



European  
Commission

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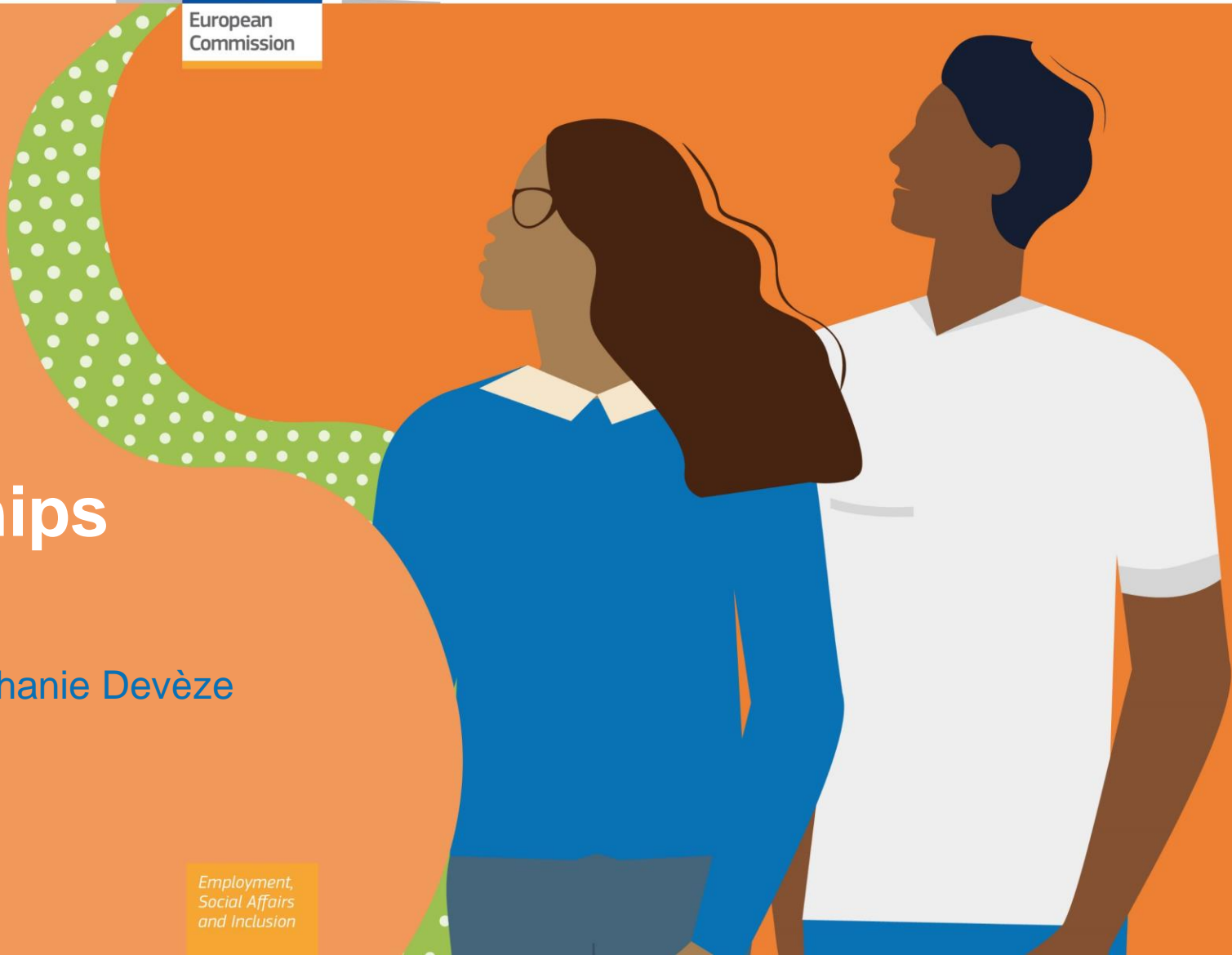
# Higher Apprenticeships and Higher VET

Tim Schreiber, Jörg Markowitsch, Stéphanie Devèze

Date: 11 May 2022; 15:00-16:00 CEST

Location: Belgium, France, Austria

Employment,  
Social Affairs  
and Inclusion



# What this presentation will cover

- **Tim Schreiber** will introduce the topic of higher VET and its relevance and will present the relevant challenges and trends.
- **Jörg Markowitsch** will provide an overview of Higher Apprenticeships in Europe.
- **Stéphanie Devèze** will present the French case study example.



