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# European alliance for apprenticeships

Member States – Planned reforms/initiatives

Romania

**EUROPEAN ALLIANCE FOR APPRENTICESHIPS**  
**MEMBER STATES – PLANNED REFORMS/INITIATIVES**

<b>COUNTRY</b>	<b>Romania</b>
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Ministry/ministries	Ministry of Labour and Social Justice Ministry of National Education
Contact person(s), title(s)	Tania Grigore, Director- Directorate for Employment, Competences and Vocational Mobility Policies Dalia Maria Mircea- Dărămuș, Director- National Centre for the Development of Vocational and Technical Education
Email(s)	tania.grigore@mmuncii.gov.ro dalia.daramus@tvet.ro
Website	www.mmuncii.gov.ro www.tvet.ro

## Implementation of the national commitment

### Progress and main achievements

During the last five years, there were several modifications to apprenticeship law, targeting financing, duration, quality assurance and provision. These included:

- **Funding apprenticeship programme actions in 2015 from European Structural Funds** under the Operational Programme Human Capital 2014/20, in the context of high unemployment rates among young people.
- The **introduction of the legal framework for vocational schooling** under a dual system in 2016 and of the **regulatory framework for obtaining a professional Level 3 EQF qualification** by the Ministry of National Education. The main objective of the reform was to develop students' professional competencies specific to professional Level 3 EQF qualifications, ensuring high quality work-based learning.
- The **amendment of the apprenticeship law** in 2017, increasing the subsidy offered by the Public Employment Service, harmonising with the National Qualification Framework and introducing the possibility for financing apprenticeship programmes from European Structural Funds.

Following the recommendations included in the Upskilling Pathways initiative, the latest amendment to the law regards the **inclusion of apprenticeship programmes organised for qualification at Level 1**, with a duration of 6 months and following all of the other conditions (apprenticeship contract, salary etc.) for adults with low levels of education and training.

The **National Strategic Framework on Apprenticeships** is also complete, and contains most of the elements of the Council Recommendation on the European Framework for Quality and Effective Apprenticeships. Another strategic action involved establishing a **new Youth Guarantee Implementation Plan for 2017/20**, which maintains the main actions from the previous plan, providing young people with measures for early intervention and activation, as well as measures to support labour market integration (including apprenticeships).

The number of apprenticeship contracts increased from 129 people in 2015 to 167 people in 2016, 431 people in 2017 and 3 364 people in 2018.

Regarding vocational education and training, the number of students enrolled in vocational schools has increased each year, reaching 78 451 students in the school year 2018-2019 (27 909 people in the 9th year of school, 25 348 people in the 10th year of school, and 25 194 persons in the 11th year of school).

Total number of students enrolled in a dual form of professional VET in the school year 2018-2019 was 6 506 persons (4 244 in 9th year of school and 2 262 in the 10th year of

school). The number of economic agents/partners for professional VET was 5 597 and 527 for the dual form of professional VET in the school year 2018/ 19.

## Update of the national commitment

### Planned reforms and initiatives

Additional improvements to the institutional framework are needed for an efficient apprenticeship system, such as improving and increasing the number of occupational standards, and improving the functioning of sectorial committees.

Awareness-raising and information provision for apprentices needs to be strengthened, as companies often have to provide the needed information.

The new regulation for quality assurance in adult learning is under development. The Draft Methodology for the implementation of quality assurance principles proposes:

- the introduction of concepts aimed at ensuring the quality of the adult vocational training system
- creation of a regulatory framework for the development of a culture of quality at the level of adult vocational training.

The draft is now in the process of public consultation, and the next step is to be approved by governmental decision.

### Targets and/or indicators

n/a

### Budget of the reform/initiative

An employer entering into an apprenticeship contract, under the conditions of Law No. 279/2005 regarding apprenticeships in workplaces, benefits from the unemployment insurance budget, upon request, for the entire period of the apprenticeship contract, amounting to RON 2250 per month for the entire duration of the apprenticeship programme (between 6 and 36 months). In order to establish the amount granted from the unemployment insurance budget, the employer concludes a convention with the agency for county employment.

These apprenticeship programmes are also financed by the ESF, through national schemes implemented by the public employment service. Participation in initial vocational training programmes (including dual form) is also supported by the ESF through specific projects (the 'Professional Scholarship' project, for example, implemented by the National Centre for Technical and Vocational Education and Training Development).

In professional VET (including dual form), each student receives a scholarship of RON 200 (EUR 43) per month, through the National Social Protection Programme.

In addition to a professional scholarship, dual VET learners receive at least EUR 43 (RON 200) per month in allowances from the company they undergo training in. Companies also pay for learners' work equipment, insurance and medical examinations, if obliged to do so by the occupation requirements.

### Key stakeholders involved

The apprenticeship at workplace scheme is implemented by the public employment service. The main actors are the employer and the apprentice.

Employers' and employees' representatives are members of the counties' authorisation commissions, which authorise training providers and vocational training programmes. The authorisation process involves verifying training programmes, curricula, and compliance with occupational standards etc. County authorisation commissions are set up by the Ministry of Labour and Social Justice. Each commission consists of five members, including representatives of the county administration, trade unions and employers' organisations. These members are in charge of the authorisation and monitoring of training providers, as well as deciding on the examination commissions at country level.

There are 16 sectoral committees, at economic sector level, which are social dialogue structures comprising employees' and employers' representatives. Sectoral committees participate through activities including the development of a legal framework regarding training, evaluation and certification of competences at sectoral level, validation of

qualifications and the associated occupational standards, and approving new qualifications.

Occupational standards are approved by the National Qualifications Authority, after they are validated by sectoral committees.

Chambers do not have any role in the design of apprenticeship schemes.

Initial VET (including dual form) qualifications are based on training standards. Training standards are developed by representatives of the VET providers, and of companies from the respective sectors. The National Centre for Technical and Vocational Education and Training Development provides methodological support, endorsed by the National Authority for Qualifications, and validated by employers and other social partners through sectoral committees. The revision of standards is carried out at least every five years, or at the request of economic operators.

At local level, the key stakeholders in implementation of dual VET are schools, partner companies and municipalities (local authorities). This is a regulated partnership contract, which establishes the terms of collaboration, and the rights and obligations of the parties.

Partner companies also have a role in the design of local curricula.

At national level, the Ministry of National Education plays the main role in the implementation of professional VET, including dual form.

### Further measures planned as a follow up to the European Framework for Quality and Effective Apprenticeships

Further measures are planned in this field, such as updating the existing/ developing new occupational standards, developing the capacity of sectoral committees, and training specialists involved in the field (supplier evaluators, trainers, specialists, apprentice coordinators, etc.). Another measure regards promoting information on apprenticeships and their benefits, as well as initiating campaigns to raise awareness. The legislation regarding quality assurance in adult learning must also be finalised.

In initial VET, including dual form, measures are envisaged to improve the quality of training and its results, such as:

- development and implementation of a national system for collecting and analysing data on the 10 EQAVET indicators
- development of a mechanism for systematic monitoring, evaluation and review of the quality of vocational training at system level
- elaboration and implementation of a mechanism for certification of learning outcomes from initial/continuous professional training, relevant to the labour market, through active and sustainable involvement in the business environment

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- development and implementation of a framework for identification and popularisation at national and regional level of good practices in vocational training
- revision of the regulatory framework for Sectoral Committees, and support for their institutional development.

At the same time, the development of dual education for Levels 4 and 5 of qualification is foreseen.