Yes				201,113 in practical training 114,237 undertook apprenticeships (2012)	201,113 in practical training 114,237 in apprenticeships (2012)			
<b>4-Year Technical Upper Secondary School</b> (Technikum)			Yes				159,002 in practical training 165,599 undertook apprenticeships (2012)	159,002 in practical training 165,599 in apprenticeship (2012)			
<b>2-Year Post Upper Secondary School</b> (Szkoła policealna)			Yes				112,627 in practical training 115,966 undertook apprenticeships (2012)	115,966 (2012)			
<b>3-Year Specialised Upper Secondary School Offering Education in Specialisations of General Vocational Education</b> (Liceum profilowane)	1999 to date		Yes					34,300 (2010/2011)			
<b>3-Year Supplementary Secondary Technical School</b> (Technikum uzupełniające)			Yes				10,345 in practical training 9,768 undertook apprenticeships (2012)	9,768 (2012)			
<b>Technical Universities</b>			Yes								

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
(Politechniki)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>The Labour Market Open for All ((ESF Human Capital OP 2007-2013 Priority Axis 6): practical training offered to Youth</b>	2007 to 2013	Total funding allocation (2007 to 2013) for Priority 6 € 1,918,389,821 (ESF)	€338,539,380 is from national resources								
<b>Tertiary Education and Science (ESF Human Capital OP 2007-2013 Priority Axis 4)</b>	2007 to 2013	Total funding allocation (2007 to 2013) for Priority 4 €816,311,813 (ESF)	€144,055,026 is from national resources.								
<b>Traineeship Programmes for the Unemployed</b>  (Staże dla Bezrobotnych)	2005 – to date		pln 848,324 (€203,598) (2011)  pln 1,894,422 (€454,661) (2010)				110,516 (2011) 299,342 starts (2010) 172,094 (2011) 279,968 (2010) completed scheme	110,516 (2011)	Cost per participant: pln 7,676 (€1,842) (2011) pln 6 328,62 (€1,519) (2010) Cost of participant's employment (i.e. spent from the Labour Fund on each trainee who was later on employed: pln 9,367 (€2,248) (2011) pln 13,977 (€3,354) (2010)		
<b>Employment and Social Integration (ESF Human Capital OP 2007-2013 Priority Axis 1): Voluntary Job Corps (OHP) - training offered to youth</b>	2007 to 2013	€ 42 500 000 is from ESF funds	€ 7 500 000 is from national resources								

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>Your Career – Your Choice</b> (Twoja Kariera – Twój Wybór)	2012-2014		about €10,000,000				3,040 ((initial target) 3,076 (actual) in various programme activities of whom 683 on traineeships				
<b>Play to Win a ‘Stage’</b> <b>A Joint Programme of PriceWaterhouse Coopers (PWC) and Gazeta Wyborcza</b> (Grasz o staż)	1996 to date				Yes		2,500 to date	250			
<b>Microsoft Internship Programme</b> (Program praktyk zawodowych)					Yes		250 in DPE (2012)	250 in all programmes, incl internships (2012) 10 (only in Grasz o staż scheme (Summer 2013)			
<b>Career for a Start</b> <b>SMGKRC Poland Human Resources Region Południowy Sp.z.o.o &amp; Dziennik Zachodni</b> (Kariera na Start)	2010 to date				Yes		82 (2010-2013)				

**Table 40: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>2/3 Year Basic Vocational School</b> (Zasadnicza szkoła zawodowa)	201,113 in practical training 114,237 undertook apprenticeships (2012)										
<b>4-Year Technical Upper Secondary School</b> (Technikum)	159,002 in practical training 165,599 undertook apprenticeships (2012)										
<b>2-Year Post Upper Secondary School</b> (Szkoła policealna)	112,627 in practical training 115,966 undertook apprenticeships (2012)										
<b>3-Year Specialised Upper Secondary School Offering Education in Specialisations of General Vocational Education</b> (Liceum profilowane)											
<b>3-Year Supplementary Secondary Technical School</b> (Technikum uzupełniające)	10,345 in practical training 9,768 undertook apprenticeships (2012)										
<b>Technical Universities</b> (Politechniki)											
<b>The Labour Market Open for All (ESF Human Capital OP 2007-2013 Priority Axis 6): practical training offered to Youth</b>	Over 300,000 young people participated in traineeships (43% of young people) or training projects and over 25,000 received a start-up grant (about 18% of young people).					Over 63% of participants are in employment within one month of the closure of the project	After 6 months 42% of young people are in employment (33% in employment and 11% self-	18% of former participants continue in education			

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>Tertiary Education and Science (ESF Human Capital OP 2007-2013 Priority Axis 4)</b>	246,000 HE students participating in traineeships; of which 10,500 participated in traineeships of at least 3 months duration.											
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Traineeship Programmes for the Unemployed</b> (Staże dla bezrobotnych)	110,516 (2011) 299,342 starts (2010) 172,094 (2011) 279,968 (2010) completed scheme			172,094 2011 279,968 2010 completed schemes		90,559 48.4% (2011) 135,536 52.6% (2010)						
<b>Employment and Social Integration (ESF Human Capital OP 2007-2013 Priority Axis 1): Voluntary Job Corps (OHP) - training offered to youth</b>	About 20,000 young people at risk of social exclusion participated in the projects.					25% of adult participants are employed as a consequence of the HC OP project.						
<b>Your Career – Your Choice</b> (Twoja Kariera – Twój Wybór)												
<b>Play to win a ‘stage’</b> A joint programme of PriceWaterhouseCoopers (PWC) and Gazeta Wyb (Grasz o staż) orcza	639 (2010 – 2012) 2,500 (1996-2012)	153	93		2 (1%) (2012) 11 (5%) (2011) 18( 10%) (2010)							
<b>Microsoft Internship Programme</b> (Program praktyk zawodowych)	250 (incl. company placements)											
<b>Career for a Start</b> SMGKRC Poland Human Resources Region Południowy Sp.z.o.o & Dziennik Zachodni	82 (2010 -2012)		30			75%						

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
('Kariera na Start')											

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2. Monika Germanowska, Ministry of Labour and Social Affairs
3. Paulina Teperek and Anna Łukawska, PriceWaterhouseCoopers
4. Ewa Wędrychowska, Air Liquide Poland
5. Andrzej Borczyk, Malwina Czyż, Microsoft
6. Emilia Bożek, SMG/KRC Katowice

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## Portugal: Quantitative Information in Technical Annex