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# Introduction

Tim Schreiber, European Commission



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# Higher Apprenticeships in Europe

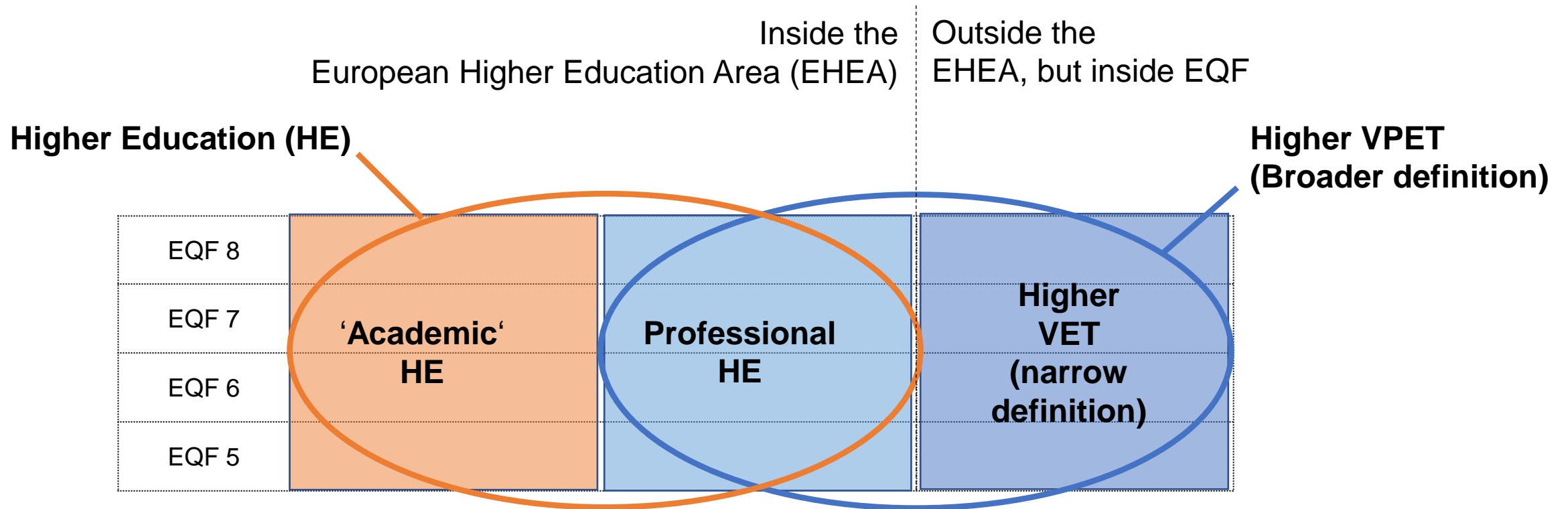
Jörg Markowitsch

# Opening and Expanding apprenticeships

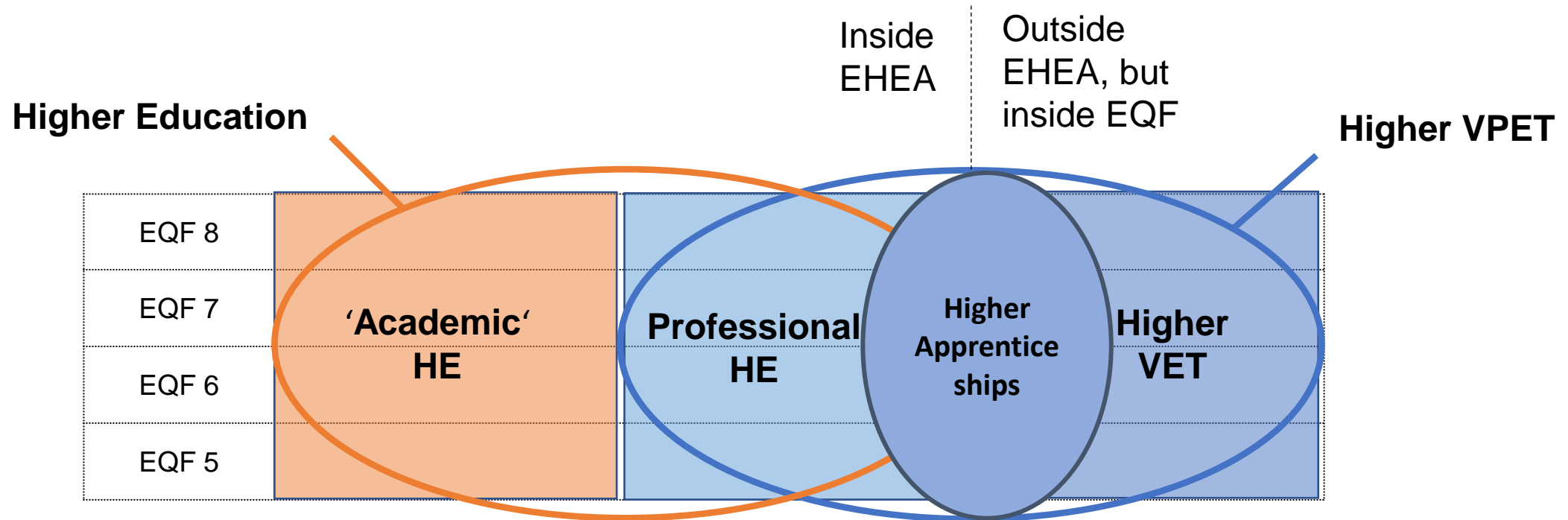
- New Target Groups
- New Sectors and occupations
- New hybrid forms of learning & qualifications
- Higher (and lower) Skills and qualification levels
- Trend to higher, longer and more theoretical VET



