



# European Alliance for Apprenticeships

ETUI-ETUCE seminar, Barcelona, 16/04/2015

Sigve Soldal Bjorstad, DG EMPL



## Youth (15-24)

unemployment **22%**

- 5 million young unemployed
- 1 in 3 long term unemployed
- 7.5 million young NEETs (neither in employment nor in education or training)

>40%

Greece, Spain, Italy, Croatia

<10%

Germany, Austria, Netherlands

## Apprenticeships lead to skills that lead to jobs

Work-based  
learning in VET

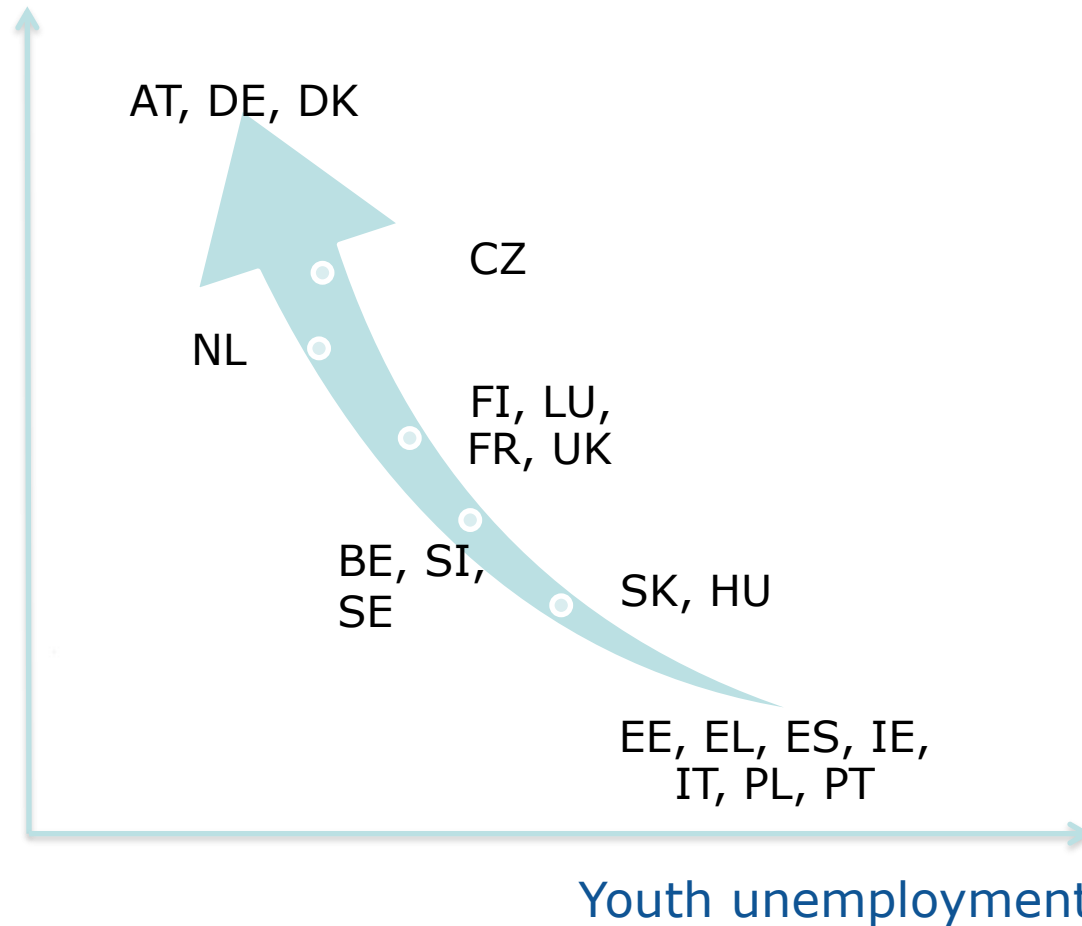


Illustration based on a comparison of the level of youth unemployment (4<sup>th</sup> quarter 2011) in relation to the share of students participating in work based learning at ISCED 3 level programmes (Cedefop)



