BREAKOUT: APPRENTICESHIPS AND THEIR ROI

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Advancing TVET through Industry Partnerships and Innovation
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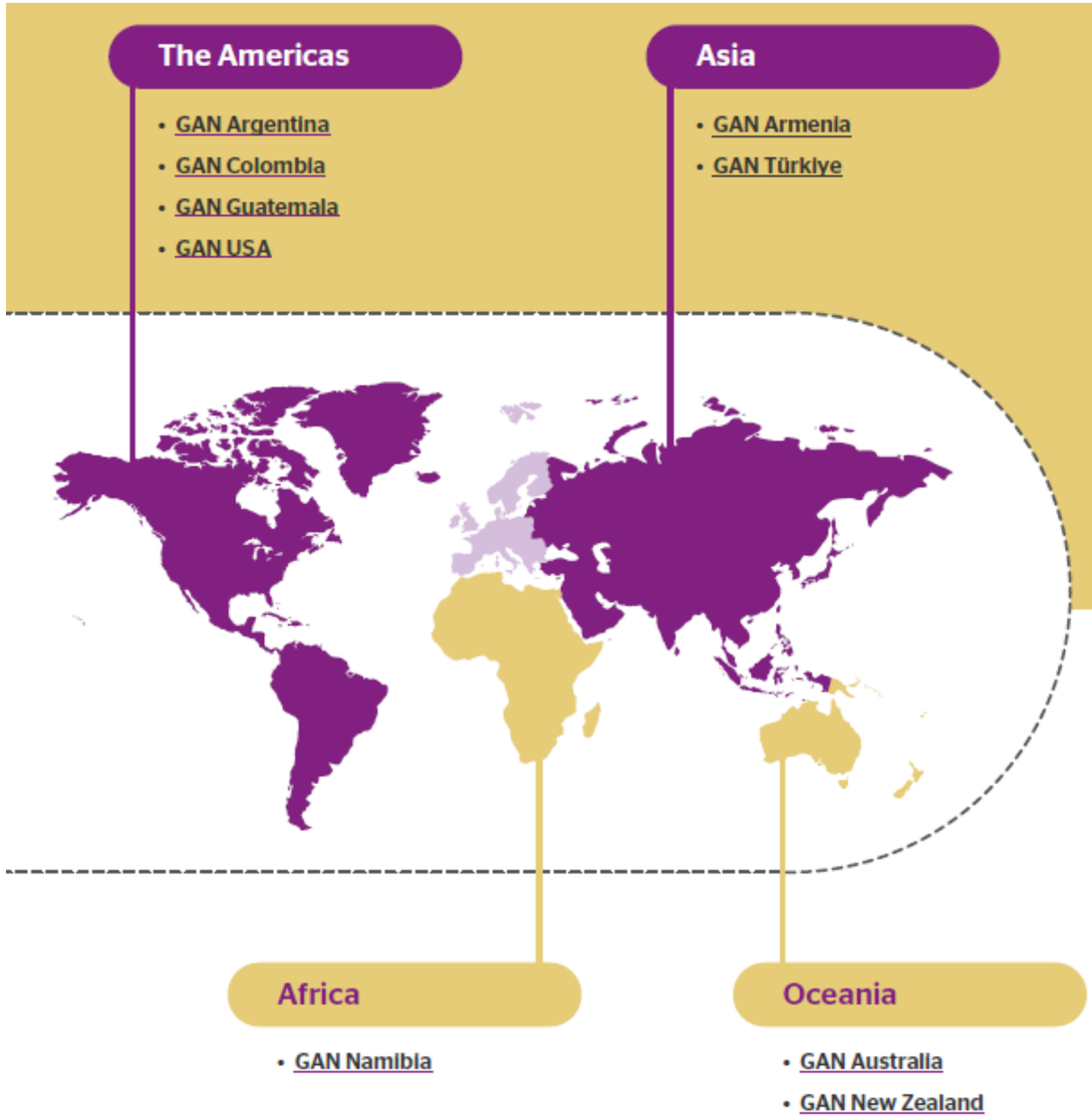
THE GLOBAL APPRENTICESHIP NETWORK

- Established in 2014 by consortium of companies, ILO, IOE, and OECD in response to the high youth unemployment levels that resulted from the 2009 economic crash.

