



European
Commission



European Alliance for Apprenticeships

Romania – National commitment

*Employment,
Social Affairs
and Inclusion*

COUNTRY	Romania
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Ministry(ies)	Ministry of Labour and Social Solidarity Ministry of Education
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Overview of apprenticeship

General information on apprenticeships	
Overview	<p>In the past seven years, Romania has revised its education and training legislation to enhance participation in apprenticeships. This was achieved by developing a system of transferrable credits in adult vocational training and updating occupational standards.</p>
Number of apprentices	<p>Under the Initial Vocational Education and Training (IVET) scheme, the number of students enrolled in professional VET at level 3 EQF has consistently increased each year, reaching 96 242 individuals in the 2022-2023 school year.</p> <p>Within the Continuing Vocational Education and Training (CVET) scheme, there were a total of 1 067 apprenticeship contracts in 2022. For 2023, the National Professional Training Plan projects approximately 1 520 apprenticeship contracts involving unemployed individuals registered with the Romanian National Agency of Employment (ANOFM) database.</p>
Legal basis	<p>Under the IVET scheme, VET programmes incorporating practical training elements of the dual training system, are regulated by Law No. 198 of July 4, 2023, on pre-university education.</p> <p>Within the CVET scheme, apprenticeships at the workplace are governed by Law 279/2005, with subsequent amendments, and the Labour Code.</p>

Target group

Young people, adults and students, including those with special needs, the unemployed, and low-skilled adults.

Scheme(s) specific information		
	<i>Dual VET Scheme</i>	<i>Apprenticeship at the workplace scheme</i>
EQF level	3	1, 2, 3, 4
Duration	3 academic years	6-12-24-36 months
Status of the apprentice	Learner	Both
Access to HE possible?	<p>YES</p> <p><i>Dual VET graduates can continue their studies at high school. Upon passing the baccalaureate exam, they can access higher education.</i></p>	<p>NO</p> <p><i>There is no permeability between the levels of NQF through VET. Individuals must pass the baccalaureate exam to access higher education.</i></p>
Funding	<p><i>Education in dual VET is financed by national budget through the Ministry of Education. Additionally, students receive a state-supported</i></p>	<p><i>Apprenticeship funding may come from the employer's own resources, sponsorship, European structural and investment funds,</i></p>

	<p><i>scholarship and an allowance from partner companies.</i></p>	<p><i>and national public funds approved in the unemployment insurance budget.</i></p> <p><i>Upon request, the employer is eligible to receive 2 250 lei per month (approximately € 470 per month) for the entire duration of the apprenticeship contract, provided from the unemployment insurance budget.</i></p>
<p>Apprentice remuneration or compensation</p>	<p>Not considered in current legislation</p> <p><i>In dual VET, students do not receive a salary, but rather a state-supported scholarship and an allowance from partner companies.</i></p>	<p>Mandatory</p> <p><i>All apprentices under an apprenticeship contract receive a salary. The minimum monthly salary specified by the apprenticeship agreement is at least equivalent to the country's minimum gross national salary.</i></p>

Implementation of the national commitment

Progress and main achievements

Over the past seven years, the Romanian apprenticeship legislation has undergone several revisions, particularly in terms of programme financing, duration, quality assurance, and service delivery. Changes were made to the country's education and professional training systems, which were subsequently reflected in apprenticeship programmes.

In 2016, the Ministry of National Education established the legal framework for the Dual Vocational Education and Training (Dual VET) system, paving the way for its implementation. The reform aimed to enhance students' professional competencies through high-quality work-based learning (WBL). The implementation of the Dual VET programme began during the 2017-2018 academic year, focusing solely on Level 3 EQF. In September 2022, the methodology for organising and conducting dual education across EQF levels 3-8 (high school, post-high school, and university level) was updated through OME no. 5732/2022.

The Pre-university Education Law No. 198/2023 provides the necessary legislative framework for a complete dual route from pre-university to university education. According to this law, technological pre-university education will be conducted exclusively in the dual system for all technological high schools starting with the 2029-2030 school year.

