



# Apprenticeships and governance – an EU perspective

**3 April 2019, Siegburg, Germany**

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- **Context**
- **EU initiatives:**
  - European Alliance for Apprenticeships
  - Council Recommendation
  - Apprenticeships Support Services
  - Vocational Skills Week
  - Financial support
- **Where are we now?**
- **What to look for next?**

# 1<sup>st</sup> Principle Education, training and life-long learning

Everyone has the right to **quality and inclusive education, training and life-long learning** in order to maintain and acquire skills that enable them to **participate fully in society** and successfully **manage transitions** in the labour market





**Work-based learning** in all its forms  
*(including Apprenticeships)*



**Quality assurance,**  
*feedback loop: Labour market and VET provision*



**Access to training and qualifications for all**  
*in a LLL perspective (c-VET for upskilling + reskilling)*



**Strengthen key competences**  
*both in initial and continuing VET*



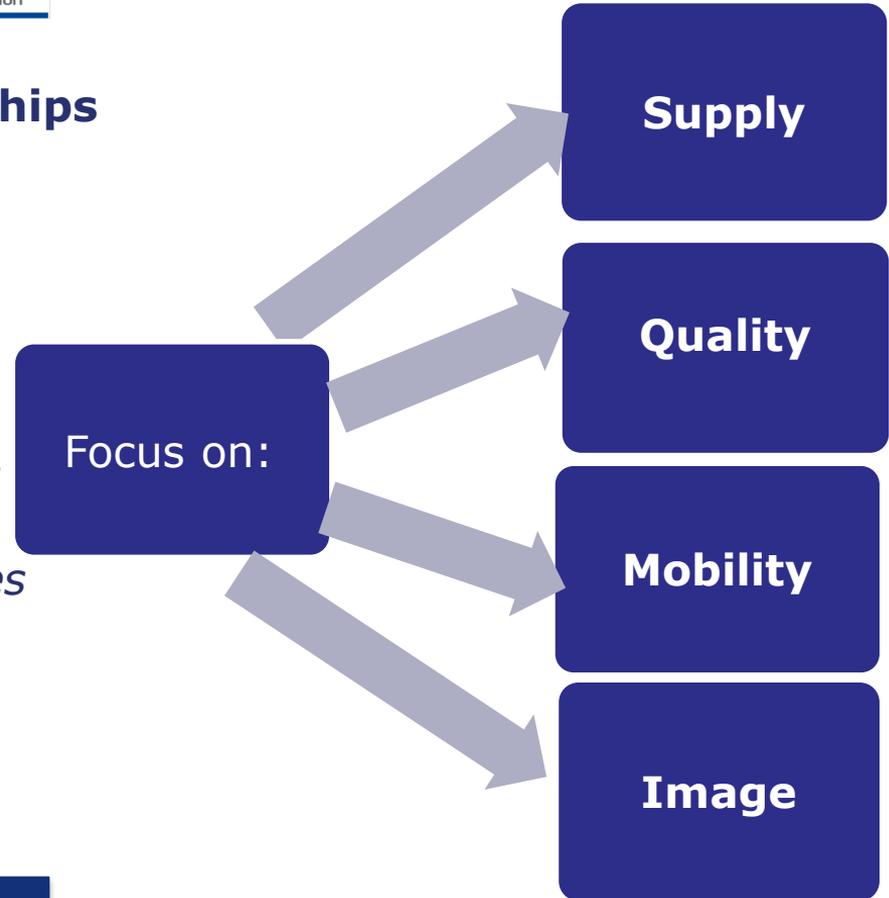
**VET teachers and trainers**  
*initial and continuous professional development*

**EU  
common  
priorities,  
2015-2020  
(Riga)**

## European Alliance for Apprenticeships

*A multi-stakeholder platform,  
supporting its members through:*

- **Networking**  
*Network of apprenticeship experts*
- **Learning**  
*Sharing experiences and best practices*
- **Tools**  
*Guidelines, practical tools and resources*
- **Information**  
*News, reports, events and funding*
- **Visibility**  
*Focus on apprenticeships*

