



Role of chambers in fostering apprenticeships in Europe

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Csaba Ferencz

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Location: Belgium, Luxembourg, Austria, Hungary

Employment,
Social Affairs
and Inclusion





Why Eurochambres are important in fostering apprenticeships in Europe?

Norbert Schöbel, European Commission

This presentation covers:

1. An introduction and overview of the role of chambers in the EU (Adam Gajek and Norbert Schoebel)
2. The role of the Luxembourg Chamber of Commerce in the dual VET system (Iris Hoffelt)
3. The role of the Austrian economic chamber (Melina Schneider)
4. The role of Eurochambres in Hungary (Csaba Ferencz)





Introduction: Eurochambres and chambers of commerce and industry?

Adam Gajek, Eurochambres

THE ASSOCIATION OF EUROPEAN CHAMBERS OF COMMERCE AND INDUSTRY

Established in 1958 as a direct response to the creation of the European Economic Community, **EUROCHAMBRES** acts as the **eyes, ears** and **voice** of the **business community** at EU level



EUROCHAMBRES members on VET

European Parliament of Enterprises 2018 – Skills session

- 1. Is the **business community sufficiently involved in education policy**, such as the development of education / VET curricula? Yes: 21.6% **No: 78.4%**
- 2. Is it **harder to recruit staff** with the **right skills** than five years ago? **Yes: 84.1%** No: 15.9%
- 3. Should the **employability of graduates** be a more prominent **criterion in rating** the performance of higher education institutions? **Yes: 86.3%** No: 13.7%
- 4. Should **work-based learning be integral to all** initial vocational education and training programmes? **Yes: 97.1%** No: 2.9%
- 5. **Is cost a significant barrier to** businesses offering **more work/training opportunities** to refugees and migrants? Yes: 38.5% **No: 61.5%**

Chambers of commerce and industry in provision of apprenticeships

The activities in which Chambers are involved include, but are not limited to:

- career guidance, orientation and information targeting both students and companies
- skills forecasting and skills assessments
- training courses
- various functions in relation to VET and apprenticeships
- involvement in national advisory bodies on skills and/or education and training and collaboration with national education and economy ministries and other relevant institutions
- organisation of competitions and awards
- entrepreneurship education and support to entrepreneurship.

Chambers of commerce and industry in provision of apprenticeships

Key novelties of interest to VET

- 80% of Chambers of Commerce and Industry are involved in education and training.
- 48% deliver initial or continuous vocational education and training.
- Every year, nearly 1.8 million people receive training qualifications via the Chamber network.
- Every year, approximately 600,000 apprenticeships are managed directly by Chambers.

Three examples of diverse activity of CCIs

- Chamber of Commerce of the Grand Duchy of Luxembourg
- Hungarian Chamber of Commerce and Industry
- Austrian Federal Economic Chamber





The role of the Luxembourg Chamber of Commerce in the dual VET system

Iris Hoffelt, Luxembourg Chamber of Commerce

Outline

- 1. Introduction** - the role of the Luxembourg Chamber of Commerce in the dual VET system
- 2. Overview of the Luxembourgish education system**
- 3. Insight into the dual VET system**
 - Quick overview of the Reform of Vocational Education and Training
 - Sectors, trainings and key figures
- 4. Services provided by the Chamber to its member companies/SMEs**
 - Train the Tutor: assurer une formation de qualité
 - TalentCheck
 - Dedicated dual VET platform & promotional campaigns

