



# Training grant for employers

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Estonian Unemployment Insurance Fund

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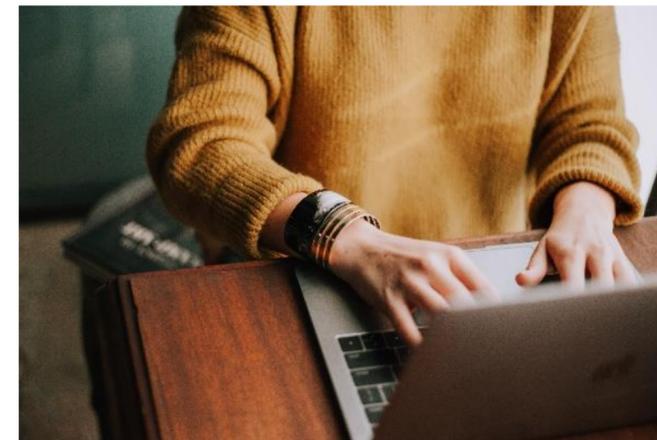
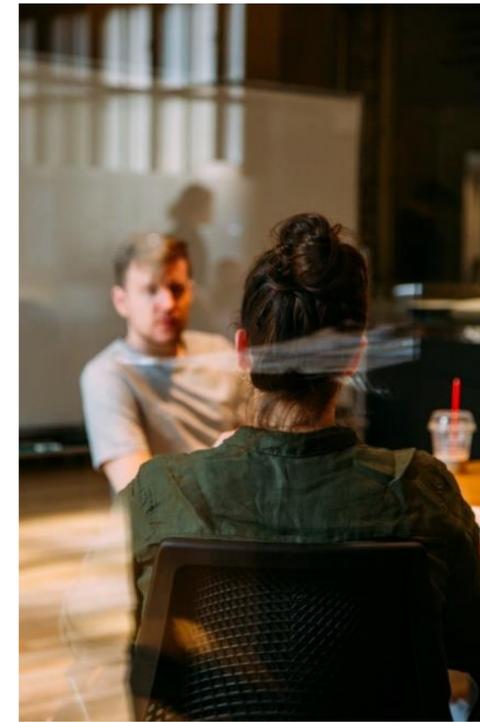


- <https://www.youtube.com/watch?v=hm0LVX7SVs4>
- Public employment services are a responsibility of the Estonian Unemployment Insurance Fund
- We have service points all over the country
- We employ about 1000 people in more than 100 positions
- We help jobseekers find job and employers find employees
- Our career counselling helps people find suitable development opportunities and young people to understand their options
- We help people to acquire new skills

# Training grant for employers

Employers can apply for a training grant from the Unemployment Insurance Fund to

- recruit new employees;
- train employees in changing circumstances;
- develop employees' Estonian language proficiency;
- develop employees' proficiency in information and communication technology



# Training grant in numbers

Type of support	2017		2018		2019		2020		2021	
	Number of employers	Number of employees								
Recruitment	2	2	11	50	9	128	5	25	11	39
Changing circumstances	18	49	43	197	87	482	62	245	119	358
Estonian language	-	-	37	435	99	1258	54	689	114	1082
ICT	-	-	-	-	-	-	-	-	191	1047
<b>Sum</b>	<b>20</b>	<b>51</b>	<b>91</b>	<b>682</b>	<b>191</b>	<b>1868</b>	<b>120</b>	<b>959</b>	<b>420</b>	<b>2526</b>

# For whom?

- The training grant can be applied for:
- legal persons governed by private law
- sole proprietors who operate as employers,
- local government authorities.

# Main conditions

- Application must be submitted **before** training programme starts.
- The total volume of the employee's training plan must be at least **50** academic hours in total for the duration of up to **one year**.
- Participants must receive a certificate or attestation at the end of the programme.
- At first, all expenses pertaining to the training of employees are paid by the employer.

# The amount of compensation

The training grant compensates the employer's:

