



# **European Alliance for Apprenticeships (EAfA)**

**Pledges monitoring survey  
Preliminary results**

# Why?

- To monitor the progress achieved with the implementation of the EAfA pledges
- To collect feedback on how the Apprenticeship Support Services (AppSS) can help EAfA members in their work

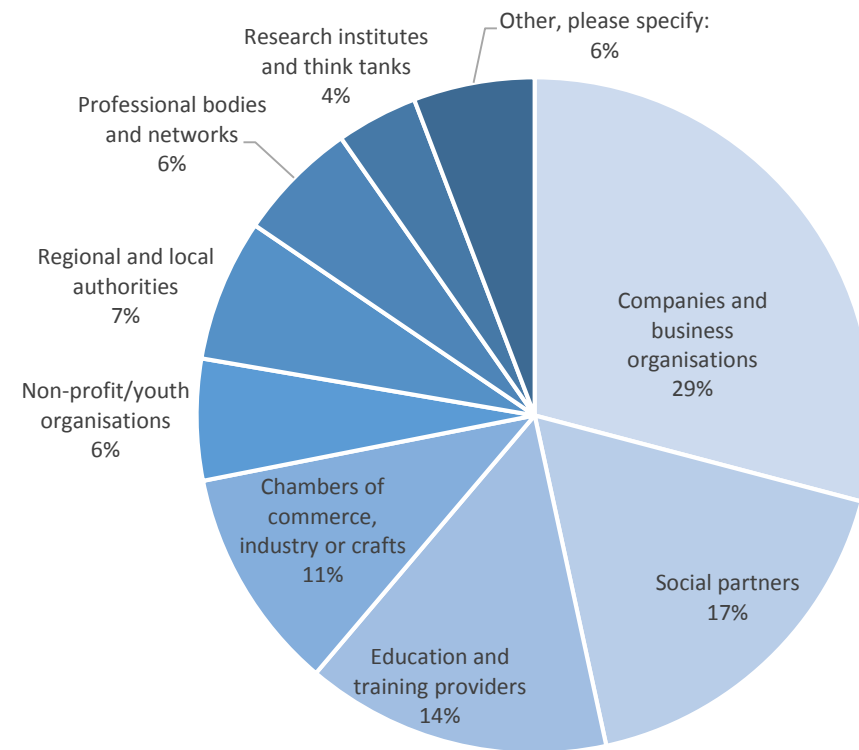
Consultation period: 14<sup>th</sup> February – 14<sup>th</sup> March 2019

Target group: EAfA members (pledges)

Number of respondents: 103 (response rate: 37%)

# Type of respondents

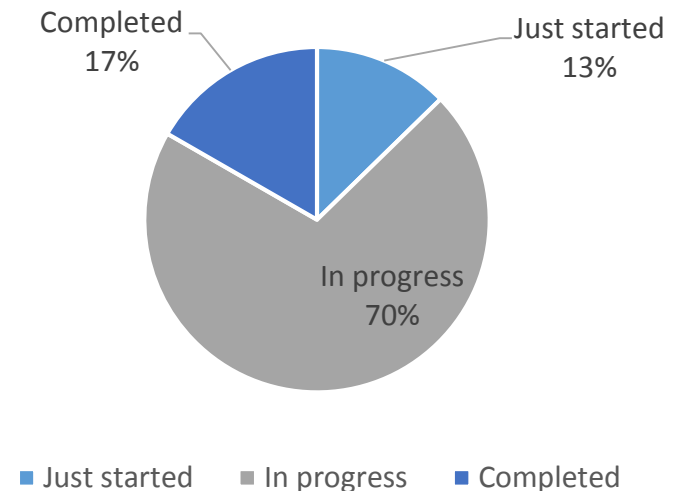
- The largest group of respondents are representatives from **companies and business organisations (29%)**
- These are followed by **social partners members (17%)** and **education and training providers (14%)**
- Finally, 11% of respondents are representatives of **chambers of commerce, industry or crafts** and 7% of **regional and local authorities**



# Status of the submitted pledges

- Majority of pledges monitored through the survey were submitted in the period 2016 and 2018 (62%)
- 70% of respondents reported that their pledge is still *in progress*, 17% had already *completed* their pledge
- 67% of respondents with active pledges reported that their pledge will still be *on-going* in two years
- Around one fourth indicated that their pledge will be *completed* in the **next two years**

What is the current status of your pledge?



# Progress made

- Most of the respondents reported that their pledge had made progress in improving **quality** (88%), **image** (86%) and **supply** (86%) of apprenticeships as well as **mobility** (66%) of apprentices

# Supply of apprenticeship

- 72% of pledges monitored through the survey focus on increasing the supply of apprenticeship, (N = 99)
- According to the survey results, ***more than 220,000 apprenticeship places*** were created in the period 2017-2018 by those respondents that pledged to increase the supply of apprenticeships
- Among these respondents, about two thirds created less than 500 places each, while approximately one third of member respondents provided more than 1000 places each

# Quality of apprenticeship

- 89% of pledges monitored through the survey focus on promoting *quality* of apprenticeship, (N = 99)
- According to the respondents, the quality of apprenticeship has been mainly improved through ad-hoc trainings and better guidance on quality assurance practices
- Moreover, several respondents improved the quality through specific and high-level partnerships and collaborations with national/regional authorities and EU level organisations

# Image of apprenticeship

- 89% of pledges monitored through the survey focus on promoting *image* of apprenticeship, (N = 99)
- Respondents reported that the image of apprenticeship was improved through:
  - participation in high-level events
  - enhanced communication
  - dissemination activities
  - modernisation of the working equipment and facilities