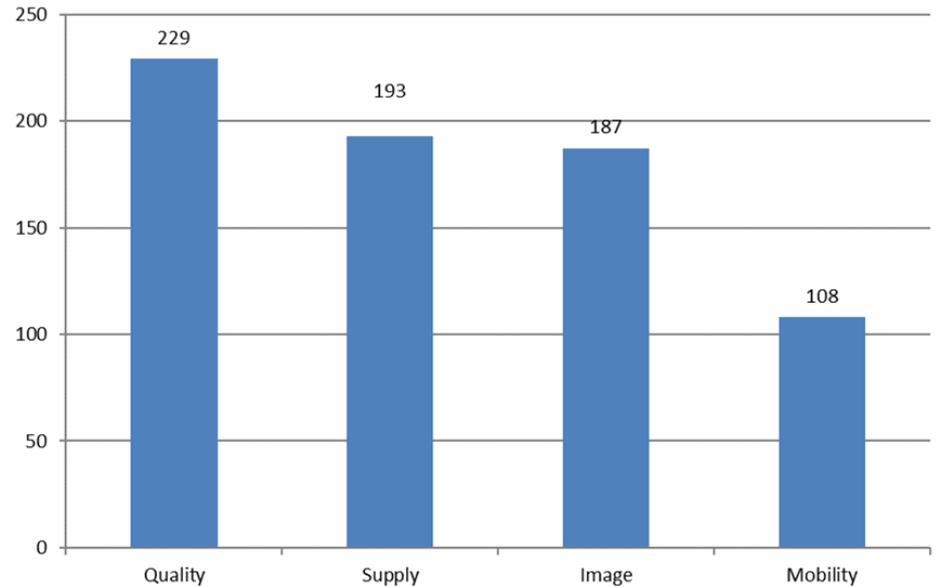
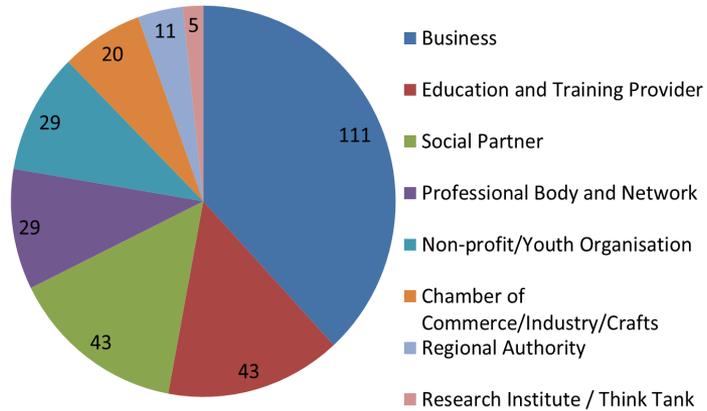


36  
countries

290  
pledges

>906,000  
offers

# Pledges overview





# European Framework for Quality and Effective Apprenticeships

Council Recommendation adopted on 15 March 2018

[European Framework for Quality and Effective Apprenticeships](#)

*Monitoring implementation with support of ACVT, building on existing instruments used within European Semester*

*Report to Council on implementation within 3 years from date of adoption:*

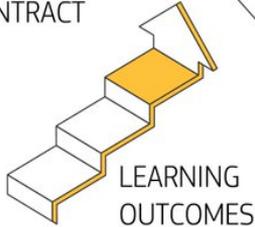
***15 March 2021***

# APPRENTICESHIPS

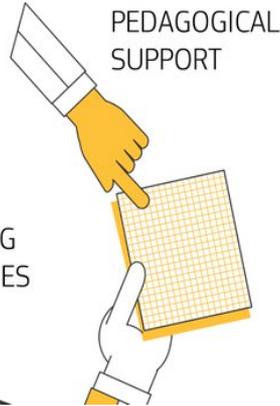
## Criteria for working and learning conditions



