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APPRENTICESHIP TRAINING AGREEMENT

An Agreement entered into today the *(Insert date)* _____

CONTRACTING PARTIES

On the one part:

BETWEEN; Dr Romina Borg, Director Work-Based Learning, Identity Card Number _____, who is appearing hereon for and on behalf of The Malta College of Arts, Science and Technology (MCAST), duly authorized in terms of the MCAST Board of Governors Resolution number 49/2020, hereinafter referred to as the **MCAST**.

On the other part: *(Details of employer to be inserted here)*

(Name and Surname) _____ Identity Card Number _____ who is appearing hereon for and on behalf of _____ duly authorized in terms of / in the capacity as _____ with registered address _____ hereinafter referred to as the **SPONSOR**.

On the other part: *(Details of student to be inserted here)*

(Name and Surname) _____ an MCAST student and bearer of Identity Card Number _____ residing at _____ holder of Mobile Number _____ hereinafter referred to as the **APPRENTICE**.

Collectively referred to as the '**PARTIES**'.

PREAMBLE

WHEREAS the MCAST is an Education Institution which qualifies as a VET Provider in terms of the Work-Based Learning and Apprenticeship Act (Chapter 576 of the Laws of Malta).

WHEREAS the APPRENTICE is a student following a course entitled _____ within the _____ at the MCAST which course includes a work-based learning component of _____ **working** hours (excluding vacation and sick leave).

COURSE TITLE _____ 1 Initials of Apprentice and Sponsor _____/_____



WHEREAS the SPONSOR is an individual / organization approved by the MCAST to deliver the work-based learning component of the above-mentioned course in the form of an APPRENTICESHIP which APPRENTICESHIP shall consist of the skills / technical occupation as specified in the course outline as per attached (Annex 1).

WHEREAS the SPONSOR has agreed to engage and remunerate the APPRENTICE, who accepts with the approval of the MCAST.

WHEREAS the PARTIES wish to regulate their relationship.

NOW THEREFORE the PARTIES hereto agree as follows:

INTERPRETATION

Unless a clear contrary intention appears:

- i. The defined terms herein shall apply both to the singular and the plural forms of such terms;
- ii. Any pronoun shall include the corresponding masculine, feminine and neutral forms;
- iii. The headings contained in this agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this policy
- iv. In the absence of clearly defined terms, the definition provided by the Work-Based Learning & Apprenticeship Act (Chapter 576 of the Laws of Malta) shall apply.

THE AGREEMENT

1 Term of Agreement

1.1 This Agreement is effective from the _____ up to _____ and may be considered automatically extended for any required further period (but not exceeding the maximum number of hours of apprenticeship) as long as student continues to be registered as MCAST student for the same course of studies.

1.2 The APPRENTICE shall during the term of this Agreement attend at the SPONSOR's place of work on the release day and for any number of hours per week, when not engaged in school based learning, and as per course requirements.

Provided that, during the VET providers' Christmas, Easter and Summer recess, and any other span of time

when not engaged in school activity the APPRENTICE may attend at the SPONSOR's place of work for forty (40) hours / week (full time basis) as agreed with the sponsor in the training programme plan.

- 1.3 Since for the purpose of SL 452.81 entitled *Contracts for Services for a Fixed Term Regulations* there is an objective reason why an incumbent in this position should not attain indefinite status if employed in excess of the legal limit stipulate in these Regulations by virtue of the fact that the position being offered to the APPRENTICE is an Apprenticeship and forms part of study programme the APPRENTICE is enrolled with at the MCAST and hence the service rendered by the APPRENTICE to the SPONSOR will remain on a definite basis.
- 1.4 For the avoidance of doubt, the parties agree that this Apprenticeship contract does not impose any obligation on the SPONSOR to offer employment to the APPRENTICE upon the successful completion of the Apprenticeship.
- 1.5 The provisions of Subsidiary Legislation 452.92 – Young Persons (Employment) Regulations, shall mutatis mutandis apply to this training agreement, in cases where the student apprentice is below the eighteen (18) years of age.
- 1.6 Full time students who are non EU nationals need to apply for an employment licence issued from Jobsplus. This licence is required for the student to be able to work during the apprenticeship and student should not start attending the place of work without obtaining this licence. The SPONSOR must assist student to fill in the necessary forms.

