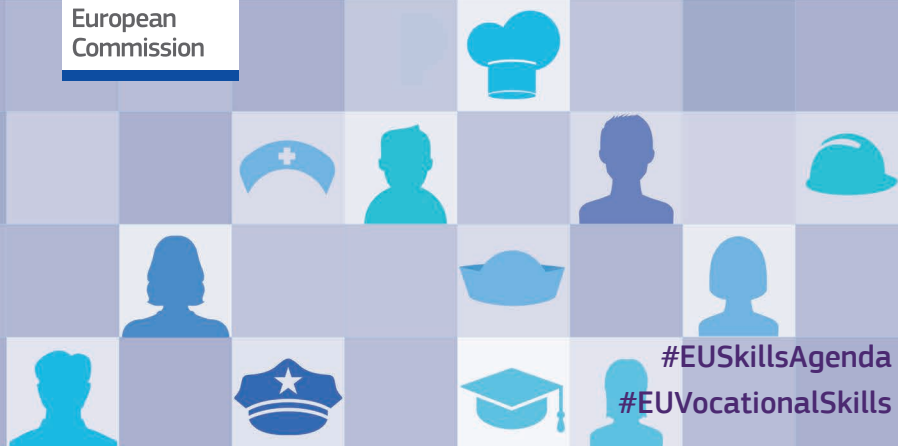




European Commission

SKILLS AGENDA for Europe



#EUSkillsAgenda
#EU VocationalSkills

ENSURING QUALITY AND EFFECTIVE APPRENTICESHIPS

In June 2016, the Commission launched the Skills Agenda for Europe, aiming to ensure that people develop a broad set of skills from early on in life, and throughout their education and professional career. In this context, over the past 2 years, the Commission has been rolling out 10 actions, to promote and facilitate the development of skills of people in the European Union.

EUROPEAN FRAMEWORK FOR QUALITY AND EFFECTIVE APPRENTICESHIPS

“Making vocational education and training a first choice” is one of the 10 actions of the Skills Agenda for Europe. Vocational education and training, including apprenticeships, is an excellent way to develop skills and find a job in the future.

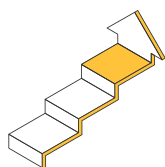
We want to make sure that apprenticeships are of high quality and reached the desired effect. The European Framework for Quality and Effective Apprenticeships sets out **14 criteria that improve the quality and effectiveness of apprenticeships**, to the benefit of learners, companies and society.

THE FRAMEWORK SETS OUT:

7 criteria for learning and working conditions



Written agreement



Learning outcomes



Pedagogical support



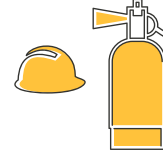
Workplace component



Pay or compensation



Social protection



Work, health and safety conditions

7 criteria for framework conditions



Regulatory framework



Involvement of social partners



Support for companies



Flexible pathways and mobility



Career guidance and awareness raising



Transparency



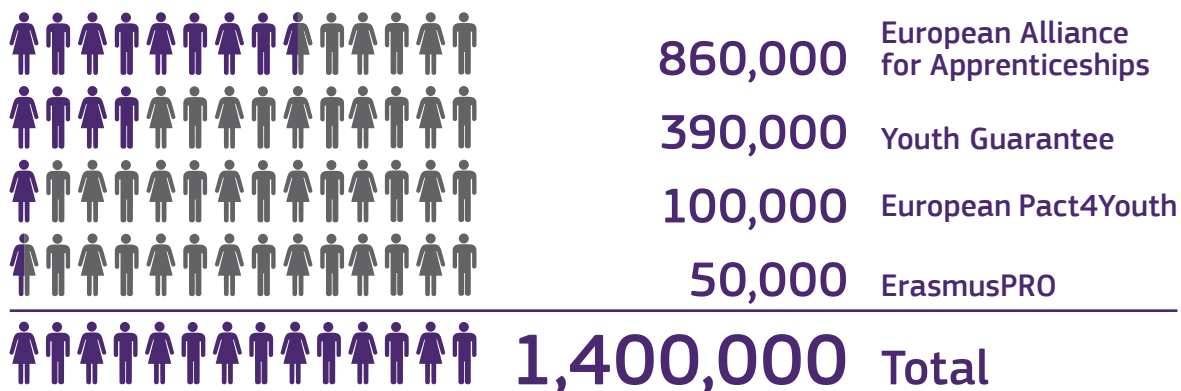
Quality assurance and tracking of apprentices

What is an apprenticeship?