WRITTEN  
CONTRACT



LEARNING  
OUTCOMES



PEDAGOGICAL  
SUPPORT



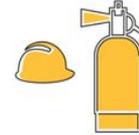
WORKPLACE  
COMPONENT



PAY AND/OR  
COMPENSATION



SOCIAL  
PROTECTION



WORK, HEALTH  
AND SAFETY  
CONDITIONS

# APPRENTICESHIPS

## Criteria for framework conditions



REGULATORY  
FRAMEWORK



INVOLVEMENT OF  
SOCIAL PARTNERS



QUALITY  
ASSURANCE  
AND GRADUATE  
TRACKING



TRANSPARENCY



SUPPORT FOR  
COMPANIES



CAREER  
GUIDANCE  
AND  
AWARENESS  
RAISING



FLEXIBLE PATHWAYS  
AND MOBILITY

# European Apprentices Network



# Apprenticeship Support Services

## Knowledge-sharing

Library of resources  
Online training modules  
Inspiring examples

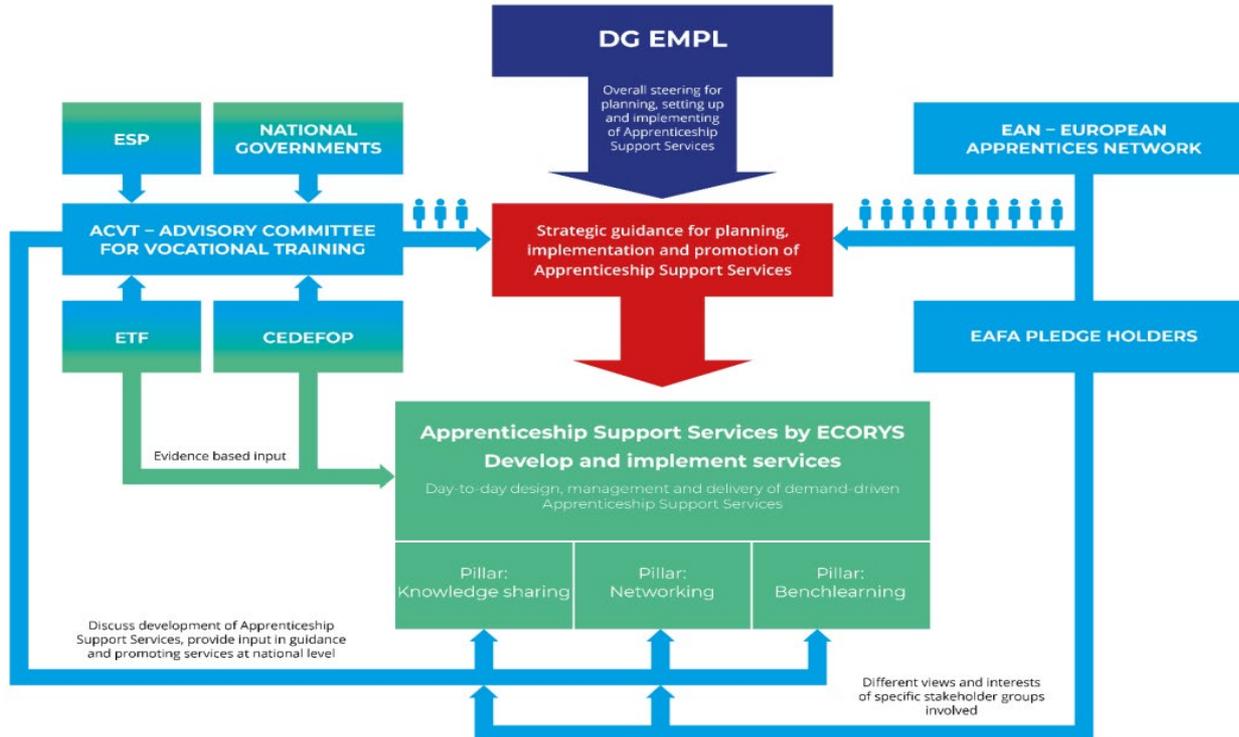
## Networking

Online networking  
Events: high-level,  
stakeholder meetings,  
learning seminars