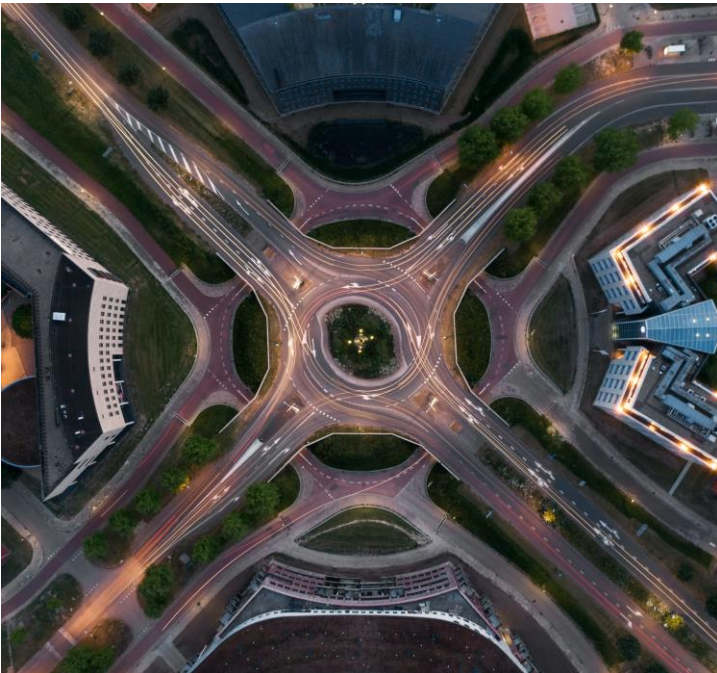
# Higher Vocational Education and Training - A blurry concept



# Higher apprenticeships as part of Higher V(P)ET



# Characteristic features of higher apprenticeships and benefits - The hybrid component



- Acquisition of a qualification at EQF 5 and above
- Classroom training at HEIs (academic content)
- Work-based learning in an enterprise
- Remuneration



