



# EAfA Pledge Application and Newsletter Sign Up Form

Fields marked with \* are mandatory.

The European Alliance for Apprenticeships (EAfA) is a multi-stakeholder initiative to strengthen the supply, quality, image and mobility of apprenticeships.

\* Would you like to:

- Join the European Alliance for Apprenticeships and make a **pledge** to contribute to the EAfA objectives
- Subscribe to the EAfA **newsletter** to stay updated with the latest EAfA activities, news, and insights on apprenticeships

Existing EAfA members are invited to renew their pledge using this new pledge form by selecting the first option and filling in the form. The process of renewing an existing pledge allows EAfA members to update the content of their pledge (including the contact details), select relevant actions and related KPIs under each main EAfA objectives and accept the new privacy note allowing EAfA and the Apprenticeship Support Services to continue involving EAfA members in the Alliance's activities.

If your organisation has already applied or renewed your pledge through this online form, you can change the information included in your application by clicking [here](#) and inserting your contribution ID (You can ask the contribution ID to the person that registered your organisation through this online form, or contact us via email at [EAfAmembers@ecorys.com](mailto:EAfAmembers@ecorys.com)). Once you modify the desired fields, click submit and your application is updated.

By clicking 'Save as Draft' on the right-end side of this webpage, you can save your contribution as a draft at any point and continue later. If you wish to download the full questionnaire in PDF version, you can also do so through the right-hand side of the screen under 'Background Documents'.

## Join the Alliance and submit your pledge

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The Council Recommendation on a [European Framework for Quality and Effective Apprenticeships \(EFQEA\)](#) adopted on 15 March 2018 describes apprenticeships as “formal vocational education and

training schemes” whereby learning alternates between learning in school and training in the workplace, leading to the acquisition of a formal qualification. Quality apprenticeships are paid and regulated by a work contract between the apprentice and the employer. You can learn more about apprenticeships [here](#).

By joining the Alliance, pledgers commit to strengthening one or more of the main EAfA objectives, promoting apprenticeships, and upholding the 14 EFQEA criteria for quality and effective apprenticeships.

The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EAfA webpage, and may be used for communication purposes.

Pledges are accepted from EU countries, EFTA countries and EU candidate and partner countries.

The pledges should demonstrate concrete commitment and actions that will strengthen apprenticeships when it comes to one or more of the following aspects:

1. Increasing their supply
2. Improving their quality
3. Improving their image
4. Enhancing mobility of apprentices
5. Supporting the twin green/digital transition

## Information on your organisation

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\* Is your organisation already a registered member of the European Alliance for Apprenticeships?

- Yes (individually or in a joint pledge)  
 No  
 I don't know / I am not sure

\* Please indicate below the registration number of your pledge: (*You can find your registration number in the invitation email you received to renew your pledge, or contact us via email at [EAfAmembers@ecorys.com](mailto:EAfAmembers@ecorys.com)*)

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\* Is your pledge submitted:

- Individually  
 Jointly with other organisation(s)

Due to a change in GDPR regulations, we are unable to collect contact details for more than one organisation in one application.

For joint pledges, please register here the name of one organisation within the open text box below. You can then please list all organisations involved in this pledge in the 'Your pledge' section. In that section, you can also title your pledge, ensuring the other organisations involved are also mentioned.

Finally, please ensure that the contact persons of the other organisation(s) of your joint pledge also

subscribe to the EAfA newsletter through the first page of this [form](#), indicating that they are members of a joint pledge under the 'Information on your organisation' section. We will make sure they are kept up to date with all EAfA news.

\* Your company / organisation name:

EFFAT + HOTREC

\* What type of stakeholder does your organisation represent?

- Large employer (more than 250 employees)
- Micro, small or medium employer (up to 249 employees)
- Public authority (local, regional or national)
- Private or public employment services
- Trade union (social partner)
- Employer's organisation (social partner)
- Chamber of commerce, trade and crafts
- Sectoral organisation
- Training provider
- Representative of an industrial cluster (member of a groups of specialised enterprises, often SMEs, and other related supporting actors in a location that cooperate closely)
- Research institution
- Non-governmental or civil society organisation
- Other

\* At what level is your organisation active?

