

Joint European Parliament and European Commission Conference

Mobility of Apprentices in Europe: A contribution to youth employment and competitiveness of businesses

21-22 March 2019

European Parliament, Brussels

Interpretation: English and French

#ApprenEU

Wi-Fi: visit0322

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*The European Alliance for Apprenticeships and its contributions to
mobility of apprenticeships*
09.30 – 09.45

Facilitator:

Norbert Schöbel, Team Leader, DG Employment, Social Affairs and Inclusion,
European Commission

Introduction

Dana-Carmen Bachmann, Head of Unit, DG Employment, Social Affairs and
Inclusion, European Commission



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The European Alliance for Apprenticeships

Its contributions to the mobility of apprentices

Dana-Carmen Bachmann, Head of Unit

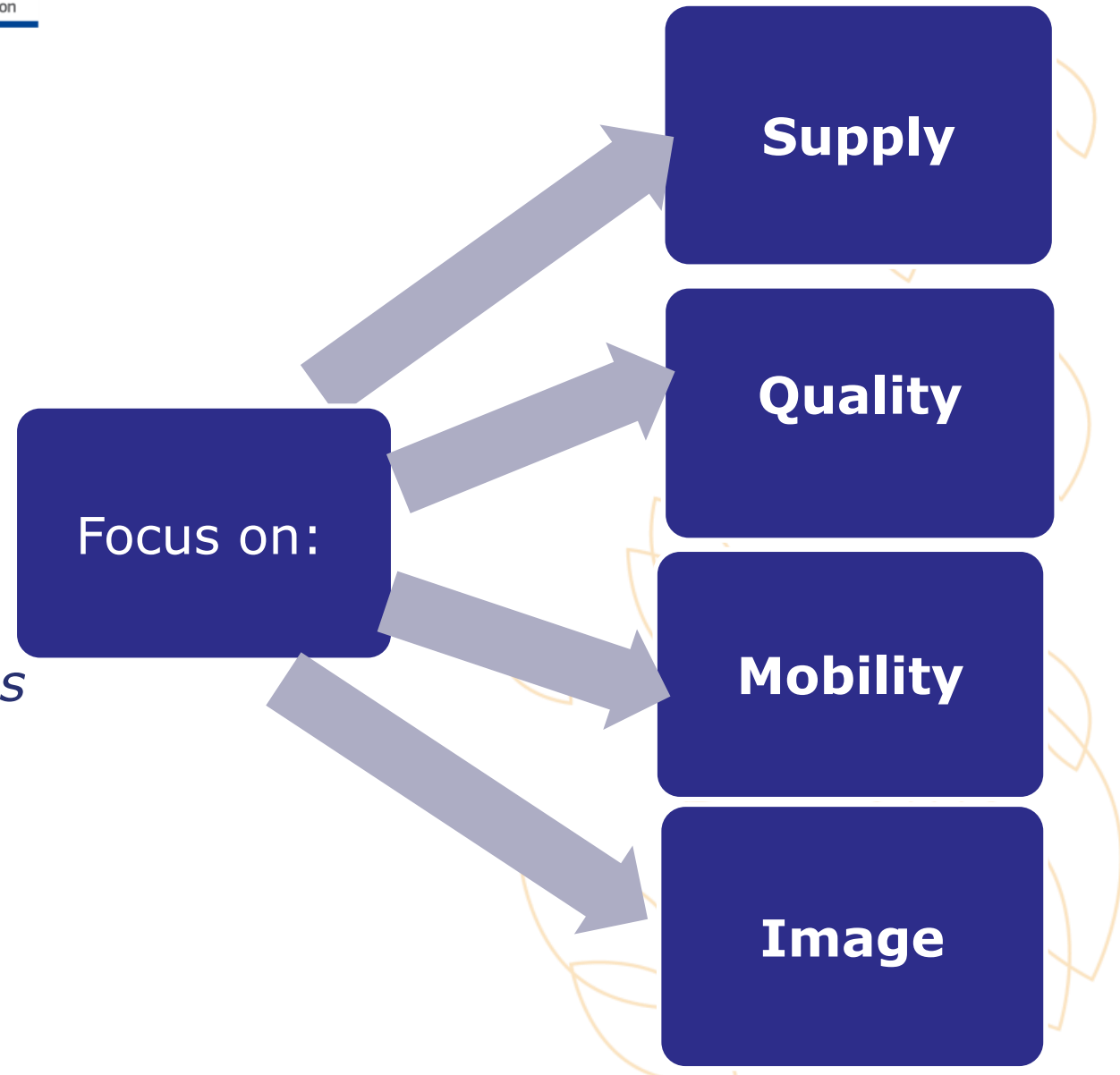
Unit E3 - VET, Apprenticeships and Adult learning

