



BREAKOUT: APPRENTICESHIPS AND THEIR ROI

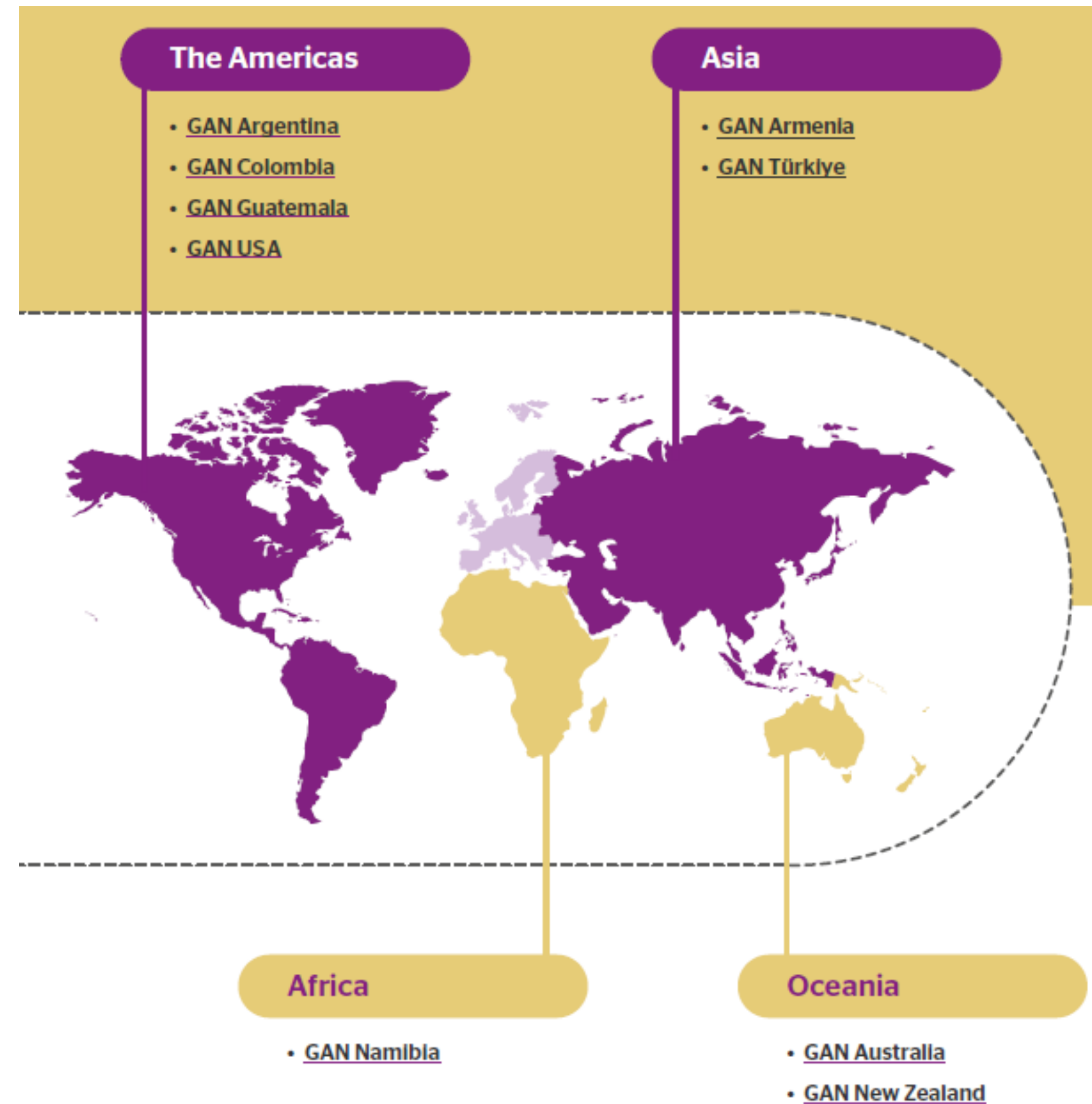
Kathryn Rowan

Executive Director, Global Apprenticeship Network (GAN Global)

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



Nestlé



UBS

L'ORÉAL

BUHLER



Microsoft



FOUNDING PARTNERS



BUSINESSatOECD

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



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



PLACEHOLDER FOR SLIDO

Q&A Card



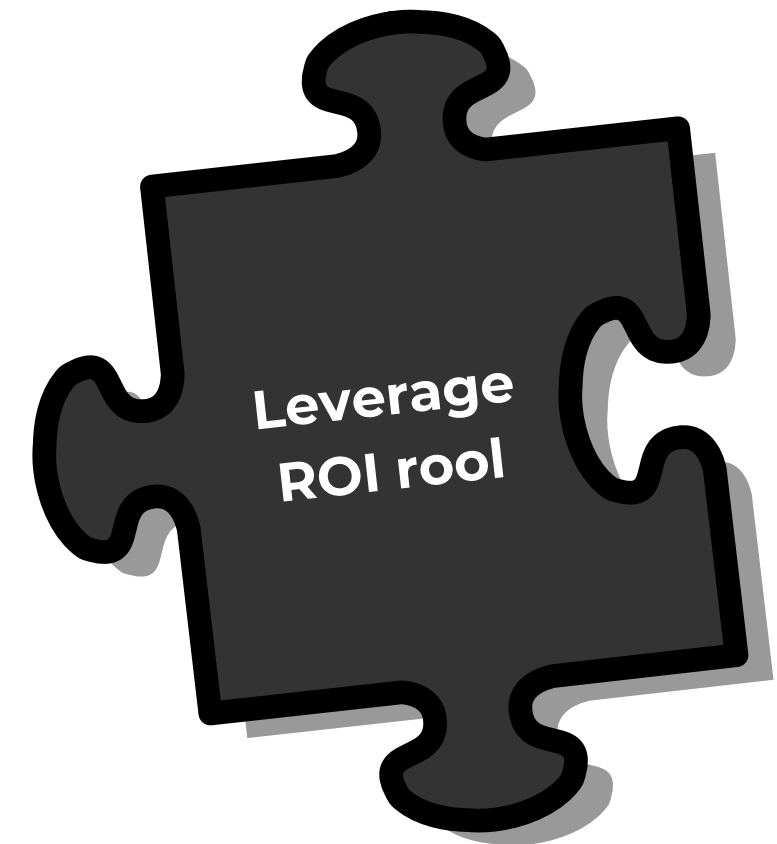


PLACEHOLDER FOR SLIDO

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?





GAN GLOBAL



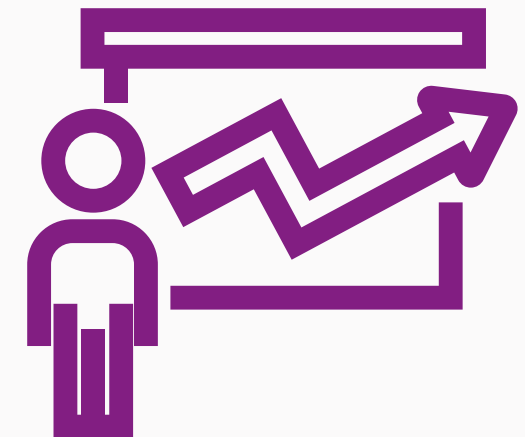
Vision

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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