2 Training

- 2.1 The SPONSOR undertakes to coach, train and mentor the APPRENTICE as per course requirements.
- 2.2 The PARTIES agree that the Apprenticeship programme shall comply with the Training Programme Plan established by the VET provider. Further information including the course outline and learning outcomes is accessible from <https://www.mcast.edu.mt/full-time-programmes/>.
- 2.3 For the fulfilment of the obligation outlined in article 2.1, the SPONSOR appoints _____ as the Lead Trainer who shall have the responsibility of coaching, training and mentoring the APPRENTICE throughout the term of this agreement.



Provided that, in the event that the Lead Trainer can no longer fulfil his/her obligations vis-à-vis the APPRENTICE due to termination of employment or otherwise, the SPONSOR shall within 5 working days appoint a new Lead Trainer and inform both the MCAST and the APPRENTICE accordingly.

2.4 The coaching, training and mentoring of the APPRENTICE shall take place within the premises of the SPONSOR or any other location which is deemed necessary by the SPONSOR, after any premises have been inspected and approved by the Sponsor.

Provided that, activities taking place outside the premises shall be limited to _____
_____ (Insert
other address if different from address of sponsor indicated in page 1)

2.5 It is the responsibility of the APPRENTICE (i) to furnish the Lead Trainer with all the necessary information pertaining to the Apprenticeship, upon request, which includes information related to assignments and reports (ii) to furnish the sponsor representative any other information / medical condition / treatment which may be relevant to his work performance and next of kin details.

2.6 The APPRENTICE agrees to follow instructions as given by the SPONSOR and to conscientiously fulfil the tasks assigned to the APPRENTICE and shall follow the training provided in order to achieve the knowledge, skills and competences as outlined in the Training Programme Plan.

2.7 The APPRENTICE shall fulfil the requirements listed in the Training Logbook / Portfolio / AWBL module, while working in collaboration with the MCAST officials.

3 Observation Period & Probation

3.1 The PARTIES agree that one third (1/3) of the total number of hours for this contract, as specified in page one (1), shall be considered as the Probationary Period. Should either party terminate the apprenticeship before completion of one third the hours specified, the MCAST shall be informed in writing within three (3) working days.

3.2 The PARTIES agree that during the probationary period, all the rules and regulations contained in the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta) governing the probation period shall apply.



Provided that, for the avoidance of doubt, the Observation Period, where applicable, shall form an integral part of the Probation Period and no unpaid observation period shall be applicable to this apprenticeship.

4 Remuneration

4.1 The APPRENTICE is entitled to at least the National Statutory Minimum Wage rate per hour for the hours spent at the workplace as stipulated in the training programme plan. The minimum wage rate for 2025 is €5.54/hour.

The SPONSOR shall compensate the APPRENTICE at least at the following rates per hour:

€1.43/hour – 1st year of the course of studies

€1.50/hour – 2nd year of the course of studies

€2.12/hour – 3rd year of the course of studies

The employer's contribution rates above are revisable every calendar year by a pro-rata yearly COLA increase.

In addition to the payment as stipulated above (and irrespective of student's eligibility for students' maintenance grants and the amount thereof), the APPRENTICE is also entitled to the payment of Top Up stipend. This amount when added up to the employer contribution make up the established minimum wage rate per hour.

Applicable top-up rates payable from the Government of Malta are:

€4.11/hour - 1st year of the course of studies

€4.04/hour – 2nd year of the course of studies

€3.42/hour – 3rd year of the course of studies

The Top up payment rates above are revisable every calendar year by a pro-rata yearly COLA increase.

These payment terms are NOT applicable to students who are in full time employment / sponsorship. These students are deemed NOT eligible for top up stipend but shall continue to receive payment as per terms of the full time contract / sponsorship from EMPLOYER / SPONSOR.