Directorate General for Employment, Social Affairs and Inclusion

European Alliance for Apprenticeships

*A multi-stakeholder platform,
supporting its members through:*

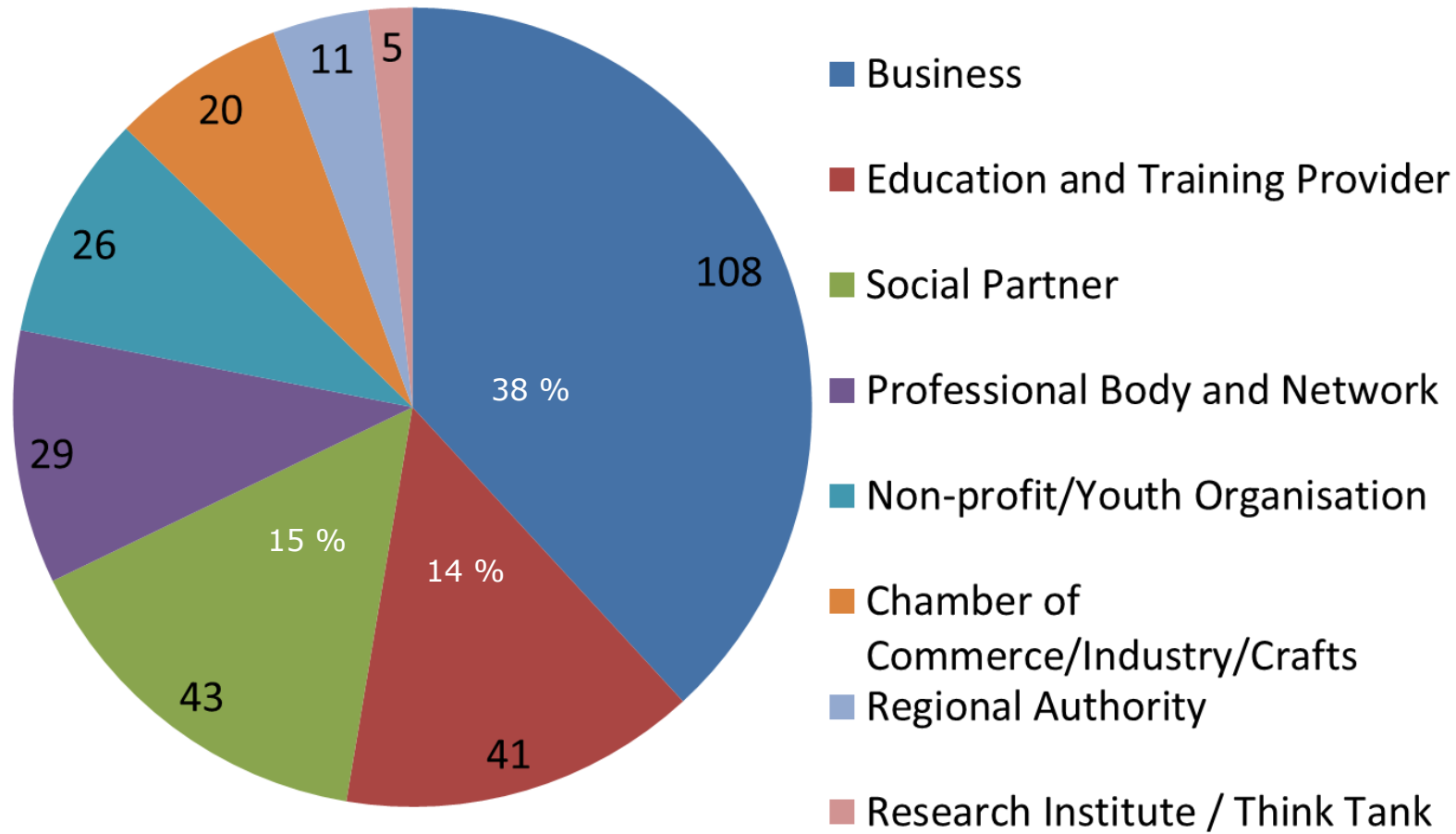
- **Networking**
Network of apprenticeship experts
- **Learning**
Sharing experiences and best practices
- **Tools**
Guidelines, practical tools and resources
- **Information**
News, reports, events and funding
- **Visibility**
Focus on apprenticeships

