

Info about Trainee programs

Which options does a person have, if he wants to get work experience in a company for a limited time?

The trainee

Priority is given to the education/training. The work experience is part of a curriculum and related to the area of study. In this case, the trainee is under no obligation or time limit and thus, has no right to receiving a salary. However, in most cases an integration of the trainee into organization is necessary. If the conditions of work are comparable to an employment relationship, labour law applies and the trainee is entitled to receive a salary.

Bound by instruction?	Generally not (if there is an employment contract: yes).
Has to be registered?	Generally not (if there is an employment contract: yes).
Salary?	Generally none (if there is a working contract the salary has to meet the collective agreement's requirements. Furthermore, it should be corresponding to the employee's field of activity).
Duration?	According to the training requirements.
When?	Throughout the entire year.

The „temporary“ trainee/Internship

Priority is given to the payment. The traineeship is not subject to a curriculum or study guidelines and is limited in time. Therefore, these trainees are treated as "regular" employees: They underlie company's instructions and structures and they are entitled to be paid according to the collective agreement.

Bound by instruction?	Yes.
Has to be registered?	Yes. Subject to full insurance coverage, if the minimum wage limit* is exceeded.
Salary?	According to the collective agreement.
Duration?	A few months.
When?	During the school/university holidays.

* Minimum wage limit for compulsory social insurance 2024: €518,44

The volunteer

Priority is given to the acquisition of knowledge and abilities, without being subject to a curriculum or study guidelines. There is no obligation or time limits a, therefore, no right to a salary.

Bound by instruction?	No, except for company health and safety regulation.
Has to be registered?	Yes, at the AUVA (accident insurance).
Salary?	None (although "pocket money" may be paid).
Duration?	A few weeks.
When?	Can be at any time throughout the year.

