

TRADE COMMITTEES IN DK - SECTORAL SOCIAL PARTNER COOPERATION IN VET

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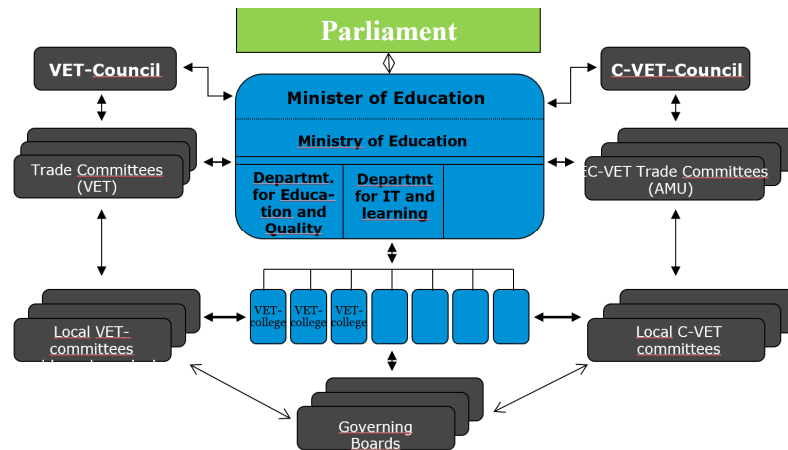
Confederation of Danish Industry

Danish VET in a nutshell

- Dual training apprenticeships: 1/3 school training, 2/3 company training
- Apprentices = employees with wages defined in CBA's by Social Partners.
- Duration: 2 to 5.5 years – the most typical being 3.5 to 4 years
- Four groups of programmes: Technology and Construction, Health and Care, Business and Trade, Food and Agriculture. 105 VET programs.
- Essential part of DK Labour Market model – Social partnership and Collective Bargaining Agreements.
- Tradition of apprenticeships since the Middle Ages....



Governing VET – Actors and Institutions



Trade Committees – social partnership in practise

- Composed and financed by Social Partners in equal numbers. Includes industry representatives
- Trade committees decide on
 - ✓ Duration and structure of VET-programme
 - ✓ Curricula development
 - ✓ Learning objectives and outcomes
 - ✓ Examination methods
 - ✓ Certification of companies as apprenticeship places
 - ✓ Mediation in conflicts between companies and apprentices
 - ✓ Extension or shortening of apprentice contracts



Funding VET in Denmark

State	Social partners/companies
VET-schools - educational activities, instructors, equipment, buildings etc	Trade Committees – all activities and expenses
Study grants - to students untill apprenticeship contract is obtained	Wages during apprenticeship – while in company and at school
Governance and Quality Assessment	Training and instruction in companies
Regulatory issues	



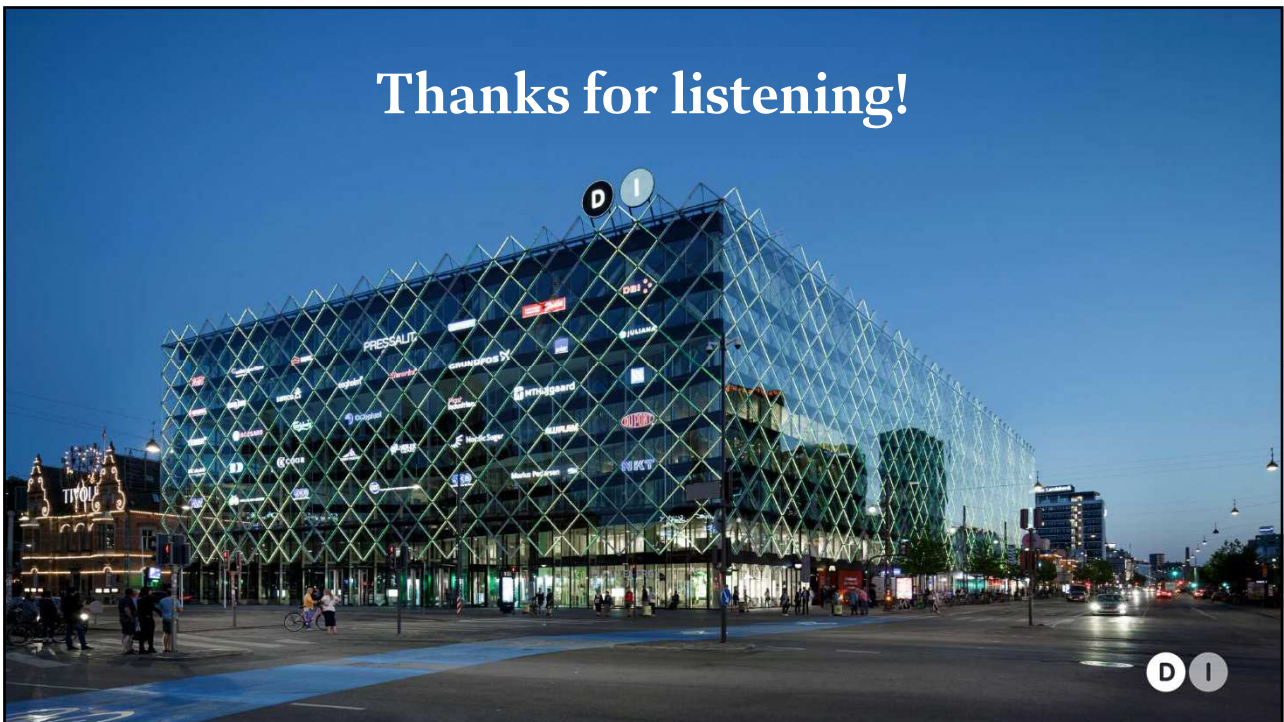
But how do you do it??



