

SECTION A - DESCRIPTION OF THE EVALUATED/MONITORED PRACTICE	
Name of the practice, original language	Oppisopimuskoulutus (työttömät)
English translation of the name of the practice	Apprenticeship for the unemployed
Country	Finland
Description of the practice	<p>The “apprenticeship for the unemployed” programme is a vocational training and education programme leading to a full, formal basic vocational diploma (2–3 years) or to shorter professional education courses (such as special vocational training and education courses lasting 18 - 24 months and further education modules lasting 4–12 months). Formally, it consists of a fixed-term work contract between the trainee and the employer. The employer pays an ordinary wage and gives the trainee an opportunity to prepare for the examinations at a vocational training and education institution. Courses are given mostly in the workplace but also but can also take place in educational facilities. In the latter case, student allowances are paid.</p> <p>The practice is part of the general educational system, but there are some special characteristics for the unemployed. When a TE (PES) office considers an apprenticeship contract to be necessary and feasible for the unemployed person, it may grant a wage subsidy to the employer entering the apprenticeship contract. The amount of the subsidy varies according to how long the trainee has been unemployed.</p> <p>More information can be found at http://www.oppisopimus.net/ (in Finnish, accessed October 2012) and http://www.mol.fi/mol/fi/01_tyonantajat/04_oppisopimuskoulutus/index.jsp (in Finnish, accessed October 2012).</p>
Type/classification	<p>Targeting</p> <ul style="list-style-type: none"> • People seeking training (out of work adults and youth) <p>Type of practice</p> <ul style="list-style-type: none"> • Active labour market policies and support <ul style="list-style-type: none"> ○ Training ○ Work trials

	<p>Contracting out: Not at all</p> <p>Partnership:</p> <ul style="list-style-type: none"> • Public and private partners
Policy context	<p>General education in Finland has become more academic. There is a need for more practical education and training that focuses on practical skills. There is also a need to develop ALMP measures targeting private enterprises (especially small and medium sized enterprises - SMEs) more efficiently in order to address their particular needs for skilled labour.</p>
Labour market context	<p>After the recession in the 1990s in Finland, the private sector and SMEs in particular became the main job creators. It was necessary to develop ALMP measures that put the unemployed and the private sector in contact with each other more efficiently. Training and educating the unemployed to fit specialised needs identified by SMEs was one solution.</p>
Activities	<p>Formally, the practice consists of a fixed-term salaried work contract between the employer and the unemployed person. During the contract, practical and theoretical education and training is given by VET institutions. Employers receive subsidies if they recruit as apprentices people who are registered as unemployed with the TE (PES) office and have vocational training mentioned as a step in their individual employment plan.</p> <p>Upon completion of the programme, the trainee may achieve a vocational qualification up to ISCED level 3, as well as shorter further education modules. The practical examination leading to a formal diploma/certificate is arranged by accredited vocational training institutions.</p>
Management and operation	<p>In case of newly unemployed persons, the TE (PES) office is responsible for registering them, making an individual employment plan and paying the salary subsidy as normal client service work. In a second stage, local Apprenticeship Training Offices are responsible for financing and coordinating the practice between the employers, the trainees and the VET institutions. Finland has 85 Apprenticeship Training Offices that are usually situated in educational institutes. They are mostly financed by government funding. Finally, the VET institutions organise the examination and their accreditation. The employer must give the trainee time off for the necessary studies.</p>
Target groups/beneficiaries (if any)	<p>The practice is generally targeted at all unemployed persons who are willing to take a vocational examination whilst working</p>