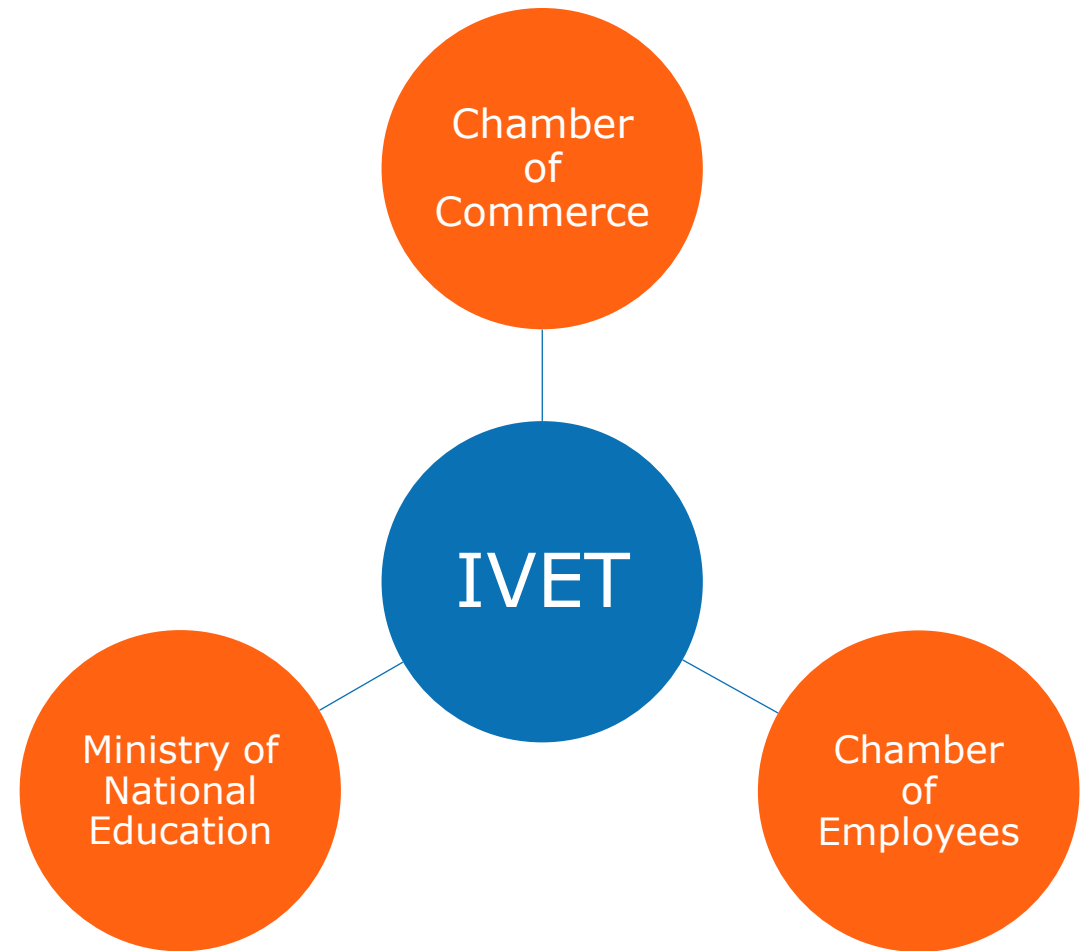




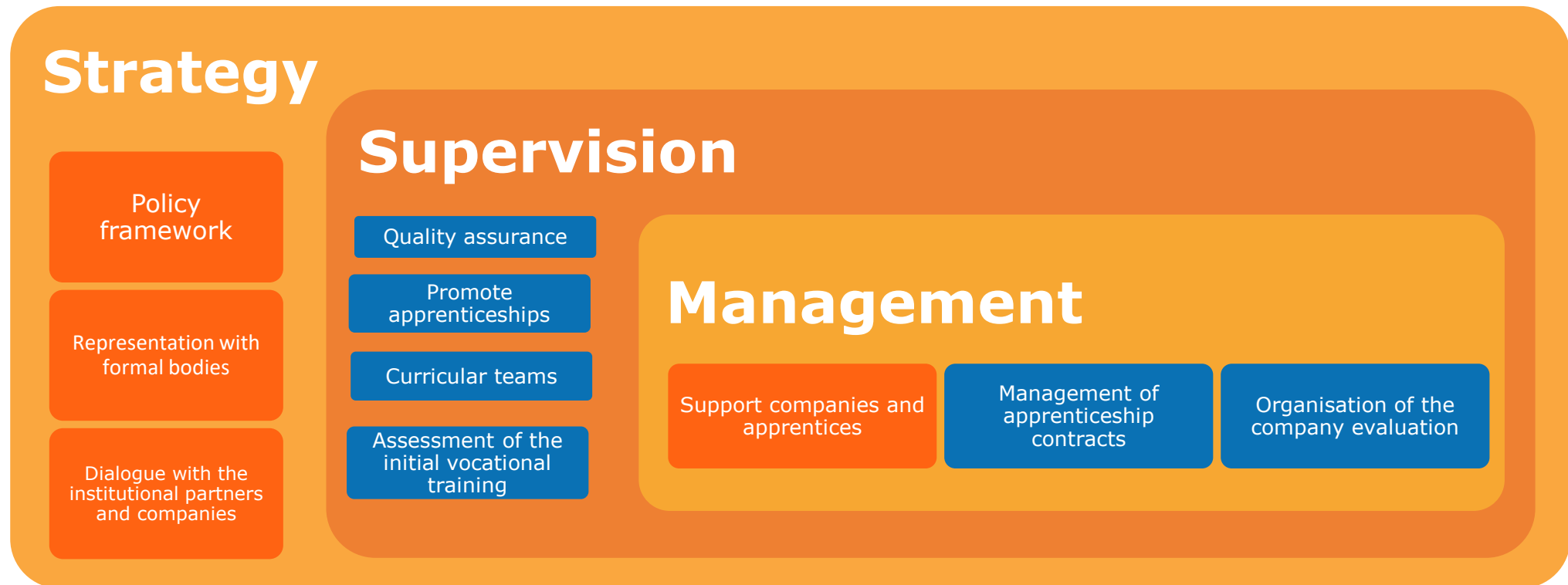
Introduction - the role of the Luxembourg Chamber of Commerce



A system based on 3 pillars:

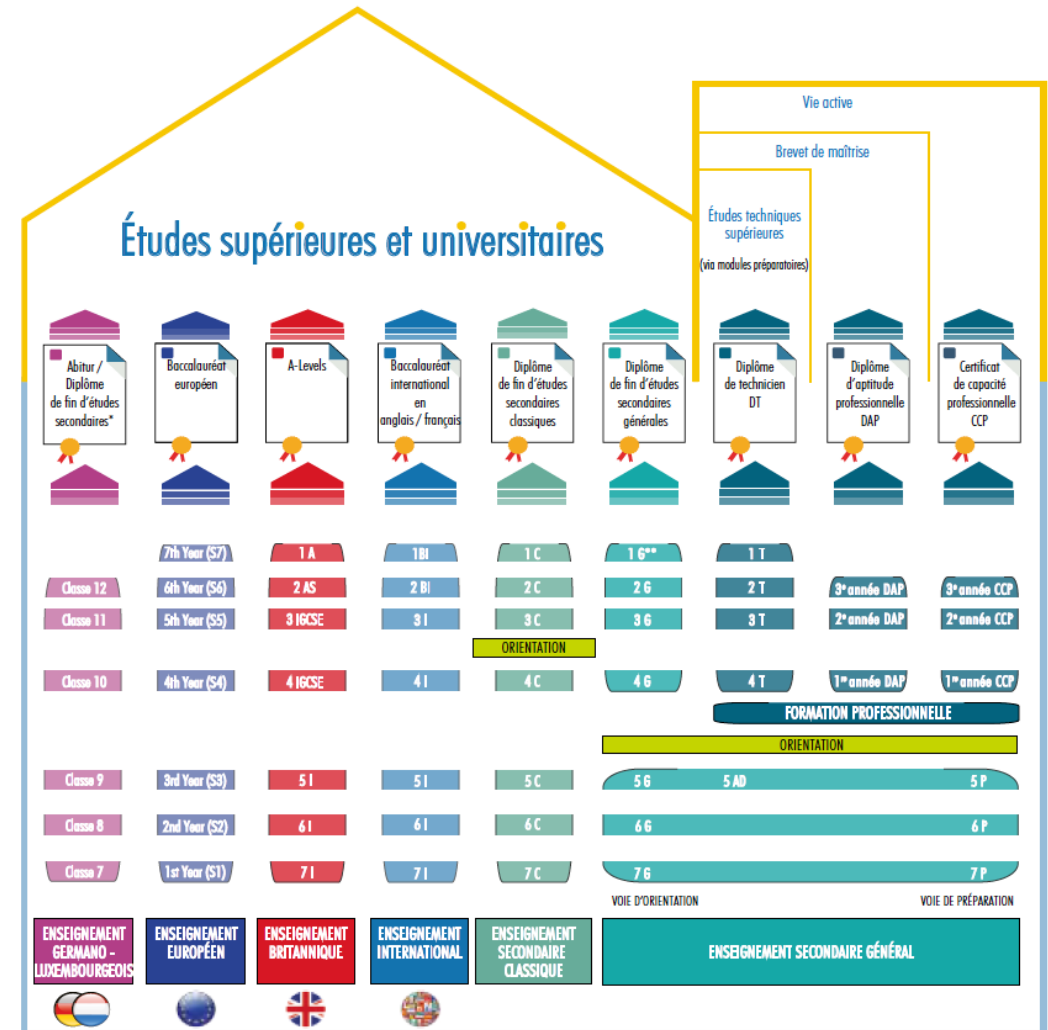


Missions and activities of the Chamber of Commerce at IVET level



Overview of the Luxembourgish education system

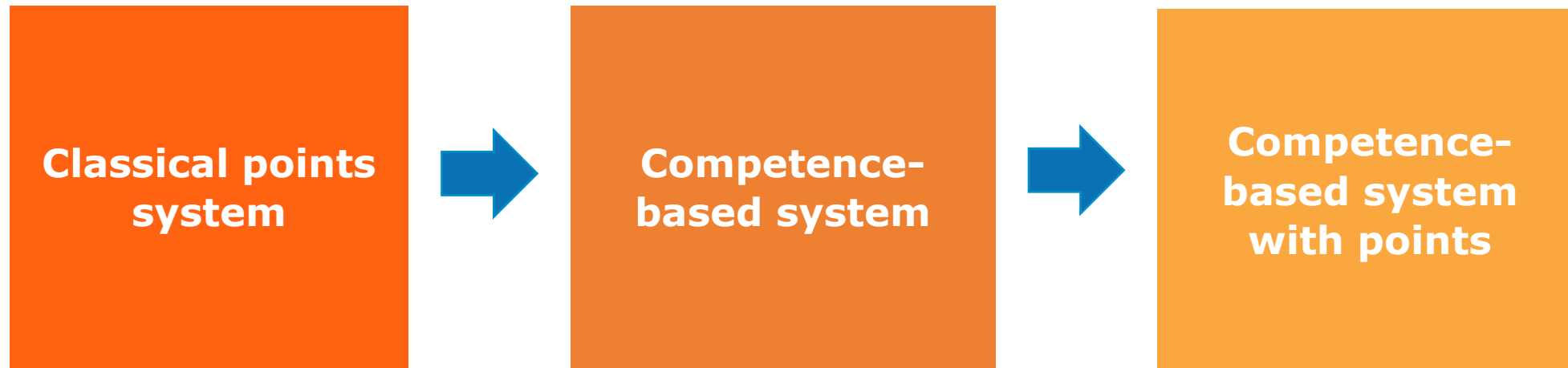
Source : Brochure «Que faire après la 5^e de l'enseignement secondaire général?» du Ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse, 2019- 2020





Insight into the dual VET system

Overview of the Reform of Vocational Education and Training



QUICK POLL 1

What do you think was the main reason for this policy reversal?