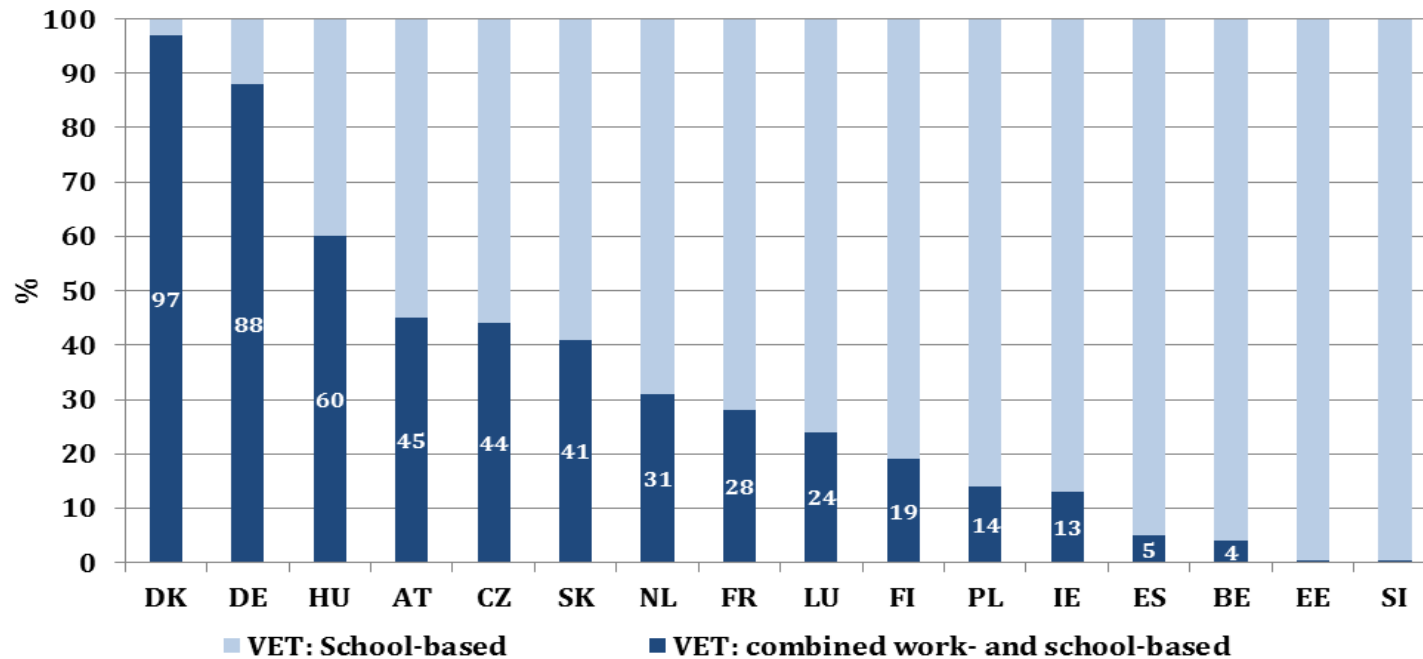
## **Apprenticeships lead to jobs**

**EU Member States with more work-based learning have less youth unemployment**

**VET graduates tend to find a job faster than those with general education**

**Apprentices find a job quicker, keep it longer and get better paid than their peers**

## Work-based learning is still an exception



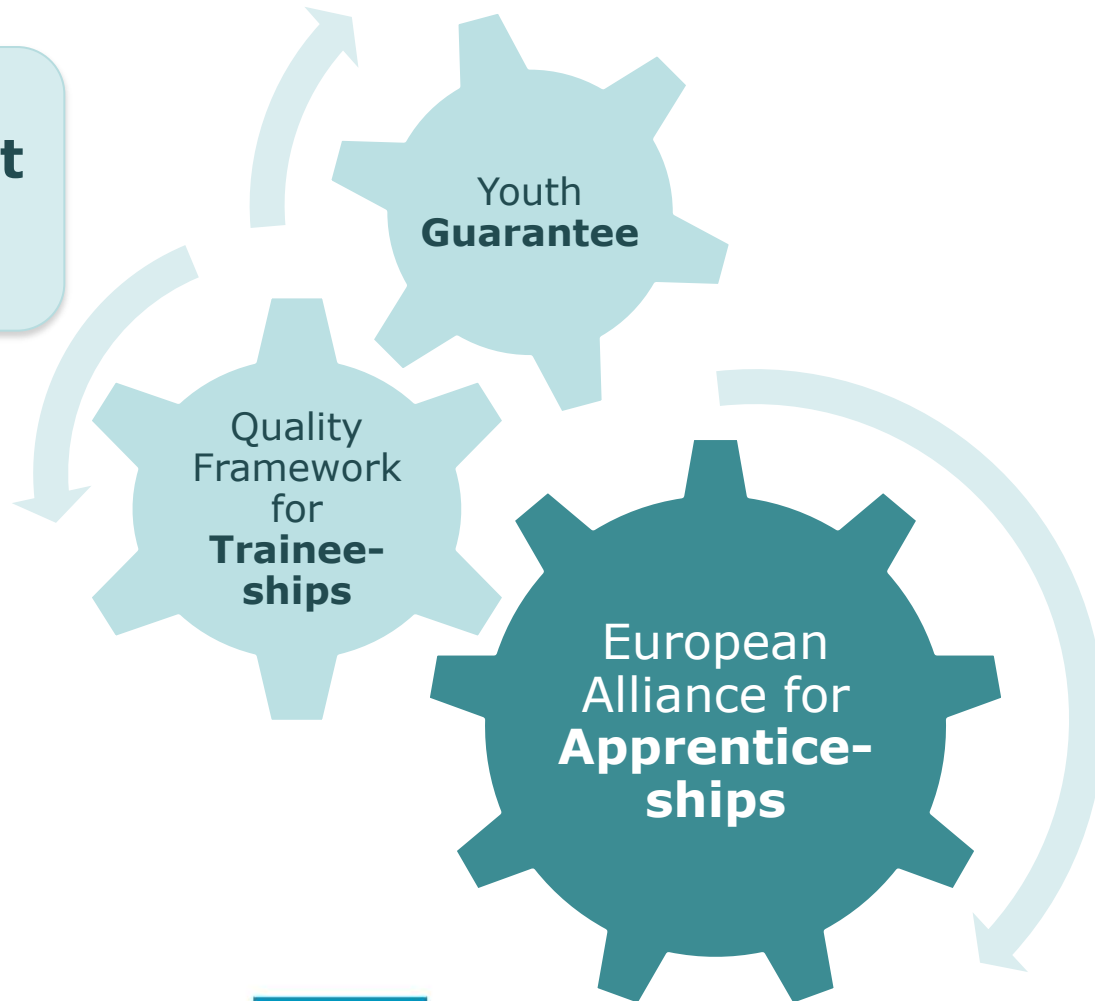
Proportion of VET students enrolled in combined work- and school-based VET, as a % of all students in upper secondary VET (2010)



European  
Commission

## Background

Part of the  
**Youth Employment  
Package**  
December 2012





# European Alliance for Apprenticeships

## Multi-stakeholder initiative

European Commission, EU presidency, Social Partners, VET providers, Chambers, Companies, Youth Organisations...



## Definition

### What is an apprenticeship?





## Benefits of apprenticeships

- Skills
- Pay and independence
- Work experience
- Shorter way to employment

### Learners

### Companies

- Recruitment
- Influence on curricula/skills
- Contribution to production
- New ideas and innovation