- International
- European
- National
- Regional
- Local

\* Is your organisation a representative or umbrella organisations (i.e., an association of institutions that formally work together)?

- Yes
- No

\* How many members does your organisation represent?

163

\* In which country is the head-quarter of your organisation?

Belgium

\* Please select the country(ies) your organisation operates in:

Albania  
Austria  
Belgium  
Bosnia and Herzegovina  
Bulgaria  
Croatia  
Cyprus  
Czechia  
Denmark  
Estonia  
Finland  
France  
Georgia  
Germany  
Greece  
Hungary  
Iceland  
Ireland  
Israel  
Italy  
Latvia  
Liechtenstein  
Lithuania  
Luxembourg  
Malta  
Moldova  
Montenegro  
Netherlands  
North Macedonia  
Norway  
Poland  
Portugal  
Romania  
Serbia  
Slovak Republic  
Slovenia  
Spain  
Sweden  
Switzerland  
Türkiye  
Ukraine  
Other

\* Please specify:

37 European countries (EFFAT), 36 European countries (HOTREC)

If your organisation/partnership operates in selected European regions, please indicate here the relevant region(s):

Albania - Jug  
Albania - Qender  
Albania - Veri  
Austria - Ostösterreich  
Austria - Südösterreich  
Austria - Westösterreich  
Belgium - Région de Bruxelles-Capitale/Brussels Hoofdstedelijk Gewest  
Belgium - Région wallonne  
Belgium - Vlaams Gewest  
Bosnia and Herzegovina - Bosanska Krajina  
Bosnia and Herzegovina - Bosanska Posavina  
Bosnia and Herzegovina - East Herzegovina  
Bosnia and Herzegovina - Podrinje  
Bosnia and Herzegovina - Semberija  
Bosnia and Herzegovina - Srednja Bosna  
Bosnia and Herzegovina - Tropolje  
Bosnia and Herzegovina - West Herzegovina  
Bulgaria - Severen tsentralen  
Bulgaria - Severoiztochen  
Bulgaria - Severozapaden  
Bulgaria - Yugoiztochen  
Bulgaria - Yugozapaden  
Bulgaria - Yuzhen tsentralen  
Croatia - Grad Zagreb  
Croatia - Jadranska Hrvatska  
Croatia - Panonska Hrvatska  
Croatia - Sjeverna Hrvatska  
Cyprus - Famagusta  
Cyprus - Kyrenia  
Cyprus - Larnaca  
Cyprus - Limassol  
Cyprus - Nicosia  
Cyprus - Paphos  
Czechia - Jihovýchod  
Czechia - Jihozápad  
Czechia - Moravskoslezsko  
Czechia - Praha  
Czechia - Severovýchod  
Czechia - Severozápad  
Czechia - Střední Čechy  
Czechia - Střední Morava  
Denmark - Hovedstaden  
Denmark - Midtjylland  
Denmark - Nordjylland  
Denmark - Sjælland  
Denmark - Syddanmark  
Estonia - Kesk-Eesti