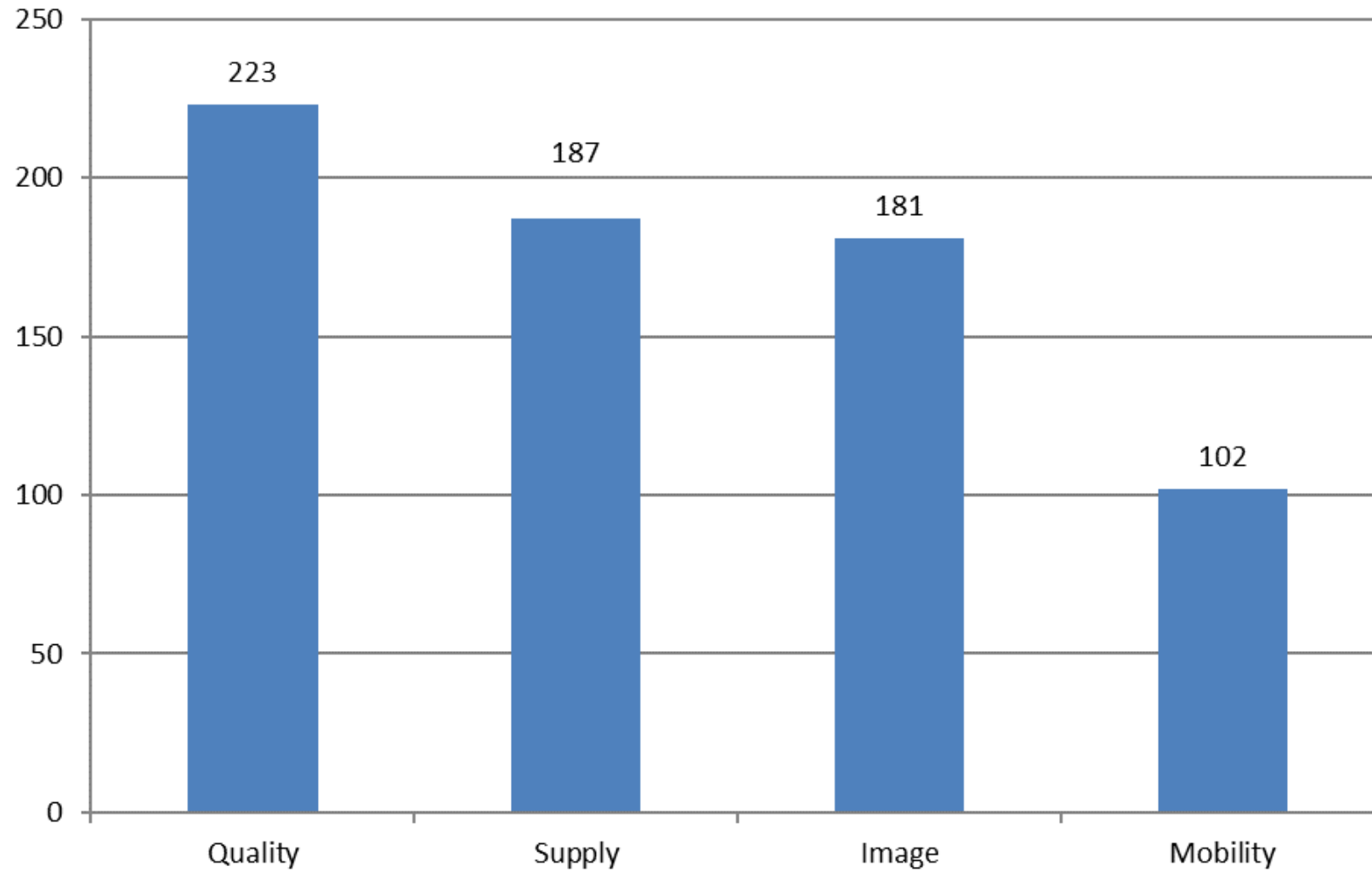


36
countries

282
pledges

> 906,000
offers





EaFA Key Events 2019



21-22 March 2019

- Joint EC-EP Conference.
Title: Mobility of Apprentices in Europe: A contribution to youth employment and competitiveness of businesses

20-21 May 2019

- EaFA meeting in cooperation with the Czech Chamber of Commerce
Topic: From School to Work: The Role of Chambers

23-24 August 2019
(tbc)

- WorldSkills Coalition Conference:
EaFA workshop in cooperation with GAN (tbc)

25-26 September 2019 (tbc)

- 4th EaFA-ETF Regional Seminar
Topic: Supporting candidate countries

15 October 2019

- 4th European Vocational Skills Week: EaFA meeting.
Topic: Apprenticeships for Adults
- Youth exchange /European Apprentices Network



European Alliance for Apprenticeships Awards:

- The awards aim at identifying excellence regarding the supply, quality, image and mobility of apprenticeships: it is open only for members of the EAfA
- 2 categories of awards:
 - **Companies: a) one large company and b) one small or medium-sized enterprise (SME)**
 - **Apprentices**
- EAfA members will be contacted to participate
- See: https://ec.europa.eu/social/vocational-skills-week/awards-vet-excellence-2019_en