- 10 years advancing quality apprenticeships and work-based learning globally through 9 country networks, key corporate members, and partnerships with international organizations.



CORPORATE MEMBERS

THE ADECCO GROUP

dsm-firmenich

accenture

Lipton

Nestlé

UBS

L'ORÉAL

BÜHLER

Microsoft

ACS

SAP

FOUNDING PARTNERS

IOE

ILO

OECD

BUSINESS at OECD

THE BUSINESS AND INDUSTRY ADVISORY COMMITTEE

SHOW OF HANDS!

Where do you work? Which stakeholder group do you represent?

THE GLOBAL CHALLENGE

- 12.4% global youth unemployment & 20% NEET in 2025 (ILO)
- 75% of employers report difficulty filling roles (McKinsey/WEF)
- 63% say skills gaps = major barrier to growth (WEF)
- 39% of skills will change by 2030 (WEF)

WHY EMPLOYER ENGAGEMENT STALLS

- Costs are unclear
- Returns are invisible
- Risk sits with the company
- Roles are poorly defined

WHAT IS RECOMMENDATION 208?

What it is

- Adopted by governments, employers, and workers
- Shared definition of quality apprenticeships
- Sets the guiding standards

Why employers care

- Clarity on who's responsible for what
- Clear standards on supervision, protection, and duration that reduce risk
- Credible training, assessment, and outcomes guidance

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CORPORATE CHAMPIONS FOR APPRENTICESHIPS

The Corporate Champions for Apprenticeships (CCA) is an alliance of companies committed to the **Guiding Principles on Quality Apprenticeships**. The principles are based on the International Labour Organization's (ILO) Recommendation R208.

The Recommendation sets forth the first - ever global framework on quality apprenticeships and was approved in June 2023 by governments, employers, and workers.

OUR COMMITMENT

The Corporate Champions for Apprenticeship (CCA) pledges to promote the Recommendation, share knowledge, partner, and steward its implementation by upholding a set of Guiding Principles. The CCA and Guiding Principles on Quality Apprenticeships are conceived, hosted, and monitored by the Global Apprenticeship Network (GAN).

WHAT ARE THE GUIDING PRINCIPLES?

The Guiding Principles propose actions to ensure that a company's apprenticeship program meets the ILO's quality standards. These principles are supported by businesses who view apprenticeship as key to developing robust talent supply chains. They see apprenticeship as a positive contribution beyond the company's bottom line - good for business, the individual, and society.

WORKPLACES = LEARNING INSTITUTIONS

GROUP TRAINING ORGANIZATIONS: REDUCING EMPLOYER RISK

What GTOs do

- Employ apprentices directly
- Place and rotate them across host employers
- Handle administration & compliance
- Provide pastoral & training support

Why employers engage

- Shared risk (employment, continuity)
- Lower admin burden
- No long-term lock-in
- Access for SMEs without HR capacity

MEMBER SPOTLIGHT: BÜHLER SOUTH AFRICA

Program design:

- Global vocational system (24 countries)
- One quality framework, adapted locally
- 3-4-year apprenticeships (in South Africa)
- Leads to MERSETA Trade Certificate
- Pathway to university engineering programs
- Partnerships with: Artisan Training Institute, MERSETA, Southern African-German Chamber of Commerce, Industry CATS scheme

MEMBER SPOTLIGHT: BÜHLER SOUTH AFRICA

Business benefits Bühler highlights

- 95% completion rate (~50% women)
- Shorter onboarding
- Skills, technical and interpersonal, fit from day one
- Stronger retention through culture
- Innovation & operational excellence
- Stronger employer brand & communities

GAN QA AND ROI GUIDE

The guide helps clarify:

- Why employers invest
- What employers worry about
- What “return” really means
- How to use ROI thinking
- Employer decision logic

Guide’s Use: A conversation starter, partnerships checklist, shared reference

GAN GLOBAL | Shaping Workforces of the Future

Quality Apprenticeships in Action:
A Guide for Employers on Implementation and Calculating Return on Investment