## Overview on higher apprenticeship scheme in Europe

**Scotland**  
Graduate Apprenticeships

**Ireland**  
Apprenticeship PhDs

**England**  
Higher Apprenticeships

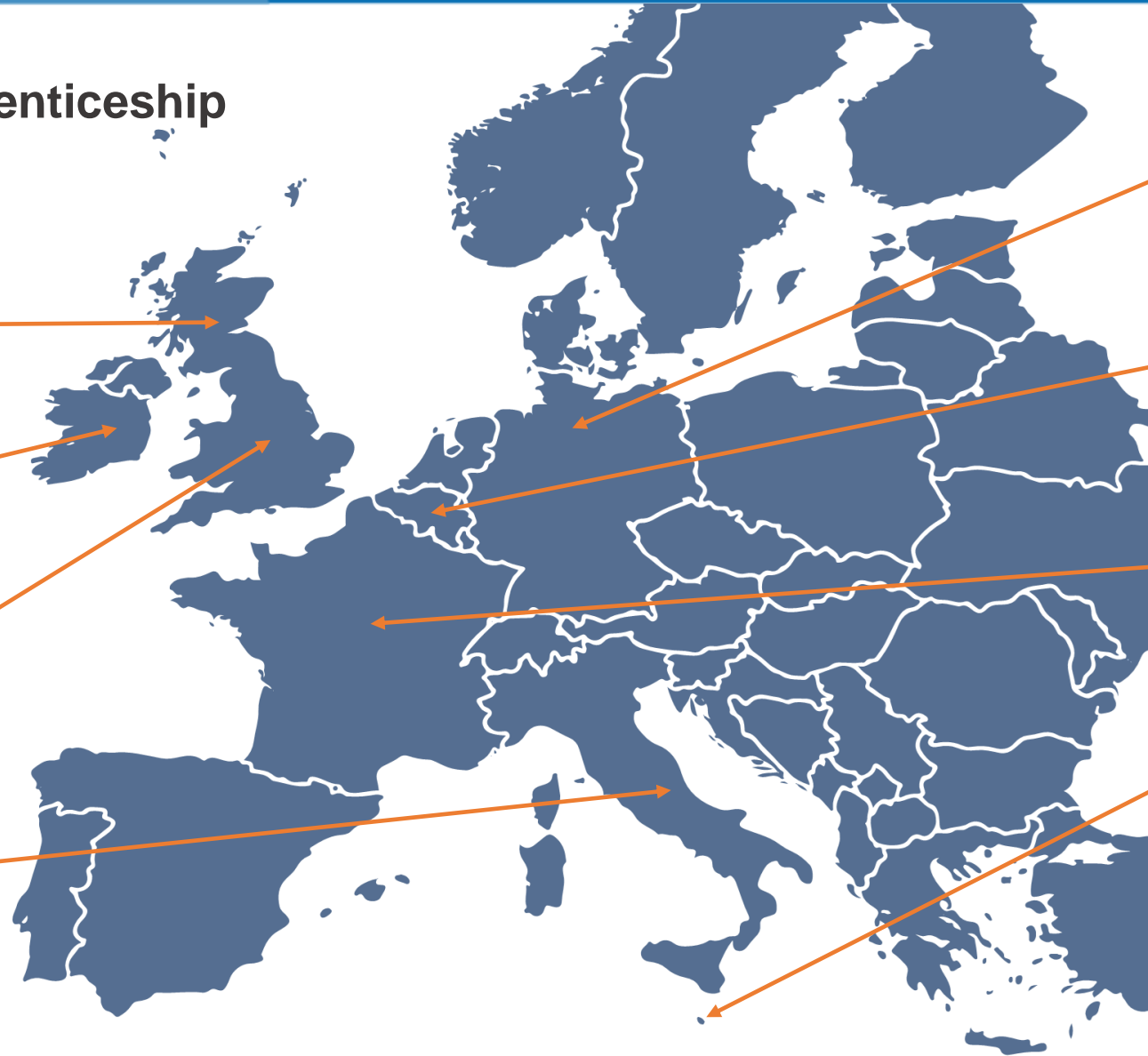
**Italy**  
Research apprenticeship programme

**Germany**  
Dual Studies programmes

**Belgium/Fr**  
Apprenticeship Master Degree

**France**  
Various forms

**Malta**  
Apprenticeships at higher levels





Have we missed any **Higher Apprenticeships in Europe** in this overview?

# German dual studies

blurring of boundaries between academic and dual VET



- Diversification of programmes since 1990
- From 2014 to 2019
  - Courses increased more than 3 times to 1,660
  - Students increased by 40% to 108,000
- Expanding ... but still marginal

# The concept of **study-integrating apprenticeship** at the Berufliche Hochschule Hamburg



- **Three learning venues**  
Enterprise, HE-Provider and VET school
- **Two qualifications in four years**  
A vocational qualification and a bachelor's degree
- **Employers actively take part in curricula design**

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## Sources and Further Reading

Knight, E., A. Bathmaker, G. Moodie, K. Orr, S. Webb, and L. Wheelahan (2022). *Equity and Access to High Skills through Higher Vocational Education*. (2022). Palgrave Macmillan.  
<https://link.springer.com/book/10.1007/978-3-030-84502-5#about-book-content>

NEW

OECD (2022): *Pathways to Professions Understanding Higher Vocational and Professional Tertiary Education Systems*. <https://www.oecd.org/publications/pathways-to-professions-a81152f4-en.htm>

NEW

Cedefop (2020). Vocational education and training in Europe, 1995-2035. Scenarios for European vocational education and training in the 21st century <https://www.cedefop.europa.eu/en/publications/3083>

Cedefop. (2019). *Vocationally oriented education and training at higher education level. Expansion and diversification in European countries*. Luxembourg: Publication Office of the European Union.  
<https://www.cedefop.europa.eu/en/publications/5570>