Apprenticeship Support Services

Knowledge-sharing

Library of resources
Online training modules
Inspiring examples

Networking

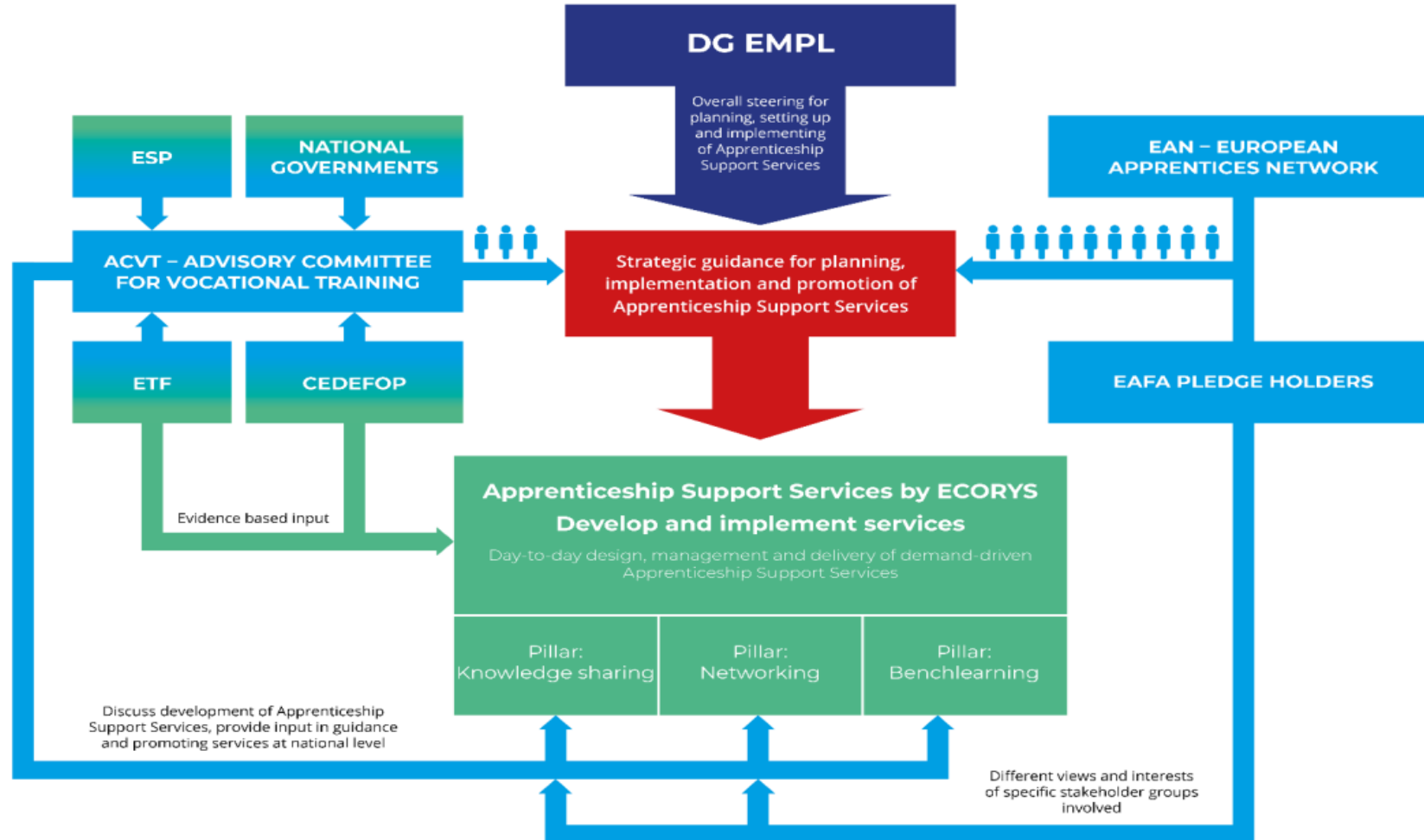
Online networking
Events: high-level,
stakeholder meetings,
learning seminars

Benchlearning

Targeted support and
capacity building
Excellency model
Self-assessments and mutual
learning
Progress reviews



Governance and implementation





EaFA survey – preliminary results

- 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

Target group: EaFA members (pledges)

Number of respondents: 135 (48 %)

What is the current status of your pledge?



- 70% still in progress, 16% has already completed their pledge
- 71% 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

Most of the respondents reported that their pledge has made progress in improving

- **Quality (88%)**
- **Image (87%)**
- **Supply (84%)**
- **Mobility (65%)**



More than 212,000 opportunities were created in the period 2017-2018 only!

For example:

- **Welsh/Scottish Government: 30 000/27 145 places**
- **Education and Science Workers' Union (GEW): 10 000 places**
- **ENAIIP NET (Italian consortium offering vocational training and job placement services): 7 800 places**