	as an apprentice. In practice, however, it is most suitable for young unemployed persons. Employers benefit by gaining a new employee with training that is tailored to the specific needs of the enterprise.
Start date	1995
End date (actual or planned)	On-going
Gender dimension	No specific gender dimension
Products involved in or resulting from the practice	<p><i>Per se</i>, the measure produces tailor-made vocational upper secondary level qualifications for specific branches and professional tasks of the companies taking part in the practice, but also shorter tailor-made vocational further education modules accredited by accepted educational institutes. Finally, the measure produces tailor-made training for enterprises.</p> <p>More information can be found at http://www.oph.fi/english/education/vocational_upper_secondary_education_and_training (in English, accessed October 2012)</p>
Outcomes of the practice (planned/expected and actual)	<p>The practice aims at direct employment through tailor-made vocational training and education of unemployed persons within individual enterprises. It was expected that the direct tailor-made link to enterprises would serve as a job creation mechanism.</p> <p>This was borne out in the results of the evaluation. Based on the persons involved between 1998 and 2002, 80% of the unemployed persons who took part in the measure were employed. The training and education had a strong positive impact on the employability of participants. The probability of getting a job was 15–20% higher than in the control group. The outcome of this measure was seen as very positive.</p> <p>Nevertheless, there are limits to how far this measure can be expanded. Firstly, there is a limited number of private companies looking for and capable of implementing this type of tailor-made measure. Similarly, the number of individuals suitable for this kind of measure is finite. In addition, part of the strength of the measure lies in its relatively small scale, and expanding it could come at the expense of its effectiveness.</p>
Source of funding (tick all relevant sources)	<ul style="list-style-type: none"> • National budget (tax revenue) • Local/municipal budget (tax revenue)
Main responsible body, type	<ul style="list-style-type: none"> • Public Employment Service at national level

<p>Role of implementing body</p>	<p>The Apprenticeship Training Office coordinates the interaction between the trainee, the company and the VET institution. It counsels the participants, sets up the required agreements, monitors the quality of action and organises the relevant tuition. It finances the training, the exams and the social benefits for the trainee. The office is partly financed with money from the national budget and usually also from the budgets of the municipalities' educational federations.</p>
<p>Other bodies involved in implementation of the practice as partners or contractors</p>	<p>Participating companies hire trainees and organise job tasks so that the necessary training can take place. Companies may receive a wage subsidy from government sources.</p> <p>VET institutions provide and accredit the training. They are financed mostly from the national budget.</p> <p>With regard to the unemployed, the TE (PES) office registers them and draws up individual action plans. When necessary, it also pays a salary subsidy to the company taking on the apprentice using government funds.</p>

SECTION B - IDENTIFICATION OF THE EVALUATED/MONITORED PRACTICE	
Title of practice in original language	Oppisopimuskoulutus (työttömät)
Title of practice, English translation	Apprenticeship for the unemployed
Geographical area of implementation	National
Contact details of the main implementing body	
Name of the organisation, original language	Opetushallitus
Name of the organisation, English translation	The Finnish National Board of Education (FNBE)
Web page	http://www.oph.fi/english
Name of contact person	LAKIO, Lea
Title of contact person	Counsellor for educational affairs
Email address	lea.lakio@oph.fi
Telephone no.	+358 29 533 11 21
Link to national reports in the Eurostat's LMP database in "CIRCA"	FI-7 Apprenticeship for the unemployed (LMP category 2.4) http://epp.eurostat.ec.europa.eu/cache/ITY_SDDS/Annexes/Imp_esms_an16.pdf
Contact details in the Public Employment Service (<i>only if different from above</i>)	
Name of the organisation, original language	Työ- ja Elinkeinoministeriö
Name of the organisation, English translation	Ministry of Employment and the Economy
Web page	http://www.tem.fi/index.phtml?l=en
Name of contact person	WEIJOLA, Warpu
Title of contact person	Counselling officer
Email address	warpu.weijola@tem.fi