## Benchlearning

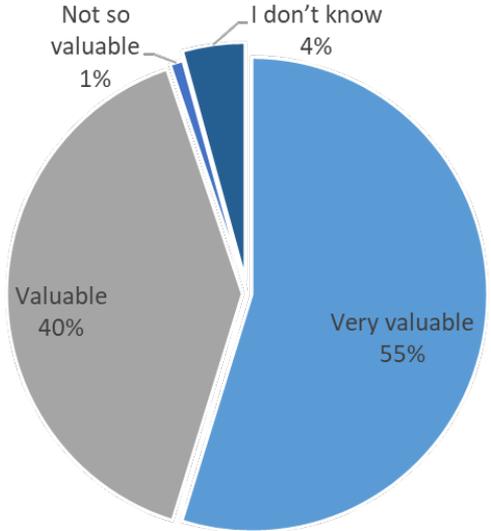
Targeted support and  
capacity building  
Excellency model  
Self-assessments and  
mutual learning  
Progress reviews

# Governance and implementation



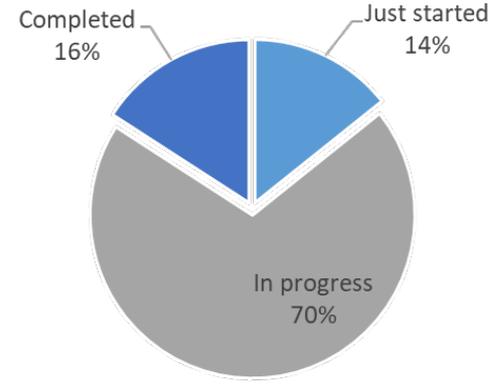


## Perception of the EAFa



Very valuable Valuable Not so valuable I don't know

## What is the current status of your pledge?



Just started In progress Completed

70% intend to renew pledge

# Supply of apprenticeships



- 74% of pledges monitored through the survey focus on increasing the supply of apprenticeship, (N = 118)
- more than 212,000 apprenticeship places were created in the period 2017-2018
- about two thirds created less than 500 places each, while the remaining 35% of member respondents provided more than 1000 places each



- 89% of pledges focus on promoting quality of apprenticeship:
  - **ad-hoc trainings and better guidance on quality assurance**
  - **specific and high-level partnerships**
- 90% of pledges monitored through the survey focus on promoting image of apprenticeship,
- 69% of pledges monitored through the survey focus on promoting mobility of apprentices:
  - **participation in European mobility programmes (i.e. Erasmus+)**
  - **development of company-based internal mobility programmes**

## **Apprenticeship Support Services - Thematic focus priorities:**

- Funding opportunities
- Quality assurance and tracking of apprentices
- Inclusive apprenticeships, equal opportunities and inclusive learning
- Critical success factors for apprenticeships
- Promoting transnational mobility



## European Alliance for Apprenticeships Awards:

- Identifying excellence regarding the supply, quality, image and mobility of apprenticeships among the EAfA members:
- 2 categories of awards:
  - **Companies: a) one large company and b) one small or medium-sized enterprise (SME)**
  - **Apprentices**
- EAfA members will be contacted to participate
- See: [https://ec.europa.eu/social/vocational-skills-week/awards-vet-excellence-2019\\_en](https://ec.europa.eu/social/vocational-skills-week/awards-vet-excellence-2019_en)

# European Vocational Skills Week Awards for VET Excellence



# Where are we now?



# Participation in job-specific training

EU28 population: 511.5 million

## INITIAL

>10 million VET students and apprentices

~3 million apprentices

## CONTINUED

30 million adults (25-64) in last month (11 % of population 25-64)

122 million adults (25-64) in last year (45 % of population 25-64)