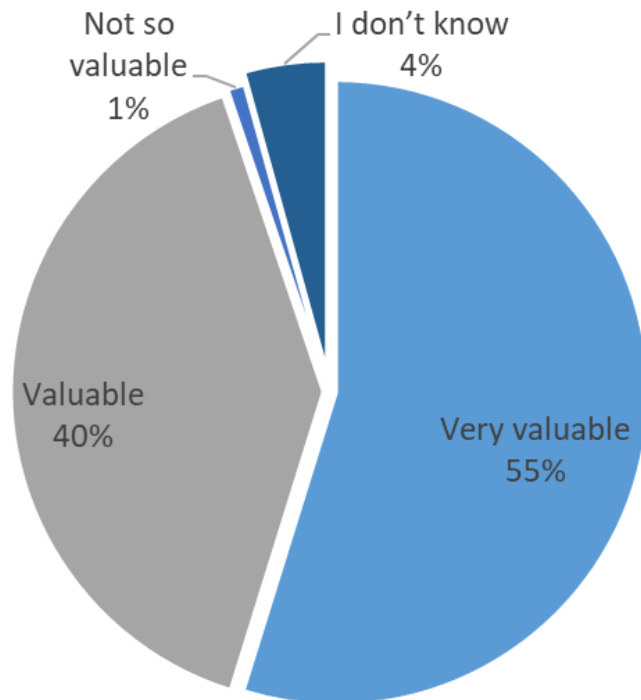
European Framework for Quality and Effective Apprenticeships:

- Workplace experience abroad: *A substantial part of the apprenticeship, meaning at least half of it, should be carried out in the workplace with, where possible, the opportunity to undertake a part of the workplace experience abroad*
- Flexible pathways and mobility: *Transnational mobility of apprentices, either at the workplace or education and training institutions, should be progressively promoted as a component of apprenticeship qualifications*
- **54% of pledges monitored through the survey focus on promoting mobility of apprentices**



- **XARXA FP** organises work-based learning experiences across Europe for both VET students and professionals. By 2018 they have provided more than 100 WBL experiences abroad
- The mobility pilot project launched by the **ENEL Group** contributed to training and placement of 7 apprentices abroad (Italy, Spain and Mexico)
- **Don Bosco International** aims to increase the mobility of VET students and apprentices using the Erasmus+ support. In total, more than 300 apprenticeship places were created between 2017 and 2018, through collaborations with different partners within this network

Perception of the EAfA



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

- The survey respondents agree that the EAfA is a valuable multi-stakeholder platform
- Almost 70% of respondents expressed their intention to renew their pledge after its completion

Apprenticeship Support Services

Requests for support related to main obstacles faced during implementation of pledges:

- Lack of financial resources (40%)
- Lack of human resources (35%)
- Negative image of apprenticeship (32%)
- Changing legal frameworks (32%)



EAfA members would also especially like to know more about:

- Funding opportunities and sources for EU level projects and activities (95%)
- **Guidance and good practices in promoting transnational mobility (83%)**
- Good practices in quality assurance and tracking of apprenticeship graduates (78%)

European Alliance for Apprenticeships

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

Apprenticeship Support Services

<https://ec.europa.eu/social/main.jsp?catId=1147&intPageId=5235&langId=en>

European Framework for Quality and Effective Apprenticeships

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2873>

Erasmus+

<https://ec.europa.eu/programmes/erasmus-plus/>

European Vocational Skills Week

<http://ec.europa.eu/social/VocationalSkillsWeek>

#ApprenEU

[linkedin.com/groups/5026659](https://www.linkedin.com/groups/5026659)

Contact: dana-carmen.bachmann@ec.europa.eu



**DISCOVER
YOUR TALENT!**

European Vocational Skills Week

14 to 18 October 2019

Helsinki, Finland

*The European Alliance for Apprenticeships and its contributions to
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09.45 – 10.30

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Experiences on mobility of apprentices: Panel discussion with EAfA members

Gertrud Hirtreiter, Head of Unit Vocational Education and Training, German
Confederation of Skilled Crafts and Small Businesses (ZDH)



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ZDH

ZENTRALVERBAND DES
DEUTSCHEN HANDWERKS

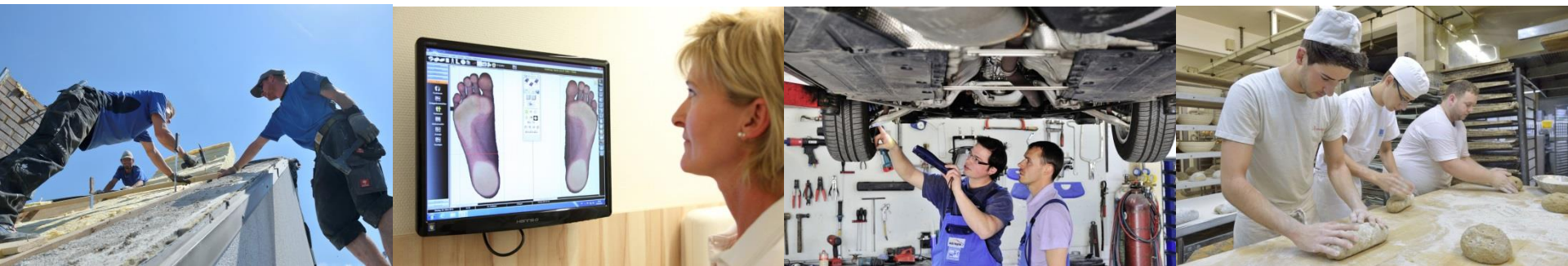
Mobility of Apprentices in Europe – The Skilled Crafts Experience in Germany

Gertrud Hirtreiter, German Confederation of Skilled Crafts and Small Businesses - 21 March '19



What is the Skilled Crafts Sector in Germany?

