



# Apprenticeship training supported by Varma

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**Varma can offer you support in apprenticeship training if you are seeking work that is better suited to your state of health. The goal of apprenticeship training is the completion of a vocational upper secondary qualification, further vocational qualification or specialist vocational qualification.**

Apprenticeship training consists of on-the-job training complemented by theory studies. We may also support apprenticeship training for entrepreneurs.

## How is an apprenticeship agreement made?

The apprenticeship contract will be drawn up between you, your employer and the local apprenticeship training office. The apprenticeship training office is responsible for purchasing the theory studies. The apprenticeship agreement is a commitment between the employee and employer, similar to a temporary employment contract.

The apprenticeship agreement specifies, among other things:

- how long the agreement is valid for
- how long the probationary period is
- the qualification to be completed
- the grounds for remuneration and
- the main job duties

The agreement also specifies the person responsible for on-the-job training and the learning institute that arranges the theory studies. A personal study plan will be drawn up together with the training organiser and this will be attached to the apprenticeship agreement.

A copy of the apprenticeship agreement and the study programme is sent to Varma.

## Support from Varma

During the apprenticeship you will be in an employment relationship and your employer will pay you a salary according to your collective agreement. Varma will pay the rehabilitation allowance to your employer as compensation. The condition for receiving support from Varma is that the employer will also pay the salary during the theory study period.

In order for the support to be paid, the employer must provide Varma with the employee's salary information and the employer's bank account number using a separate Varma form.

In addition to paying salary, the employer also takes care of other regular earnings-related pension and social insurance payments, and pays the withholding tax. The employer must additionally pay any difference between the salary and the rehabilitation allowance. If the rehabilitation allowance is larger than the salary, we will pay the difference to the employee.

For more information about the apprenticeship agreement, please visit: [studyinfo.fi](#).

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