



## TRAPP - Training for APPrentices – ERASMUS+ close to apprentices in the VET system !



The originality of TRAPP project is to implement long mobility for apprentices (2 months) fully integrated into the training course.

Before organising the mobilities, it was necessary to clarify the legal framework of mobilities in sending and receiving situation in order to secure both companies and apprentices.

In 3 of the 4 countries participating to the project, Germany, Italy and France, apprentices are employees linked to their company by an employment contract. In Finland, apprentices are still considered as students and do internships in companies.

In each country, apprentices' mobility is authorized by law, but the legal framework is more or less framed.



In Finland, the internships foreseen by students can be done in European companies.

Germany and Italy plan that mobility is organized in the framework of a detachment agreement between the sending company and the hosting one. The apprentice remains an employee of the sending company who continues to pay the wage and to provide the social security cover. The host company undertakes to comply with the regulations applicable in the host country, in particular as regards working hours, weekly and daily rest, compliance with health and safety rules, etc.

France has recently modified its legal framework for mobility and now distinguishes between mobility for up to 4 weeks and mobility for more than 4 weeks. In the latter case, the apprenticeship contract is interrupted for a while and the regulations of the host country is then applied, particularly for :

- Health and safety at work
- Wage
- Worktime
- Weekly rest and bank holidays

**Next Steering Committee: Wednesday 3rd and Thursday 4th June 2020 in Espoo (Finland) !**