**Table 41: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Loc al Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>New Opportunities Initiative (NOI)</b> (Iniciativa Novas Oportunidades)	No specific funding provided						About 150,000 upper secondary level students are enrolled in double certification courses.				
<b>Vocational Courses</b> (Cursos profissionais)											
<b>Apprenticeship Courses</b> (Cursos de aprendizagem) (Ordinance no. 1497/2008)	2011	€73,120,215.77	€31,337,648.10				2010: 24,129 2011: 23,737 2012: 32,844				
<b>Technological Specialisation Courses</b> (Cursos de especialização tecnológica – CET)		€1,535,539.69	€658,088.42				2010: 757 2011: 1,305 2012: 1,353				
<b>Education and Training Courses</b> (Cursos de Educação e Formação - CEF)		€8,833,830.46	€3,786,446.29				2010: 49,473 2011: 46,211 2012: 47,999				
<b>TRAINEESHIP PROGRAMMES</b>											
<b>INOV Programme</b>							2006: 912 2007: 693; 2008: 3,139; 2009: 8,421				
<b>Professional Traineeship Programme</b> (Programa Estágios Profissionais)		€89,687,613.76	€38,437,548.74				2010: 35,385 2011: 30,159 2012: 25,111				

**Table 42: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates	Effectiveness: Progression outcomes after completion						Average time after completion to find employment (months)	No. & % by type of employment contract <sup>1</sup> after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees		No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon	No. & % in employment 6 months after	No. & % in completion of education/training after completion of	No. & % in further		
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>New Opportunities Initiative (NOI)</b> (Iniciativa Novas Oportunidades)	<u>Number of young people:</u> 2006/07: 26,699    2007/08: 46,897 2008/09: 42,334    2009/10: 29,209 <u>Secondary level of education:</u> 2006/07: 75,055    2007/08: 96,221 2008/09: 113,237    2009/10: 139,334											
<b>Vocational Courses</b> (Cursos profissionais)	<u>Secondary level of education:</u> 2005/2006: 36,943    2006/2007: 49,660 2007/2008: 70,177    2008/2009: 93,438 2009/2010: 108,643    2010/2011: 124,265											
<b>Apprenticeship Courses</b> (Cursos de aprendizagem) (Ordinance no. 1497/2008)	<u>Secondary level of education:</u> 2005/2006: 20,563    2006/2007: 18,459 2007/2008: 15,931    2009/2010: 13,584 2009/2010: 28,296    2010/2011: 16,435											
<b>Technological Specialisation Courses</b> (Cursos de especialização tecnológica –CET)	2008/2009: 13,096, 2009/2010: 4,265 (provisional value).											
<b>Education and Training Courses</b> (Cursos de Educação e Formação - CEF)	<u>Basic level of education</u> 2005/2006: 14,836    2006/2007: 26,699 2007/2008: 46897    2008/2009: 42,334 2009/2010 <sup>2</sup> : 29,209											

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

<sup>2</sup> provisional data, includes only public schools

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates	Effectiveness: Progression outcomes after completion						Average time after completion to find employment (months)	No & % by type of employment contract <sup>1</sup> after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees		No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately	No. & % in employment 6 months after	No. & % in further education/training after completion of	No. & % in search		
	<u>Secondary level of education:</u> 2005/2006: 3,422    2006/2007: 5,224 2007/2008: 8,425    2008/2009: 4,388 2009/2010: 628    2010/2011: 500  2011: 2,117 (total number of pupils)											
<b>Specialised Art course</b> (Cursos de especialização artísticas)	<u>Basic level of education:</u> 2005/06: 902    2006/07: 756 2007/08: 722    2008/09: 1089 2009/10: 1,089 <u>Secondary level education:</u> 2005/06: 1,388    2006/07: 1,712 2007/08: 1,688    2008/09: 1,827 2009/10: 1,767    2010/11: 1,852											
<b>TRAINEESHIP PROGRAMMES</b>												
<b>INOV Programme</b>	INOV Jovem: 2006: 912    2007: 693; 2008: 3,139;    2009: 8,421    2010: 8,424 INOV ART: 2009/10: 242    2010/11: 220 INOV Contacto: 2010/11: 550    2013: 300 INOV Energi@: 1,500 (2010) Target (2010) of placement per year: INOV Vasco da Gama: 150 INOV Export: 500											
<b>Professional Traineeship Programme</b> (Programa Estágios Profissionais)	Number of placements offered by public employment services: 2006: 20,127,    2007: 20,577, 2008: 19,260,    2009: 21,324.											

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## Romania: Quantitative Information in Technical Annex

**Table 43: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Supporting Apprenticeship Contracts in Firms</b> (Ucenicie la locul de munca)	2006 onwards		€2,534 (allocation for whole period 2007-2012).		Approx. €4,000.		101	60 in 2012	€25	€39.6	€64.6
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Supporting Doctoral Studies</b> (Sprijinirea programelor de studii doctorale) (ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 1. <i>Supporting Economic growth and the development of a knowledge based society through education and training</i> )	2007-2013	€298m (planned for 2007-13)	€62m (for 2007-13)				15,000 (2007-13)	11,000 planned for 2012	€19,866 (for 2007-13)		
<b>Supporting the Temporary Employment of Pupils and Students during Holidays</b> ('internship' according to the provisions of Law n.72/2007) (Legea nr.72/26.03.2007) (Legea pentru stimularea incadrării in munca a elevilor si studentilor)	2008 onwards		€550,273 (actually spent 2007-11)		€550,273 (actually spent 2007-11)		4,657 (2007-11)	725 (2011) No data provided for 2012	€118.13 (average 2007-11)	€11 8.13 (average 2007-11)	€236.26 (average , 2007-11)
<b>Labour Market Integration of Students from Veterinarian Higher Education - Practical Training</b> (Integrarea pe piata muncii a studentilor din invatamantul superior medical veterinar – stagii de pregatire practica), POSDRU/90/2.1/S/63915, implemented in partnership [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2. <i>Linking life long learning and</i>	2010-2013	€2.85 million (planned for 2010-2013)	€393m (planned for 2010-2013)				2,800 (2010-2013)	2,681 (June 2013)			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<i>labour market]</i>											
<b>Geriatric Traineeships valued in a Modern Transnational Context</b> (Stagii de practică geriatică valorizate într-un context transnațional modern), POSDRU/60/2.1/S/33957, implemented in transnational partnership with Belgium [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2. <i>Linking lifelong learning and labour market]</i>	2010-2013	€3.32 million (planned for 2010-2013)	€459m (planned for 2010-2013)				930 (2010-2013)	638 (March 2013)			
<b>Support for Graduates in Employment receiving Vocational Training in Enterprises</b> (Legea 76/16.01.2002 (Legea privind sistemele asigurărilor de somaj și stimularea ocupării forței de muncă), art. 80-84)	2005 onwards		€1,349,676 (actually spent 2007-11)		Cost of training fully subsidised from the unemployment insurance fund		930 (2007-11)	20 (2011) No data provided for 2012	€1,451.27 (average for 2007-11, based on actual spending)		€11,451.27 (average for 2007-11, based on actual spending)
<b>HORECA Joint Initiative of Trade Unions and Employers in Hotels, Restaurants and Catering</b> (HORECA) (Contract POSDRU/9/3.1/S/2/ID4130 'Manageri profesioniști pentru turism, hoteluri și restaurante')	2008-2011	€3,955,871 (foreseen level for the implementation period, 2008-11; total amount EU+national funding);				€80,936 Co-financing provided jointly by trade unions and employer/ enterprise partners involved in the scheme (foreseen for the whole period 2008-11)	922 (2008-11)		€4,290	€88	€4,378
<b>LIDERO: Training Union Leaders at Factory/ Enterprise Level</b> (LIDERO) (Noi Competențe Sociale Pentru Delegații Sindicali Posdru/64/3.3/S/33627)	2009-2012	€2,435,943 (foreseen for whole programme 2009-12) (76%)	€687,060 (foreseen for whole programme 2009-12) (22%)			€70,815 Co-financing of the trade unions (CARTEL ALFA) (2%)	391 (2009-2011, as against planned 316)	200 (2011)			
<b>IMPACT -Learning and Modernisation in an Active Partnership for Youth Career</b> (IMPACT - Învățare și	2009-2011	€132,000	€18,000				121	121			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
modernizare printr-un parteneriat activ pentru cariera tinerilor), POSDRU/22 /2.1/G/ 21312, implemented in partnership [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2. <i>Linking lifelong learning and labour market</i> ]											

