



Live Discussion: What does quality mean in practice? Integrating the apprentice's perspective

Date 11.02.2021
Online

*Employment,
Social Affairs
and Inclusion*





Tamas Varnai

VET and apprenticeships policy officer at European Commission

Council Recommendation on the European Framework for Quality and Effective Apprenticeships

Criteria for framework conditions



Regulatory framework



Involvement of social partners



Support for companies



Transparency



Career guidance and awareness raising



Flexible pathways and mobility



Quality assurance and graduate tracking

Criteria for working and learning conditions



Social protection



Pay and/or compensation



Learning outcomes



Pedagogical support



Workplace component



Work, health and safety conditions



Written contract



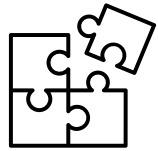
LIVE DISCUSSION

Juliana Laskowski – European Apprentices Network (EAN)
Kara Keenaghan – ESB Networks
Tadej Gartner - School Centre Škofja Loka
Maria Angeles Ruiz Gámez - ESMOVIA



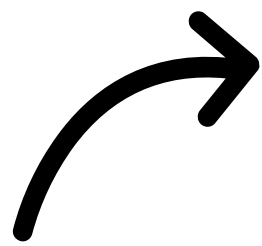
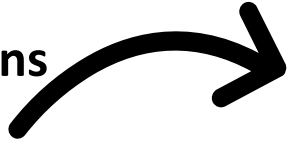
Location

- equipment
- Instructor
- colleagues



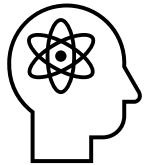
Trade unions / professional associations

- Education
- Exchange
- Support



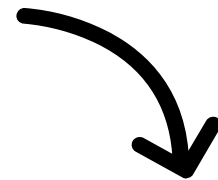
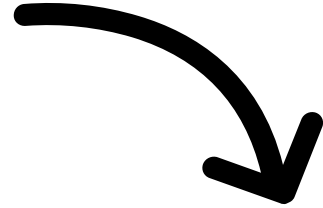
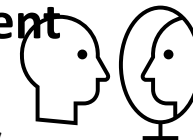
School

- Knowledge
- Equipment
- classmates



Personal development

- self-confidence
- taking responsibility



- ✓ International certification
- ✓ Permanent work contract
- ✓ Satisfying job



Perspective

- Independence
- secure place of work
- lifelong opportunities



What does quality mean for an apprentice:

You know every day why you are doing it:

- Your place of Apprenticeships values you and you like to be there
- You know you are not just a number; during and after your Apprenticeships you will be an important part of the company
- You learn something new every day - on theoretical and practical level
- You learn things you will need your whole (work) life
- You can make mistakes, and that is perfectly fine

→ after the Apprenticeships you have the perspective of satisfying and fulfilling job