In 2018, the National Qualifications Framework (NQF) was amended to include qualification level 1, requiring 180 hours of training. The Ministry of Labour, in collaboration with social partners and the National Authority for Qualifications, identified 30 qualifications for level 1. The workplace apprenticeship legislation was also amended to incorporate apprenticeships schemes for level 1 qualifications.

Since June 2023, the implementation of a system of transferrable credits in adult vocational training, approved by Government Decision No. 772/2022, aims to enhance flexibility in vocational programmes, including apprenticeships, and promote professional mobility and credit recognition. Occupational standards will be updated and developed incorporating transferrable credits. Through a project financed by the 2014-2020 European Social Fund (ESF) stream, approximately 267 occupational standards were developed by the National Authority for Qualifications in partnership with the Ministry of Labour and Social Solidarity.

In 2022, a total of 1 067 apprenticeship contracts were signed. ANOFM's National Professional Training Plan for 2023 anticipates that around 1 520 apprenticeship contracts will be stipulated with unemployed individuals registered in the ANOFM database.

The number of students enrolled in professional VET programmes (level 3 EQF) has progressively increased, reaching 96 242 individuals during the 2022-2023 academic year.

Update of the national commitment

Planned reforms and initiatives

Enhancements to the national institutional framework are essential for the effectiveness of the Romanian apprenticeship system. Planned initiatives will focus on increasing the number of occupational standards and improving the functioning of the sectoral committees. The goal is to develop or update 400 occupational/qualification standards through a strategic project financed by ESF+, implemented by MMSS together with ANC, with support from the Sectoral Committees within the Education and Employment Program 2021-2027.

The legislation regarding the Sectoral Committees is currently being amended. Awareness campaigns and information dissemination need improvement, as companies often provide the necessary information about apprenticeship programmes.

A new regulation for quality assurance in adult learning is under development. The Draft Methodology for implementing quality assurance principles proposes:

- The introduction of concepts designed to guarantee the quality of the adult vocational training system;
- The creation of a regulatory framework for developing a culture of quality within adult vocational training.

The draft is currently undergoing a public consultation process, with the next step being its approval through a government decision.

The twin digital and green transition

The Ministry of Labour, along with social partners from the construction field, is designing a pilot project aimed at introducing an Individual Learning Accounts (ILA) scheme targeting adult learning in the construction field. The National Strategy for Adult Training 2023-2027, pending final government approval, includes several measures on ILA, micro credentials, career counselling, adult learning programmes, and green and digital competences development. The goal is to boost adult learning participation to 12 % by increasing and improving the supply of learning opportunities. Specific Objective 5 focuses on developing adults' green and digital skills the twin transition.

In January 2023, Romania approved the [National Strategy on Education for the Environment and Climate Change 2023 - 2030](#). This strategy outlines clear actions to increase education and awareness of sustainable development and environmental responsibility among children and youth.

The National Implementation Plan outlines actions for initial and continuing professional education and training to support the green and digital transition. Finally, the model of the Occupational Standards was updated to include sections on green and digital competences.

EaFA six priorities¹

SMEs are supported through legislation concerning quality assurance in the professional training of adults, including apprenticeships, in the workplace. The legislation addresses quality assurance in professional training by providing a systemic approach that connects the national level with the county, local, and sectoral levels. This legislation forms the basis for development by creating cooperation mechanisms at the national, regional, and local levels.

The piloting of ILAs in the construction sector encourages collaboration between ministries and social partners, strengthening social dialogue. The sectoral committees will play an important role in the ILA scheme by identifying qualification needs and occupational developments within specific sectors.

¹ More information about EaFA six priorities is available in the EaFA Action plan accessible here: <https://ec.europa.eu/social/BlobServlet?docId=23080&langId=en>

Targets and/or indicators

For professional VET, the number of students already enrolled for the 2022-2023 school year is 96 242 students across both regular and special needs programmes, distributed as follows:

- 9th grade: 34 740 students;
- 10th grade: 26 885 students;
- 11th grade: 33 398 students;
- 12th grade: 1 219 students with special needs.