**Table 44: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion					Average time after completion to find employment	No. & % by type of employment contract after completing scheme		
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs/Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion	No. & % who return to job search					
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>														
<b>Supporting Apprenticeship Contracts in Firms</b> (Ucenicie la locul de munca)	101													
<b>TRAINEESHIP PROGRAMMES</b>														
<b>Supporting Doctoral Studies</b> (Sprijinirea programelor de studii doctorale) (ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 1)	15,000 (2007-2013)			Male: 14 Female: 16										
<b>Supporting the Temporary Employment of Pupils and Students during Holidays</b> ('internship' according to the provisions of Law n.72/2007) (Legea nr.72/26.03.2007) (Legea pentru	4,657 (2007-11)		Approx 100 enterprises for the whole period (expert estimate)											

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment	No. & % by type of employment contract after completing scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs/Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion	No. & % who return to job search			
stimularea incadrarii in munca a elevilor si studentilor)												
<b>Labour Market Integration of Students from Veterinarian Higher Education - Practical Training</b> (Integrarea pe piata muncii a studentilor din invatamantul superior medical veterinar – stagii de pregatire practica), POSDRU/90/2.1/S/63915, implemented in partnership [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2]	2,681 (June 2013)							70%				
<b>Geriatric Traineehips valued in a Modern Transnational Context</b> (Stagii de practică geriatrică valorizate într-un context transnațional modern), POSDRU/60/2.1/S/33957, implemented in transnational partnership with Belgium [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2]	638 (March 2013)					70%		20%				
<b>Support for Graduates in Employment receiving Vocational Training in Enterprises</b> (Legea 76/16.01.2002 (Legea privind sistyemul asigurarii de somaj si stimularea ocuparii fortei de munca), art. 80-84)	930 (2007-11)			20 (100%)		20 (100%)						20 (100%) on open-ended/permanent employment contract
<b>HORECA Joint Initiative of Trade Unions and Employers in Hotels, Restaurants and Catering</b> (HORECA) (Contract POSDRU/9/3.1/S/2/ID4130 'Manageri profesionisti pentru turism, hoteluri si restaurante')	922 (2008-11)		20	Male: 371 (100%) Female: 551 (100%)		Male: 371 (100%) Female: 551 (100%)						

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment	No. & % by type of employment contract after completing scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs/Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion	No. & % who return to job search			
<b>LIDERO: Training Union Leaders at Factory/ Enterprise Level</b> (LIDERO) (Noi Competente Sociale Pentru Delegatii Sindicali Posdru/64/3.3/S/33627)	389 (273 male, 116 female)			391 (268 male, 98%) (116 female, 98%)	Male: 5 (2) Female: 2 (2%)	389* (273 male, 100%) (116 female, 100%)						391* (100%) on open-ended/permanent employment contract
<b>IMPACT -Learning and Modernisation in an Active Partnership for Youth Career</b> (IMPACT - Invățare și modernizare printr-un parteneriat activ pentru cariera tinerilor), POSDRU/22 /2.1/G/ 21312, implemented in partnership [ESF Sectoral Operational Programme Human Resources Development 2007-2013, Priority Axis 2]	121					15%		50%				

Note: \* these were already in employment

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## Slovakia: Quantitative Information in Technical Annex

**Table 45: Sources and Level of Funding in Slovakia**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Formal Secondary Education</b> (Stredoškolské vzdelanie: Odbor s praxou, Odbor s odborným výcvikom)	Ongoing		State budget was € 5 323 800 000 (2008-2010)				269,867 (Number of graduates)	Number of male students in 2012: 90,677 Number of female students in 2012: 77,969			
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Work Experience for School Leavers</b> (Absolventska prax § 51)	2004 onwards	€5,268,116 expenditure (2004 to 2012)	€7,545,349,667 (2004 to 2012)				127,715 (participants from 2004 to 2012)	1,765 (Males at the end of 2012) 3,618 (Females at the end of 2012)			€1031.06 in 2012. (Based on calculation of total cost in 2012, divided by the total number of participants in 2012)
<b>Education and Training for the Labour Market of unemployed job applicants</b> (Vzdelávanie a príprava pre trh práce uchádzača o zamestnanie § 46)	2004 ongoing	€1,477,496 (2004 to 2012)	€2,749,408,923 (2004 to 2012)				111,669 (participants between 2004 and 2012)	2 Males at the end of 2012 9 Females at the end of 2012			€259.44 in 2012. (Based on a calculation of total cost in 2012 divided by the total number of participants in 2012)
<b>Education and Training for the Labour Market of employees</b> (Vzdelávanie a príprava pre trh práce zamestnanca § 47)	2004 onwards	€789,570,789 (2009 to 2012)	€2,013,051,543 (2009 to 2012)				74,854 (2007 to 2009)				€1025.84 in 2012. (Based on a calculation of total cost in 2009 divided by the total number of participants in 2009)