European Tertiary Education Register (2019). Dual vs. unitary systems in Higher Education. [Dual vs unitary systems in Higher Education \(eter-project.com\)](https://eter-project.com)

European Commission (2016b). Study on higher vocational education and training in the EU. Luxembourg: Publications Office. <http://ec.europa.eu/social/BlobServlet?docId=15572&langId=en>



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# Higher Apprenticeships in France

Stéphanie Devèze

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Innovation

General Directorate for Higher Education and  
Employability

Sub-Directorate for Strategy and Quality Education

**Deputy Head of Department**

Unit of Education - Employment, Employability



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- 
- 1. Definition and types of apprenticeship** - The French model
  - 2. History and development of Higher Apprenticeships in France**
  - 3. Current challenges and trends**



# Definition and types of apprenticeship - the French model

## UNDERSTANDING OF APPRENTICESHIPS IN THE NATIONAL CONTEXT

Q1. Is there a stable legal basis for apprenticeships in your country?



✓ YES



NO



IN DEVELOPMENT

- Young professionals and career changers
- Recognised training courses
- Mixture of school based and in-company learning
- Two types of contracts - “**contrat d’apprentissage**” and “**contrat de professionnalisation**”
- Available to Members of the European Union

Q2. Is there an official definition of 'apprenticeship' or 'apprentice' in your country?



✓ YES



NO

# The main laws regarding apprenticeship are in the sixth part of the French Labour Code

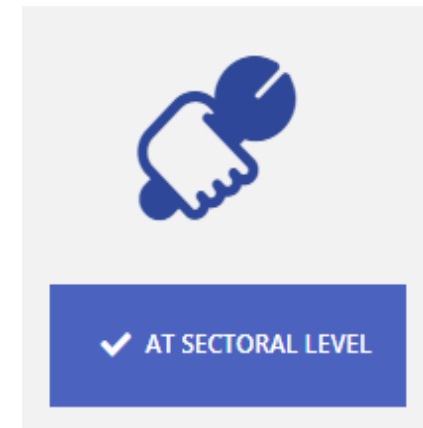
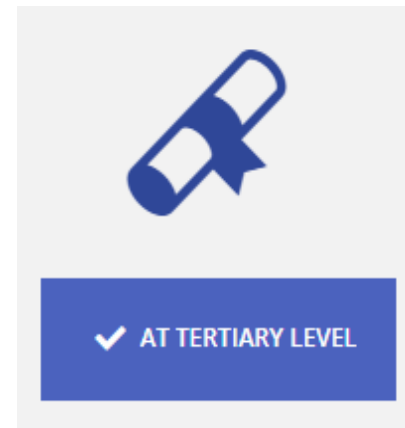
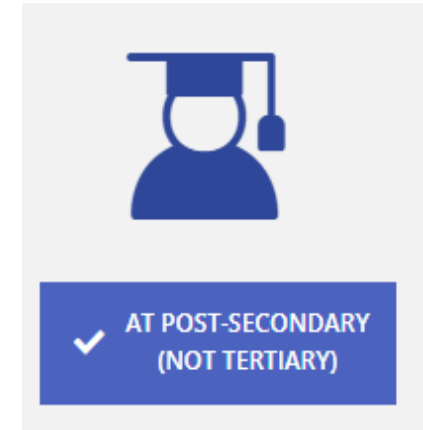
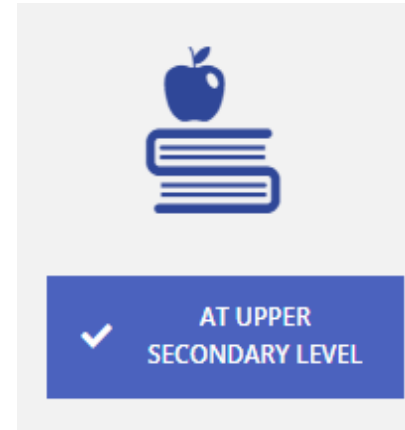


## Major reform 2018:

- **Contrat d'apprentissage:**
  - Specific type of employment contract
  - Available since 1919
  - Modified and redefined in 2018
- **Contrat de professionnalisation:**
  - Available since 2004.
  - The following circular (DGEFP no 2007/21 of 23 July 2007<sup>3</sup>) and decree (n° 2016-95 of 1 February 2016<sup>4</sup>) set a comprehensive regulation for this contract