For Dual VET, the number of students already enrolled is 15 161 students across both regular and special needs programmes, distributed as follows:

- 9th grade: 5 958 students;
- 10th grade: 3 952 students;
- 11th grade: 5 220 students;
- 12th grade: 31 VET students with special needs.²

Budget of the reform/initiative

By law, apprenticeships can be financed through:

- The employers' own resources;
- The sponsorships of natural and/ or legal persons;
- European structural and investment funds and national public funds approved in the unemployment insurance budget.

Employers who enter into apprenticeship contracts, as per the conditions outlined in Law No. 279/2005, are eligible to receive 2 250 lei (€ 453) per month

² 12th grade is exclusive to VET students with special needs.

for the duration of the contract, which spans between six and 36 months. These programmes are financed from national resources and ESF streams.

Similarly, participation in the initial VET programmes is funded from national funds and specific ESF projects. Students in either professional VET or dual VET receive RON 200 (€ 40) per month through national social protection programmes (up until the 2022-2023 school year). For the 2023-2024 school year, the scholarship increased to 300 lei (€ 60), according to Pre-university Education Law No. 198/2023.

Key stakeholders involved

Key partners active at the national level include:

- The Ministry of Education, which leads the implementation of professional VET, including dual VET;
- The Ministry of Labour and Social Solidarity, which coordinates the adult vocational training and the “apprenticeship at workplace” scheme;
- The public employment services, which implement the “apprenticeship at workplace” scheme;
- County authorisation commissions, which authorise training providers and programmes and oversee the rollout of training programmes;
- 16 Sectoral commissions, consisting of representatives from both employees and employers, develop sector-specific legal frameworks for training;
- The National Qualifications Authority, which approves occupational standards.

At the local level, schools, partner companies, and municipalities engage in the implementation of dual VET.

Further measures planned that are aligned with the European Framework for Quality and Effective Apprenticeships

Further measures include revising existing and creating new occupational standards, enhancing the capabilities of sectoral committees and training specialists, promoting apprenticeship through information dissemination and awareness-raising campaigns, and finalising legislation related to quality assurance in adult learning.

In 2023, the adoption of the National Implementation Plan for IVET and CVET established a framework aligning the goals of EU education and training policies with national policy objectives.

Five categories of general measures, aligned with the aforementioned framework, were proposed:

- Aligning the IVET and CVET offer with labour market needs;
- Enhancing flexibility and development opportunities through education and professional training;
- Enhancing the attractiveness of professional and technical education;
- Increasing participation and facilitating access to IVET and CVET;
- Improving the quality of IVET and CVET at both system and provider level.

Measures planned to support gender balance, social inclusion and internationalisation of apprenticeships

Horizontal aspects such as equal opportunities, gender balance, and equal access for disadvantaged groups are considered in all measures promoted by state institutions. Although horizontal issues are not separate measures, they are essential components to consider.

Regarding the internationalisation of apprenticeships, an investment priority of the Education and Employment Programme 2021-2027 is dedicated to supporting Erasmus+ transnational mobility for adult education. This will be

achieved by providing additional financial support to the Erasmus+ grant for Erasmus-accredited institutions.

Final overview of national commitment

Below are the objectives covered by the national commitment in a nutshell:

Increase supply	<input checked="" type="checkbox"/>
Foster quality	<input checked="" type="checkbox"/>
Promote image	<input checked="" type="checkbox"/>
Support mobility	<input checked="" type="checkbox"/>
Support national apprenticeship coalitions	<input type="checkbox"/>
Support SMEs	<input checked="" type="checkbox"/>
Mobilise local and regional authorities	<input checked="" type="checkbox"/>
Strengthen social dialogue	<input checked="" type="checkbox"/>
Engage sectoral social dialogue committees	<input checked="" type="checkbox"/>
Support the representation of apprentices	<input type="checkbox"/>
Address the twin transition	<input checked="" type="checkbox"/>
Foster gender balance	<input checked="" type="checkbox"/>
Support social inclusion	<input checked="" type="checkbox"/>
Internationalisation	<input checked="" type="checkbox"/>