A large part job-related and employer sponsored

# Investment in job-specific training

Total public expenditure on education: ~650 billion EUR

## BY COMPANIES

~30 billion EUR annually for apprenticeships

~125 billion EUR annually for training

## BY PUBLIC SECTOR

~70 billion EUR annually for initial VET

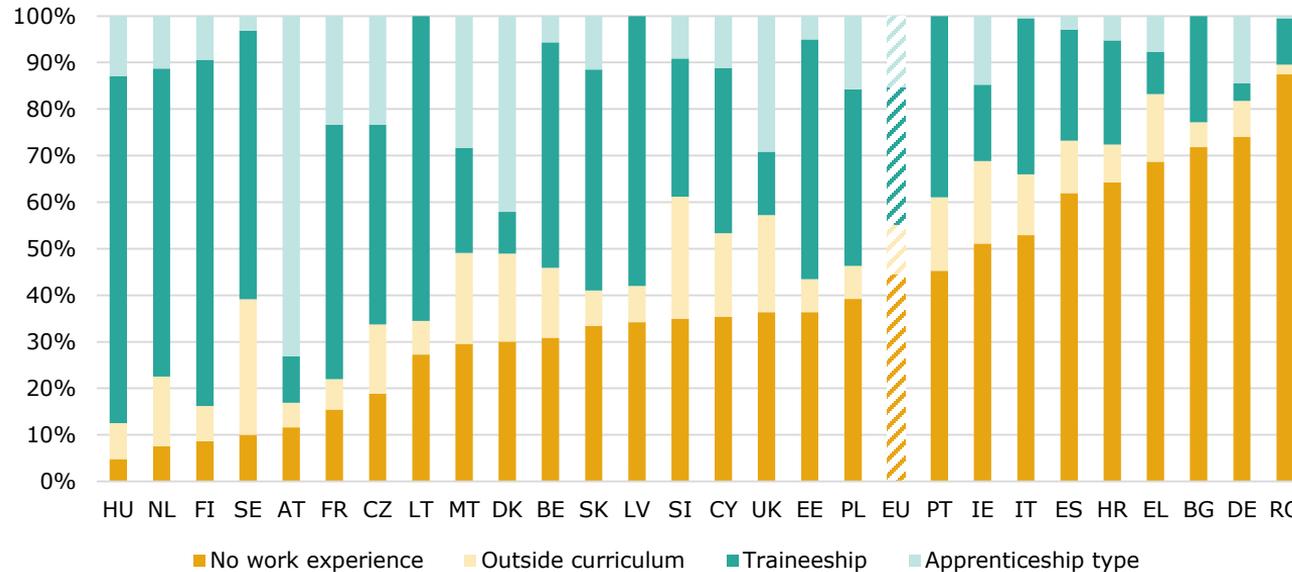
~25 billion EUR annually for Active Labour Market Policies (ALMP) training

+ for adult upskilling outside ALMP training  
(amount unknown)

# Work experience during studies in VET (15-34 years, 2016)



- **Traineeship the most frequent form**
- **Apprenticeships still mainly in the traditional 'dual countries'**



Source: EU Labour Force Survey, Eurostat



- Gaining ground in Europe
- Most frameworks have included IVET (EQF 2-4, gravity on 4)
- Higher VET increasingly included (EQF 5-8)
- Apprenticeship qualifications increasingly included, mostly at EQF level 3-4, but also at higher levels

## VOCATIONAL TRAINING DIPLOMA (DIPLOMA EPAGGELMATIKIS EIDIKOTITAS I.E.K.) - SPECIALTY: SYSTEM MANAGEMENT AND INTRANET / INTERNET SERVICES TECHNICIAN

Field (ISCED FoET 2013)

Computer use  
Database and network design and administration

Country/Region  
Greece

EQF level  
5

Description of the qualification

### Knowledge

- Know the special principles and concepts, the content and scientific vocabulary of their specialty.
- Analyze information that enables them to understand their work field.
- Possess at an adequate level the methods and procedures of the new technologies.
- Know the safety and hygiene requirements and the relevant actions for their specialty.