In France, apprenticeships (both schemes) lead to qualifications at **all educational levels**, from **secondary to higher education**, by means of successive contracts or switching from school-based higher education to apprenticeships

**Q3. At which level do apprenticeship schemes exist in your country?**



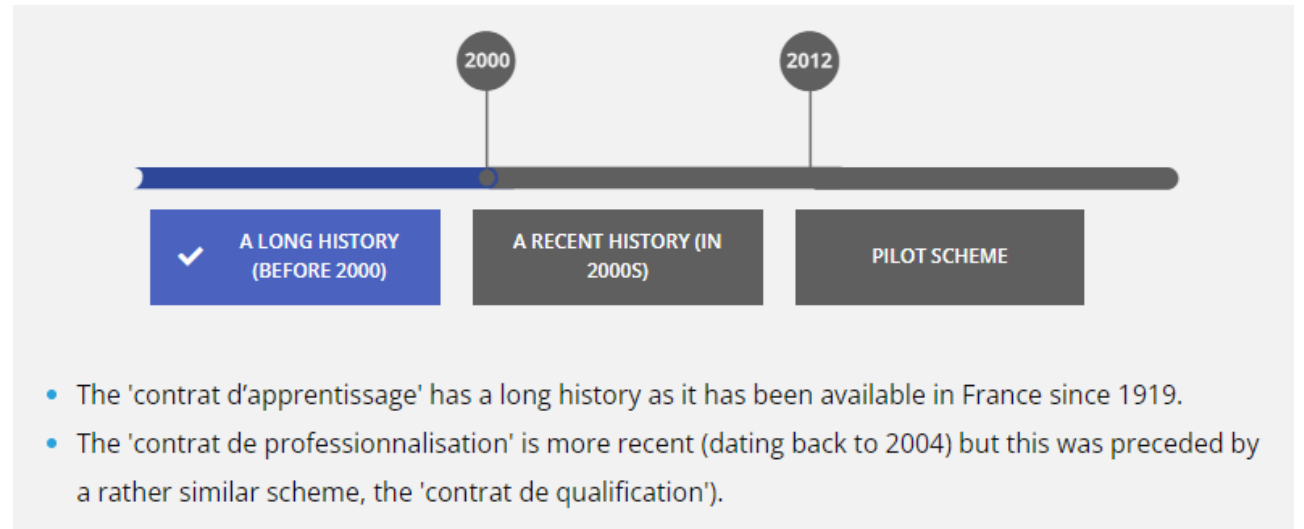


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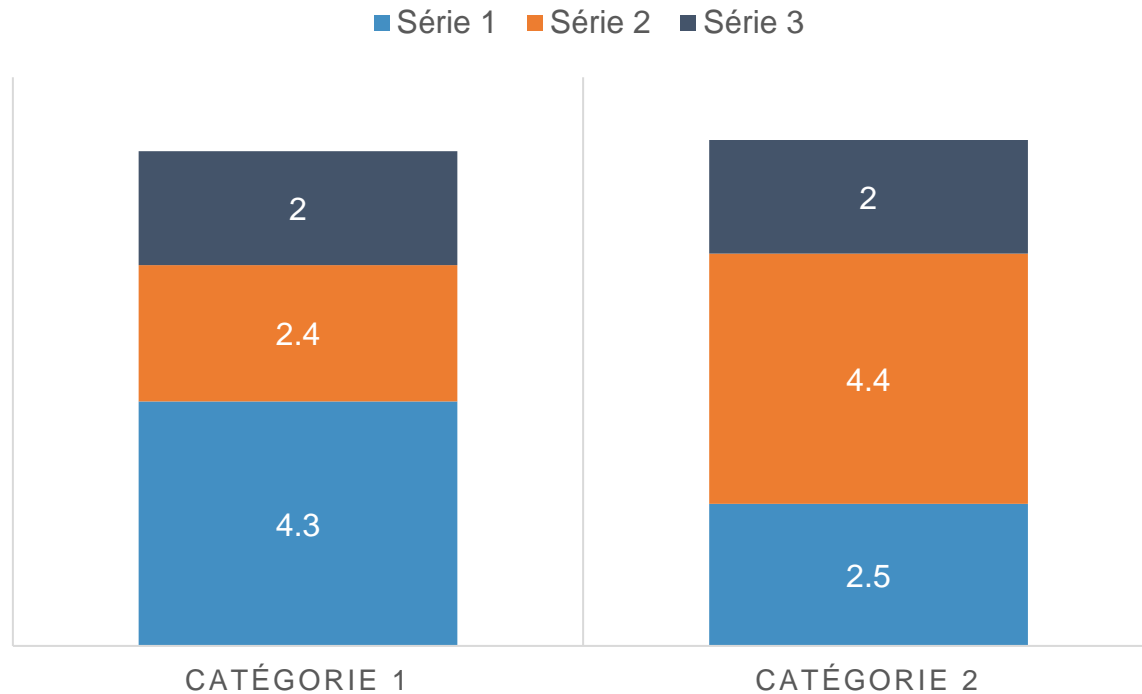
## **2. History and development of Higher Apprenticeships in France**