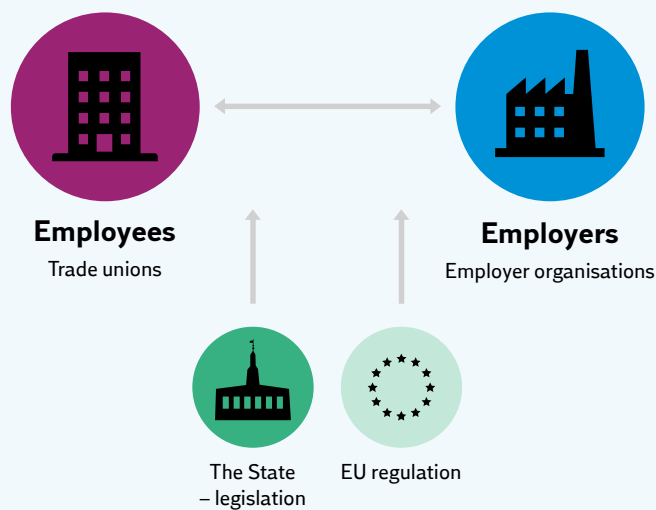
- Tripartite responsibility for VET - Social Partners and Government
- Actual authority to Social Partners – and financed by them. Calls for commitment!
- Strong link to Labour Market model – Collective Bargaining and regulation of the Labour Market
- Trust, dialogue and compromises between Social Partners is absolutely essential
- The alternative to finding a compromise is Government intervention – and loss of influence..
- We have done it for centuries...



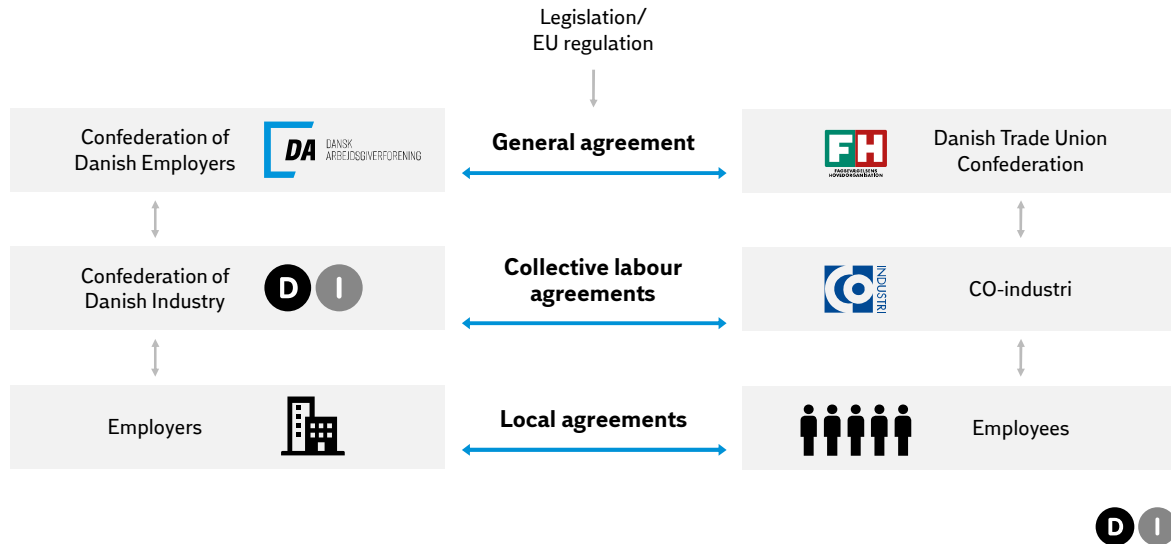
Thanks for listening!



The Danish Labour Market Model



Regulation of the labour market



WHAT CHARACTERISES THE DANISH LABOUR MARKET?

Flexible
labour market

Local negotiations
and agreements

Trust between
the parties

Small degree of
political
interference