- A lack of a complete pilot project
- A lack of involvement of all key partners right from the beginning
- A lack of a full-range information campaign towards all impacted parties



List of the vocational trainings per sector

6

Technician diplomas (DT)

20

Professional aptitude diplomas (DAP)

4

Certificates of professional competence (CCP)

54

Cross-border training

Trainings under development

- DT Automation and robotics
- DT Infotronics
- DT E-commerce
- DT E-control
- DT Renewable energies
- DT Smart energy
- DT Smart materials (plastics engineer)
- DT Travel agencies



Services provided by the Chamber to its member companies

- Train the Tutor
- TalentCheck
- Dedicated dual VET platform & promotional campaigns

Train the tutor

This training enables tutors to acquire the necessary pedagogical and practical knowledge which will help them succeed in their role as tutors.

- Mandatory training to obtain the 'right to train'
- 3 full days & 0.5 day follow-up
- Covers:
 - The pedagogical component
 - The practical component

Objectives:

- Know how to situate the tutor's mission in a company
- Promote the integration of the apprentice into the company
- Provide the tutor in the company with the tools to support the apprentice during his apprenticeship

Target audience:

- Our member companies

Highlights:

- Training launched in 2010
- Choice between three languages
- Special sessions for the HORECA sector
- Special sessions for health sector

Train the tutor

> **80** sessions

> **5000**
participants

3 languages



TalentCheck



A voluntary skills assessment for 5th grade students or any apprenticeship candidate, allowing companies looking for an apprentice to save a tremendous amount of time.

Fields of competences	Minutes
Concentration and observation	9
Arithmetic	16
German	12
French	12
English	7
Logic	6
Physical and technical understanding	5
Organisational talent	10
Retention capability	5
Attitude towards apprenticeship, work and colleagues	5
Total time	87

Objectives:

- Candidates: help them discover their talents so as to better plan their future
- Companies: facilitate the recruitment process of apprentices and saves them precious time

Target audience:

- 5th grade students or any apprenticeship candidate (*non-profit associations, the Luxembourgish army, refugees*)
- Potential to offer the test to companies and their employees

Content:

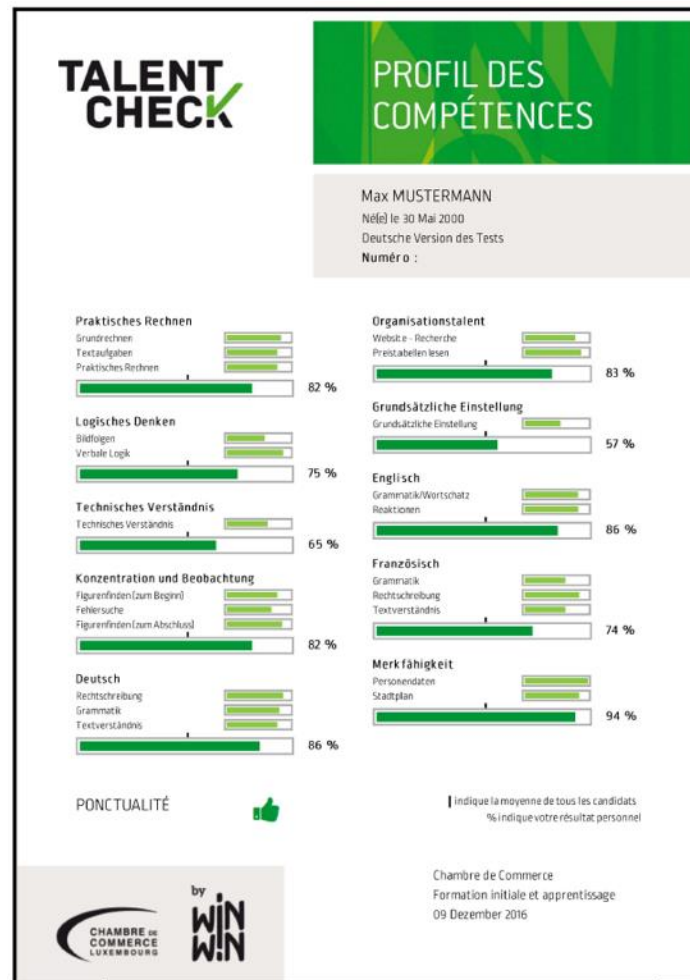
- 10 fields of competences

TalentCheck

> 300 sessions

> 230 school classes

> 4300 participants



WINWIN.LU

WinWin is the one-stop platform in terms of apprenticeships that we use to inform and increase awareness among the public with regard to the mutual benefits of apprenticeships.

- **Double access**
- **French & German**
- **Brochures, videos, testimonials**
- **Access to the tutors platform**
- **Online TalentCheck registration**
- **Online Train the Tutor registration**

Objectives:

- Improve the perception of the dual VET system among the public

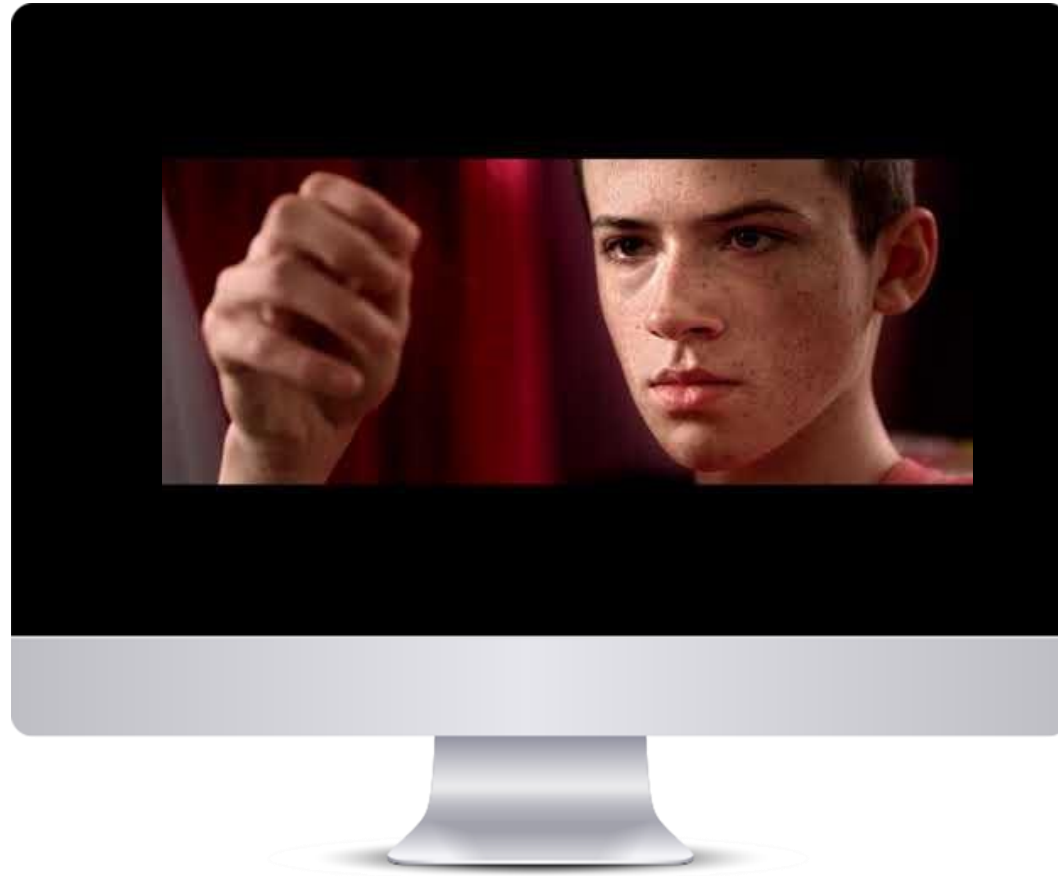
Target audience:

- Our member companies
- 5th grade students or younger, or any candidate for an apprenticeship

Promotional campaigns



Promotional Campaigns





The Role of the Austrian Economic Chambers in Apprenticeships

Melina Schneider, Austrian Federal Economic Chamber

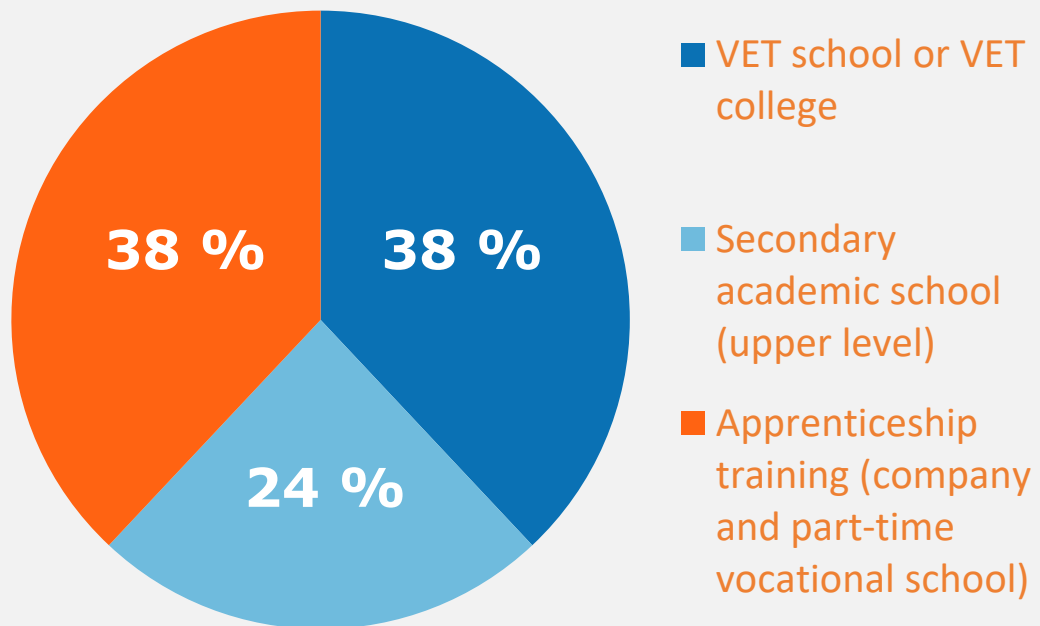


Outline

1. Short introduction of the Austrian Economic Chamber organisation
2. Overview of the Austrian education system
3. Short introduction of the Austrian Economic Chamber Organisation
4. Features of the dual system in Austria
5. Role of the Austrian Economic Chambers in apprenticeships
6. Guidance and career development services provided by the Economic Chamber
7. Experience from international pilot and EU projects, success factors for transfer

VET in Austria - some key facts

Career decision in school year 10 (age 15 years)



Source: Statistics Austria, school statistics 2019/2020 (preliminary data)

Expansion of VET to higher levels ("higher VET")

- HTL-Ing. at EQF level 6
- Master-Craftsperson level 6

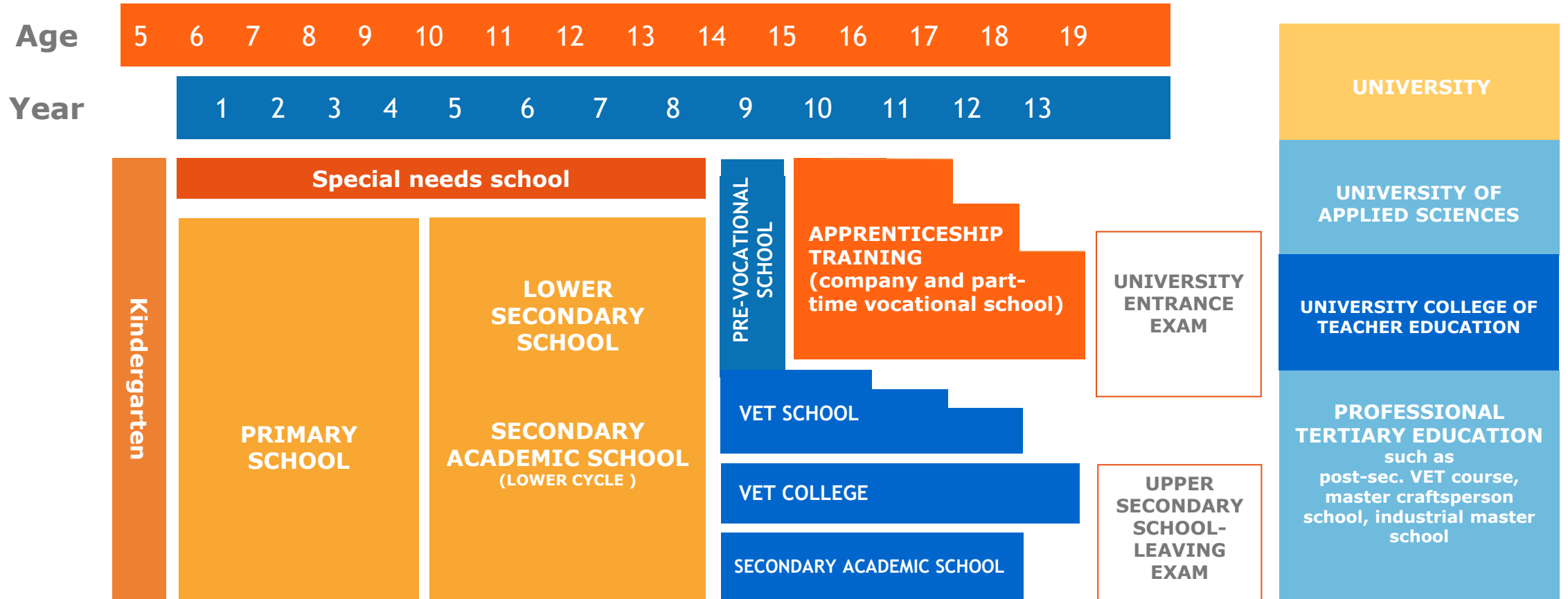
Unemployment rate:

AT: 4.5%
EU 27: 6.7%
Euro area: 7.6%

Youth unemployment rate (15-24 yrs.):

AT: 8.5%
EU 27: 15.1%
Euro area: 15.7%

The Austrian education system



The Austrian Economic Chamber Organisation



Established by law, with compulsory membership



Represents the interest of its 500,000 member companies



Seven Industry Sectors



Imparts knowledge through educational facilities
e.g. Institute for Economic Promotion (WIFI), Universities of Applied Sciences, VET schools, etc



Provides comprehensive services for companies
e.g. ADVANTAGE AUSTRIA, the Foreign Trade Promotion Organisation with over 110 offices in more than 70 countries



The Austrian Economic Chamber Organisation

Crafts and Trades



Commerce



Industry



Banking and Insurance



Transport and Logistics



Tourism and Leisure



Information and Consulting

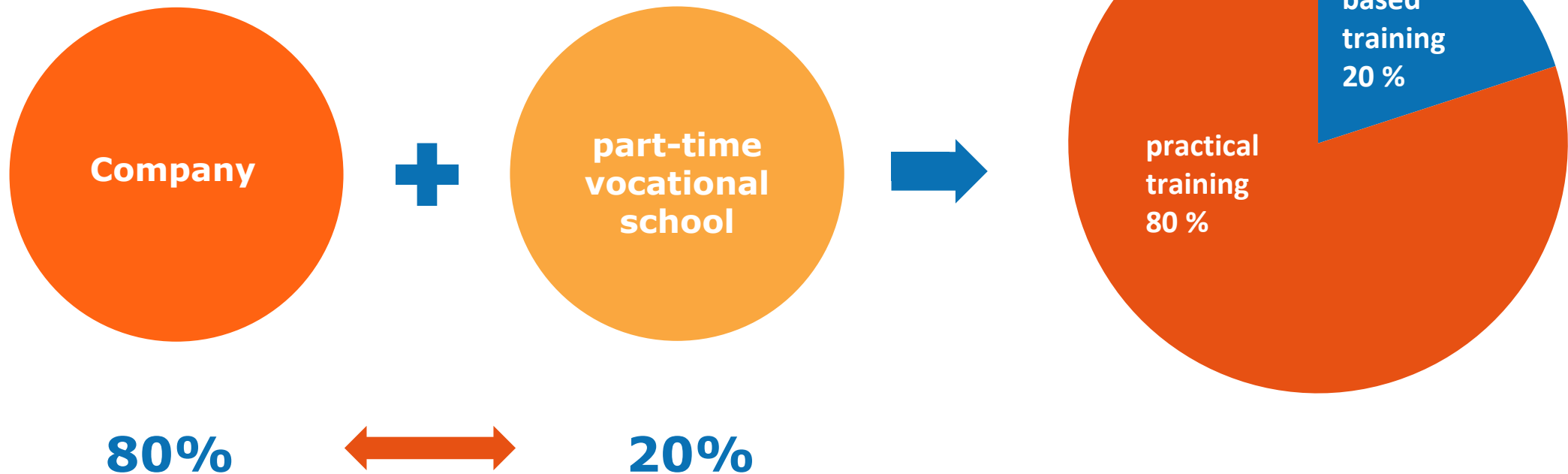




What is the dual system in Austria?

Apprenticeship

Learning on the job



Apprenticeship period of more than 200 apprenticeship occupations

1st app. year	2nd app. year	3rd app. year	4th app. year
2 or 2½ years: a few apprenticeships e.g. beautician, clothing producer			
3 or 3½ years: most apprenticeships e.g. bricklayer, office assistant, forwarding agent			
4 years: a few apprenticeships e.g. dental technician			

Shortening of the apprenticeship period:

- Training in related apprenticeships
- (Related) previous school-based qualifications (such as for holders of the upper secondary school-leaving certificate, the apprenticeship period can be shortened by one year)

Ten apprenticeship occupations most frequently chosen by young people

...by young women

1. Retail trade overall	(22.3%)
2. Office assistant	(10.6%)
3. Hairdresser and wigmaker	(8.5%)
4. Administrative assistant	(3.5%)
5. Cooking	(3.4%)
6. Pharmaceutical trade assistance	(3.3%)
7. Restaurant specialist	(3.1%)
8. Metal technology	(3.0%)
9. Hotel and restaurant trade assistant	(2.8%)
10. Confectioner	(2.4%)

Total "TOP-10": 22,395 (63.0%)

Female apprentices in total: 35,575

...by young men

1. Metal technology	(13.3%)
2. Electrical engineering	(12.0%)
3. Motor vehicle engineering	(10.0%)
4. Retail trade overall	(6.7%)
5. Installations and building technology	(5.5%)
6. Bricklayer	(4.0%)
7. Joinery	(3.5%)
8. Mechatronics	(3.5%)
9. Cooking	(3.3%)
10. Carpentry	(2.3%)

Total "TOP-10": 47,255 (64.3%)

Male apprentices in total: 73,536

Governance: Distribution of Competences

Company level

Training company →

Apprenticeship offices →

Regional Advisory Board on Apprenticeship Provincial governor

Ministry of Economy →

Federal Advisory Board on Apprenticeship ↑



School level

← Part-time vocational school

← Regional education board

← Ministry of Education

Dual Training in an apprenticeship: Training in the company and at part-time vocational school

- In the apprenticeship training system, the **two places** of learning are the training enterprise and the part-time vocational school.
- The apprentice is in a training relationship with his or her training enterprise and student of a part-time vocational school at the same time. It is a “**demand led system**”.
- The enterprise-based part of dual vocational training makes up the major part of the apprenticeship period (**approx. 80%**).
- The **apprenticeship-graduation examination** is taken in front of professional practitioners. The main focus in this examination is on the practical skills and abilities required for the occupation.
- There are **more than 200 types of apprenticeships** (“professions”) within a 2-4 years training period
- Graduation is the **basis for “Higher VET”** (master craftsperson and other professional qualifications)

QUICK POLL 2

In your opinion, what are the 2 most important characteristics of dual VET out of the following 4 statements?