4.2 Should the APPRENTICE exceed eight (8) working hours per day (as applicable) or forty (40) hours / week when on full time basis / on block release, then the overtime rate shall apply. Overtime shall be regulated in terms of the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta). Overtime rates are



those applicable to full-time employees (1:1.5 or 1:2) and not less than the National Statutory minimum wage rate per hour.

Provided further, that the MCAST consents to allocation of overtime to the APPRENTICE by the SPONSOR saving the provision of Clause 1.5.

4.3 The APPRENTICE shall be entitled to the pro-rata Government Bonus and all other bonuses as stipulated in the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta) payable completely from the SPONSOR.

4.4 The SPONSOR shall be responsible for the payment of National Insurance on the full amount payable to student (including the amount due by the sponsor and the top rate payable from the Government of Malta) for the purposes of Social Security in terms of the Social Security Act (Chapter 318 of the Laws of Malta).

4.5 No wages / benefit received by the APPRENTICE in terms of this agreement shall preclude or limit the APPRENTICE's rights to receive Students' Maintenance grants and any social benefit due to the APPRENTICE in the form of, but not limited to, disability and single parent benefits; subject to his/her eligibility under the provision of the relevant regulations.

4.6 Termination with Jobsplus must be immediately registered upon completion of the hours as approved by the SPONSOR / completion of the termination form as per clause 12.3. The student and / or the MCAST may request a copy of the online termination form.

5 Time-off and Leave

5.1 The SPONSOR shall allocate to the APPRENTICE time-off for the purpose of school-based learning, which shall include days when the APPRENTICE has to attend any form of assessment at the MCAST. The MCAST shall endeavour to as far as possible not schedule assessment on days when the APPRENTICE is due to attend at the place of work.

5.2 The APPRENTICE shall be entitled to four (4) days of unpaid study leave per academic year to be utilised during assessment periods upon presentation of the official MCAST timetable. For the purpose of clarity it is being declared that these days are not considered as part of the training hours spent at the work place stipulated in the preamble.



5.3 The APPRENTICE shall be entitled to paid leave computed on the number of working hours required for the apprenticeship scheme, which leave shall include but is not limited to the normal vacation leave and sick leave. In this regard, the laws and regulations in relation to leave, and particularly the provisions of the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta), shall apply.

Provided that the SPONSOR shall not deduct any vacation leave for any day during which the learner shall be required to attend school-based learning as part of the training programme.

5.4 For the avoidance of doubt it is being clarified that the working hours of the apprenticeship scheme, do not incorporate the days of leave and sick leave. Students are only required to log in the present hours on the MCAST CMIS (Classter) which must total the hours in page 1. Vacation Leave and Sick Leave are not to be logged in Classter as these are over and above the working hours.

5.5 The SPONSOR shall keep his record of APPRENTICE's vacation leave / sick leave / study leave availed of. The apprentice must input his record of attendance, present days only, to the VET's CMIS i.e. Classter, by the stipulated deadlines. Meanwhile the SPONSOR obliges himself to process online the hours inputted on classter by STUDENT for every payroll, by the stipulated deadlines.

5.6 These records will only be processed by the VET provider after due approval by the respective SPONSOR.

6 APPRENTICE's conduct at the Place of Work

6.1 The APPRENTICE shall demonstrate honesty, punctuality, courtesy, a cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.

6.2 The APPRENTICE shall obey the policies, rules and regulations of the SPONSOR, which shall include but are not limited to collective agreements, plant agreements or service agreement applicable to the training relationship, which shall be made available to the APPRENTICE, and comply with the SPONSOR's business practices and procedures.

7 Confidentiality

7.1 The PARTIES acknowledge that it is inevitable that during the course of this agreement, the APPRENTICE shall come into possession of certain confidential information, which information may include personal data and commercially sensitive data.



7.2 The APPRENTICE shall not during or after the term of this agreement make use of such information or data for the APPRENTICE's own benefit or the benefit of others.