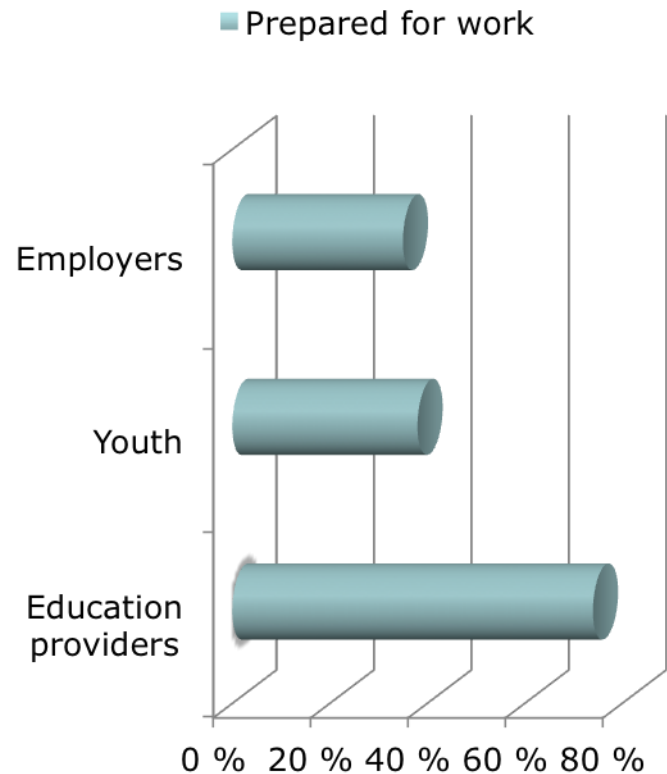
- More youth employment
- Skills in line with labour market needs
- Connecting education with work

### Society

# Bridging education and work

- 74 % of education providers believed their graduates were prepared for work
- but only 38 % of youth and 35 % of employers agreed

*McKinsey Report 2014 for Europe*  
[http://www.mckinsey.com/insights/social\\_sector/converting\\_education\\_to\\_employment\\_in\\_europe](http://www.mckinsey.com/insights/social_sector/converting_education_to_employment_in_europe)

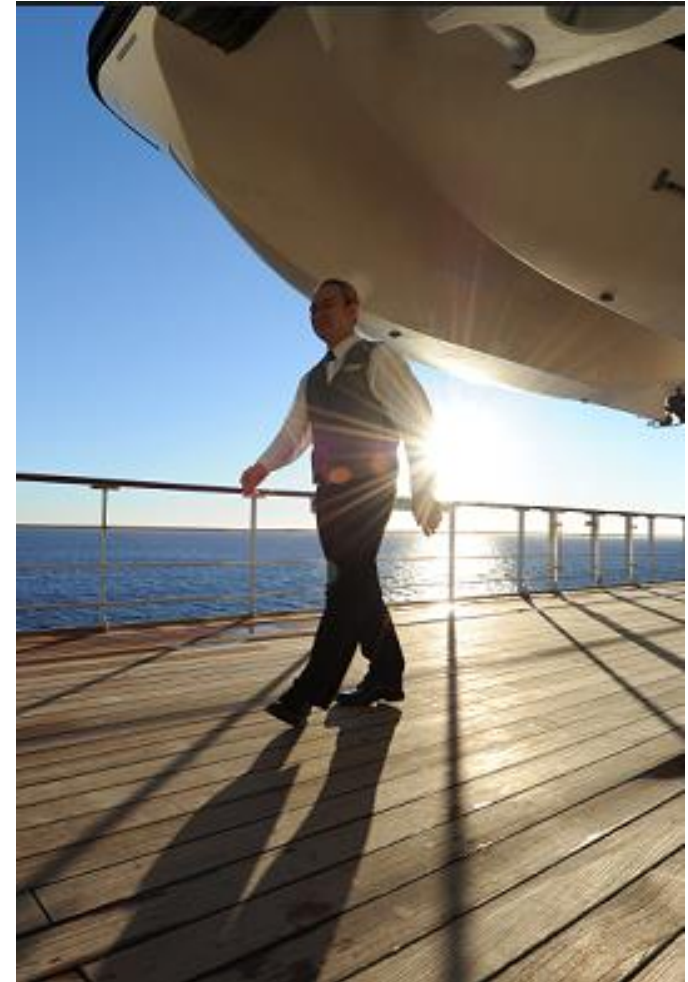


# EaFA's Objectives

Strengthen the

**Quality  
Supply  
Image**

of apprenticeships



## Focus areas

### Strands of action



Targeted knowledge transfer and support for reform of apprenticeship systems



Promoting the benefits of apprenticeships



Erasmus-

Making smart use of EU funding and resources

## Commitments and pledges – State of play

### Member States

- Council Declaration 15.10.2013
- 24 Member states commitments

### Social partners

- Joint Declaration with Commission and EU Presidency
- 9 individual pledges in food/drinks and education
- Projects on cost-effectiveness and quality