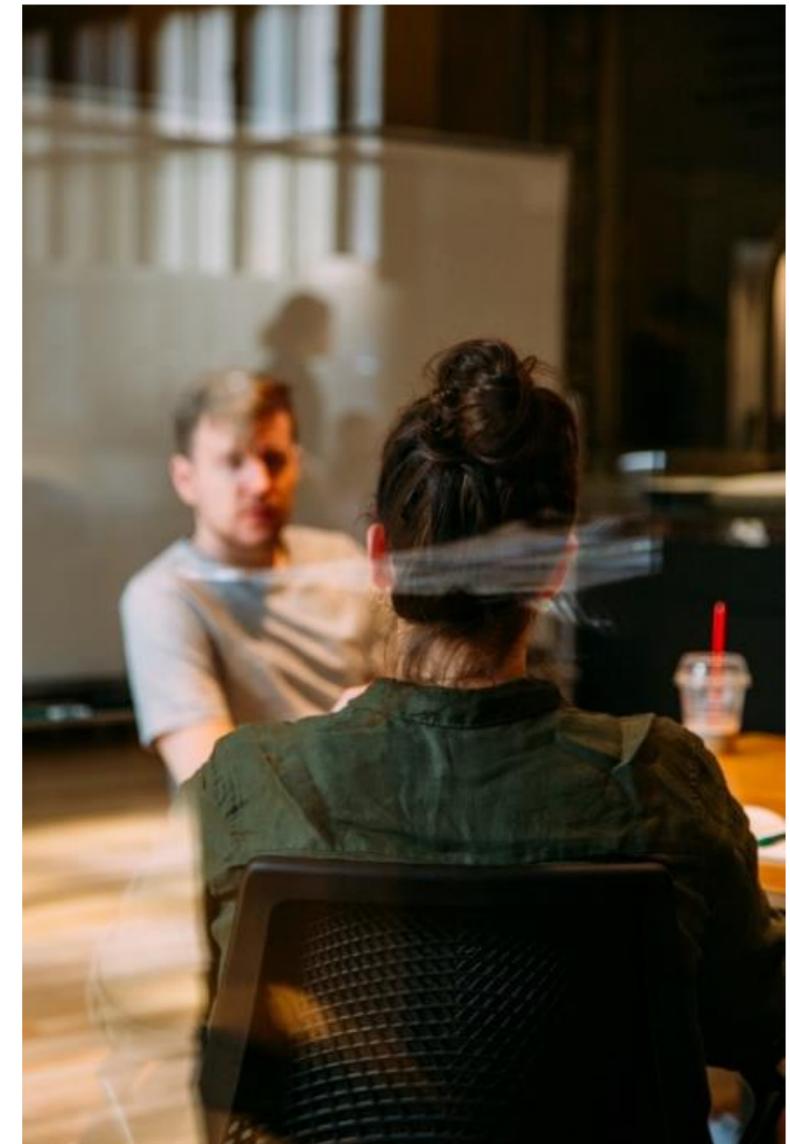
- € training costs
- € transport costs related to participation in the training, if it takes place outside Estonia
- € wage costs in the rate of the minimum hourly wage for the time the employee participates in the training.

We generally compensate up to 80% of the total costs, but no more than EUR 2500 per employee.

A total of up to EUR 2500 in training support is paid to an employer for the training of the same employee over a period of three years across all of the support options.

# Recruitment training grant for employers

- Can be applied to for train employees for specified main profession.
- Training plan must be at least 50 academic hours in total for the duration of up to one year.
- Contract without a term or for the duration of at least six months.
- The application must be submitted within 4 months from the employment of the employee.
- Generally 80%, but If an employee is found through the Unemployment Insurance Fund among the people registered as unemployed, we will compensate up to 100% of the costs, but no more than EUR 2500 per employee.



# Examples of supported basic occupations

- **Forestry and timber Industry:** harvester operators, forwarder operators, CNC bench operators
- **Information and communication technology:** IT quality managers, cyber security managers/information security managers, testers
- **Accounting:** financial controllers, accounting analysts, development managers
- **Metal and engineering Industry:** sales and marketing managers, engineers, supply managers
- **Energy and mining:** mining engineers, electrical and energy engineers, industrial engineers
- **Apparel, textile and leather Industry:** engineers, technicians, constructors, technologists
- **The culture and creative industries:** sound technicians, lighting technicians, video technicians

# Training grant for employers upon changing circumstances

- If the employees' skills need improving:
  - due to the restructuring of the company,
  - implementation of new technology,
  - or an update in qualification requirements.
- The company is required to have paid the employer's unemployment insurance premium for at least two years during the three-year period prior to submitting the application.



# Changing circumstances- examples Eesti Töötukassa

- A manufacturing company introduces a new production line and needs to retrain its employees.
- A construction company wants to provide construction of heating systems as a new service, and employees need training in the construction of gas installations.
- An enterprise enters a foreign market and its employees need to improve their English skills.

# Training grant for employers for development of employees' Estonian language proficiency and ICT

- The volume of the training must be at least 50 academic hours and the programme may last up to one year.
- The employment contract of the employee (for whom the grant is being applied) must be without a term or remain valid for at least six months after submission of the application
- In order to obtain the grant, the company is required to have paid the employer's unemployment insurance premium for at least two years during the three-year period prior to submitting the application.
- We will compensate up to 80% of the total costs, but no more than EUR 2500 per employee.



# ICT examples

- Introduction of new enterprise resource planning (ERP) software
- Introduction of new 3D engineering software in designing
- Knowing and programming machine and robot systems
- Introduction of data analysis software, business analysis and data visualisation environment
- Filling in digital patient care records.



# Paying the training grant

- Expense report must be submitted via online platform of the Unemployment Insurance Fund.
- Expense report must be submitted within six months upon the completion of the training program.
- Employer must include invoice, cost statement and the certificate or attestation.



# The training grant is de minimis aid

- The training grant is de minimis aid.
- If the maximum DMA amount has been reached, the training grant will be paid as a state aid block exemption and in the amount of up to 50%, but no more than EUR 2500 per each employee listed in the employer's application.



<https://www.tootukassa.ee/en/tootaja-leidmine-ja-koolitamine>

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