Estonia - Kesk-Eesti  
Estonia - Kirde-Eesti  
Estonia - Lääne-Eesti  
Estonia - Lõuna-Eesti  
Estonia - Põhja-Eesti  
Finland - Åland  
Finland - Etelä-Suomi  
Finland - Helsinki-Uusimaa  
Finland - Länsi-Suomi  
Finland - Pohjois- ja Itä-Suomi  
France - Auvergne-Rhône-Alpes  
France - Bourgogne-Franche-Comté  
France - Bretagne  
France - Centre — Val de Loire  
France - Corse  
France - Grand Est  
France - Hauts-de-France  
France - Ile-de-France  
France - Normandie  
France - Nouvelle-Aquitaine  
France - Occitanie  
France - Pays de la Loire  
France - Provence-Alpes-Côte d'Azur  
France - RUP FR — Régions Ultrapériphériques Françaises  
Georgia - Abkhazia  
Georgia - Adjara  
Georgia - Guria  
Georgia - Imereti  
Georgia - Kakheti  
Georgia - Kvemo Kartli  
Georgia - Mtskheta-Mtianeti  
Georgia - Racha-Lechkhumi and Kvemo Svaneti  
Georgia - Samegrelo-Zemo Svaneti  
Georgia - Samtskhe-Javakheti  
Georgia - Shida Kartli  
Germany - Baden-Württemberg  
Germany - Bayern  
Germany - Berlin  
Germany - Brandenburg  
Germany - Bremen  
Germany - Hamburg  
Germany - Hessen  
Germany - Mecklenburg-Vorpommern  
Germany - Niedersachsen  
Germany - Nordrhein-Westfalen  
Germany - Rheinland-Pfalz  
Germany - Saarland  
Germany - Sachsen

Germany - Sachsen  
Germany - Sachsen-Anhalt  
Germany - Schleswig-Holstein  
Germany - Thüringen  
Greece - Anatoliki Makedonia, Thraki  
Greece - Attiki  
Greece - Dytiki Elláda  
Greece - Dytiki Makedonia  
Greece - Ionia Nisia  
Greece - Ipeiros  
Greece - Kentriki Makedonia  
Greece - Kriti  
Greece - Notio Aigaio  
Greece - Peloponnisos  
Greece - Sterea Elláda  
Greece - Thessalia  
Greece - Voreio Aigaio  
Hungary - Budapest  
Hungary - Dél-Alföld  
Hungary - Dél-Dunántúl  
Hungary - Észak-Alföld  
Hungary - Észak-Magyarország  
Hungary - Közép-Dunántúl  
Hungary - Nyugat-Dunántúl  
Hungary - Pest  
Iceland - Höfuðborgarsvæði  
Iceland - Landsbyggð  
Ireland - Eastern and Midland  
Ireland - Northern and Western  
Ireland - Southern  
Israel - Central District  
Israel - Haifa District  
Israel - Jerusalem District  
Israel - Northern District  
Israel - Southern District  
Israel - Tel Aviv District  
Italy - Abruzzo  
Italy - Basilicata  
Italy - Calabria  
Italy - Campania  
Italy - Emilia-Romagna  
Italy - Friuli-Venezia Giulia  
Italy - Lazio  
Italy - Liguria  
Italy - Lombardia  
Italy - Marche  
Italy - Molise  
Italy - Piemonte