### Skills

- Hold a wide range of cognitive and practical skills of their specialty.
- Apply with fluency a range of specialized techniques in their field of expertise.
- Solve in a creative manner specific problems that arise in their working environment.
- Have communication skills at the level of theoretical and technical information in subjects of their expertise.
- Handle with expertise the required technological equipment of their specialty.

### Competences

- Operate with autonomy in their field of work and have the ability to supervise others, depending on their specialty and in the context of their duties.
- Engage effectively in group work.
- Act within the scope of their specialty according to the principles of the professional ethics.
- Develop initiatives in specific fields of their specialty.

Awarding body or competent authority

Name: E.O.P.E.P. (National Organisation for the Certification of Qualifications & Vocational Guidance)

Homepage: (Greek) - <http://www.eoppep.gr> (English) - <http://www.eoppep.gr/index.php/en/>

Data provider  
Name: EOPPEP



- French VET reform:
  - **Better match between the VET system and labour market needs**
  - **Making VET more attractive**
  - **Skills Investment Plan (EUR 15 billion, 5 years)**
  - **New National Skills Agency: participates in the creation of VET diplomas and qualifications**
- Apprenticeship centers (CFA):
  - **Can now be opened directly by companies**
  - **More transparent quality assurance standards**
  - **Financed proportionally to the number of contracts**
- Conditions:
  - **Age limit extended from 25 to 29 years**
  - **New rights for apprentices**
- Mobility: goal is to double the number of mobile apprentices to 15 000 by 2022

# Apprenticeships in Italy



- Since 2003: 3 apprenticeship types in Italy
- The Jobs Act reform in 2015 reviewed the three types and for the first time formally introduced a “dual system”
- Push for more apprenticeships within the formal system





## “Post-Lyceum Year – Apprenticeship Class in Greece”

- A fourth optional year of study for vocational senior high school (EPAL) graduates
- Introduced in 2017 with support of the ESF (currently, approx. EUR 40 million are allocated for implementing apprenticeships)
- Lasts 9 months, consists of 7 hours in class teaching and has a strong workplace learning element (four days per week, 28 hours) at companies from the public and private sector
- Participation leads to level 5 EQF qualification
- Three rounds launched with almost 8000 apprentices benefiting from the scheme