- Constant adaptation of the training content to the market needs
- The majority of the apprenticeship takes place in the company
- Well-balanced contractual relationship between the company and the apprentice
- The systemic interplay between the economy and the education sector



Responsibilities and tasks of WKO in dual VET

The Austrian Economic Chambers have additional roles, in which they act under delegated authority from the government (Ministry for Digital and Economic Affairs):

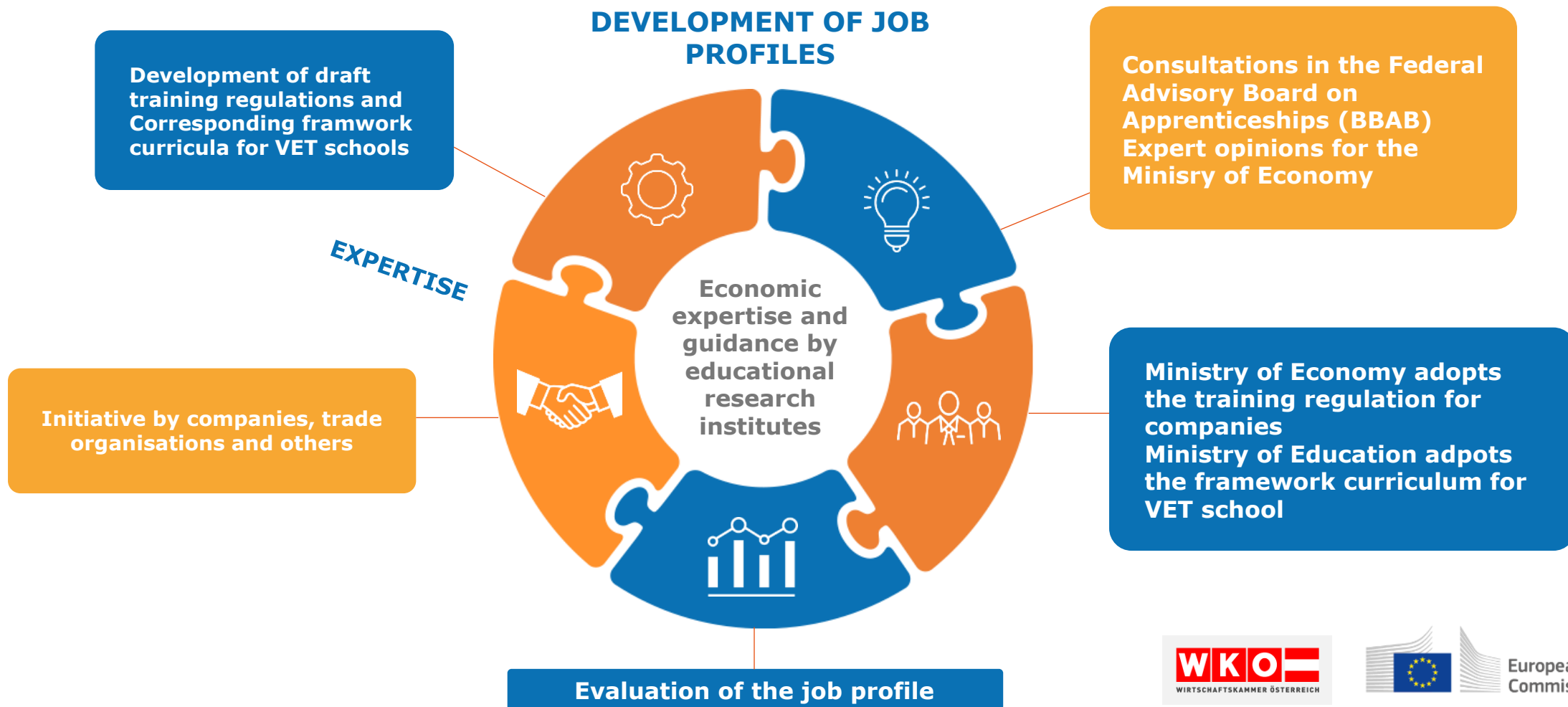
- **APPRENTICESHIPS**
- **CERTIFICATION AS MASTER CRAFTSPERSON**

As regards apprenticeships, this involves:

- Organisational implementation of the apprenticeship training
- Accreditation of training companies
- Approval and registration of apprenticeship contracts
- Organisation of apprenticeship examinations
- Awarding of the qualification
- Administration of financial incentives for training companies



WKO as an intermediary institution has decisive impact on job profile development



Good-practice examples

New or modernised job profiles becoming effective in the recent past

**Application
Development - Coding**



**Construction
Industry**



**A few further
examples for new
apprenticeships
introduced in the
past years**

Guidance and career development services provided by the Economic Chambers

Career guidance centres

Talent Checks (international best-practise)

- Strengths & potentials of more than 65,000 young persons per year (~14-year-olds, approx. 70% of an age cohort)

Career Checks (just launched)

- For young adults to help them find career prospects and training opportunities (17 to 25-year-olds)



The "BiWi,, in Vienna

Guidance and career development services provided by the Economic Chambers

Career Information Website "BIC.at,,

- A free online tool for gaining an insight into the vast choice of options for careers and study programmes
- Description of about 2,000 occupations and related educational options
- 1.2 million visits per year in 7 languages (partly)



WKO Pilot Projects Dual VET – current status

Ongoing projects currently in 7 countries:



started in
September
2013



started in
September
2014



started in
September
2015



started in
September
2015



started in
September
2016



started in
September
2015



started in
February
2017

WKO Pilot Projects Dual VET – current status

More than 10,000 young people in approx. 70 adapted apprenticeship occupations are in training or already completed training



Approx. 2,500 of them in Austrian subsidiaries

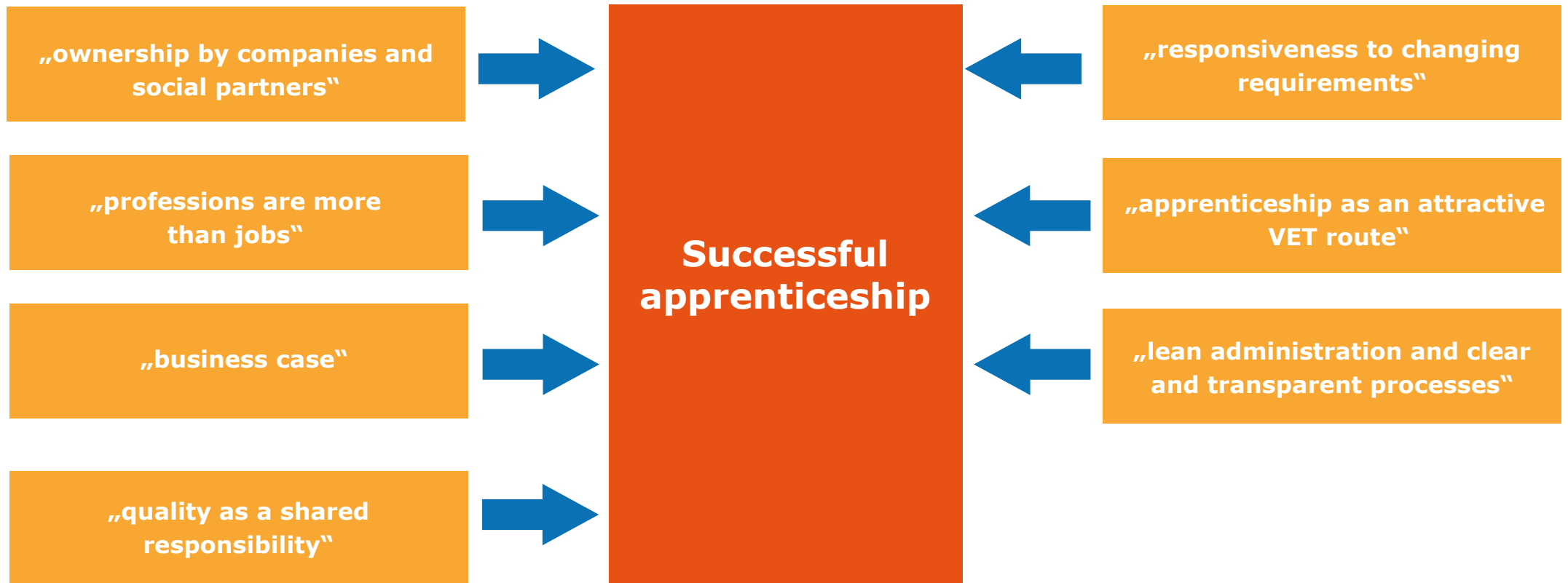


More than 600 local companies as partners



Projects in preparation, know-how transfer and support for individual initiatives with a number of other countries