- ▶ **Not “arts and crafts”** or “historic crafts”, but **over 130 professions**
- ▶ The Skilled Crafts Sector consists of professions that carry out small-scale individual production and maintenance; mostly in locally operating small and medium sized businesses contrary to industry.
- ▶ In Germany **the Crafts Code** determines the professions that are part of the crafts sector.
- ▶ **Membership** of an enterprise to a Chamber of Skilled Crafts is compulsory and regulated by law.
- ▶ All Chambers of Skilled Crafts are member in the German Confederation of Skilled Crafts and small Businesses (ZDH)



Skilled Crafts Professions



building and interior finishing



electrical and metalworking



woodcrafts and plastics



clothing, textiles and leather crafts



food crafts



health and body care, chemical and cleaning sector



graphic design

The Skilled Crafts in Germany



1 million companies



**5.4 million employees (13 % of
Germany's total workforce)**



**380.000 apprentices (27 % apprentices
total in Germany)**



500 billion € annual turnover

A strong network...

- ▶ ... since 2009 (ESF-project)
- ▶ Ministry of Economic Affairs
- ▶ German Confederation of Skilled Crafts and Small Businesses
- ▶ German Chambers of Commerce and Industry

Statistics since 2016

- ▶ 4.371 Placements outgoing
- ▶ 2.985 Placements incoming
- ▶ 21.578 Consultation sessions
- ▶ 5.478 Companies involved

A win win situation...

- ▶ Supports SMEs in providing vocational education and training and mobility measures
- ▶ thus facing global challenges and
- ▶ raising the attractiveness of companies for young people

You can...discover the world



<https://www.youtube.com/watch?v=vdtCf069pWM>

Main tasks

- ▶ **Provision of guidance and motivation** for businesses, trainees, trainers, apprentices, and young skilled workers to participate **with view to transnational mobility measures in VET** after their training.
- ▶ **Coordination of the partners involved in a mobility measure**, e.g. enterprises, vocational schools, apprentices, partners.
- ▶ **Support of mobility projects** in terms of planning, organisation, implementation, evaluation, billing and evaluation.
- ▶ **Building international vocational training cooperations/networks.**
- ▶ **Matching and organisation of preparatory measures** for the participants of mobility projects.

Image of VET – a world-wide challenge

Image campaign of the Skilled Crafts Sector:

- **Evokes emotions: “I don’t build stadiums. I’m building a home for 80.000 people.”**
- **Shows images of interesting jobs after vocational education: “Skilled Crafts can bring you everywhere. – Discover the world’s most exiting workplaces.”**
- **Skilled Crafts Ambassadors: Jimmy Pelka’s tuning software is worldwide in demand**



Skilled Crafts Ambassadors: Master Carpenter Johanna Roehl stands for innovation, Wanderlust, worldwide travel, preserving old craft techniques



Thank you for your attention!



Zentralverband des Deutschen Handwerks (ZDH)

Gertrud Hirtreiter

Head of Unit

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1040 Brussels

0032 2 286 80 55

hirtreiter@zdh.de

www.zdh.de

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Aleks Ruci
(Winner in Software Development
Skills Competition 2018)

Participation in Euroskills 2018
Budapest strongly reinforced the
view that Albania needs to
support more than ever
professional development for
Albanian youth and for mobility in
Europe as destination for
tomorrow's skilled workforce .

albanian**skills**

EuroSkills Budapest, 25-29 Shtator 2018

EuroSkills Budapest, 25-29 Shtator 2018



albanianskills

EuroSkills Budapest, 25-29 Shtator 2018

Soaldi Hilaj (Winner in Graphic Design Skills Competition 2018)

I think, young people in Albania need support and opportunity to express their skills that are not lacking at all. I wish that in the future Albania will be represented by young competitors in as many areas as to make us feel proud.

albanianskills





Developing further the mobility of apprentices in Europe in the future is as important for Albanian young people as the apprenticeship of them in the country. Cultural, Knowledge and Experience exchange are key to further skills development of the future workforce for all countries.

Ariana Bubeqi- KOLONA VLORE

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SCUOLA CENTRALE FORMAZIONE

MOBILITY OF APPRENTICES IN EUROPE

A CONTRIBUTION TO YOUTH EMPLOYMENT AND COMPETITIVENESS OF BUSINESSES

BRUXELLES

22 MARCH 2019

APPRENTICESHIP IN ITALY (I)

- a long tradition connected with the ancient craft shops
- In 2015 high rate of youth's unemployment has brought a period of reforms (Law 107 called Buona Scuola/ Law 81 Jobs Act)
- Reforms were connected with the «learning» dimension of apprenticeship and made stronger the relationship between the labour market and the VET providers
- In 2015/2016 was launched the experimentation of Italian Dual System (50% training at VET school / 50% in the company)
- Scuola Centrale Formazione coordinated the research activity «La nostra via Duale» within a network of 10 national VET associations

