

# **Social partners tripartite agreement on adult and continuing education in Denmark**

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- Long and strong Danish tradition of tripartite cooperation in education
- Vocational education and training based on social partner participation
  - VET as upper secondary education
  - VET as life long learning for adult employees

## Sectoral engagement is essential:

### **100 VETs:**

- Curricula decided by sectoral committees representing social partners at branch level
- Length 2-4 years: school as well as workplace training (apprenticeships)

### **Life long learning:**

- Content decided by sectoral committees representing social partners at branch level

## Traditional life long learning

Evolved as post WW2 labour market policy, particularly targeted unskilled and skilled workers

- Public purse covers funds for tuition and lost income
- Participants (companies) pay fee ~ DKK 600-900 / week
- Workers incur some loss of income (compensation ~ € 115/day)
- Employers contribute ~ € 60 / employee / year

## Social partner based life long learning

- Continuously based on social partner/tripartite agreements
- Vital element of Danish model of flexicurity
- Employees stay qualified for jobs
- Employers recruit up to date qualifications
- Society and politicians rewarded by well functioning labour market
- "The battle of LLR 2005"

## Collective agreements on sectoral LLR

- 75 sectoral "competence foundations" established in 2007
- Activities started in 2009
- Employers pay ~€ 70 / employee / year
- Foundation support: fees, transport, up to 85% of lost wages

# Social partners tripartite based agreement 2017-2021



- Ambitious strengthening of LLR
- Increased supply of qualified labour

## Key elements

- Additional public funds: € 350.000.000
- Skills adjustment to increase mobility on labour market
- Outreach to individuals with insufficient basic skills (reading, writing, math) to promote LLR
- Better supply of adult education in basic skills from public LLR-schools. Also digital and language skills
- Better quality of formal short LLR courses through increased fees from participants (employers)



## Key elements

- Increased compensation for wage loss: 100% of unemployment benefit
- Increased emphasis on LLR in further education
- LLR closer to the needs of employers. Introduction of tests. More private supply of LLR
- One entry to the LLR-system

## **Social partner agreement on training for refugees**

- IGU : 2016
- Refugees: 18-39 years
- 20 weeks in school, 1½ years in apprenticeships
- Terms fixed in sectoral wage agreement