## Apprenticeship schemes in France are very well established

- From 1987, apprenticeships in Higher Education became possible
- The Seguin reform opened them up to all levels of training, but it was not until 1995 that they really took off



## NUMBER OF APPRENTICES



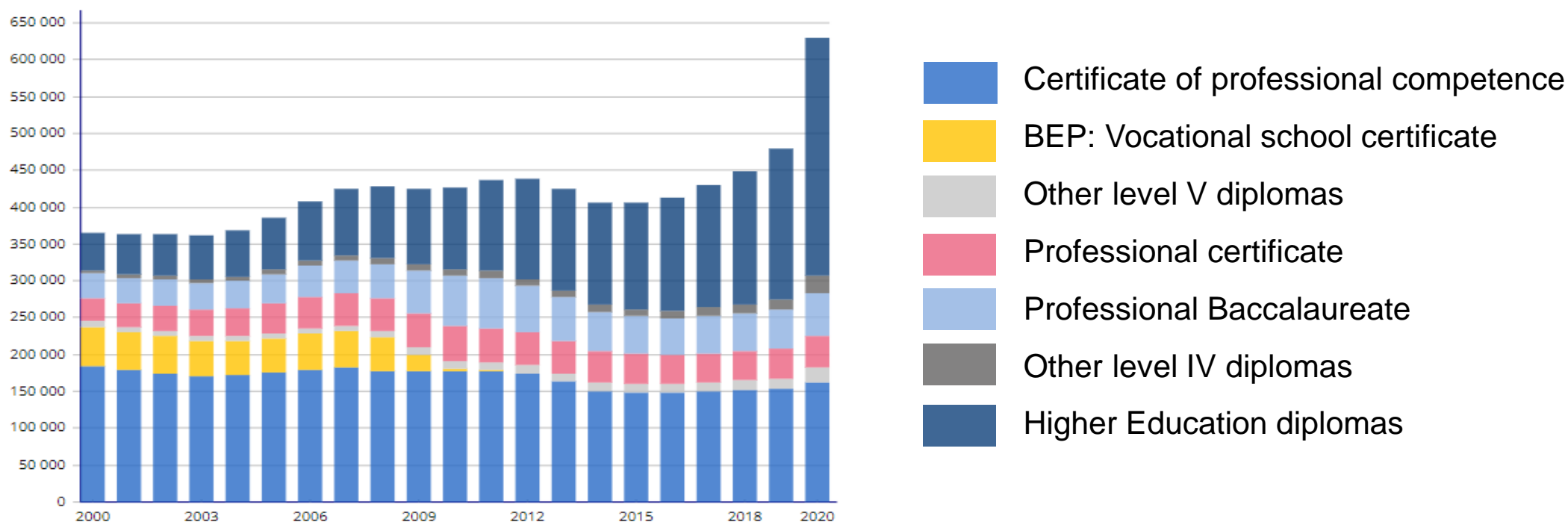
In 2019-2020, 203,800 of the 478,800 apprentices were in Higher Education (42.3% of apprentices).

The number of apprentices has almost tripled since 2005, with a further sharp increase of 13.4% this year.

Regardless of the diploma prepared, the recruitment of apprentices in their first year of training is mainly through the school system and remains predominantly male.

[https://publication.enseignementsup-recherche.gouv.fr/eesr/FR/T260/l\\_apprentissage\\_dans\\_l\\_enseignement\\_superieur/](https://publication.enseignementsup-recherche.gouv.fr/eesr/FR/T260/l_apprentissage_dans_l_enseignement_superieur/)

# Apprentices are not dropping out more compared to students of other academic courses





## Social diversity +

- The social background of students is more diverse in apprenticeship programmes than in the traditional route
- There are twice as many students with a parent in the 'blue-collar' category in the first route as in the second
- In addition, the proportion of young people with a parent who is an 'employee' is 40% higher, while the proportion of students with a parent from the 'managerial and higher intellectual professions' category is 11% lower

<https://www.alternance-professionnelle.fr/enquete-apprentissage-grandes-ecoles-resultats/>



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# Professional Doctorates: An opportunity for young researchers !

