

3.5 Traineeships and apprenticeships

On this page

1. [Official guidelines on traineeships and apprenticeships](#)
 2. [Promoting traineeships and apprenticeships](#)
 3. [Recognition of learning outcomes](#)
 4. [Funding](#)
 5. [Quality assurance](#)
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Official guidelines on traineeships and apprenticeships

The Apprenticeship system is regulated in the Law on Labor Relations ([????? ?? ???????](#) [??????](#)), in articles 56, 57, 58 and 59. These articles refer to the duration of the apprenticeship (maximum one year), performance and cancellation.

The Apprenticeship can last up to one year, unless otherwise stipulated by law. The apprenticeship may be proportionally extended if the apprentice works on a shorter working time than full-time, but for a maximum of six months.

At the end of the apprenticeship, the apprentice must take an exam, which is an integral part of the internship and is taken before the expiry of the internship. For the duration of the internship, the employer must not cancel the employment contract to the apprentice, except in case of an employer's termination procedure.

However, no legal framework on traineeship exists in Republic of North Macedonia. Traineeship is included in the Employment strategies and programs as a measure for increasing the employability of young people.

The training for the unemployed is foreseen in the Operational Plan for Active Programs and Measures for Employment and Services in the Labor Market for 2020. The aim of the trainings is to improve the skills and qualifications of the unemployed persons for their successful integration in the labor market. According to the Operational Plan, the following trainings are foreseen: job placement for a known employer, training for professional qualifications according to employers' request, training for demand occupations and handicrafts, training for demanded occupations and trainings for C and D driver license.

The trainings are intended for all unemployed persons registered at the Employment Service Agency as active job seekers. There are some exceptions in the target

group for some of the trainings such as a minimum of primary education and unemployed up to 34 years of age with a minimum of primary education.

Promoting traineeships and apprenticeships

Information regarding traineeship opportunities are available on the website of the [ESA](#) and in the local employment agencies. Also, specific information on traineeship opportunities is provided in the Operational Plan on Active Labor Market Programs and Measures.

Recognition of learning outcomes

The trainees provide reports to the ESA and the provider of traineeship. In terms of apprenticeship, the apprentice must pass an exam before the end of the apprenticeship. However, not all providers keep sound record books on traineeships or apprenticeship.

Funding

According to the active labor market programs and measures, the providers are not obliged to co-fund the trainee. The amount that the trainees receive is around 150 EUR, including personal tax income and sickness and workplace injury insurance (this amount is paid by the ESA).

The funding for traineeship is provided with the budget of the Ministry of Labor and Social Policy, within the Action Plan for Youth Employment (and operational annual plans).

According to the Operational Plan for Active Labor Market Programs and Measures 2020 ([?????????? ???? ?? ??????? ????????? ? ????? ?? ??????????? ? ??????? ?? ??????? ?? ??????? ?? 2020 ???????](#)), the total projected budget for the realization of the trainings is 113.093.338 MKD with enrollment of 1922 unemployed. For comparison, the budget for trainings for previous year was 128.843.000 MKD for enrollment of 3115 unemployed.

Quality assurance

Monitoring and quality assurance for student's apprenticeship is responsibility of the institution (private or state) in which the apprenticeship is performed. It is usually regulated by internal document and no specific qualitative outcomes are available.

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