European Alliance for Apprenticeships

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SREDNJA ŠOLA ZA STROJNIŠTVO



EaFA 7th Live Discussion
February 11th 2021

APPRENTICESHIP IN SLOVENIA



SCIENTIA
· EST ·
POTENTIA

Tadej Gartner

GoToWebinar, 11. February 2021



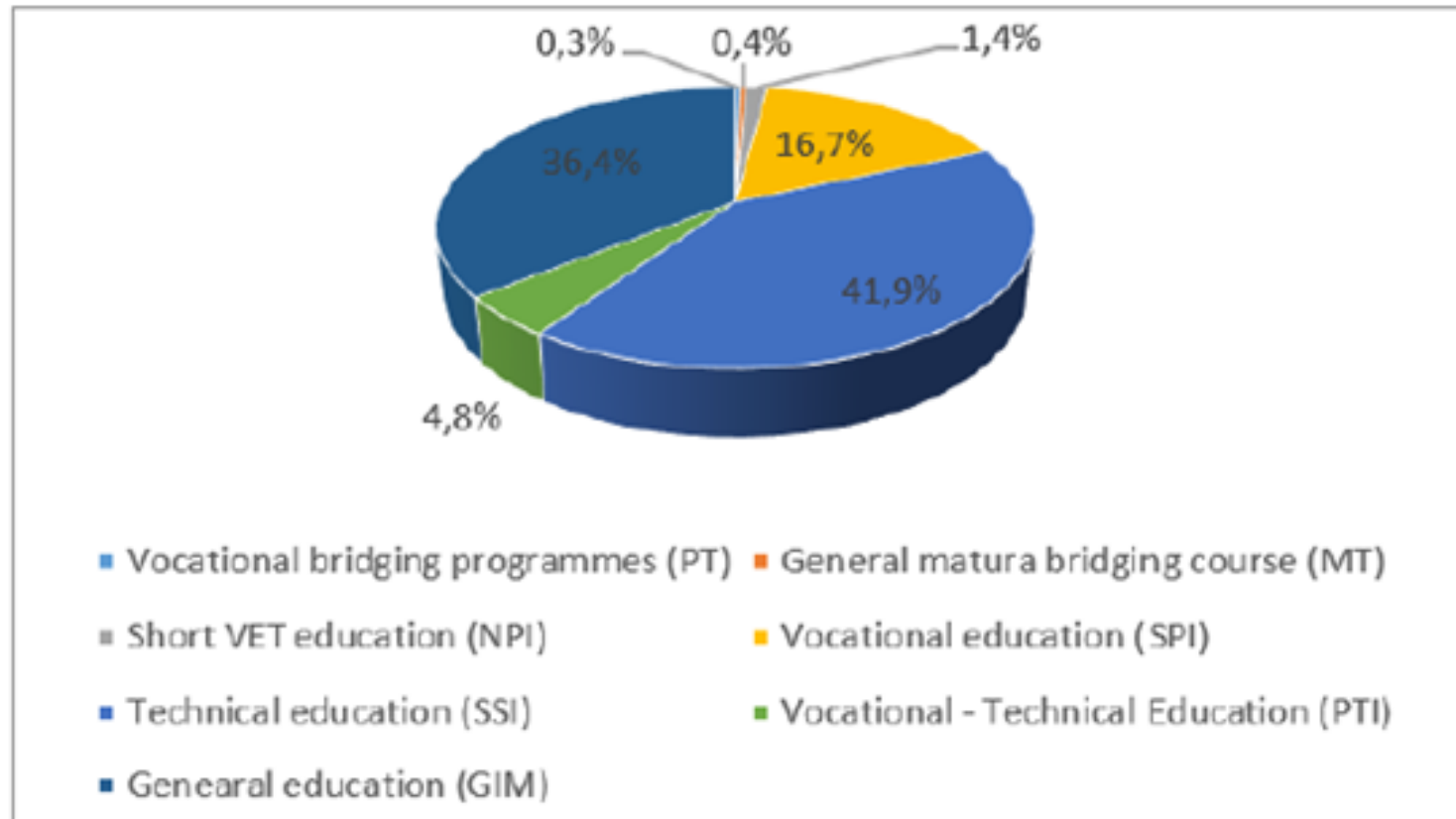
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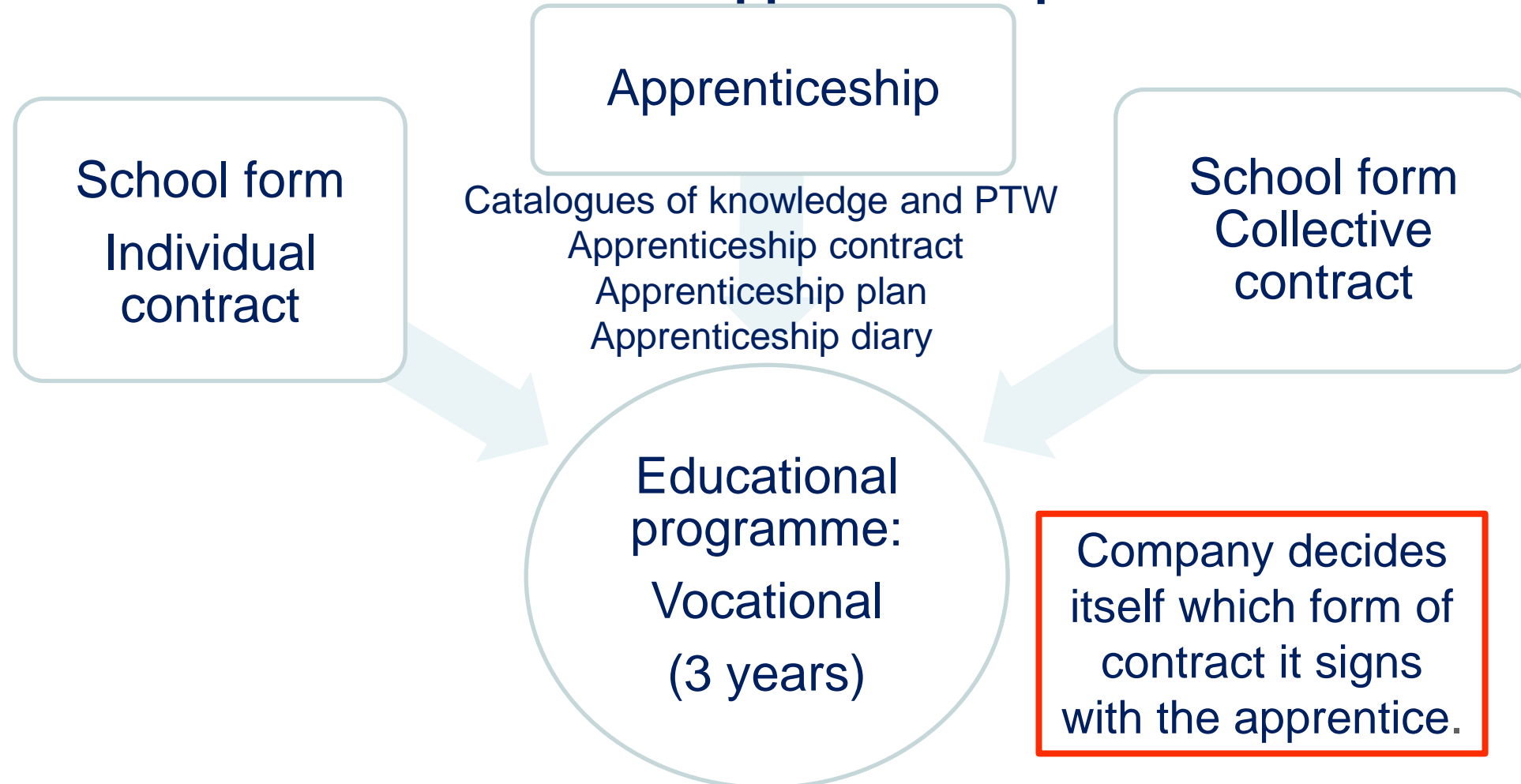


