

Training by the employer with the involvement of sectoral associations

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The purpose of the action is to identify, select and organise practical training for unemployed people to work in enterprises in the sector, in line with the sector's labour demand and the specificities of the sector.

The unemployed person is provided with practical training, including the acquisition of vocational competences at the first, second or third professional qualification level, when he or she establishes an employment relationship with an employer in the sector. Practical training is not organised for unskilled and low-skilled jobs.

The measure is implemented in the following sectors and subsectors:

in manufacturing industry subsectors:

- wood processing
 - mechanical engineering and metalworking
 - manufacture of electrical and optical equipment
 - chemical industry
 - food and drink production
 - production of non-metallic minerals
 - light industry
 - paper production and printing
- information and communication technologies

The measure is implemented by sectoral associations that:



represent at least 10 companies in the sector

are taking part in the work of the Sectoral Expert Council

have been registered in the Register of Associations and Foundations of the Register of Enterprises of the Republic of Latvia for at least five years prior to participation in this measure

How to apply for practical training with sectoral associations?

Step

- The sectoral association must complete the application form available on the website and attach the requested information. The form (in Latvian):
 -  [pieteikuma forma](#) 

Step

- The completed application, signed with a secure electronic signature, must be submitted to the SEA by sending it to the SEA e-mail pasts@nva.gov.lv.

The applications will be evaluated by the SEA Selection Committee of the Training Providers with the Involvement of Sectoral

Associations in accordance with the provisions of the Regulations for the Selection of Training Providers with the Involvement of Sectoral Associations and the applicants will be informed of the decision taken.

If the association's application is successful, the SEA will conclude a cooperation agreement and provide a grant for the costs of organising the event - coordinating and managing training events, recruiting trainers, etc.

The sectoral association submits a report on the unemployed who have completed practical training under the Agreement.

The SEA will reimburse the costs of participation in the organisation of the event in the amount of EUR 200 for each unemployed person participating in training with an employer if this person has completed the training.

How is the cooperation with the employers in the sector implemented?

After the conclusion of the cooperation agreement with the sectoral association, the employers indicated in the application of the sectoral association, who will implement the practical training, will be sent an invitation by the SEA within one month from the date of receipt of the invitation to submit an application for implementation of the practical training in cooperation with the sectoral association in the branch in whose territory the creation of workplaces is planned;

The employer applies for participation in the "Training with an employer" measure. If the unemployed person requires additional theoretical training, during the practical training the unemployed person may be involved in modular vocational training programmes referred to in Article 21.1 of Cabinet Regulation No 75 or in non-formal education programmes developed by a sectoral enterprise and recognised by sectoral associations, according to the professional competences to be acquired during the practical training;

The employer's completed application must be submitted to the branch of the SEA in whose area the job is to be created; the application can also be sent to the e-mail address of the SEA branch if the application is signed with a secure electronic signature. (Contact details of all SEA branches are available on the SEA website.)

The applications will be evaluated by the selection committee of the SEA branch for active employment measures and the applicants will be informed about the decision.

To receive support from the SEA for practical training, the employer must provide a newly created job or a job that is vacant. Unemployed persons who have been employed by the employer concerned for at least 12 months prior to the start of the practical training measure are excluded from the practical training.

The employer, through a contract with the SEA, provides practical training for up to four months;

To make sure that the candidates are suitable for the company's needs, the employer participates in the selection process and chooses the most suitable candidates.

Before the practical training starts, the employer must sign an employment contract with the unemployed person.

The employer must provide the unemployed person with the wage specified in the application, which, together with the wage subsidy component, cannot be less than the national minimum wage.

The employer must provide the necessary theoretical and practical training, as well as a qualified supervisor to help the unemployed person acquire and consolidate professional knowledge, skills and competences.

The employer has the right, when concluding contracts, to involve other experts and trainers who have completed their education and have at least two years' practical experience in the occupation in which the unemployed person is receiving practical training.

The employer must make compulsory contributions to the national social insurance from the wage subsidy for the unemployed person who has not been diagnosed with a disability.

The monthly amount of the unemployment benefit from the SEA is adjusted to the occupational qualification level of the profession being trained:

- level of professional qualification - €300;
- level of professional qualification - €350;
- level of professional qualification - €350.

Unemployed people can receive up to €50 for a compulsory health check during their practical training.

If the practical training location is at least 15 kilometres from the unemployed person's declared place of residence, the unemployed person can also receive regional mobility support of up to €150 per month to cover transport costs and rent for accommodation.

The monthly subsidy for the work of a practical training supervisor is EUR 10 for each day of practical training. One job supervisor can supervise a maximum of two unemployed people.

Employers who provide practical training to unemployed people with disabilities will receive a subsidy for the compulsory national social security contributions from the wage subsidy of the unemployed person.

The employer also receives a one-off grant for personal protective equipment (up to €100) and a one-off grant for adapting the workplace for an unemployed person with a disability (up to €1000).

After the practical training is completed, the unemployed person receives a written certificate of acquisition of vocational skills and an assessment of the knowledge acquired.

for each unemployed person who has completed training with the employer, the employer submits information to the SEA on the training results of the unemployed person.

If the unemployed person requires additional theoretical training for the performance of his/her professional duties during practical training, the unemployed person may be involved in modular vocational training programmes referred to in Article 21.1 of Regulation 75 of the Cabinet of Ministers or non-formal education programmes developed by a sectoral enterprise and recognised by sectoral associations in accordance with the professional competences to be acquired during practical training at a rate of EUR 4.50 per training hour up to a total of EUR 360 per training programme. The time spent in modular vocational training programmes shall be counted towards the period of practical training referred to in Article 109.1 of this Regulation, and the unemployed person shall continue to receive his/her agreed wage during the time spent in these programmes.

In the case of measures providing for training at the employer's premises, the educational institutions will be chosen by the employers or employers' organisations participating in the measure, ensuring free competition and non-discriminatory treatment, as before, in accordance with the requirements laid down in Article 15 of Regulation 75 of the Cabinet of Ministers.

The "Training by the Employer" measure is implemented within the framework of the European Social Fund (ESF) project "Support for the Education of the Unemployed" to prepare employers for the specialists they need by selecting and training unemployed people registered with the SEA at the company's premises.

The duration of practical training is determined by the level of professional qualification of the profession being trained. Unemployed people shall spend 2 months learning occupations at the first professional qualification level, 3 months - learning occupations at the second professional qualification level and 4 months - learning occupations at the third professional qualification level.

The "Training by the Employer" measure is implemented by merchants, self-employed persons and associations or foundations, with the exception of political parties and educational institutions.

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I E G U L D Ī J U M S T A V Ā N Ā K O T N Ē

ESF project No 7.1.1.0/15/l/001 "Support for Education of the Unemployed"

REACT-EU grant for reducing effects of crisis caused by Covid-19 pandemic

<https://www.nva.gov.lv/en/training-employer-involvement-sectoral-associations>