7.3 The APPRENTICE shall not at any instance divulge or disclose the said information or data to others, unless specifically authorized to do so in writing by the SPONSOR, which authorization shall be made available to the MCAST.

7.4 The above-mentioned information includes, but is not limited to:

- (a) Data of Employees / Students / Customers / other third parties
- (b) Patents, formulas or new technologies
- (c) Data entrusted to the SPONSOR by third parties
- (d) Business / Commercial strategies
- (e) Documents and processes explicitly marked as confidential

7.5 The SPONSOR reserves the right to instruct the APPRENTICE to irretrievably destroy any or all Confidential Information in the latter's possession, and the APPRENTICE is bound to carry out such instructions immediately.

8 Data Protection

8.1 In entering into this agreement, the APPRENTICE acknowledges that the MCAST and the SPONSOR will process the APPRENTICE's personal data at any time in accordance with the relevant Data Protection Laws.

8.2 On the MCAST's or the SPONSOR's request, the APPRENTICE shall provide any of the data as requested and the same shall communicate to the MCAST and to the SPONSOR any changes in the data requested without undue delay.

8.3 On the other hand, the MCAST and the SPONSOR bind themselves to collect, process and store such personal data pertaining to the APPRENTICE in accordance with the provisions of the General Data Protection Regulation (GDPR), with utmost importance being given to the protection, security and privacy of the APPRENTICE's personal data.

8.4 The SPONSOR shall retain such data for the duration of the professional relationship between the Parties and the subsequent three (3) years.



8.5 In line with the provisions of the GDPR, the APPRENTICE benefits from numerous rights concerning the handling and processing of his / her personal data by the MCAST and the SPONSOR. In case of any queries or questions regarding his / her personal data, the APPRENTICE can contact the MCAST's and / or the SPONSOR's Data Protection Officer.

9 Occupational Health & Safety

9.1 The SPONSOR shall apply all Occupational Health and Safety measures in line with any activity that he/she is operating in and in line with current legislation, technical requirements and respective authorities' regulations and instructions. The SPONSOR must ensure the health, safety and welfare of the APPRENTICE as far as reasonably practicable and that s/he has all the necessary requirements.

9.2 The APPRENTICE shall report any health and safety mishap including near miss events to both the SPONSOR and the MCAST.

9.3 It is the APPRENTICE's responsibility to ensure that he / she abides by Health & Safety policies and any other policies and procedures in place, of the SPONSOR.

9.4 It is the APPRENTICE's responsibility to ensure that he / she familiarises himself / herself, with all safety measures within the working environment.

9.5 The APPRENTICE shall report immediately to his / her Lead Trainer any actual or potential occupational hazard.

10 Mentorship

10.1 The MCAST shall appoint a Mentor to supervise the learning of the APPRENTICE at the place of work.

10.2 The SPONSOR shall provide access to the Mentor or any of the MCAST official to the place of work upon the Mentor's or the MCAST official's request in order to observe the progress of the APPRENTICE. Provided that, a notice of at least three (3) working days shall be provided to the SPONSOR by the Mentor prior to the visit.



11 Breach of this agreement

- 11.1 The SPONSOR shall inform the MCAST without delay of any shortcomings on the part of the APPRENTICE so that the necessary action may be taken, which action may include but is not limited to disciplinary proceedings and termination of this agreement.
- 11.2 The APPRENTICE shall inform the MCAST without delay of any shortcomings on the part of the SPONSOR so that the necessary action may be taken, which action may include but is not limited to the termination of this agreement and also the blacklisting of the SPONSOR.
- 11.3 Without prejudice to the procedure outlined in clause 14 of this agreement, should the MCAST receive any information about breach of conduct at the place of work, it shall endeavour to resolve the shortcoming without delay, following which the APPRENTICE or the SPONSOR (as the case may be) will be informed in writing of the alleged breach and be allowed a period of fifteen (15) days from the date of service of notification in writing to remedy the situation.