THE RESEARCH ACTIVITY COMPARE THE RESULTS OF THE EXPERIMENTATION IN THE YEARS 2016/2017 AND 2017/2018 (I)

Significative compared results:

- 1) INCREASE in number of VET providers involved (+21%)
- 2) INCREASE in number of VET learners involved (+77%)
- 3) INCREASE in number of Companies involved (+97%)

Within the specific experience of Scuola Centrale Formazione the most important grow was registered in number apprenticeships:

From 9% (2017) to 19% (2018)

APPRENTICESHIP AND MOBILITY (2)

- Almost 4% of the total number of VET learners who benefit from the mobility projects of SCF are apprentices
- These apprentices come from the regions Lombardia and Veneto (North Italy)
- These apprentices with the support of the VET school have found compromises with the company to participate in the mobility Erasmus (re-organization of the work timesheet, using of holidays, etc...)
- For the future:
 - 1) working better with the companies to promote a sensibility towards the mobility
 - 2) working better with the companies and with the regional authorities for the recognition of Learning Outcomes acquired in mobility

MOBILITY AND BEYOND... (3)

The point of view of the organizations (promoter/sending school):

Pedagogical responsibility of all involved actors as challenge

The point of view of the learners:

Mobility as opportunity to «CHANGE» attitudes, way of thinking, approaching reality.

ERASMUS MOBILITY CHARTER (4)

- Since 2015
- 250 VET learners every year
- 50 VET staff every year

Added values:

- Possibility to consolidate a mobility plan integrated with the VET programmes of the VET Centre;
- Possibility to facilitate the modalities for the recognition of LO
- Possibility to diversify targets of mobility (for ex. involvement of apprentices)

The Charter is a sort of guarantee of continuity and stability in mobility projects and these facilitate the communication and the relationships with all actors involved.

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European Parents' Association - EPA

- Parental role in choosing educational pathways – conference in Tallinn 2017
- Fostering prestige of VET among parents and in society in general
- Promoting parental involvement - guidelines
- Influencing policy development



European Parents' Association - EPA

The screenshot shows a web browser window with the URL entrepreneurialskillspass.eu. The page features the ESP logo (three circles with 'e', 's', and 'p') and navigation links: About, Step-by-Step, Resources, Further Opportunities, L4D, Endorse, and Media. A large image shows a group of young people, with a green sidebar on the right containing the text: **#jaL4D**, **Leaders-for-a-Day**, and a paragraph describing the initiative. A 'READ MORE' button is visible below the text. At the bottom of the browser window, there is a cookie consent banner and a taskbar with various application icons.



EPA - The Voice of Parents in Europe

Thank you for your attention!

Arja Krauchenberg, BA MA
president@euparents.eu



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European Apprentices Network (EAN): interventions from apprentices
10.30 – 11.00



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Coffee break

11.00 – 11.30



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11.30 – 12.00

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European Commission

**How to promote mobility of apprentices in the future: Panel discussion with EAfA
members**

Daniel Wisniewski, General Secretary, European Federation of Education Employers



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TIES THAT BIND

legami che uniscono

25.01.2019

15,00 Participants registration and welcome coffe

15,30 Greetings from Rita Ghedini President Legacoop Bologna & Roberto Lippi, President Open Group

Opening session:
Andrea Lombardi, CEO Uniser

15,45 Ties That Bind world caffè

Erasmus+: why hosting international trainees?
(Testimonial: Veronica Contavalli - BikeinBO)

Work based learning and apprenticeship abroad:
the next generation employees training
(Testimonial: Cristina Cofacci - Enel)

Hoster: ever though about becoming hosting family for trainees?

Insurance, mentoring, and legal framework:
a risk-free project, Fully protected and ready to go
(Testimonial: Elisa Pozzarini - Società Dolce)

17,30 Networking drink

Info:

segreteria@uniser.net
+39 543 551311

UNISER
Learning Mobility

legacoop bologna



WE PARTNER WITH

1.300

ITALIAN COMPANIES



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Angeliki Filippidou, Principal 2nd VET School of Thessaloniki, Greek Manpower
Employments Organisation (OAED)



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2ND VOCATIONAL APPRENTICESHIP SCHOOL OF THESSALONIKI OAEED



2ND VOCATIONAL APPRENTICESHIP SCHOOL OF THESSALONIKI O.A.E.D.

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Concluding remarks
12.00 – 12.20

Jean Arthuis, Member of European Parliament, Chair Committee on Budgets

Manuela Geleng, Director, DG Employment, Social Affairs and Inclusion, European Commission



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*"We want more quantity, more quality and more mobility for everyone."
Joost Korte,
Director
General, DG
Employment,
Social Affairs
and Inclusion*

"We want to change the way society looks at apprenticeships. Our pilot project on mobility of apprentices in Europe is about experimenting, innovating, looking at ways to reach this goal." Jean Arthuis MEP



*"Mobility is about being open-minded and making Europe real for all young people." Sidney Haberland,
European
Apprentices
Network*



European
Commission



**Marianne Thyssen, European
Commissioner for Employment,
Social Affairs, Skills and Labour
Mobility**

"We knew one thing right from the start five years ago when our mandate started: that Europe needs skills. That's why we launched an ambitious EU Skills Agenda in which VET is a central part. Skills are the key to the future and VET is the key to skills."