### Business

- 18 pledges
- Including Alliance4Youth
- Some 150 companies
- 100,000 jobs, apprenticeships, traineeships

### Others

- 7 from VET providers (European / national)
- 8 from Chambers (European / national)
- 2 Youth organisations
- 2 Regions

# Social partners pledges

European level joint pledge in the **food and drinks sector**

*Promote apprenticeships, readiness for work programmes, knowledge sharing, research project*

## Teachers trade unions

ETUCE, France, Germany, Lithuania, Poland, Malta, Netherlands, (Norway), UK

*Promote apprenticeships, cooperation with enterprises, social dialogue, quality teaching and training*

# Pledges

(examples)



European  
Commission



ERT



EUROCHAMBRES



Camáras





## Pledge

10,000 training opportunities

10,000 job opportunities

Ready for work programmes

Business Alliance4Youth

Establishing dual VET in new markets





Based on the European Youth Forum's European **Quality Charter** on Internships and Apprenticeships

Raise awareness around and **help companies** move forward in developing quality internships and apprenticeships

Develop a **learning network of companies** on the topic of quality school-to-work transition.



## SIEMENS

- Increase offering** of apprenticeships (e.g., double the number of apprenticeships in Hungary)
  
- Establish apprenticeships in **new countries** (e.g., offering dual education first time in Ireland)
  
- Open up “**Europeans at Siemens**” programme in Berlin to additional professions and apprentices from additional EU markets
  
- Facilitate **knowledge transfer**



**BOSCH**

## **Training for additional 100 young people from southern Europe (Italy, Portugal, Spain)**

50 receive training in their native countries

50 applicants from Spain are offered apprenticeships in Germany

Supplementary social-educational and intercultural supervision



# Member States' commitments (1)

- 24 MSs have submitted concrete commitments
- 3 clusters of responses:
  - Introducing dual principles in formal VET, enhancing the WBL dimension in VET
  - Expanding existing apprenticeships
  - Fine-tuning in well-established apprenticeship schemes



# Apprenticeships and Youth Guarantee

- One out of four YG options (employment, continued education, an apprenticeship or traineeship)
- Apprenticeships part of all Youth Guarantee Implementation Plans
- Regions in 20 MS eligible for funding under the Youth Employment Initiative



# **ET 2020 Thematic Working Group on VET – Focus on apprenticeships**

1. Support for companies, in particular SMEs, offering apprenticeships – country focus France
2. Attractiveness and career guidance – country focus Sweden
3. National governance, regulatory framework and social partners' involvement – country focus Lithuania
4. Quality assurance in work-based learning – country focus Germany

**VET**  
**Priorities**  
**for the period**  
**2015-2020**



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



**Quality assurance**, feedback loop between  
LM needs and VET provision



Access to training and qualifications for all in  
a LLL perspective (**C-VET**)



Strengthen **key competences** in both I- and  
C-VET



Professional development of **VET teachers and  
trainers**

## Giving the Alliance a new boost

### **Engaging with businesses/ SMEs**

- Mobilise more companies/SMEs
- Business advisory group
- Redesigned EAfA webpage
- Kick-off event with exhibition space and networking

### **Real-time exchange of apprenticeship offers**

- New on-line platform (pilot)
- Common space to advertise offers
- Tool for young people to find apprenticeship opportunities

### **Operating framework**

- Steering role of the Commission
- Strengthened support by Cedefop
- Enhanced involvement of social partners
- Annual Presidency events

### **Review of support mechanism**

- Increased support of cooperation, partnerships and alliances
- Increased mobility of apprentices
- Through ESF, EASI, Erasmus+, EIB loans



# High-level Presidency event, Riga 22 June

- ❖ Afternoon conference building on the ministerial meeting and 'Riga conclusions'
- ❖ Mark 2 years of EAfA and highlight the importance of work-based learning (WBL)
- ❖ Report on the achievements of EAfA (MS, Social partners, pledges)
- ❖ Provide opportunities for networking and showcasing success stories
- ❖ New web presence, videos and social media activities on apprenticeships
- ❖ Announce (if possible) new funding opportunities in 2016
- ❖ Mobilise new stakeholders (e.g. private sector) and signing of new pledges

# European Alliance for Apprenticeships

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