**Table 46: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	Non-completion rate	No. & % in employment immediately on completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Formal Secondary Education</b> (Stredoškolské vzdelanie: Odbor s praxou, Odbor s odborným výcvikom)	Number of male graduates 2008-2012: 144,480 Number of female graduates 2008-2012: 125,387										7.1 months for those graduating in May and 4.6 months for those graduating in September (Evaluation study ÚIPŠ)	
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Work Experience for School Leavers</b> (Absolventská prax § 51)	44,089 males and 83,626 females			No qualification certified. 17,164 agreed contracts in 2012 and 95.79% of those were fulfilled in 2012.		2008 individuals or 13.99% (in 2012)	1220 individuals or 8.5% (in 2012)	270 individuals or 18.8% (in 2012) - continuation into another type of ALMM)	8,563 individuals or 59.64% (in 2012)			
<b>Education and Training for the Labour Market of unemployed job applicants</b> )Vzdelávanie a príprava pre trh práce uchádzača o zamestnanie 46)	Males: 45,073 Females: 65,503			1,743 completed the scheme or 97.2% (in 2012.)	51 individuals or 2.8% (in 2012)	174 individuals or 9.98% (in 2012)	408 individuals or 23.4% (in 2012)		1391 individuals or 79.8% (in 2012.)			
<b>Education and Training for the Labour Market of employees</b> (Vzdelávanie a príprava pre trh práce zamestnanca § 47)	44,651 males and 50,451 females			29,871 out of 29,921 participants in 2009 finished the programme in the same calendar year, which accounts for 99.83%.	50 participants did not finish the programme in 2009 which presents 0.17% of those who enrolled in 2009	Participants employed or having had employment 24 months after finishing the programme was 97%						

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## Slovenia: Quantitative Information in Technical Annex

Table 47: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Practical Training in Programmes of Vocational and Technical Education</b>  (Praktično usposabljanje z delom v programih poklicnega in strokovnega izobraževanja)	2006 to date		€5,800,000 (foreseen)					281,961 (2010)	Estimated level of employer subsidies varies: €550 - €1,250 per pupil in 3-year secondary vocational education €380 - €700 per pupil in upper-secondary vocational education, which provides practical training for at least 8 weeks €190 - €350 per pupil in upper-secondary vocational education, which provides practical training for at least 4 weeks €800 - €1,250 per student in higher vocational education (2012/2013)		
<b>TRAINEESHIP PROGRAMMES</b>											
<b>On-the-Job Training</b>  (Usposabljanje na delovnem mestu)	1991 to date	€4,250,000 (foreseen) €1,360,000 (spent)	€750,000 (foreseen) €240,000 (spent)				1,771 (2012)	662 (2013)	Estimated cost for employer (reimbursed by ESS) is €221 for 1 month,		

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
		(85%) (2012)	(15%) (2012)						€354 for 2 months and €487 for 3 months		
<b>Training of Graduates in the Workplace and Subsidies to Graduates: 'Graduate - activate yourself and get employed!'</b>  (Usposabljanje absolventov na delovnem mestu in subvencija za zaposlitev diplomantov / <i>Absolvent - aktiviraj in zaposli se!</i> )	2009-2012	€2,295,000 (foreseen) €900,000 spent (85%)	€405,000 (foreseen) €160,000 (spent) (15)				353 (actual) (176 male, 177 female) 600 (initial target)		For 2011: reimbursement of €100 for employer - mentor per month and €2,000 of subsidy per person for employment.	Estimated cost for employer was the cost of the medical examination	
<b>Project Learning for Young Adults (PLYA)</b>  (Projektno učenje za mlajše odrasle)	1999 to date		€200,000 (foreseen) €132,532 (spent) (2012)				206 (2012)	137 (90 male, 47 female) (2013)	Costs are covered by the Ministry of Education, Science and Sport		
<b>Employment Opportunities For First Job Seekers in the Area of Social Care – 'Trainees' Programme</b>  (spodbujanje zaposlovanja iskalcev prve zaposlitve na področju socialnega verstva –pripravniki)	2010-2015	€ 8,588,034 (85%)	€1,515,536 (15%)				500	134 (2010)			

**Table 48: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Practical Training in Programmes of Vocational and Technical Education</b> (Praktično usposabljanje z delom v programih poklicnega in strokovnega izobraževanja)		4,009 (2010)		285 (2010)								
<b>TRAINEESHIP PROGRAMMES</b>												
<b>On-the-Job Training</b> (Usposabljanje na delovnem mestu)	1,104 (2007/08) 2,175 (2008) 4,556 (2009) 4,886 (2009 - 2010)				33 (2%)  (2012)	612 (34.6%) this is the total who found a job in first 6 months after completion						
<b>Training of Graduates in the Workplace and Subsidies to Graduates: 'Graduate - activate yourself and get employed!'</b> (Usposabljanje absolventov na delovnem mestu in subvencija za zaposlitev diplomantov / <i>Absolvent - aktiviraj in zaposli se!</i> )	353 (176 male, 177 female)	315				147 (41.64%) - total who graduated and employed for at least 6 months after completion. 60 (40.82%) - this is the total retaining employment 1 year after completion						
<b>Project Learning for Young Adults (PLYA)</b>	533 (2008-2010)								64% return to			

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No. & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	Non-completion rate	No. & % of drop-outs / Non-completion	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme			No. & % who return to job search
(Projektno učenje za mlajše odrasle)										education		
<b>Employment Opportunities For First Job Seekers in the Area of Social Care – ‘Trainees’ Programme</b> (spodbujanje zaposlovanja iskalcev prve zaposlitve na področju socialnega varstva – pripravniki)												

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## Spain: Quantitative Information in Technical Annex

**Table 49: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Contract for Training and Apprenticeship</b> (Contrato para la formación y el aprendizaje)							60,584 (2012) 19,046 (Jan-March 2013)				
<b>Work Placement Contracts</b> (Contrato en prácticas)							41,675 (2012) 7,720 (Jan-March 2013)				
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Mid-Level Training Cycles</b> ("ciclos formativos de grado medio")							281,787 (2010/2011)				
<b>Upper-Level Training Cycles</b> ("ciclos formativos de grado superior")							256,228 (2010/2011)				
<b>Traineeship in Agreement of Educational Cooperation</b> (Becas de Convenios de Cooperación educativa)							150,000 yearly (average estimate)				
<b>Unilateral Traineeship in Private Firm</b> (Becas unilaterales de empresas privadas – Becas no convenidas)							30,000 yearly (average estimate)				
<b>Traineeships as part of active labour market policies</b> (Escuela taller y Casa de Oficios)							Escuela taller 3,297 Casa de oficios 494 (2011)				
<b>Traineeships as part of active labour market policies</b> (Talleres de empleo)							Talleres de empleo 10,352, of which 1,529 (25-29), 1,673 (30-34) (2011)				