Telephone no.	+35 829 50 480 29
Web reference	n/a
Practice referee	
Name of referee	HÄMÄLÄINEN, Kari
Title of referee	Principal Economist
Organisation	Valtion Taloudellinen Tutkimuskeskus, Government Institute for Economic Research
Email address	kari.hamalainen@vatt.fi
Telephone no.	+358 295 519 416
Information about evaluation of the practice	
When was the practice evaluated?	Actual year(s) of evaluation: 1998–2002 Date of publication of evaluation: 2006
Type of organisation carrying out the evaluation	<ul style="list-style-type: none"> The implementing body itself
Details of the organisation responsible for carrying out the evaluation	
Name of the organisation, original language	Työministeriö, currently: Työ- ja Elinkeinoministeriö
Name of the organisation, English translation	Ministry of employment, currently: Ministry of Employment and the Economy
Web page	http://www.tem.fi
Overall evaluation methodology/methodology	<ul style="list-style-type: none"> Outcome/effect evaluation using other methods (e.g. analysis of statistical data, surveys etc.)
Indicators in the evaluation	<ul style="list-style-type: none"> Employment after completion of an apprenticeship
Main findings of the evaluation	The evaluation found that the measure was an effective measure and policy tool to get unemployed people into employment; the proportion of persons employed clearly exceeded the control group. At the end of the 1998-2002 evaluation period, the apprenticeship education and training was the most effective measure among several measures; approx. 80% of those who participated in the measure were employed afterwards. The probability of getting a job was 15-20% higher when compared to the control group. This suggests

	that some trainees were employed directly by their apprentice training. This can be explained by the fact that trainees are tailor made workers for the companies.
Change in practice following evaluation	After the positive evaluation, the apprenticeship training has become more widely used. There are no explicit changes in the substance of the measure itself.
Documentation of the evaluation	
Type of documentation	<ul style="list-style-type: none"> • Report
Reference	<p>Hämäläinen, K. ja Tuomala, J., 2006. Työvoimapolitiittisten toimenpiteiden vaikutusten arviointi. Työpoliittinen tutkimus 315. Helsinki: Työministeriö.</p> <p>http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/06_tutkimus/tpt315.pdf (in Finnish with summary in English, accessed October 2012)</p>
Monitoring evidence	<p>Like other ALMP measures in Finland, apprenticeship training has been monitored annually since 2005 using register-based data on participants in all ALMP measures.</p> <p>Monitoring is based on Statistics Finland register data. The latest follow-up covers all 161,400 terminated periods of participation in the ALMP measures in 2010. The results are grouped by measure as well as by characteristics of participants.</p> <p>The monitoring mainly shows cross-sectional data of persons who have completed their participation in an ALMP. The basic tables show the number of persons participating and the number of those who achieved employment in the open labour market 3 and 6 months after exiting the measure.</p> <p>Monitoring of apprenticeship training shows that three months after finishing the measure 42.8% of the participants were employed in 2010 and 45.0% in 2009. Six months after exiting the measure, 42.9% were employed in 2010. This was the second highest success rate of all monitored measures in Finland.</p> <p>Sihto, M., Tuomaala, M. ja Sardar, P., 2012. Työvoimapolitiittisilta toimenpiteiltä sijoittuminen vuonna 2010. TEM-analyyseja 42/2012. Työ- ja elinkeinoministeriö. Ministry</p>

	of Employment and the Economy. Helsinki. http://www.tem.fi/files/34494/Toimenpiteilta_sijoittuminen_10.pdf f (In Finnish with English summary, accessed October 2012)
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SECTION C - CLASSIFICATION OF PRACTICE

C.1 Target group(s) (where relevant)

Not targeted

Jobseekers:

All unemployed

Long-term unemployed

Employed (threatened by redundancy)

Youth

Older jobseekers

Persons suffering from physical disability or illness

Disabled (physical) / Disabled (mental/psychological)

Men

Women

Other (specify)

Job changers

People seeking training

Employees

Out of work: adult

x

Out or work: youth

x

Employers

All employers

x

SMEs

Others, specify:

C.2 Type of practice

C.2.1 Practices related to management or servicing of clients	
Registration, identification of client needs and matching	
Registration of clients	
Registration of vacancies	
Identification of clients' needs	
Matching services	
Active labour market policies and supports	
Individual counselling/guidance/mentoring/coaching	
Group counselling/guidance	
Training (classroom)	
Training (work-based, including apprenticeship)	x
Work experience / work trials	x
Subsidised employment	
In-work support for persons with reduced working capacity	
Vocational rehabilitation	
Provision of jobs: public works / community / voluntary sector jobs	
Support for self-employment / business start-up	
Treatment of physiological or psychological difficulties or support for such treatment	
C.2.2 Practices related to labour market information and internal procedures	
Labour market information (LMI)	
Collection of LMI (demand, supply or both)	
Analysis of LMI	
Dissemination of LMI	
Internal procedures	
Management systems	

Performance management / target setting	
Contract management	
Staff training/development	
Procedures for systematic contact to employers	
C.3 Delivery method(s)	
Delivery methods involved (where known and/or relevant)	
Surface mail	
e-Services	
Mobile e-services (apps for smartphones/tablets)	
Mass media (television/radio)	
Phone/SMS	
Face to face contacts	
Not applicable (internal procedures)	
C.4 Contracting out	
Extent of contracting out of practice: The service is contracted out...	
In full	
Partly	
Not at all	x
Type of subcontractor(s)	
Public	
Private	
Third sector	
C.5 Partnership	
Type of partners (if any) involved in implementation of the practice	
Public	x

Private	x
Third sector	

EXECUTIVE SUMMARY	
Title of the practice in the original language	Oppisopimuskoulutus (työttömät)
Title of the practice, English translation	Apprenticeship for the unemployed
Country	Finland
Responsible body	Työ- ja Elinkeinoministeriö Ministry of Employment and the Economy
Implementing body	Opetushallitus The Finnish National Board of Education FNBE LAKIO, Lea lea.lakio@oph.fi +358 29 533 11 21
Source of funding	<ul style="list-style-type: none"> • National budget • Local/municipal budget (tax revenue)
Purpose and objectives	<p>The “apprenticeship for the unemployed” programme is a vocational training and education programme leading to a full, formal basic vocational diploma (2–3 years) or to shorter professional education courses (such as special vocational training and education (VET) courses lasting 18 – 24 months and further education modules lasting 4–12 months). Formally, it consists of a fixed-term work contract between the trainee and the employer. The employer pays an ordinary wage and gives the trainee an opportunity to prepare for the examinations at a vocational training and education institution. Courses are given mostly in the workplace but also but can also take place in educational facilities. In the latter case, student allowances are paid.</p> <p>The practice is part of the general educational system, but there are some special characteristics for the unemployed. When a TE (PES) office considers an apprenticeship contract to be necessary and feasible for the unemployed person, it may grant a wage subsidy to the employer entering the apprenticeship contract. The amount of the subsidy varies according to how long the trainee has been unemployed.</p> <p>More information can be found at http://www.oppisopimus.net/ (in Finnish, accessed October 2012) and http://www.mol.fi/mol/fi/01_tyonantajat/04_oppisopimuskoulutus/index.jsp (in Finnish, accessed October 2012).</p>
Activities	Formally, the practice consists of a fixed-term salaried work contract

	<p>between the employer and the unemployed person. During the contract, practical and theoretical education and training is given by VET institutions. Employers receive subsidies if they recruit as apprentices unemployed persons registered with the TE (PES) office having VET in their individual employment plans.</p> <p>Upon completion of the programme, the trainee has his or her vocational examination credited to (max.) ISCED 3 level, in addition to shorter further education modules. The practical examination leading to a formal diploma/certificate is arranged by accredited vocational training institutions.</p> <p>In case of newly unemployed persons, the TE (PES) office is responsible for registering them, making an individual employment plan and paying the salary subsidy as normal client service work. In a second stage, local Apprenticeship Training Offices are responsible for financing and coordinating the practice between the employers, the trainees and the VET institutions. Finland has 85 Apprenticeship Training Offices that are usually situated in educational institutes. They are mostly financed by government funding. Finally, the VET institutions organise the examination and their accreditation. The employer must give the trainee time off for the necessary studies.</p>
Target groups/beneficiaries, if any	The practice is generally targeted at all unemployed persons who are willing to take a vocational examination by working as apprentice. In practice, the practice is most suitable for young unemployed persons. Ultimately, the employers gain a tailor-trained employee for their enterprises.
Period of implementation	<i>Start:</i> 1995 <i>Finish:</i> on-going
Gender perspective and other equality issues	No specific gender dimension.
Products, if any	<p>Per se, the measure produces tailored vocational upper secondary level qualifications for specific branches and professional tasks of the companies taking part in the practice, but also shorter tailored vocational further education modules accredited by accepted educational institutes. Finally, the measure produces tailored training for enterprises.</p> <p>More information can be found at http://www.oph.fi/english/education/vocational_upper_secondary_education_and_training (In English, accessed October 2012)</p>
Outcomes	The practice aims at direct employment through tailored vocational training and education to service the needs of individual enterprises and secure work for unemployed persons. It was expected that the direct link to enterprises would act as an efficient mechanism to create employment opportunities.