12 Termination

- 12.1 Upon the lapse of the Probation Period, neither the SPONSOR nor the APPRENTICE may terminate the Apprenticeship and this agreement, without the written consent of the MCAST who shall grant the said consent at its sole discretion when it appears that there is just cause for any of the said parties to terminate the Apprenticeship and this agreement. Following the formal consent being granted by the MCAST, the APPRENTICE and the SPONSOR shall fill in the Termination form as prescribed by the MCAST. A one (1) week notice / five (5) working days is applicable.
- 12.2 The MCAST may terminate this Agreement if it is of the opinion that this is necessary after reviewing the progress of the APPRENTICE. Reasons for terminating the Agreement include but are not limited to:
- (a) Ensuring that the APPRENTICE receives the adequate training
 - (b) Where the APPRENTICE is failing to comply with the terms and conditions of this Agreement
 - (c) Where the APPRENTICE is diagnosed with a health issue which is affected by the place of Work. In this case, the MCAST may engage its own medical professional to carry out the required medical examination.

Provided that, the MCAST shall inform all PARTIES of its decision within five (5) working days.



- 12.3 This Agreement shall be terminated ipso facto and with immediate effect if the APPRENTICE
- (a) Completes the full number of hours of the apprenticeship
 - (b) Formally resigns or is officially de-registered from the programme of studies. The MCAST shall inform the SPONSOR of the said resignation within three (3) working days of receipt of resignation.
 - (c) The MCAST consent to the prior termination of the training agreement and the formal termination form is duly filled and signed by all three parties.
- 12.4 Without prejudice to any of the provisions of this article, the provisions of the Employment and Industrial Relations Act (Chapter 452 of the Laws of Malta) shall apply. Provided that, should this SPONSOR have to dismiss the APPRENTICE on grounds of redundancy, the SPONSOR shall make considerable endeavours to assist the APPRENTICE in finding an alternative sponsor.

13 Force Majeure

- 13.1 The PARTIES agree that in the case of force majeure, this agreement may, following agreement between the MCAST and the SPONSOR, be suspended or terminated. The APPRENTICE shall be informed in writing (even if by electronic mail) of the decision.
- 13.2 Should this agreement be suspended, the APPRENTICE shall not attend the place of work until the APPRENTICE is advised to do so by the MCAST and the SPONSOR. For the avoidance of doubt, during the period of suspension no remuneration shall be due to the APPRENTICE by the SPONSOR.
- 13.3 Should this agreement be terminated, the SPONSOR shall ensure that the APPRENTICE's online hours on Classter are processed and that he /she is remunerated in full for all the hours recorded at the place of work.
- 13.4 Force majeure includes but is not limited to: natural disasters, pandemics, energy blackouts, unexpected legislation, lockouts and industrial action.

14 Dispute Resolution

- 14.1 Where during the period of the Apprenticeship any dispute arises between any of the Parties, the provisions of Article 25 of the Work-Based Learning and Apprenticeship Act (Chapter 576 of the Laws of Malta) shall apply.



14.2 This Agreement shall be governed by and construed in accordance with the laws of Malta.

15 Communication Amongst Parties

15.1 Any communication required or authorized by this Agreement, from either Party to the other, should be delivered in written form, signed by the respective party legal representative, at the address and / or email address below, personally or mailed.

The Malta College for Arts, Science & Technology

AWBL Department

Reno C Borg Building

Triq Kordin

Paola, PLA 9032

Malta

Email: industrypartner@mcast.edu.mt

15.2 Whenever any Party changes its mailing addresses, the new address should be informed to the other Party immediately.

16 General Provisions

16.1 Nothing in this Agreement is intended or shall be construed to create or establish an agency, partnership, or joint venture relationship between the Parties hereto.

16.2 In the case any of the sections, clauses, term or parts in this Agreement are declared illegal, effect less or unenforceable, all other sections, clauses, terms and / or parts shall remain unaffected and remain enforceable.

16.3 The lack of enforcement of any rights or faculties emanating from this Agreement do not imply renunciation thereof and all sections of this Agreement remain enforceable until end date.

16.4 Every and each change or amendment made to this Agreement must be formalised in an Addendum, signed by all three Parties.



