Apprenticeships in a European context
APPRENTICESHIPS
Criteria for framework conditions

REGULATORY FRAMEWORK

IN INVOLVEMENT OF SOCIAL PARTNERS

QUALITY ASSURANCE AND GRADUATE TRACKING

TRANSPARENCY

SUPPORT FOR COMPANIES

CAREER GUIDANCE AND AWARENESS RAISING

FLEXIBLE PATHWAYS AND MOBILITY
APPRENTICESHIPS
Criteria for working and learning conditions

- Written contract
- Pedagogical support
- Workplace component
- Learning outcomes
- Social protection
- Work, health and safety conditions
- Pay and/or compensation
The most important criteria?

- **Regulatory framework** – who decides and how, who is represented and consulted?

- **Involvement of social partners** – If you are not part of the process, you are not part of the product. Ownership to apprenticeship schemes is essential

- **Support for companies** – financial and/or non-financial support to enable cost-efficient apprenticeships

- **Learning outcomes** with a clear focus on job-specific skills in combination with key competences for life-long learning
Challenges to apprenticeship-models

- Recruitment of sufficient young people
- Securing sufficient number of places
- Image of (dual) VET
- Lack of interest in STEM
- Call for more (schoolbased) education and basic/key competences
- Digitalisation and Industry 4.0?
Reflections - Is it wise to ....

• Promote apprenticeships as a means for social inclusion?

• Promote apprenticeships with a primary focus on young people just finishing elementary/compulsory school?

• Extend regulation on apprenticeships (rights and obligations of companies and apprentices)?

• Call for more and broader basic/key competences in apprenticeships – pushing towards academic drift?
Summing up

- Many challenges (and opportunities) facing apprenticeship-models
- Connection or balance between VET-system and labour market model/organisation is crucial to observe
- Can social inclusion really go hand in hand with excellence and high esteem?
- How to see apprenticeships as life long learning?
- Complexity vs flexibility in apprenticeships?
Thank you for your attention!

Anja Trier Wang
atw@di.dk