Italy - Piemonte

Italy - Provincia Autonoma di Bolzano/Bozen

Italy - Provincia Autonoma di Trento

Italy - Puglia

Italy - Sardegna

Italy - Sicilia

Italy - Toscana

Italy - Umbria

Italy - Valle d'Aosta/Vallée d'Aoste

Italy - Veneto

Latvia - Kurzeme

Latvia - Latgale

Latvia - Pierīga

Latvia - Rīga

Latvia - Vidzeme

Latvia - Zemgale

Liechtenstein - Liechtenstein

Lithuania - Alytaus apskritis

Lithuania - Kauno apskritis

Lithuania - Klaipėdos apskritis

Lithuania - Marijampolės apskritis

Lithuania - Panevėžio apskritis

Lithuania - Šiaulių apskritis

Lithuania - Tauragės apskritis

Lithuania - Vilniaus apskritis

Luxembourg - Luxembourg

Malta - Gozo and Comino

Moldova - Anenii Noi

Moldova - Basarabeasca

Moldova - Briceni

Moldova - Cahul

Moldova - Călărași

Moldova - Cantemir

Moldova - Căușeni

Moldova - Cimișlia

Moldova - Criuleni

Moldova - Dondușeni

Moldova - Drochia

Moldova - Dubăsari

Moldova - Edineț

Moldova - Fălești

Moldova - Florești

Moldova - Gagauzia

Moldova - Glodeni

Moldova - Hîncești

Moldova - Ialoveni

Moldova - Leova

Moldova - Nisporeni

Moldova - Nepeșeni

Moldova - Ocnîța

Moldova - Orhei

Moldova - Rezina

Moldova - Rîșcani

Moldova - Sîngerei

Moldova - Șoldănești

Moldova - Soroca

Moldova - Ștefan Vodă

Moldova - Strășeni

Moldova - Taraclia

Moldova - Telenești

Moldova - Transnistria

Moldova - Ungheni

Montenegro - Crna Gora

Netherlands - Drenthe

Netherlands - Flevoland

Netherlands - Friesland (NL)

Netherlands - Gelderland

Netherlands - Groningen

Netherlands - Limburg (NL)

Netherlands - Noord-Brabant

Netherlands - Noord-Holland

Netherlands - Overijssel

Netherlands - Utrecht

Netherlands - Zeeland

Netherlands - Zuid-Holland

North Macedonia - North Macedonia

Norway - Agder

Norway - Innlandet

Norway - Jan Mayen

Norway - Møre og Romsdal

Norway - Nordland

Norway - Oslo

Norway - Rogaland

Norway - Svalbard

Norway - Troms og Finnmark

Norway - Trøndelag

Norway - Vestfold og Telemark

Norway - Vestland

Norway - Viken

Poland - Makroregion centralny

Poland - Makroregion północno-zachodni

Poland - Makroregion północny

Poland - Makroregion południowo-zachodni

Poland - Makroregion południowy

Poland - Makroregion województwo mazowieckie

Poland - Makroregion wschodni

Portugal - Região Autónoma da Madeira

Portugal - Alentejo

Portugal - Algarve

Portugal - Área Metropolitana de Lisboa

Portugal - Centro (PT)