**Table 50: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion					Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme	
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualification	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in education/training after completion of scheme	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>													
<b>Contract for Training and Apprenticeship</b> (Contrato para la formacion y el aprendizaje)	60,584 (2012) 19,046 (Jan-March 2013)	10,324 (>100)	50,260 (<100)										In 2012, 1,810 of the <i>Contratos de formacion</i> were given permanent contracts (3%)
<b>Work Placement Contracts</b> (contrato en prácticas)	41,675 (2012) 7,720 (Jan-March 2013)	25,692 (>100)	25,692 (<100)										In 2012, 11,019 of the <i>Contratos en practicas</i> were given permanent contracts (26.5%)
<b>TRAINEESHIP PROGRAMMES</b>													
<b>Middle-Level Training Cycles</b> ("ciclos formativos de grado medio")	281,787 (2010/11)												
<b>Upper-Level Training Cycles</b> ("ciclos formativos de grado superior")	256,228 (2010/11)												
<b>Unilateral Traineeship of Private Firm</b> (Becas unitales de empresas privadas – Becas no convenidas)	30,000 yearly (average estimate)												
<b>Traineeship in Agreement of Educational Cooperation</b> (Becas de Convenios de Cooperación educativa)	150,000 yearly (average estimate)												
<b>Traineeships as part of active labour market policies</b> (Escuela taller y Casa de Oficios)	Escuela taller 3,297 Casa de oficios 494 (2011)												
<b>Traineeships as part of active labour market policies</b> (Talleres de empleo)	Talleres de empleo 10,352, of which 1,529 (25-29), 1,673 (30-34) (2011)												

<sup>1</sup> e.g. open-ended, fixed-term, temporary, etc.

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## Sweden: Quantitative Information in Technical Annex

Table 51: Sources and Level of Funding

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Loc al Funds	Employer Funds	Other (please specify)			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Upper Secondary School Apprenticeship</b> (Gymnasial larlingsutbildning)	2008 – 2011 as trial. Ongoing as permanent programme		SEK 500,000,000 (€60,000,000) over 3 years Trial period: SEK 94,795,881 (€11,375,505) (2012) Permanent: SEK 67,418,511 (€8,090,221) (2012)		Employers receive each year about SEK 25,000 (€3,000) per apprentice		56,162 (Trial period 2008-2012) 9,354 (2011-2012 when programme became permanent)	8,521 (Trial period 2012) 6,934 (Permanent 2012)	Up to SEK 25,000 (€3,000) per year		Up to SEK 25,000 (€3,000) per year
<b>Upper Secondary School - Workplace Training</b> (Arbetsplats-forlagd utbildning, APL)											
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Job Practice</b> (Arbetspraktik, AP)	1980 to date		SEK 534,000,000 (€64,080,000) (2011) (excluding traineeships for Job Guarantee beneficiaries)				394,540 (2009 - 2012) Individuals enrolled since the programme started: 485,158 (Women:229,075; Men:256,083) No of placements since the programme started: 756,638 (Women: 346,790, Men: 409848)	73,726 (2012) Enrolled 30 April 2013: 5759 (Women:2937, Men:2822)	SEK 7,200 (€864)		
<b>Youth Employment Guarantee</b> (Jobbgarantin for Unga)	Dec 2007 to date		SEK 780,000,000 (€93,600,000) (2013, estimate)				326,795 (2010-2012) Individuals enrolled since the program started: 260133 (Women:110362, Men:149771) No of placements since the program started: 405536 (Women: 168646, Men: 236890)	106,636 (2012) On average of 22,421 males /month (56%, +5% compared to 2011) & 17,292/ females/month (44%, -2% compared to 2011) Enrolled 30 April 2013: 42439			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/Local Funds	Employer Funds	Other (please specify)			State	Employer	Total
								(Women:17429, Men:25010)			
<b>Higher Vocational Education</b> (Yrkeshogskola, YH) [most were called 'advanced vocational education' (Kvalificerad Yrkesutbildning, KY) until 1 July 2009]	KY piloted in 1996 and made permanent in 2002, YH was introduced 1 July 2009 – ongoing		SEK 1,296,000,000 (€155,520,000) (2012)				169,389 (2009-2012) 44,343 (2011) 21,720 male (49%) 22,623 (51%) (2011)	40,200 (2012)			
<b>Labour Market Education</b> (Arbetsmarknad-sutbildning, AMU)	2000 to date						58,627 (2012) No of participants (2011) about 9,000 on average per month of whom 3,700 on Job and Development Guarantee 1,700 on Job Guarantee for Young People. Individuals enrolled since the programme started: 937,077 (Women:418,463; Men:518,614). No of placements since the programme started: 1636476 (Women: 719969, Men: 916507)	58,627 (2012)  Enrolled 30 April 2013: 6601 (Women:2567, Men: 4034)			
<b>Upper Secondary IVET through Municipal Adult Education</b> (Yrkesvux - Yrkesinriktad gymnasial vuxenutbildning)	2009 onwards – ongoing		SEK 1,152,857,209 (€138,342,865) (2011)				55,680 (2009 – to date)  25,000 per year (2010 – 2011)	8,629 (by mid-2013)	SEK 50,000 (€6,000)		
<b>Student Traineeships, Department of Government, Uppsala University</b> (Statsvetenskapliga institutionen, Uppsala universitet)	Started about 15 years ago										

**Table 52: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates			Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately after completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>												
<b>Upper Secondary School Apprenticeship</b> (Gymnasial larlingsutbildning)	56,162 (Trial period 2008-2012)			44% (2011)	56% (2011)	52% were offered a job  35% had a job at the time of the survey (2011)						
<b>Upper Secondary School - Workplace Training</b> (Arbetsplatsforlagd utbildning, APL)												
<b>TRAINEESHIP PROGRAMMES</b>												
<b>Job Practice</b> (Arbetspraktik, AP)	756,640	2,561 <sup>1</sup> (1.22%)	147,235 <sup>2</sup> (69.98%) <sup>3</sup>	90.37%	9.63%	Oct 2004- Oct 2012: 45,194 (14.15%)  Women: 19,371 (12.92%) Men: 25,823 (15.24%)	21,913 (45%) (2011) After 3 months: 9,905 (39.8%) (2012) 18,773, (39.4%) (2011) 180 days after completion (Oct 2004- Oct 2012): 147,472	Immediately after completion (Oct 2004- Oct 2012): 25,970 (8.13%) Women: 12,125 (8.09%) Men: 13,845 (8.17%) 180 days after completion (Oct 2004- Oct 2012): 60,332 (18.89%)	Immediately after completion (Oct 2004- Oct 2012): 240,274 (75.25%) Women: 114,375 (76.31%) Men: 125,899 (74.31%)	14 (2004-2012)	Immediately after completion (Oct 2004- Oct 2012) Employment with support: 18,081 (5.66%) 'New-start job': 7,135 (2.23%) Employment without support: 19,978 (6.26%), of which: o Permanent: 4,720 (1.48%) o Fixed-term: 4,696 (1.17%) o Temporary: 3,720 (1.17%)	