EaFA 7th Live Discussion
February 11th 2021



Source: Statistical Office of the Republic of Slovenia (SORS).

Characteristics of the Apprenticeship in Slovenia





Quality Assurance

National level



Local level

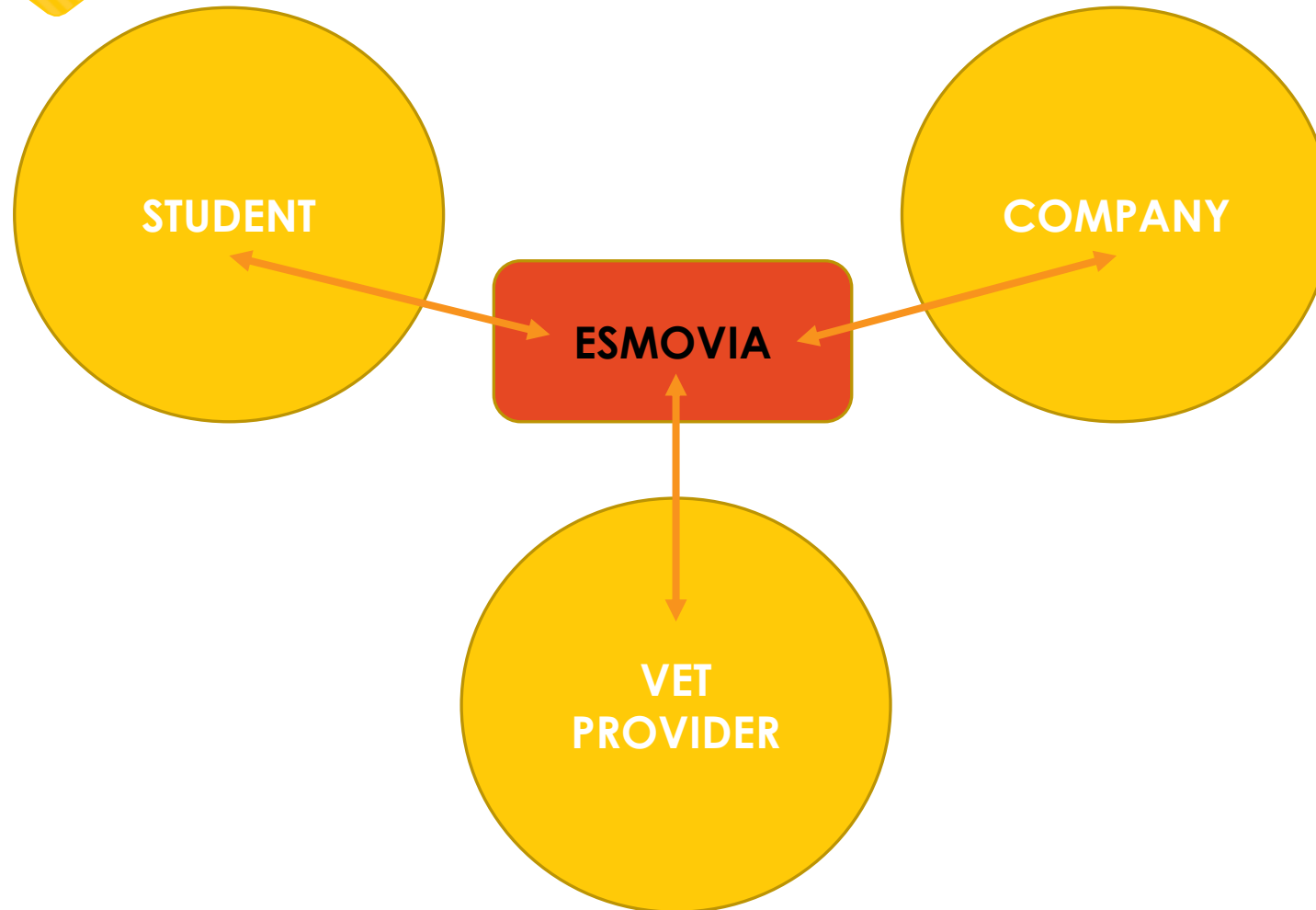
VET schools and companies



Social partners

- The Council of Experts of the Republic of Slovenia and
- The Sector Committees for Occupational Standards

ACTORS IN APPRENTICESHIPS



QUALITY APPRENTICESHIP FOR A STUDENT



WHAT	HOW
PREPARATION OF STUDENT <ul style="list-style-type: none"> • expectations / motivation • work culture / career guidance • cultural aspects / linguistics 	<ul style="list-style-type: none"> • Online preparation: <ul style="list-style-type: none"> ◦ Career guidance ◦ Spanish language/culture • On-site preparation – 1 morning session
MATCHING STUDENT – COMPANY <ul style="list-style-type: none"> • 1 student – 1 company 	<ul style="list-style-type: none"> • CV analysis • Interview • Student info from VET provider
LEARNING AGREEMENT <ul style="list-style-type: none"> • personalized 	<ul style="list-style-type: none"> • Rights & obligations • In-company tutor identification • Learning outcomes definition
MONITORING <ul style="list-style-type: none"> • continuous 	<ul style="list-style-type: none"> • ESMOVIA tutor • ESMOVIA work placement officer • Monitoring meetings
EVALUATION <ul style="list-style-type: none"> • continuous 	<ul style="list-style-type: none"> • Intermediate evaluation • Final evaluation
CERTIFICATION / ACREDITATION <ul style="list-style-type: none"> • leading to recognition 	<ul style="list-style-type: none"> • Europass mobility • ECVET



ADDED VALUE: APPRENTICESHIP IN MOBILITY

QUALITY APPRENTICESHIP FOR A COMPANY



WHAT	HOW
DEFINITION OF LEARNING PLAN & LEARNING OUTCOMES	<ul style="list-style-type: none"> Preparation of learning outcomes together VET provider
IDENTIFICATION OF IN-COMPANY TUTOR <ul style="list-style-type: none"> Technical & pedagogical competences Communication & relational skills Monitor & evaluate apprentice progress Recognized by staff and board 	<ul style="list-style-type: none"> Preparation of in-company tutor: <ul style="list-style-type: none"> Pedagogical aspects Cultural aspects Technical competences update (VET provider) Mutual trust relationship
INTEGRATION PROCESS <ul style="list-style-type: none"> Health and security Values of company. Work culture Rol, responsibilities and rights 	<ul style="list-style-type: none"> Accompanying the apprentice the first day, facilitating the insertion.
MONITORING <ul style="list-style-type: none"> continuous 	<ul style="list-style-type: none"> Monitoring phone calls / emails Company visits Intervene if necessary
EVALUATION <ul style="list-style-type: none"> continuous 	<ul style="list-style-type: none"> Final evaluation of apprentice Evaluation support
CERTIFICATION / ACREDITATION <ul style="list-style-type: none"> leading to recognition 	<ul style="list-style-type: none"> Company certificate Reference letter

CHALLENGES IN APPRENTICESHIPS

- Building mutual trust relationship company-student
- Ensuring cultural factors are not an obstacle in mobility but an enrichment
- Having in place continuous monitoring and evaluation
- Inclusion of refugees/migrants in the apprenticeship system
- Apprentices prepared and ready to respond to the next changes in labour market

Closing remarks

Tamas Varnai

VET and apprenticeships policy officer at European Commission

Upcoming activities

Webinar	National financing systems and differences in apprentices pay (focus on SMEs)	23/02/2021
Online training	Involvement of social partners at different stages of apprenticeships	26/02/2021
Event	High-level meeting on 3 years of the European Framework for Quality and Effective apprenticeships and the ILO (international standards), plus national coalitions	15-16th March

THANK YOU!