

Country fiche FINLAND
Implementation of the Council Recommendation on a Quality Framework for Traineeships
(2014/C 88/01)

General description

Finland has not introduced new legislation in response to the Council recommendation and no further legislation or social partner agreements are in the pipeline.

Open market traineeships

In Finland almost all the traineeships belong to education curricula and are therefore outside the scope of the QFT recommendation. The very few open market traineeships are based on an employment relationship and the relevant provisions of the labour law and collective agreements are applicable.

ALMP-type traineeships

ALMP-type traineeships – in particular within the programme 'Work experiment' that provides the traineeship offers under the Finnish Youth Guarantee – comply to a reasonable extent with the QFT.

Remaining challenges

- lack of legislation regarding open market traineeships (although there are very few);
- no possibility to terminate ALMP traineeship with notice;
- no proper recognition of ALMP-type traineeships;
- lack of transparency – in particular regarding allowance/compensation (ALMP-type traineeships).

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	Not compliant	Fully compliant
Learning and training objectives		
Objectives clarified	Not compliant	Partly compliant
Mentor/supervisor assigned	Not compliant	Fully compliant
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified	Not compliant	Fully compliant
Allowance/compensation and amount clarified	Not compliant	Partly compliant
Reasonable duration		
Duration limited to 6 months	Not compliant	Fully compliant
Conditions of longer duration clarified	Not compliant	Fully compliant
Termination allowed	Not compliant	Not compliant
Proper recognition of traineeship		
Proper recognition through certificate	Not compliant	Not compliant
Transparency requirements		
Allowance/compensation	Not compliant	Not compliant
Health/accident insurance	Not compliant	Fully compliant
Hiring practices in recent years	Not compliant	Partly compliant
Employment services on financial conditions	Not compliant	Partly compliant

