

Adult apprenticeships in Estonian VET

Main Features of Estonian VET

- + Vocational studies are directly linked to the qualification system – input onto programmes may vary, but output is clear.
- + Among the key principles of VET programmes design is the compulsory inclusion of WBL
- + VET studies are free, highly practical, and open for everybody (no maximum age limit).
- + High level autonomy and trust to the school, which has flexibility in organising the studies. It is a key factor to keep schools developing and staff motivated.

Apprenticeships

Defined as workplace-based form of study in Estonia, introduced 2006 in formal VET as a form of studies to meet the needs of labour market.

- + 1/3 of the curriculum is delivered at a VET institution with an emphasis on theoretical training, and 2/3 at workplace.
- + Est QF levels 2-5, the same curricula as in school-based form of studies, but different plans for modules implementation, organisation of study process and learning-environment.

Legal Framework

- + Vocational Educational Institutions Act
<https://www.riigiteataja.ee/en/eli/510092024001/consolide>
- + Vocational Education Standard <https://www.riigiteataja.ee/akt/117042019006?leiaKehtiv>
- + a minister's regulation about workplace-based learning (apprenticeship)
<https://www.riigiteataja.ee/akt/119062019004?leiaKehtiv>, regulates relations between parties of workplace-based learning, conditions for the evaluation of companies and the learning conditions at the place of work, curricula, providing guidance to the student in a workplace-based form of study, student's salary, funding, etc.

Context in 2006

- + considerably high % of low skilled or without VET/HE qualification adults in Estonia

VET reforms 2013

- + opened initial VET for adults, lot of study options available
- + additional ESF funding for creating study places in workplace-based learning since 2007
- + development of work-based learning models <https://harno.ee/uudised/valmis-tookohapohise-oppe-kolm-rakendusmudelit>
- + ESF Funding 2021-2027 will be approximately 50 million euros for the additional study places and development work of workplace-based learning in VET and higher education

Statistics

- + Number of apprentices expanded during the last decade from 2 % (2014) to 9 % (2021)
- + Workplace-based learning is preferred by adult learners: in 2022, 91% 25+, average age 42

Challenge in Estonia today – how to make apprenticeships attractive for young people?