	<p>The evaluation showed that this expectation was borne out in the results. Thus, after the 1998-2002 observation period, 80% of the unemployed persons who took part in the measure were employed. The training and education had a strong positive impact on the employability of participants. The probability of getting a job was 15–20% higher than in the control group during the measure. This suggests that many of the trainees were employed directly by their apprentice training companies. The outcome of this measure was seen as very positive.</p> <p>Nevertheless, there are limits to expanding similar measures since there is a limited supply of private companies looking for and capable of implementing this measure. Neither is the measure suitable for all unemployed persons. Indeed, if it was expanded to include more people it might jeopardise its effectiveness.</p>
Evaluation	<p><u>The evaluation methods used</u></p> <ul style="list-style-type: none"> • Outcome/effect evaluation using other methods (e.g. analysis of statistical data, surveys etc.) <p><u>Indicators</u></p> <ul style="list-style-type: none"> • Employment after completion of an apprenticeship <p><u>Evaluation results</u></p> <p>The evaluation found that the measure was an effective measure and policy tool to get unemployed people into employment and the proportion of persons employed clearly exceeded the control group. At the end of the 1998-2002 evaluation period, the apprenticeship education and training was the most effective measure among several measures. Approx. 80% of those who participated in the measure were employed after the measure. The probability of getting a job was 15-20% higher when compared to the control group. This suggests that many trainees were employed directly by their apprentice training companies.</p> <p><u>Reference</u></p> <p>Hämäläinen, K. ja Tuomala, J., 2006. Työvoimapolitiittisten toimenpiteiden vaikutusten arviointi. Työpoliittinen tutkimus 315. Helsinki: Työministeriö.</p> <p>http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/06_tutkimus/tpt315.pdf (in Finnish with summary in English, accessed October 2012).</p>
Monitoring	<p>Like other ALMP measures, apprenticeship training has been monitored annually since 2005 using register-based data on participants in all ALMP measures. The latest follow-up covers all 161,400 terminated periods of participation in the ALMP measures in 2010. The results are grouped by</p>

	<p>measure as well as by characteristics of participants.</p> <p>The monitoring mainly shows cross-sectional data of persons who have completed their participation in an ALMP. The basic tables show the number of persons who achieved employment in the open labour market 3 and 6 months after exiting the measure.</p> <p>Monitoring shows that three months after finishing the measure 42.8% of the participants were employed in 2010 and 45.0% in 2009 respectively. Six months after exiting the measure, 42.9% were employed in 2010. This was the second highest rate of all monitored measures in Finland.</p> <p>Sihto, M., Tuomaala, M. ja Sardar, P., 2012. Työvoimapolitiisilta toimenpiteiltä sijoittuminen vuonna 2010. TEM-analyyseja 42/2012. Työ- ja elinkeinoministeriö. Ministry of Employment and the Economy. Helsinki. The monitoring is based on Statistics Finland's register data. http://www.tem.fi/files/34494/Toimenpiteilta_sijoittuminen_10.pdf (in Finnish, accessed October 2012).</p>
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