# Erasmus+

## Key Action 3: Support for policy reform

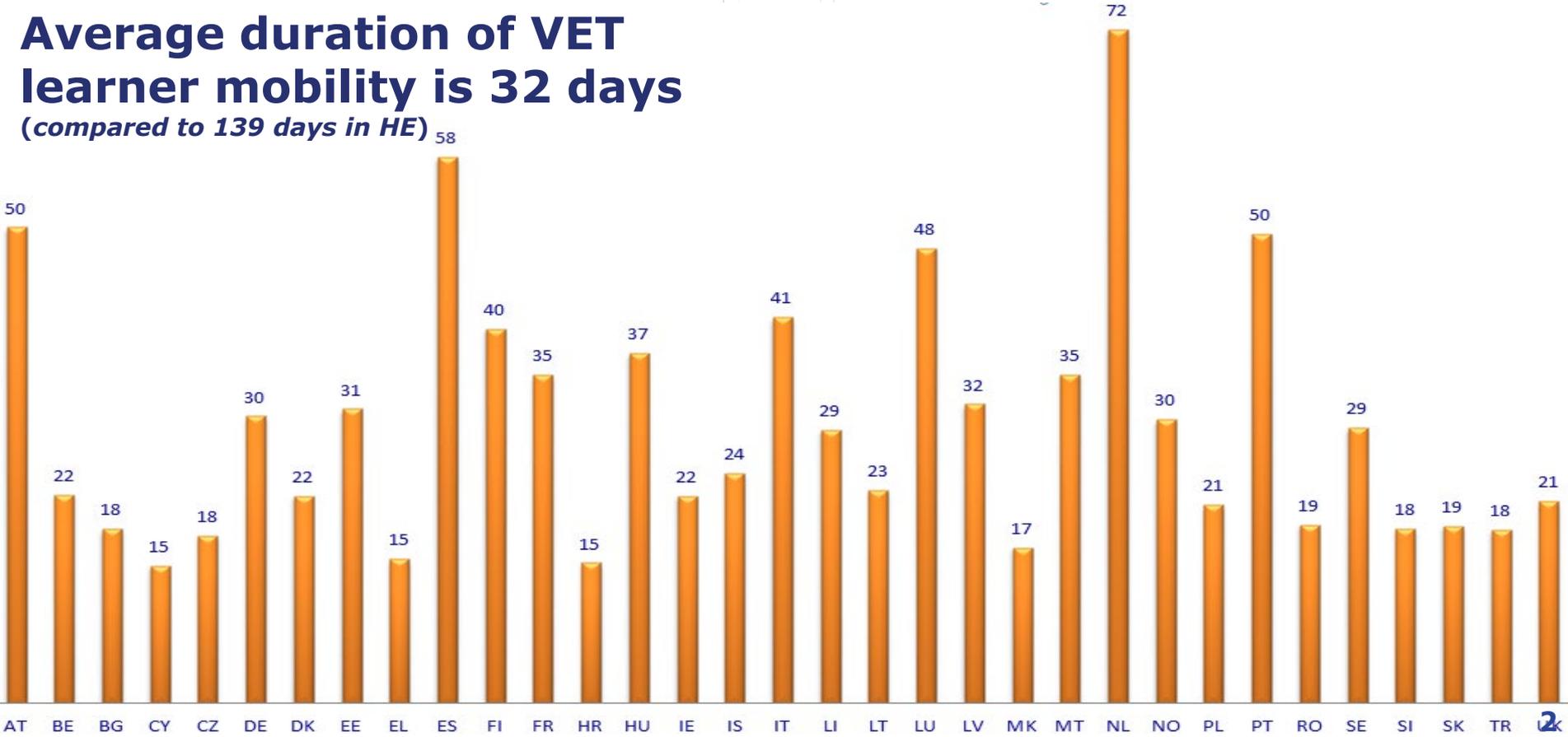
### Annual Calls for Proposals

- **2016:** Support for SMEs engaging in apprenticeships: 8.3 Mio € - 16 projects
- **2017:** VET-Business Partnerships on Work-based learning and Apprenticeships: 4.4 Mio € - 14 projects
- **2018:** Joint Qualifications in VET: 7.2 Mio € - 19 projects (15+4)
- **2019:** Networks and Partnerships of VET providers: 6 Mio € - 12 projects (tbc)

**Other funding:** *European Social Fund, Youth Employment Initiative (YEI), The Employment and Social Innovation Programme (EaSI), EURES, Your First EURES Job, European Investment Bank (EIB), European Regional Funds*



## Average duration of VET learner mobility is 32 days *(compared to 139 days in HE)* <sup>58</sup>



# What to look forward next?





# FAIR & BALANCED

## A new architecture for the future



In billion euro, current prices



### I. SINGLE MARKET, INNOVATION AND DIGITAL

- 1 Research and Innovation
- 2 European Strategic Investments
- 3 Single Market
- 4 Space



### II. COHESION AND VALUES

- 5 Regional Development and Cohesion
- 6 Economic and Monetary Union
- 7 Investing in People, Social Cohesion and Values