<sup>1</sup> Combined total for Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>2</sup> Combined total for Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>3</sup> The size of the remaining 28.81% of companies is not registered with the Employment Services

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates			Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately after completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
							(46.19%) Women: 66983 (44.69%) Men: 80,489 (47.51%)	Women: 28486 (19.01%) Men: 31,846 (18.80%)	180 days after completion (Oct 2004- Oct 2012): 72,782 (22.79%) Women: 33505 (22.36%) Men: 39,277 (23.18%)		Other: 6,842 (2.14%) 180 days after completion (Oct 2004- Oct 2012) Employment with support: 43,368 (13.58%) 'New-start job': 20,312 (6.36%) Employment without support: 83,792 (26.24%), of which: Permanent: 20,342 (6.37%) Fixed-term: 18,145 (5.68%) Temporary: 1,810 (2.56%) Other: 37125 (11.63%)	
<b>Youth Employment Guarantee</b>  (Jobbgarantin for Unga)	405,540	2,561 <sup>1</sup>	147,235 <sup>2</sup> <sub>3</sub>	60.10%	39.90%	37,141 (46%) (2012) Oct 2004- Oct 2012: 119,940 (38.66%) Women: 46972 (36.34%) Men: 72,968 (40.31%)	Oct 2004-Oct 2012: 124,288 (40.06%) Women: 48043 (37.17%) Men: 76245 (42.12%)	9,798 (about 12.5%) (495 fewer or 5% less than 2011) Immediately after completion (Oct 2004- Oct 2012): 38,455 (12.40%) Women: 15,824 (12.24%) Men: 22,631 (12.50%) 180 days after completion (Oct 2004-Oct 2012): 91815 (29.59%) Women: 37,325 (28.88%) Men:	10,926 (about 14%) Immediately after completion (Oct 2004- Oct 2012): 102,469 (33.03%) Women: 41,655 (32.23%) Men: 60,814 (33.60%) 180 days after completion (Oct 2004- Oct 2012): 16,823 (5.42%) Women: 5,677 (4.39%) Men: 11,146 (6.16%)	4 (2004-2012)	Immediately after completion (Oct 2004- Oct 2012)  Employment with support: 3,032 (0.98%) 'New-start job': 14,602 (4.71%) Employment without support: 102,306 (32.98%), of which: Permanent: 28,885 (9.31%) Fixed-term: 40,439 (13.03%) Temporary: 23,785 (7.67%) Other: 9,197 (2.96%) 180 days after completion (Oct 2004- Oct 2012) Employment with support: 4730 (1.52%) 'New-start job': 14,019 Employment without support:	

<sup>1</sup> Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>2</sup> Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>3</sup> The size of the remaining 28.81% of companies is not registered with the Employment Services

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates			Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately after completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
								54,490 (30.11%)				105,539 (34.02%), of which: <ul style="list-style-type: none"> <li>Permanent: 37,370 (12.05%)</li> <li>Fixed-term: 42,302 (13.63%)</li> <li>Temporary: 8,866 (2.86%)</li> <li>Other<sup>1</sup>: 17,001 (5.48%)</li> </ul>
<b>Higher Vocational Education</b>  (Yrkeshogskola, YH)  [most were called 'advanced vocational education' (Kvalificerad Yrkesutbildning, KY) until 1 July 2009]	169,389 (2009-2012) 129,189 (2009-2011) of whom 61,656 male (48%) 67,533 (52%)			12,040 successfully completed scheme (2011) 5,497 male (46%) 6,543 (54%)		74% within a month	90%	4%	7%			
<b>Labour Market Education</b>  (Arbetsmarknad-utbildning, AMU)	1,636,480	2,561 <sup>2</sup>	147,235 <sup>3,4</sup>	90.27%	39.73%	Oct 2004- Oct 2012 20,166 (13.90%) Women: 6229 (12.84%) Men: 13937 (14.44%)	After 3 months: 4,775 29.4% (2012) 180 days after completion (Oct 2004 – Oct 2012): 80,691 (55.63%) Women: 26,516	Immediately after completion (Oct 2004- Oct 2012): 13,856 (9.55%) Women: 5,154 (10.62%) Men: 8,702 (9.01%) 180 days after completion (Oct	Immediately after completion (Oct 2004- Oct 2012): 108,065 (74.50%) Women: 36,103 (74.41%) Men: 71,962	9 (2004-2012)	Immediately after completion (Oct 2004- Oct 2012) <ul style="list-style-type: none"> <li>Employment with support: 2,395 (1.65%)</li> <li>'New-start job': 2,514 (1.73%)</li> <li>Employment without support: 15,257 (10.52%), of which: Permanent: 5,063 (3.49%)</li> </ul>	

<sup>1</sup> Same employer as in the scheme, Hourly-basis, "Changing applicants, Samhall", "Changing applicants", Part-time unemployed Samhall is a state-owned company assigned to provide employment for people with disabilities.

<sup>2</sup> Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>3</sup> Job Practice, Youth Employment Guarantee and Labour Market Education

<sup>4</sup> The size of the remaining 28.81% of companies is not registered with the Employment Services

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates			Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately after completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search			
							(54.65%) Men: 54,175 (56.12%)	2004 – Oct 2012): 26,687 (18.40%) Women: 9795 (20.19%) Men: 16892 (17.50%)	(74.55%) 180 days after completion (Oct 2004 – Oct 2012): 26396 (18.18%) Women: 7,696 (15.86%) Men: 18,673 (19.34%)		<ul style="list-style-type: none"> <li>• Fixed-term: 3,437 (2.37%)</li> <li>• Temporary: 2,959 (2.04%)</li> <li>• Other: 3,798 (2.62%)</li> <li>• 180 days after completion (Oct 2004- Oct 2012)</li> <li>• Employment with support: 9242 (6.37%)</li> <li>• 'New-start job': 8872 (6.12%)</li> <li>• Employment without support: 62,577 (43.14%), of which: <ul style="list-style-type: none"> <li>• Permanent: 21,062 (14.52%)</li> <li>• Fixed-term: 14,401 (9.93%)</li> <li>• Temporary: 5,461 (3.76%)</li> <li>• Other: 21,653 (14.93%)</li> </ul> </li> </ul>	
<b>Upper Secondary IVET through Municipal Adult Education</b> (Yrkesvux - Yrkesinriktad gymnasial vuxenutbildning)	55,680 (2009 to date)											
<b>Student Traineeships, Department of Government, Uppsala University</b> (Statsvetenskapliga institutionen, Uppsala universitet)						24.25%	At the time of the survey: 94%	8%	2%			Open-ended: 41.5% Fixed-term: 50.5%