Portugal - Norte

Portugal - Região Autónoma da Madeira

Portugal - Região Autónoma dos Açores

Romania - București-Ilfov

Romania - Centru

Romania - Nord-Est

Romania - Nord-Vest

Romania - Sud-Est

Romania - Sud-Muntenia

Romania - Sud-Vest Oltenia

Romania - Vest

Serbia - Autonomous Province of Vojvodina

Serbia - City of Belgrade

Serbia - Region Južne i Istočne Srbije

Serbia - Region Šumadije i Zapadne Srbije

Slovakia - Banskobystrický kraj

Slovakia - Bratislavský kraj

Slovakia - Košický kraj

Slovakia - Nitriansky kraj

Slovakia - Prešovský kraj

Slovakia - Trenčiansky kraj

Slovakia - Trnavský kraj

Slovakia - Žilinský kraj

Slovenia - Vzhodna Slovenija

Slovenia - Zahodna Slovenija

Spain - Andalucía

Spain - Aragón

Spain - Canarias

Spain - Cantabria

Spain - Castilla y León

Spain - Castilla-La Mancha

Spain - Cataluña

Spain - Ciudad de Ceuta

Spain - Ciudad de Melilla

Spain - Comunidad de Madrid

Spain - Comunidad Foral de Navarra

Spain - Comunitat Valenciana

Spain - Extremadura

Spain - Galicia

Spain - Illes Balears

Spain - La Rioja

Spain - País Vasco

Spain - Principado de Asturias

Spain - Principado de Asturias

Spain - Región de Murcia

Sweden - Region Blekinge

Sweden - Region Dalarna

Sweden - Region Gävleborg

Sweden - Region Gotland

Sweden - Region Halland

Sweden - Region Jämtland Härjedalen

Sweden - Region Jönköpings län

Sweden - Region Kalmar län

Sweden - Region Kronoberg

Sweden - Region Örebro län

Sweden - Region Östergötland

Sweden - Region Skåne

Sweden - Region Sörmland

Sweden - Region Stockholm

Sweden - Region Uppsala

Sweden - Region Värmland

Sweden - Region Västerbotten Region Norrbotten

Sweden - Region Västernorrland

Sweden - Region Västmanland

Sweden - Västra Götalandsregionen

Switzerland - Espace Mittelland

Switzerland - Nordwestschweiz

Switzerland - Ostschweiz

Switzerland - Région lémanique

Switzerland - Ticino

Switzerland - Zentralschweiz

Switzerland - Zürich

Türkiye - Adana, Mersin

Türkiye - Ağrı, Kars, Iğdır, Ardahan

Türkiye - Ankara

Türkiye - Antalya, Isparta, Burdur

Türkiye - Aydın, Denizli, Muğla

Türkiye - Balıkesir, Çanakkale

Türkiye - Bursa, Eskişehir, Bilecik

Türkiye - Erzurum, Erzincan, Bayburt

Türkiye - Gaziantep, Adıyaman, Kilis

Türkiye - Hatay, Kahramanmaraş, Osmaniye

Türkiye - İstanbul

Türkiye - İzmir

Türkiye - Kastamonu, Çankırı, Sinop

Türkiye - Kayseri, Sivas, Yozgat

Türkiye - Kırıkkale, Aksaray, Niğde, Nevşehir, Kırşehir

Türkiye - Kocaeli, Sakarya, Düzce, Bolu, Yalova

Türkiye - Konya, Karaman

Türkiye - Malatya, Elazığ, Bingöl, Tunceli

Türkiye - Manisa Afyonkarahisar Kütahya IIsak

Türkiye - Mardin, Batman, Şırnak, Siirt  
Türkiye - Samsun, Tokat, Çorum, Amasya  
Türkiye - Şanlıurfa, Diyarbakır  
Türkiye - Tekirdağ, Edirne, Kırklareli  
Türkiye - Trabzon, Ordu, Giresun, Rize, Artvin, Gümüşhane  
Türkiye - Van, Muş, Bitlis, Hakkari  
Türkiye - Zonguldak, Karabük, Bartın  
Ukraine - Autonomous Republic of Crimea  
Ukraine - Cherkasy  
Ukraine - Chernihiv  
Ukraine - Chernivtsi  
Ukraine - Dnipropetrovsk  
Ukraine - Donetsk  
Ukraine - Ivano-Frankivsk  
Ukraine - Kharkiv  
Ukraine - Kherson  
Ukraine - Khmelnytskyi  
Ukraine - Kiev  
Ukraine - Kirovohrad  
Ukraine - Luhansk  
Ukraine - Lviv  
Ukraine - Mykolaiv  
Ukraine - Odessa  
Ukraine - Poltava  
Ukraine - Rivne

\* Please indicate the sector(s) your organisation operates in:

- Aerospace and Defence
- Agri-Food
- Construction
- Creative and Cultural Industries
- Digital
- Education and Training
- Energy-Intensive Industries
- Health
- Microelectronics
- Mobility-Transport (includes automotive, shipbuilding)
- Proximity and Social Economy
- Renewable Energy
- Retail
- Textiles
- Tourism
- Other
- N/A

Does your organisation provide apprenticeship opportunities?

- Yes  
 Not yet  
 I don't know / I am not sure

\* Website of your organisation / company:

*(Please indicate the webpage listing the apprenticeships opportunities you offer or the apprenticeships' related activities you are conducting)*

www.effat.org; www.hotrec.eu

Logo of your organisation / company:

**ecb81de9-c1ad-4072-8df6-161a583c5d17/images.png**  
**59f32202-6391-427e-ba1d-911e9e12d5a2/logo.png**

Is your organisation part of any of the following networks at EU, national or international level?