Experience from international projects: 7 Success factors for transferability



Source: ibw Austria



The role of Eurochambres in Hungary

Csaba Ferencz, Hungarian Chamber of Commerce and Industry

Outline

1. Introduction
2. Dual Training Advisors Network
3. Sectoral Skills Councils
4. Competitions

Introduction

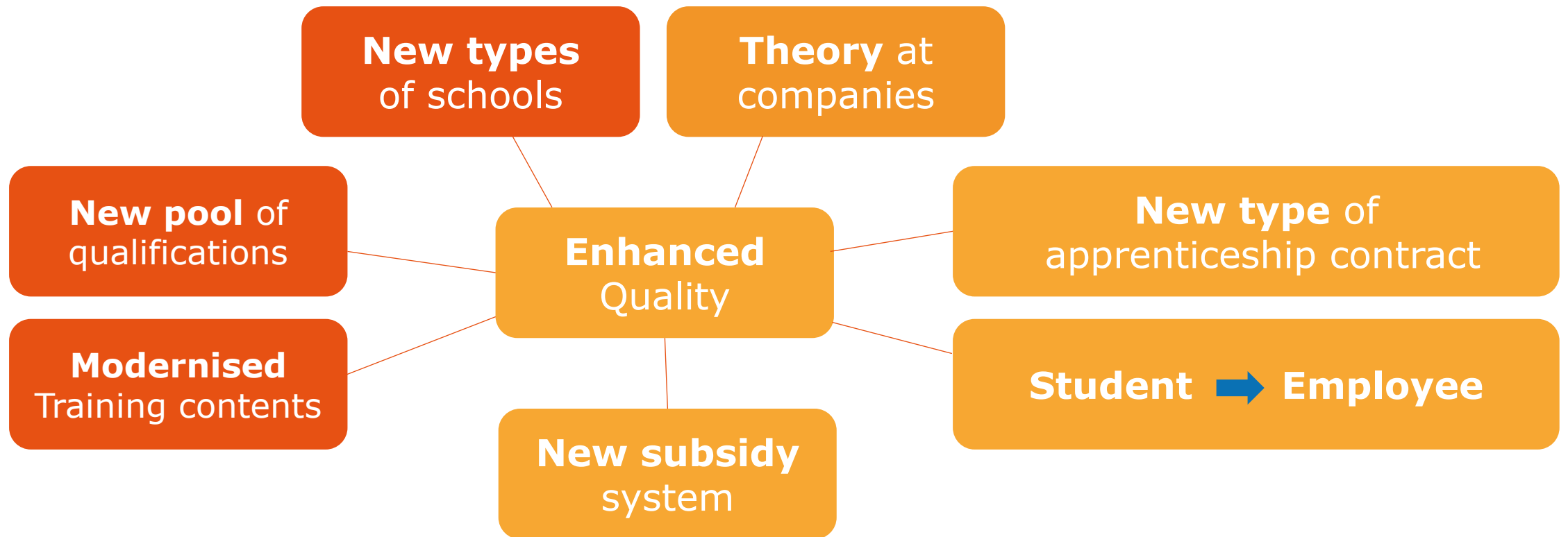
Significant changes

High expectations

Confidence in chambers



Interesting novelties in VET system



Wide range of public law VET tasks

Career orientation

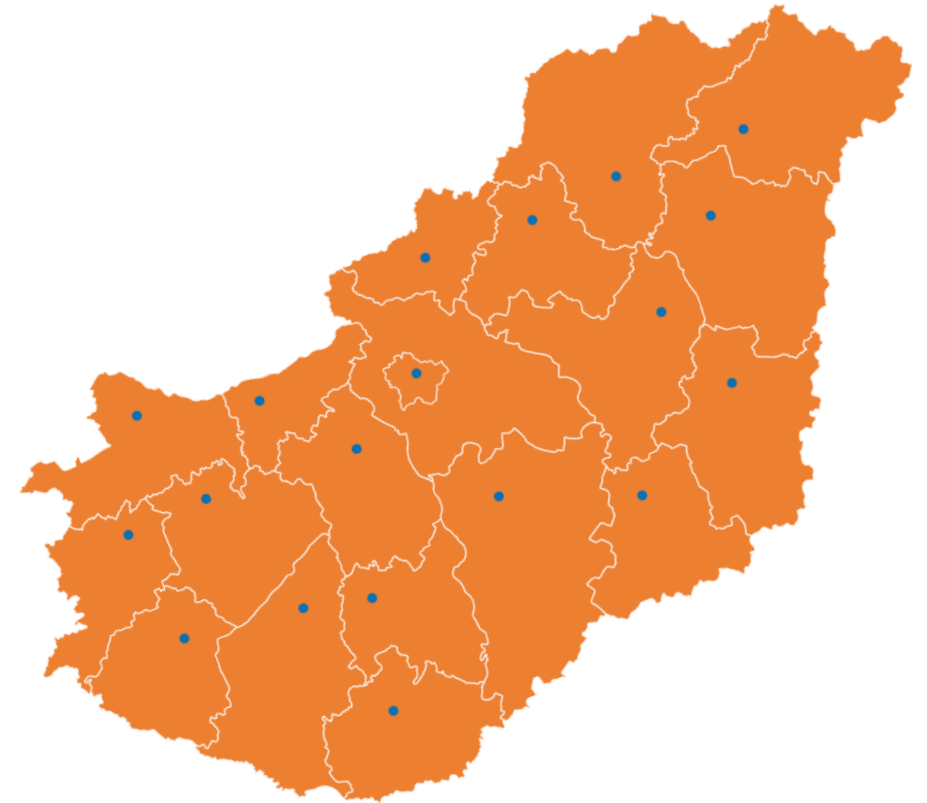
Adult training



Surveys → Lobby

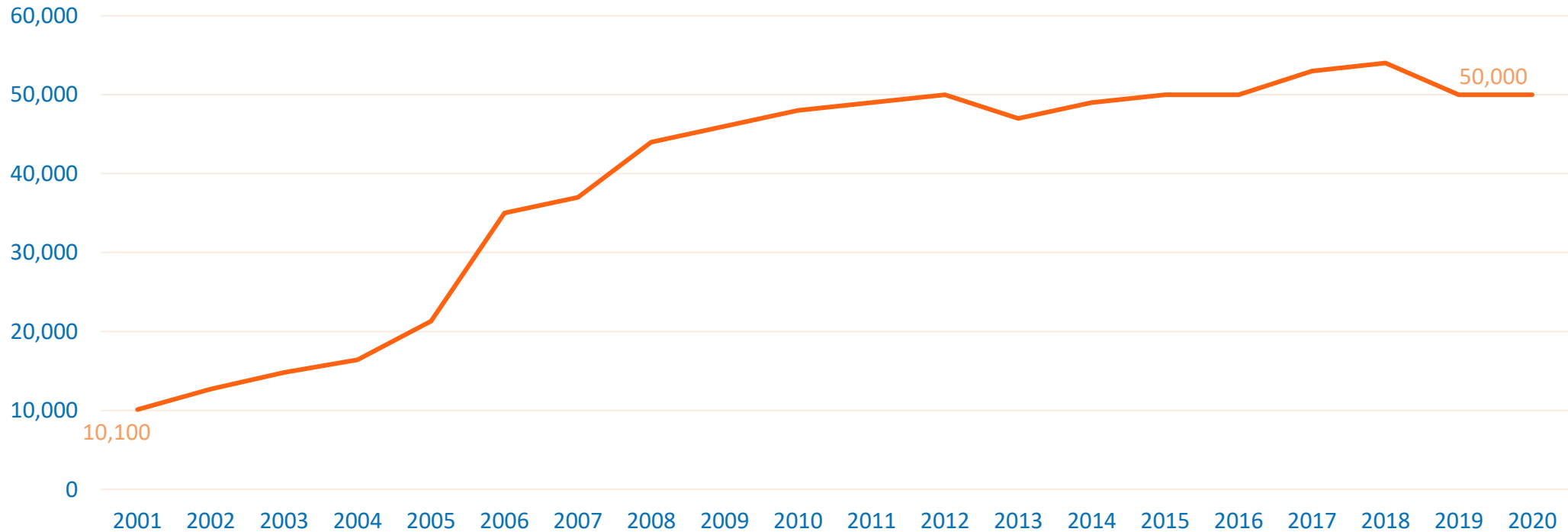
1. Dual Training Advisors (DTA) Network

- They are situated all over the country
- Act by the same principles, work flows, use the same documentation
- Regularly trained and examined



Effectiveness of DTA network

Increase in number of apprentices



DTA network services

Potential training companies

- Benefits
- Best practices
- Regulations, frameworks
- Conditions of accreditation
- Preparation for accreditation

Training companies

- Smoothly running of the training
- Solving common day issues
- Mediation
- Changes in VET-related regulations

They can **rely on the chamber** during the **whole period** of training

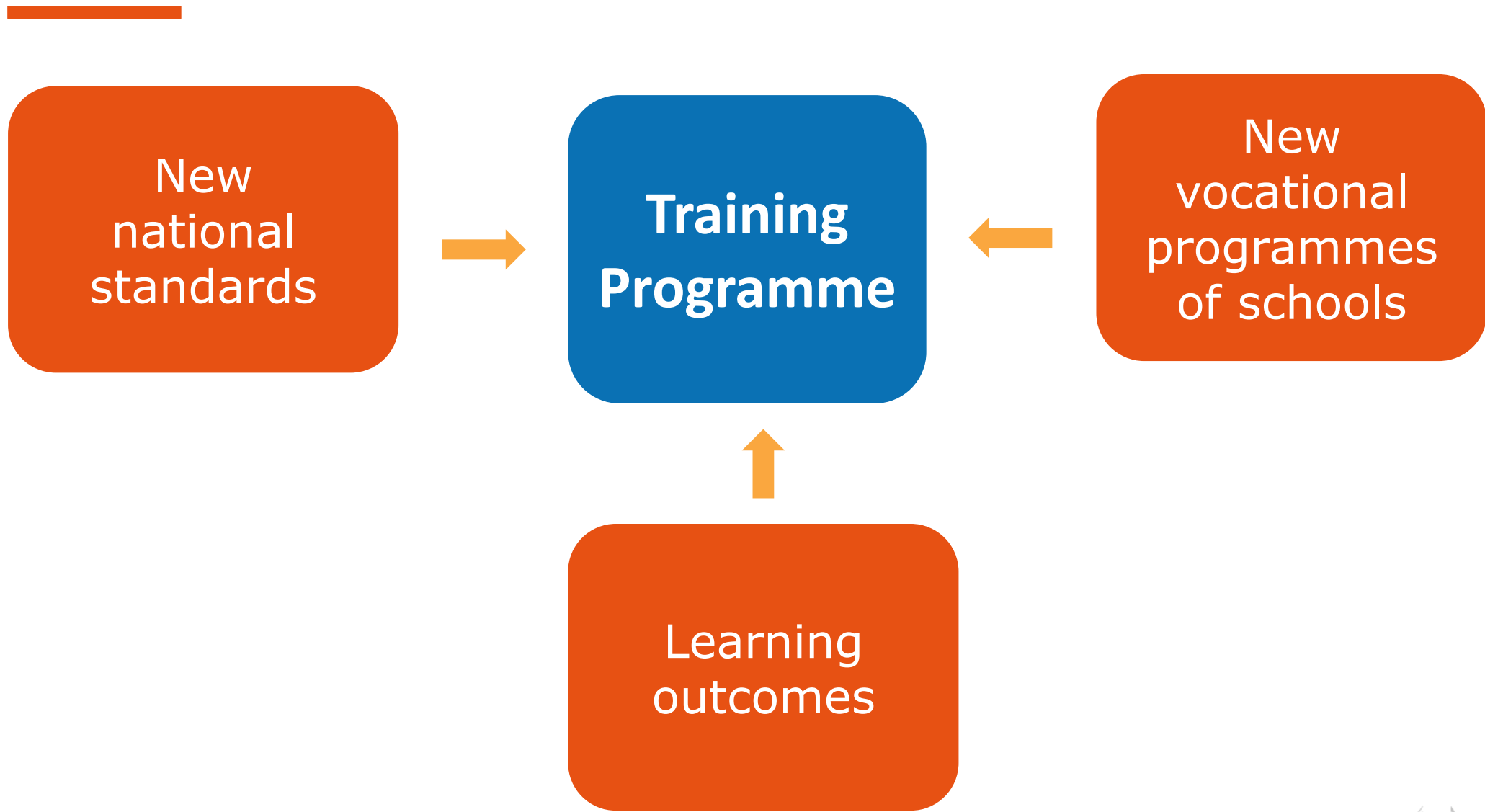
Enhancing Quality

Support for training companies in providing quality apprenticeship



Broadening
and **strengthening**
of Consultative and
operational activities







New
consultative
