



Work-based learning - Renewing traditions

Chances and challenges of apprenticeship - company perspective
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UEAPME

- European Association of Crafts, Small and Medium-sized Enterprises
- around 80 members
- 12 million enterprises and 55 million people across Europe
- European Social Partner

SMEs and apprenticeships/WBL key characteristics

- SMEs: 99.8% of all enterprises, and over 90% micro enterprises, less than 10 employees
- Key providers of apprenticeships and WBL
- Provide 2/3 of private sector jobs:
2002-2010: Over 85% of new jobs in EU created by SMEs!
- Highly innovative and creative
- Socially responsible actors at local level

Why do SMEs engage in Apprenticeships?

- Training based on company needs / “Co-ownership”
- Enhances competitiveness
- Innovative practices can be rapidly implemented
- Tradition: Apprenticeship includes certain key values
- Shortage of skilled labour, incl. difficulties to recruit
- Skills mismatch

What is our definition of apprenticeship ?

- Three key characteristics
 - Initial Vocational Education and Training
 - Alternate training scheme
 - Active role of the enterprise in the content and design of training programme
- “Multiformity” , according to the diversity of the contexts

What are key conditions for SMEs?

- Business case: Return on investment
 - requires long-term commitment
 - benefits must outweigh costs
- Effective general school systems: young people equipped with basic skills
- Adequate framework conditions

Challenges

- Economic crisis
- Limited resources
- Lack of HR department and skills development strategy
- Risk of apprentice/trained worker leaving company
- Lack of attractiveness of IVET

Recommendations (1)

- Institutional setting
- Partnerships
- Training culture
- Tailored advice and support for SMEs

Recommendations (2)

- Resources and financial incentives
- Lightening of administrative burdens and comprehensible regulations
- Transnational learning mobility
- Entrepreneurship and transfer of enterprises

Conclusions

- Key SME concern: Meet skill needs & business case
- Diversity of apprenticeships: adapt to national realities
- Promote incentives and mobilise funding
- Develop collaborative structures, support & partnerships
- Social partners and business organisations
- Role of intermediate competent organisations
- „EU Alliance for Apprenticeships“ : contribution of SMEs

Thank you for your attention!

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