"If we say VET deserves respect, we must also give VET learners the same respect & mobility opportunities as universities."



Goodbye and see you in Prague





EaFA Newcomer Closing Ceremony

Brussels, 22 March 2019



Pledges to come

- Air Liquide
- Škoda Auto
- Central Bohemian Region
- Industrial and IT High School Smíchov
- ...and still more to come!



Mobilised through EAfA





Pledge to join the European Alliance for Apprenticeships

- Offer the apprentices the chance to complete the school leaving certificate, work in other stores and take advantage of exciting work placements abroad;
- Create a new image campaign and reach the youth where they are, such as on social media;
- The campaign will also be used in neighboring countries to introduce “Drogist” as a profession, building on previous projects;
- Focus on improving the quality of the training; the quality of the current selection methods needs to be improved and the youth need more support in the first three months of work.

*Andrea Koch, Senior Manager Learning and Development
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Improve the training infrastructure (e.g. 3rd didactic restaurant, multi-purpose course workshops, didactic houses built with reusable materials);
- Develop devices and tools that will contribute to reduce the drop-out of apprentices;
- Develop innovative training offers that respond to the technological change and to the needs of the professional sectors; develop training in the digital professions;
- Promote dual training as well as different types of apprenticeships in the various trades.

*Christophe Wambersie, President
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Increase the number, the visibility and the quality of apprenticeship programmes at local and national level;
- Design and organise tailored training programmes for the apprentices in collaboration with companies;
- Ensure support services for the apprentices and the companies in relation with the Public Employment Services;
- Continue to take part in the European Vocational Skills Week with a specific programme of activities entitled “Bridging VET and labour market”;
- Explore the possibility to organise mobility for apprentices.

*Irina Oana Teodora Stanciu, Programmes Director
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Work on the supply and quality of mobility for apprentices, by improving the management of international training and mobility projects;
- Manage mobility projects to send 400 and receive 1000 VET learners per year;
- Utilize the network of enterprises and dual training centers in order to host apprentices in specific sectors (logistics, tourism, ICT, etc.).

*Beatrice Bellet, International Chief Strategic Officer
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Promote the supply and quality of apprenticeships among the European partners and the Italian pilot network;
- Promote the image of apprenticeships; Highlight the added value of apprenticeships for different target groups such as enterprises, policy-makers and young people;
- Promote the mobility of apprentices among the European partners and the Italian pilot network, by supporting partnerships.

*Jan Wilker, Project Manager
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Provide quality services for companies, in particular SMEs, schools and young people in order to build a bridge between the VET system and the labour market;
- Make VET more attractive, promote longer apprenticeships and increased learning outcomes;
- Increase the mobility of VET learners through short-term and long-term apprenticeships in Italy and abroad; foster increased inclusion in the mobility projects;
- Improve the quality of short term and long term apprenticeships abroad through the implementation of ECVET and EQAVET recommendations, working at regional and national level.

*Simona Puddu, European Project Manager
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Contribute to improving the regulatory framework concerning apprenticeships in Italy;
- Promote apprenticeships in Italy as the main tool to foster youth employment, by improving the school-to-work transition and developing a closer link between labor market needs and the Italian education system;
- Support member companies to start apprenticeships schemes with schools, VET providers and universities;
- Plan mobility of apprentices through partnerships promoted by Confindustria within the network of European industrial associations.

*Giovanni Brugnoli, Vice-President
22 March 2019, Brussels*



Pledge to join the European Alliance for Apprenticeships

- Promote and develop apprenticeship programmes as an attractive start to a promising career in the electronics manufacturing industry;
- Engage industry members and facilitate 300 apprenticeship opportunities across Europe;
- Promote key partners' tools supporting apprenticeships through the IPC network, communication channels and member companies;
- Provide the 723 members companies' sites with information and guidance on VET and apprenticeship systems and rules.

*Nicolas Robin, Senior Director Europe
22 March 2019, Brussels*

Pledge to join the European Alliance for Apprenticeships

- Include the topic of apprenticeships in PostEurop's CSR Circle annual work programme;
- Promote apprenticeships in the framework of the work on inter-generational management;
- Further improve the image of apprenticeships in the postal sector in Europe;
- Promote the exchange of good practices on apprenticeships among PostEurop members;
- Raise awareness among members, especially within Eastern European countries, on quality apprenticeships and its added value towards implementing the economic and social role of the postal sector.

*Botond Szebeny, Secretary General
22 March 2019, Brussels*

Thank you!



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