

For the student:

Apprenticeship: the spirit of learning, the joy of working

If you believe that the best way to learn a job is by doing it, apprenticeship is for you. In apprenticeship training you learn in the workplace and only 20% of the study time is spent on a school bench. You can train for several different qualifications.

Remember that your own activity is essential. Decide what field you are interested in and find an apprenticeship place in a suitable company. If you are already employed, you can improve your professional skills without lowering your wage level.

Find a good place and make and make a contract

Finding an apprenticeship place is like normal job hunting. Be well prepared for contacting a potential employer. Familiarize yourself with the company, think about what you would like to learn and how you would describe your strengths. Apprenticeship may be a new concept to the employer so be prepared to explain what it is. If you are an unemployed job seeker, ask in your local Employment and Economic Development Office (TE Office) if the company is eligible for a pay subsidy. This is important information for the employer.

When you find a suitable place, negotiate with the employer about work contract matters (e.g. wages, working hours, collective labour agreement followed and whether the employer will pay you for school days). Finally, make an appointment at the apprenticeship office to make a contract.

After the apprenticeship contract has been made, the apprenticeship office will find a place for you in a suitable educational institution for your theoretical studies. This means that your work and studies can begin!

Benefits for the student

- You learn working life skills from experienced professionals
- You get paid while training for an occupation
- You obtain a qualification and gain valuable work experience

In addition, you get

- Wages based on collective agreement
- Fixed-term employment contract
- Benefits included in the employment contract (e.g. insurance, vacations)
- Free education and training
- Social benefits for students during theoretical studies

For the employer:

Benefits for the employer

- Apprenticeship is a great way to recruit and train personnel
- The time spent for training repays itself: you get a motivated employer
- The apprenticeship office pays training compensation. In addition, the company may also be eligible for a pay subsidy paid by the Employment and Economic Development Office (TE Office)

Examples of training compensations:

Apprenticeship training leading to vocational upper secondary qualification:

EUR 260 /month for a new employee

EUR 35/month for a current employee

Apprenticeship training leading to further and specialist vocational qualification:

EUR 120/month for a new employee

EUR 35/month for a current employee

If the training does not lead to a qualification, the training compensation is agreed upon case by case.

If an unemployed person is accepted into apprenticeship training, the employer may also be eligible to receive a pay subsidy (ca EUR 700/month), which is paid by a TE Office.

[Make a great person into a great employee!](#)

Do you want a new, enthusiastic employee into your company? Would you like to develop the skills of your existing personnel? If your answer is yes, you should look into apprenticeship training.

Apprenticeship training functions well both in Finland and in many other European countries. In Turku alone, ca 2500 people study in apprenticeship training annually.

Apprenticeship students are exceptional because their studies require independency and determination. In addition to working, the student must also have the energy to study.

How to make apprenticeship training work?

Apprenticeship training is based on a fixed-term employment contract in which wages, working hours (25h/week minimum) and collective labour are agreed upon.

Apprenticeship training mainly takes place in the workplace, in practical work. Apprenticeship often requires familiarizing oneself with various different work assignments that are required in the qualification. A workplace instructor guides and instructs the student in the workplace.

On-the-job learning is supplemented with theoretical studies in an educational institution. There are usually no more than a few school days per month and theoretical education is free for the employer. The apprenticeship office also pays expense reimbursement for the company.

The largest benefit for the company is the student. Apprenticeship is an investment that repays itself.

Teksti on käännös Turun oppisopimustoimiston esitteestä.