## UK: Quantitative Information in Technical Annex

**Table 53: Sources and Level of Funding**

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other; please specify			State	Employer	Total
<b>APPRENTICESHIP-TYPE PROGRAMMES</b>											
<b>Government Apprenticeship Programme</b> (ISCED 3 & 5B)	Current programme 2012/13 year.	£181 million through Skills Funding Agency (2011-2013).	Minimum expected budgets for apprenticeships 2012 to 2013: England Ages 16 to 18 (DfE): £833mn, Ages 19+ (BIS): £690mn.		Adult apprenticeships are only 50% funded by the Government. The employer is expected to cover the remaining cost of off-the-job training delivered by the provider.		Forecast number of Apprentices in academic year 2012/13 is 890,000.	Provisional data show that there were 152,800 Apprenticeship starts in the first quarter of the 2012/13 academic year.	Apprenticeships budget (1 Apr 11-31 Mar 2012) - England Ages 16 to 18 (DfE): £779mn, Ages 19+ (BIS): £644mn.	Employers contribute a minimum of £3,000 and, in some cases, up to more than £30,000 in kind for each apprenticeship (House of Commons, 2012).	£16 (intermediate level) and £21 (advanced level) and £18 across all levels is the estimated economic returns to every £1 of public spending on apprenticeships (assuming training would not have occurred without public funding) (NAO, 2012).
<b>Apprenticeship Grant for Employers</b> (AGE)	2012-2013	ESF funding delivered through Skills Funding Agency Apprenticeships receive £181 million through Skills Funding Agency (2011-2013).	2012-13 budget is £31.8m  (£12.6m 2013-14) Funded by BIS.				40,000 grants available	Provisional data shows that between Feb 2012 and Jan 2013, there were 20,800 Apprenticeship starts for which an AGE payment was made. A further 4,300 were in the pipeline (started but not yet paid).			
<b>Higher Apprenticeships</b>	2009 onwards	£181 million for apprenticeships through Skills Funding Agency (2011-2013).	The Higher Apprenticeship fund is worth £25 million.				The Higher Apprenticeship Fund aims to fund over 11,000 higher apprenticeships and over 6,000 more will be funded from the apprenticeships budget, equivalent to almost 19,000.  In 2011/12 there were 5,200 learners, of which 3,200 were female and 2,000 were male.	Provisional data shows 3,000 Higher Apprenticeship starts in the first six months of the 2012/13. academic year (August 2012 to January 2013).  3,700 start in 2011/12.  (300 Higher Apprenticeship starts under 19 years and 3,400 19 years and over).			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other; please specify			State	Employer	Total
<b>Microsoft Partner Apprenticeship Programme</b>	2009 onwards		Programme has leveraged over £30m in government funding.				Circa 3,500 apprentices completed or on programme since September 2009.			Management fee per intake of £750.	
<b>Rolls Royce Apprenticeship</b>	Ongoing		BIS provided £6 million of financial support for construction of the basic skills training Academy in 2011.		Annually, Rolls-Royce invests around £1.2 million.		221 in 2012 planned.	183 apprentices in the UK and in 2012 recruitment of a further 221 were planned.	£70,000 plus pay and benefits to deliver each apprenticeship.		
<b>TRAINEESHIP PROGRAMMES</b>											
<b>Work Experience programme</b>	2011-2015		One element of a £1 billion government funded programme.				Circa 350,000 Work Experience places in total from Jan 2011 until Mar 2015, with around 100,000 a year for the three years 2012/13 to 2014/15.	5,110 work experience starts at May 2012.		Employers may incur costs related to the induction and supervision of the participant.	
<b>Future Jobs Fund (FJF)</b>	2009-2011		The FJF committed £1 billion over less than a two-year period. Maximum DWP contribution of £6,500 per job.				Originally intended to support 170,000 jobs (later increased to 200,000), this was reduced to 100,000 in May 2010 as part of Government spending cuts for 2010/11 (CESI, 2011).	Zero (Discontinued programme)	Calculated by CESI (2011): Costs: £5,600 per participant Gross benefits: £5,072 per participant Deadweight of benefits: £3,417 per participant (67 per cent) Benefits less deadweight: £1,654 per participant (= £5,072 – £3,417) Net cost: £3,946 per participant (= £5,600 – £1,654), which equates to £9,176 per job outcome at a job outcome rate of 43% (CESI, 2011).		
<b>Sector-Based Work Academies</b>	2011 - 2015	BIS ESF-funded skills provision used to support delivery.	One element of a £1 billion government funded programme: the 'Youth Contract'.				No ring-fencing of places - demand-led.	Latest data showed 3,640 starts in November 2012.		There is no direct cost to an employer as the costs are covered by government funding.	
<b>Mandatory Work Activity (MWA)</b>	2011 - onwards		Initial budget of £8mn from DWP. In June 2012 MWA received a £5mn expansion.				Initially, 19,000 MWA places per year were available. During February and March 2012, 3,750 extra places were made available in five Jobcentre Plus Districts. An expansion of MWA, announced in June 2012 provided an additional 9,000 places each year.	Latest data from August 2012 showed 7,030 referrals and 2,790 starts in the month.			

Name of programme	Years for which funding is available	Sources & levels of funding					Total no. of placements funded	No. of current placements / beneficiaries (where appropriate)	Cost per placement		
		EU/ESF	National Funds	Regional/ Local Funds	Employer Funds	Other; please specify			State	Employer	Total
							Therefore in 2012/13 there will be approximately 28,000 places available.				
<b>Sandwich Courses</b>	Ongoing						25,000 to 30,000 placements are undertaken each year.	Latest disaggregated data (2009/10) showed some 117,685 students were enrolled on sandwich courses.			
<b>HEFCE-Funded Graduate Internships scheme (GI)</b>	2010 to 2011		Overall budget of £12.8 million. Funded by HEFCE.				8,500 internships delivered.			The majority of HEIs paid the funding to the employer.	HEIs received £1,600 funding per place.
<b>Internship Programme Graduate Talent Pool (GTP)</b>	2009 onwards		In the 2010 Pre-Budget Report - £8m funding for up to 10,000 new undergraduate internships.				Aim to support 5,000 internships, building on the 2,000 already achieved through HEFCE's Economic Challenge Investment Fund.	Currently, there are over 2,000 live vacancies on the GTP website.			
<b>HEFCE funded Undergraduate Internships in the Professions (UGIP)</b>	2010		DfE budget of £1,002,020		The majority of the HEI delivery models did not require a financial input from employers.		852 undergraduate placements delivered.			The majority of HEIs used the funding to subsidise the employer.	HEIs were offered up to £1,000 funding per internship.