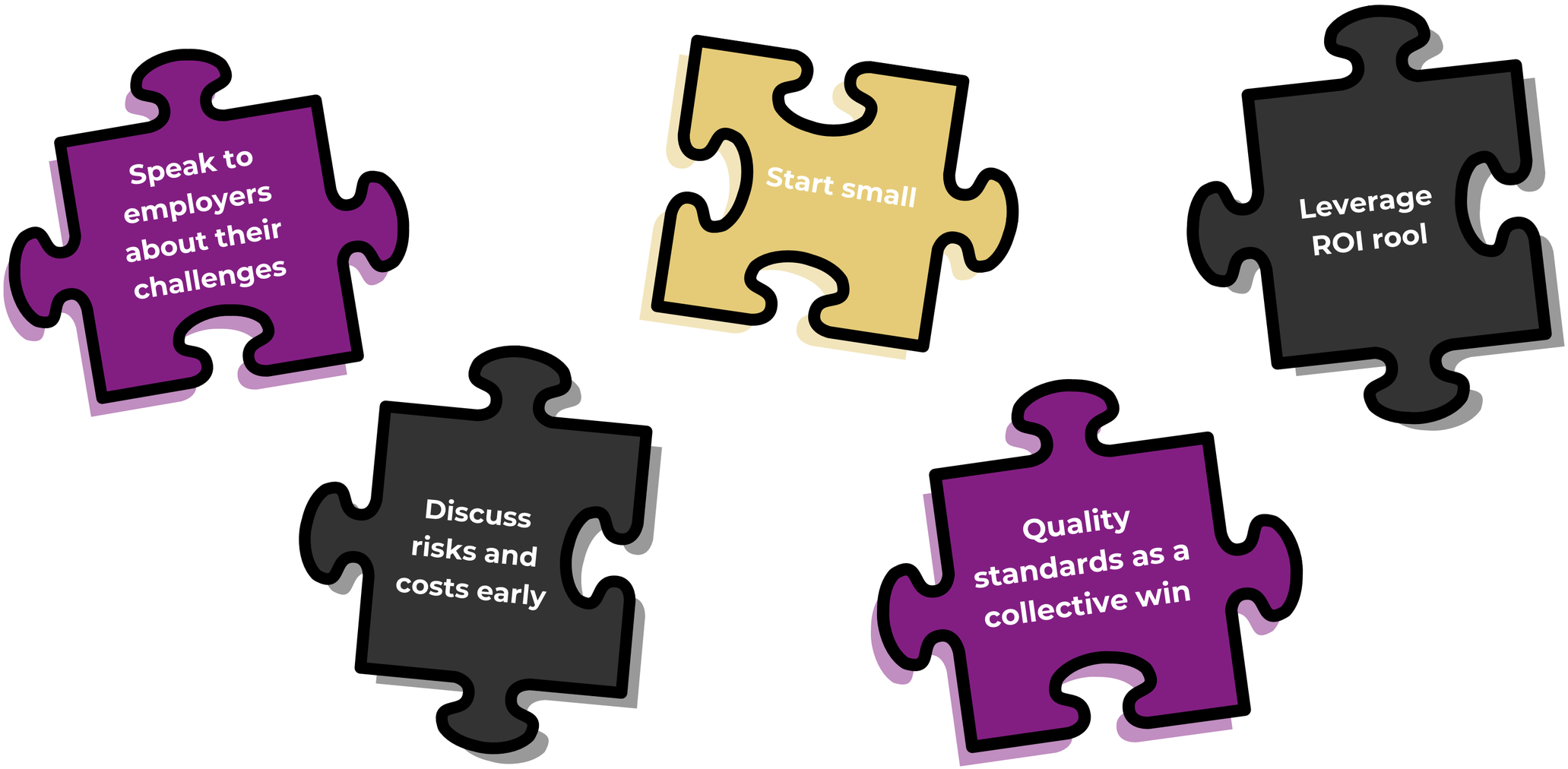
PLACEHOLDER FOR SLIDO

Q&A Card

PLACEHOLDER FOR SLIDO

What is your biggest challenge in engaging employers in apprenticeships or WBL?

LESSONS FROM GAN: WHAT WORKS IN WBL COLLABORATION



GROUP DISCUSSION

What are you hearing from employers about why they are or are not engaging in WBL?

If you were approaching an employer tomorrow, what is one thing that you would do differently based on this discussion?

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Vision

Knowing where we want to go

Collaboration

Working together across boundaries

Results

Getting things done, together

RESOURCES

QUALITY APPRENTICESHIPS IMPLEMENTATION AND RETURN ON INVESTMENT GUIDE

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THANK YOU

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