### III. NATURAL RESOURCES AND ENVIRONMENT

- 8 Agriculture and Maritime Policy
- 9 Environment and Climate Action



### IV. MIGRATION AND BORDER MANAGEMENT

- 10 Migration
- 11 Border Management



### V. SECURITY AND DEFENCE

- 12 Security
- 13 Defence
- 14 Crisis Response



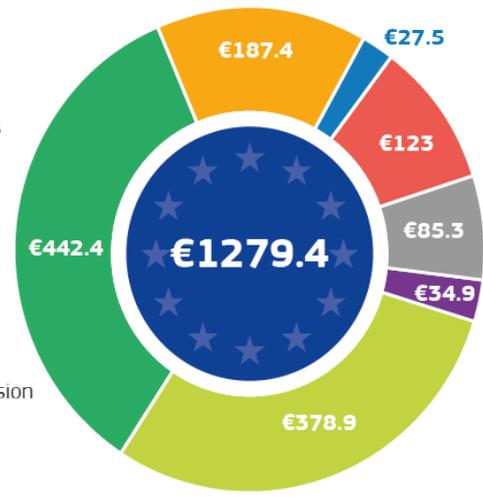
### VI. NEIGHBOURHOOD AND THE WORLD

- 15 External Action
- 16 Pre-Accession Assistance



### VII. EUROPEAN PUBLIC ADMINISTRATION

- 17 European Public Administration



Source: European Commission

## Erasmus novelties for VET:

- Doubling the budget to **30€ billion**
- Triple the number of learners and staff with the opportunity to go abroad: *from 650.000 to around 2 million people*

- Opening the **international dimension** to VET mobility of learners and staff
- Mobility for upskilling and reskilling (***continuing VET***)
- Enlarging the concept of **Staff in mobility** actions to include "multipliers" with leverage on guiding/implementing training, e.g. **HR staff in companies**
- Support for the set-up of Platforms of "**Centres of vocational excellence**"

## Centres of Vocational Excellence: Foster Vocational Excellence at two levels

### NATIONAL

#### Through **Centres of Vocational Excellence (CoVE)**

Operating in a given **local context**, embedding them closely in the local **innovation** and **skills ecosystems**, working with businesses, chambers, tertiary education, research institutions, public authorities, etc.

### TRANSNATIONAL

Through **Platforms of CoVE's** to establish world-class reference points for VET by bringing together partners that share a common interest in:

- Specific **sectors/trades** - such as aeronautics, e-mobility, green technologies, healthcare, textiles, or
- **Societal challenges** - such as integration of migrants, upskilling people with low qualification levels

# New Ambition for VET post 2020



*Digitalisation,  
Industry 4.0*

*21<sup>st</sup>  
century  
skills*

*New methods  
for teaching  
and learning*

## **Excellence**

- *Supporting innovation*
- *Regional development*
- *Regional economic strategies*
- *Focus on both initial and continuing VET*

## **Inclusion**

- *Broadening access*
- *Social mobility*
- *"Nobody left behind"*
- *Guidance*
- *Validation*

## **Flexibility and responsiveness**

- *Skills anticipation*
- *Flexible 'rapid response'*
- *Modular curricula and qualifications*

## **Efficiency and financing**

- *Investment and cost-sharing*
- *Rewarding quality and efficiency*
- *Performance based financing*

## **International dimension**

- *Mobility of learners, T&T, leaders*
- *International qualification*
- *Partnerships*
- *Evidence sharing*

*Teachers  
and trainers*

*Validation  
+ Guidance*

*Changing  
world of work*

## The dual objectives of VET for fostering **social inclusion** and **excellence**



The role of VET in supporting acquisition of **job specific** and **transversal skills**

Balancing investment and funding between **initial** and **continuing VET**





## The future European level initiatives could include

Provision of peer counselling and capacity building to VET stakeholders in the EU through; Apprenticeships support services (implementation of EFQEA)

European Alliance for Apprenticeships: Strengthening the Alliance by expanding its outreach and mobilizing stakeholders



# VET for all *Skills for Life*



**DISCOVER  
YOUR TALENT!**

European Vocational Skills Week  
14 to 18 October 2019  
Helsinki, Finland



## **European Alliance for Apprenticeships**

<http://ec.europa.eu/apprenticeships-alliance>

## **Apprenticeship Support Services**

<https://ec.europa.eu/social/main.jsp?catId=1147&intPageId=5235&langId=en>

## **European Framework for Quality and Effective Apprenticeships**

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2873>

## **Erasmus+**

<https://ec.europa.eu/programmes/erasmus-plus/>

## **European Vocational Skills Week**

<http://ec.europa.eu/social/VocationalSkillsWeek>

## **#ApprenEU**

[linkedin.com/groups/5026659](https://www.linkedin.com/groups/5026659)

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