Apprenticeships are formal vocational education and training schemes that combine company-based training with school-based education, and lead to nationally recognised qualifications. There should be an agreement defining the rights and obligations of each party, and the apprentice should be paid or compensated for work.

ACTIONS TO BOOST APPRENTICESHIPS IN EUROPE

Since 2013, the Commission has been bringing together governments, business and the world of education and training to mobilise apprenticeships, leading to **1.4 million opportunities** so far under different initiatives:



PUTTING INTO PRACTICE THE EUROPEAN FRAMEWORK FOR QUALITY AND EFFECTIVE APPRENTICESHIPS

Member States	European Commission
<ul style="list-style-type: none">▶ Involve employers and trade unions▶ Ensure equal access; tackle discrimination and promote gender balance▶ Make use of the framework▶ Report through the European Semester	<ul style="list-style-type: none">▶ Develop Apprenticeship Support Services▶ Awareness raising activities, e.g. European Vocational Skills Week▶ Support implementation through EU funds▶ Monitor and report back to the Member States

APPRENTICESHIPS IN THE EU: EXAMPLES OF BEST PRACTICES



Greece sets up a Quality Framework for Apprenticeships

Greece has adopted a law on a quality framework for apprenticeships in 2017. The law includes provisions on learning and working conditions (i.a. apprenticeship should be based on a contract; companies have to appoint in-company trainers; apprentices should be paid and be covered by social protection) as well as on framework conditions (i.a. roles and responsibilities of the key actors in the apprenticeship system; accreditation of mentors and requirements for trainers; financing of the apprenticeships; quality assurance). 4,200 learners have enrolled in the new apprenticeship scheme following the adoption of the quality framework at the beginning of 2017.



Germany forms a national alliance for apprenticeships

In Germany, ministries, social partners, chambers and the public employment services have formed the Alliance for Initial and Further Training 2015–2018, which aims at improving and strengthening the dual system. One goal is to increase the number of apprenticeships and to give everyone a chance to experience in-company training. So far the Alliance has managed to substantially increase the offer of in-company training places at the Federal Employment Agency. In addition, a new assisted training instrument has been created to support disadvantaged young people to successfully complete company based vocational training. In addition, special support is being provided to young refugees.



Sweden gives incentives for workplace training of teachers

In Sweden, financial incentives for teachers to undertake workplace training are available through the National Agency for Education. The fund is addressed at schools and makes available €2.4 million to partly compensate schools for costs emerging from teachers' in-company training. The fund covers costs such as accommodation and travel, safety equipment and other materials needed for teachers in training. At the same time, the training supports the mutual understanding of teachers and trainers and their roles in providing high-quality VET.



Tandem training in the Baltic States

A policy experimentation project funded under Erasmus+ and involving Estonia, Finland, Latvia and Lithuania tests approaches to collaborative learning between teachers at VET institutions and in-company trainers. The project runs from 2017–2020 and aims to provide a higher quality of apprenticeships for VET students. It is targeted at work-based learning (WBL) tutors with the aim to improve competences for supervising WBL; to ensure pedagogical skills of both workplace tutors and VET teachers; to improve cooperation and communication between VET and enterprises and support involvement of SMEs; and to improve the quality of WBL curricula.



The Spanish Alliance for Dual Training led by Fundación Bertelsmann

In Spain the Fundación Bertelsmann is coordinating cooperation under the Spanish Alliance for Dual Training, a national network of more than 450 companies, education centres and institutions with the objective of implementing a high quality dual VET system in Spain. Among others the project allows companies to get support to implement dual VET projects, and a network of company tutors has also been established. Fundación Bertelsmann has put in place a website to spread information on VET and apprenticeships to the wider public. The project largely contributed to the spread of apprenticeships in Spain: while until 2013 the dual VET system did not exist in Spain, until 2017 as much as 24,000 apprentices studied and worked at 10,000 companies.