**Table 54: Effectiveness of apprenticeship and traineeship programmes – Quantitative Data**

Name of Programme	Total no. of beneficiaries (who have taken part since start of scheme)	No. of participating companies		Completion rates		Effectiveness: Progression outcomes after completion				Average time after completion to find employment (months)	No & % by type of employment contract after completion of scheme
		Companies with > 250 employees	Companies with < 250 employees	No. & % with certified qualifications	No. & % of drop-outs / Non-completion rate	No. & % in employment immediately upon completion	No. & % in employment 6 months after completion	No. & % in further education/training after completion of scheme	No. & % who return to job search		
<b>Government Apprenticeship Programme (ISCED 3 &amp; 5B)</b>	Since the start of the modern apprenticeship reform in 1994, one million apprentices have joined the programme.	About 160,000 workplaces in England have apprentices (NAS) - According to the National Employer Skills Survey (2009), 8% of establishments offered apprenticeships.		For 2010/11, success rate:76.4%. For men, success rate: 75.7% (102,100). For women, success rate: 77.2% (98,200) <sup>1</sup> . In 2011/12 there were 121,580 male framework achievements and 13,678 female achievements.		2005–06 Advanced Level Apprentices tracked For four years showed that 5.3% of the 2005–06 cohort progressed to HE immediately after their Apprenticeship. Rose to 13.1% when the same cohort was tracked for another 3 years.					
<b>Apprenticeship Grant for Employers (AGE)</b>	AGE helped to create 18,900 new Apprenticeships between Feb and Oct 2012 (provisional data)	96% of AGE apprentices were employed in establishments employing 49 or fewer staff.				Apprenticeship Grant for Employers (AGE)				AGE helped to create 18,900 new Apprenticeships between Feb and Oct 2012 (provisional data)	96% of AGE apprentices were employed in establishments employing 49 or fewer staff
<b>Higher Apprenticeships</b>	7,700 starts up to 2011/12 and 2,400 framework achievement.	In 2011 19,000 new Higher Apprenticeship places were delivered through 250 employers.		Success rate in 2011/12: 72.6 %. 100 Higher Apprenticeship framework achievements in 2011/12 amongst those aged under 19 years and 1,200 for those aged 19 years and over in 2011/12. 700 framework achievements in the							

<sup>1</sup> Apprenticeship success rates are based on the number of learners who meet all of the requirements of their apprenticeship framework, divided by the number of learners who have left training or successfully completed their training in the academic year.

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				first 6 months of the 2012/13 academic year.								
<b>Microsoft Partner Apprenticeship Program</b>	c3,500 apprentices completed or on programme since Sept 2009.			Programme completion rates are 85%	15% do not complete the programme	80% of Apprentices take on newly created jobs.						
<b>Rolls Royce Apprenticeship</b>		Rolls Royce has engaged smaller employers in its supply chain to deliver apprenticeships.		Over 85% successfully complete a Higher Education qualification. 98% successfully complete their training.	2% do not complete their programme.			Approx 50% progress to a full honours degree.				
<b>Work Experience programme</b>	99,950 starts on work experience placements between January 2011 and November 2012.					16,000 young people completed the Work Experience scheme during the period January to August 2011 and of these, 55% subsequently stopped receiving benefits (HM Government, 2011).				Work Experience participants are 16% more likely to come off benefits after 21 weeks than non-participants and 28% more likely to be in employment (Parliament, 2012:87; House of Commons, 2012: 30).		
<b>Future Jobs Fund (FJF)</b>	105,220 people entered FJF vacancies between October 2009 and March 2011.  Some 33% of FJF participants in were female.				15% left their job before six months, however over 60% of early leavers ended their FJF job in order to start another job immediately.	43% of participants obtained a job outcome after FJF (CESI, 2011)  86% of job entrants had retained their job for 3 months or more, and 56% of job entrants would have stayed in work for one year or more (CESI, 2011).					67% of those entering work after an FJF job did so on temporary contracts (CESI, 2011).	
<b>Sector-Based Work Academies</b>	36,770 (Between August 2011 November 2012) (14,140 females and 22,640 males).					No evaluation data but local example found that a College ran 12 Sector Based Work Academies in 2011/12 that resulted in 48% of learners						

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<b>Mandatory Work Activity (MWA)</b>	From May 2011 to August 2012, there were 90,470 referrals (67,330 males 23,140 females) and 33,170 individuals started a placement (23,450 males and 9,730 females).							securing employment with local employers.				
<b>Sandwich Courses</b>	In 2009/10 8% of male and 4% of female HE students enrolled on sandwich courses.	A CBI survey found 66% of its member organisations had links with universities, of which almost half (47% ) provided sandwich placements (cited in CRAC & Oakleigh, 2011).						Graduates from sandwich courses are more likely to enter employment 6 months after graduation (78% vs. 71%) (BIS, 2012).			Graduates from sandwich courses are less likely to be unemployed (8% vs. 9%) than other graduates (BIS, 2012).	
<b>HEFCE-Funded Graduate Internships (GI) Scheme</b>	8,500 internships provided							28% had secured long-term employment with the internship employer and 18% had secured other long-term jobs.			15% were unemployed	14% were in temporary employment.
<b>Internship Programme Graduate Talent Pool</b>	Over 86,000 graduates have registered on the GTP website and 50,000 vacancies have been advertised.  50% of participants have been female (CRAC & Oakleigh, 2011).	Over 7,500 employers have registered on the Graduate Talent Pool website.						40% of those who completed internships entered long-term employment. Of these 22% were employed long-term by their internship employer and 18% by other employers.	After completion of the internship some 7% undertook a subsequent internship.		22% unemployed after completion of the scheme.	After participation in the scheme some 22% were in temporary employment.
<b>HEFCE-Funded Undergraduate</b>	1,011 beneficiaries.	Around 70% of the employers surveyed										

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Internships in the Professions (UGIP)		that had participated were SMEs. Almost half (49%) of the employer survey respondents were small firms, 18% medium size and 33% large firms.									

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