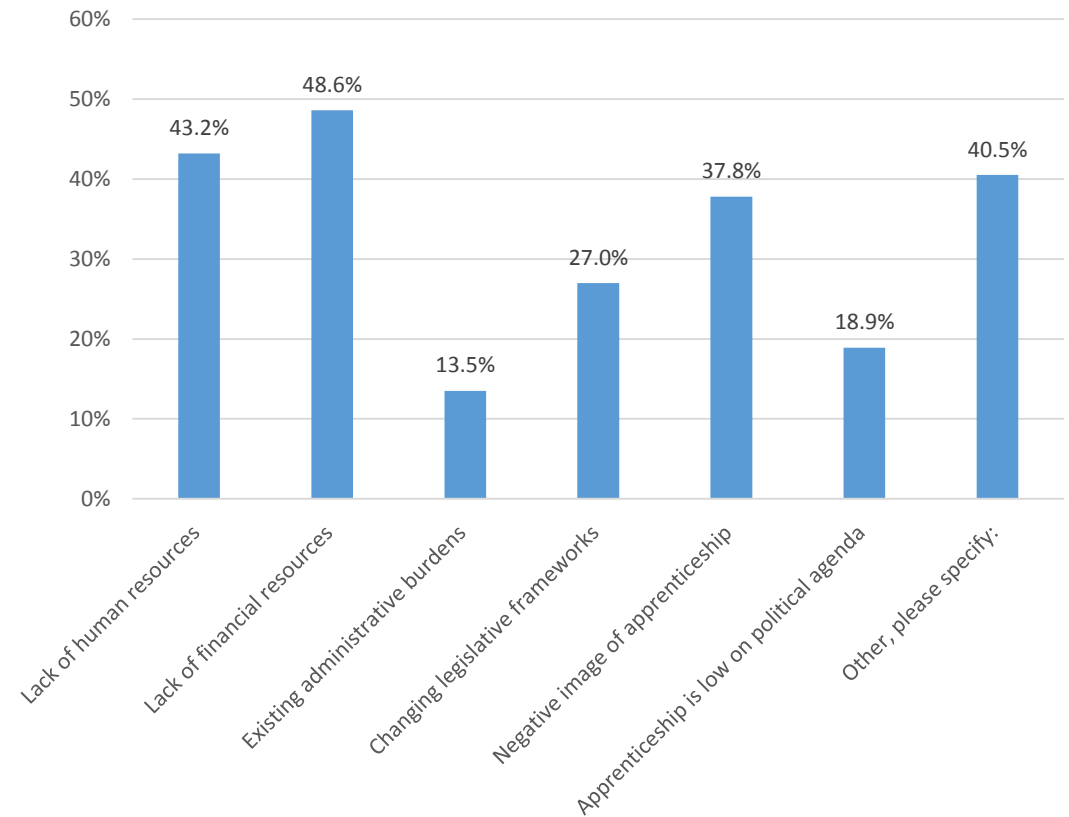


# Mobility of apprentices

- 66% of pledges monitored through the survey focus on promoting *mobility* of apprentices, (N = 99)
- The mobility of apprentices was mainly promoted through:
  - participation in European mobility programmes (i.e. Erasmus+)
  - development of company-based internal mobility programmes

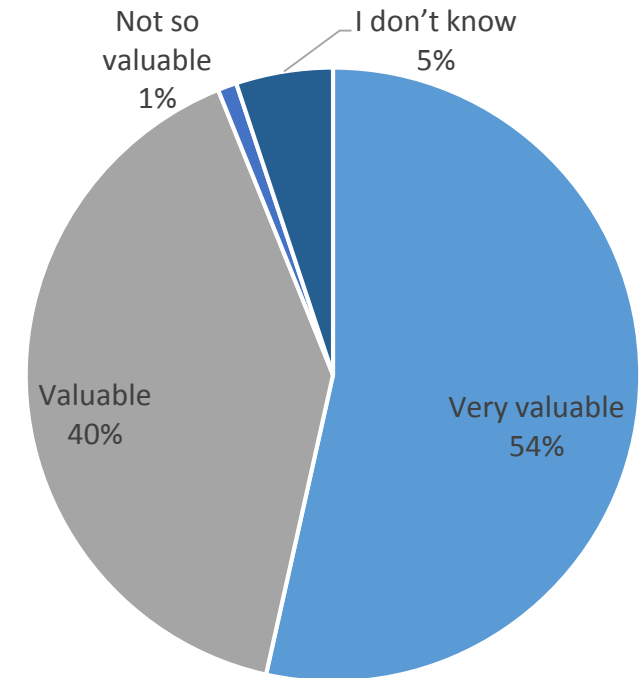
# Key challenges

- 54% of respondents reported that they have not encountered any **major obstacles** to the implementation of their pledge
- For the other respondents, the main challenges have been the **lack of financial resources** (48.6%) and the **lack of human resources** (43.2%)
- Among *other challenges*, respondents mentioned the **lack of work places** and the **lack of social dialogue** in some countries



# Perception of the EAfA

The survey respondents agree that the EAfA is a **valuable** multi-stakeholder platform to boost the quality, image, supply and mobility of apprenticeship



■ Very valuable ■ Valuable ■ Not so valuable ■ I don't know

# Intention to renew a pledge

- More than 70% of respondents expressed their intention to *renew their pledge* after its completion
- Those respondents that do not intend to renew their pledge reported that they still wish to remain active members of the Alliance promoting the work of the EAfA in their network and participating in the EAfA meetings and events



# The Apprenticeship Support Services

The EAfA members that participated in the survey would like to know more about:

- Funding opportunities and sources for EU level projects and activities (72%)
- Good practices in quality assurance and tracking of apprenticeship graduates (56%)
- Good practices in promoting inclusive apprenticeship schemes, equal opportunities and inclusive learning (54%)