Called « cifre » Conventions industrielles de formation par la recherche



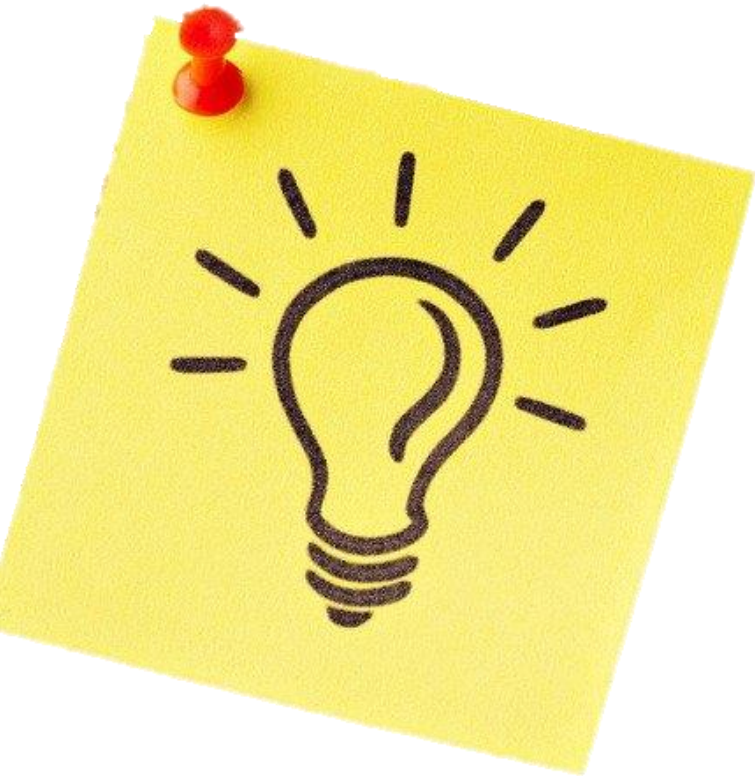
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## 3. Current Challenges & Trends in France



**Apprenticeships face "a major challenge to prepare the future of the company and the future of the country", Gilles Gateau, Director General of Apec, the Association for the Employment of Executives, told franceinfo on Thursday 11 February. In this period of pandemic, "it is fundamental to continue to welcome young people" into companies, Mr Gateau stressed. They are "unprepared" to enter the professional world in a period of crisis. They must therefore, more than ever, "be accompanied" and "not despair".**

[https://www.francetvinfo.fr/societe/education/l-apprentissage-est-un-enjeu-majeur-pour-preparer-l-avenir-de-l-entreprise-et-l-avenir-du-pays-estime-l-association-pour-l-emploi-des-cadres\\_4293151.html](https://www.francetvinfo.fr/societe/education/l-apprentissage-est-un-enjeu-majeur-pour-preparer-l-avenir-de-l-entreprise-et-l-avenir-du-pays-estime-l-association-pour-l-emploi-des-cadres_4293151.html)

# Financial debate



The question of financing is at the heart of current debates "The financing of apprenticeships can no longer rely solely on companies – it worked with 300,000 apprentices, but not for 1.5 million," notes Philippe Grassaud, President of Educational Enterprises for Employment



# Hiring aid for an apprenticeship contract



- **Exceptional aid of €5,000 or €8,000** is granted for the first year of contracts signed between July 2020 and June 2022, depending on age and number of employees
- One-off aid for hiring an apprentice concerns contracts signed either between January 2019 and June 2020, or from July 2022, and is paid each year for 3 or 4 years depending on the length of the contract (€4,125 in the first year, €2,000 in the second year, and €1,200 in the third and fourth years)

## Areas for improvement



- Apprenticeships are suffering as a result of weakness and inadequacy in the student guidance system
- Efforts must be made to improve discovery and learning about the professional world at school and thus the visibility of the professional sector
- **Reform of diplomas and qualifications is another unfinished task**
- **There must be further focus on international mobility**





# Further questions?

For any additional questions  
please contact:

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# Conclusion

Tim Schreiber

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# Challenges and trends for Higher Apprenticeships

- Balancing academic and vocational content
- Flexibility of provision
- Effective quality assurance mechanisms
- Awareness and visibility

**Thank you**  
for your time and attention

Stay tuned for other upcoming EAfA events!