support

- Principle of LO
- Role of TP
- Structure of TP
- User guide
- Samples

Training
Programme

New
operational
support

- Participation in elaboration
- Involving expert
- SW

2. Sectoral Skills Councils

- Formed by companies of the given sectors
- Ministries, trade unions delegate members
- Hungarian Chamber of Commerce and Industry: coordination, conditions of operation

Monitoring sectoral

- Development of VET structure
- Trends
- Demands

Proposals for government for development

- Structure of qualifications
- Training content
- VET

2. Sectoral Skills Councils

New national standards

Sectoral Skills
Councils



New qualification
structure



New training
contents



3. Competitions

20 000
pupils as visitors



WordSkills - EuroSkills



Gold



Cabinet maker
Attila László

Silver



IT system network
administrator
Dávid Csongrádi

Bronze



Beauty
**Barbara
Beke**

Hairdresser
**Éva Szöllősi-
Vágó**

The only European amongst the first 10

28 countries

37 trades

600 competitors

500 experts

60,000 m² area

100,000 visitors



Questions?



For any additional questions, please contact:

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**Thank you for your time
and attention!**

**Watch out for our upcoming activities in
November:**

**Live discussion on Apprenticeships and the twin
green and digital transition: challenges and
opportunities ahead**



Further important links for apprenticeship training in Austria

www.qualitaet-lehre.at

www.lap.at

www.ibw.at