16.5 The parties shall sign one (1) original agreement which agreement is to be deposited at the MCAST Apprenticeship and Work-Based Learning Department. An authenticated copy shall be issued upon request. Each party shall be bound on their own and on behalf of their successors in title / assignees as applicable. Upon signing of the agreement sponsor is to register the apprentice with **JOBSPLUS** as **FULL-TIME APPRENTICE**.

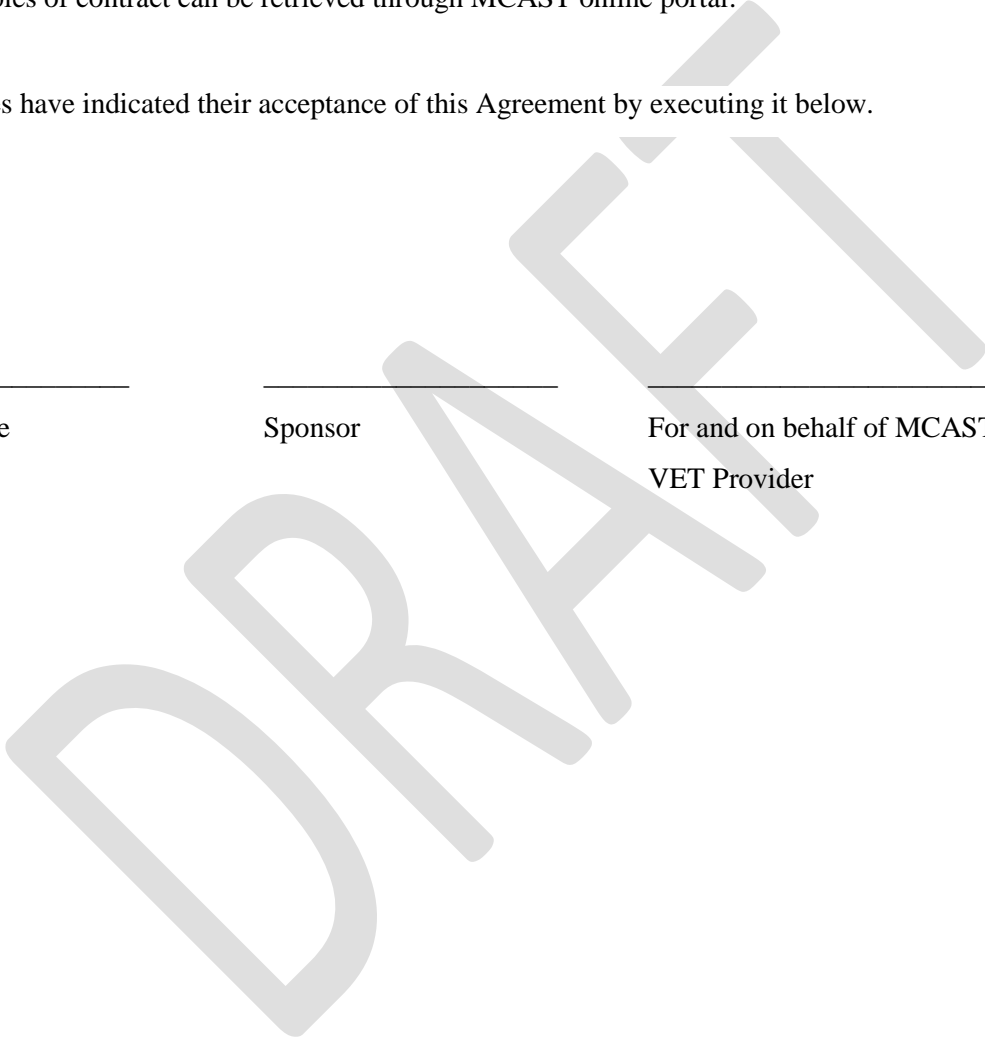
16.6 Copies of contract can be retrieved through MCAST online portal.

The Parties have indicated their acceptance of this Agreement by executing it below.

Apprentice

Sponsor

For and on behalf of MCAST
VET Provider





ANNEX 1

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