

## Helpdesk on Apprenticeship & Traineeship Schemes

### Frequently Asked Questions

#### Good practices on Apprenticeship & Traineeship schemes

- 1. What is the best way to involve employers in schemes? Are there any good practice examples of approaches to engagement?**

Helpdesk experts can give advice on approaches including helping employers understand the business case for schemes, and the business benefits to companies. Good practice examples can be presented and feature in the Guidebook to be launched in the summer of 2013.

- 2. Are there any examples of schemes which have particularly high employment outcomes or high rates of entry into follow on training/education?**

The review undertaken as part of this contract has identified a series of apprenticeship and traineeship schemes with particularly positive results in terms of labour market outcomes, whether direct access to employment or progression into further education. These schemes feature in the Guidebook which will be available in the summer of 2013, and Helpdesk staff can provide further details or contacts as required.

It should however be noted that positive labour market schemes also vary in terms of the young people targeted by the scheme: as such, schemes targeting graduates often have more positive employment outcomes than those targeting early school drop-outs. In addition, rates of transition into employment are also affected by exogenous factors such as the buoyancy of local labour markets. As such, high quantitative outcomes should not be considered the only indicator of success.

- 3. Is it possible to host a consultation for the Managing Authorities of National and Regional ESF Operational Programmes in order to gain further insights into the effectiveness of related fiscal and social security incentives targeting enterprises?**

The Helpdesk can provide tailor-made consultancy sessions on specific topics, providing good practice examples from other EU Member States. To discuss a specific request and request a session, please contact the Helpdesk service and we will be able to review your request and if it is within the remit of the service provided, it will be advanced through the different stages (i.e. approval from DG Employment and Social Affairs, discuss your needs and identify the best expert(s) to deal with this session).

**4. Where can I find examples of incentives for employers and businesses to get involved in cross-border apprenticeship and traineeship schemes?**

The [Guidebook for Policy Planners and Practitioners “Apprenticeship and Traineeship Schemes in EU27: Key Success Factors”](#) provides an overview of the main apprenticeship and traineeship schemes operating in each Member State. The document has a particular focus on the employment outcomes and overall effectiveness of the schemes, which can serve as a useful tool. In addition, the [‘We Mean Business Campaign’](#) website has been set up by the European Commission to promote transnational traineeships. It explores topics like ‘Why host a European trainee?’, provides FAQs on ‘How to host a trainee’ and offers other useful information on transnational mobility.