- Pact for Skills  
 Digital Skills and Jobs Coalition  
 Global Apprenticeship Network  
 Other

\* Please give a short description of your company / organisation: *(The description should explain what your organisation is and what it is doing/planning to do in terms of apprenticeships related activities in Europe)*

*1000 character(s) maximum*

The European Federation of Trade Unions in the Food, Agriculture, and Tourism sectors and allied branches (EFFAT/IUF-Europe) is an umbrella organisation representing 116 national trade unions from 37 European countries. As an umbrella organisation, EFFAT defends the interests of more than 25 million workers with respect to the European institutions, European industrial federations, and enterprise management. HOTREC is the umbrella association of Hotels, Restaurants, Bars and Cafés and similar establishments in Europe. It brings together 47 national associations in 36 European countries and serves as the voice of the European hospitality industry. HOTREC's mission is to represent and champion the industry's interests towards the EU and international institutions, foster knowledge sharing and best practices among its members to promote innovation and serve as an expert platform for the hospitality sector.

\* Please tell us in a few words why do you think apprenticeships are important *(EAfA might use this answer for communication purposes and it might be published on the EAfA website):*

*150 character(s) maximum*

Apprenticeship is a proven model for developing a skilled workforce.

## Contact information

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Please provide the following information for the main contact person of your pledge.

\* Title of contact person:

- Mr.
- Mrs.
- Mx.
- Dr.
- Prof.
- 

\* Name:

Virginie

\* Surname:

Demoucron

\* Email:

v.demoucron@effat.org

Role in the organisation:

Political Secretary Tourism

We invite you to subscribe additional contacts from your organisation to the EAfA newsletter through this same [form](#) so that they can stay up to date with EAfA updates and events.

## Your pledge

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\* Please indicate the name of your pledge. It could be the name of your company, of a programme or project you plan to put in place, or simply a name that you feel well represents your pledge:

*50 character(s) maximum*

EFFAT and HOTREC joint pledge

\* What is your motivation for joining the EAfA?

*500 character(s) maximum*

As European level social partners, EFFAT and HOTREC are motivated to be jointly part of EAfA to raise awareness on the importance of high-quality vocational education and training and apprenticeships at national level.

\* What are the benefits you expect from your organisation's participation in the EAfA?\*

*500 character(s) maximum*

By renewing our membership to EAfA, we will benefit from raising awareness of the value and benefits of apprenticeships amongst HOTREC and EFFAT members.

\* Please indicate the starting year of your pledge:

2016

\* You are applying:

- On your own (as one organisation)
- In partnership with one or more organisations



Please list all the partners that will help you to deliver your pledge, if relevant, including the type of organisation they represent and their role in delivering your pledge:

|   | Name of partner | Type of partner organisation | Role of the partner under this pledge |
|---|-----------------|------------------------------|---------------------------------------|
| 1 | HOTREC          | employer association         | social partner                        |
| 2 |                 |                              |                                       |
| 3 |                 |                              |                                       |
| 4 |                 |                              |                                       |
| 5 |                 |                              |                                       |

## Your objectives

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In the following section(s), you will be asked to provide information on the key activities and related key performance indicators (KPIs) and target groups for each EAfA objective your pledge will contribute to. You will also be able to describe your action in more detail in a free text box and include activities that may not be already listed.

The objectives selected will affect the information you are shown in the following sections. Deselecting these options may cause you to lose information provided in the following questions.

The following [document](#) contains the full list of actions, related KPIs, and target groups, which you may use as guidance.

\* Please select the EAfA objective(s) that your pledge will contribute to: (select all that apply)

- Increase the **supply** of apprenticeships
- Improve the **quality** of apprenticeships
- Enhance the **image** of apprenticeships
- Promote European **mobility** of apprentices
- Support the twin **green/digital** transition
- I am not sure and would like to receive further assistance from the Support Services

## Joining the European Alliance for Apprenticeships

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Please confirm your understanding of the EAfA principles – by ticking all 3 boxes. By ticking the boxes, you:

- Agree with the understanding of apprenticeships[i], as set out in the European Framework for Quality and Effective Apprenticeships (EFQEA) and to contribute to the implementation of this Framework.
- For the supply of apprenticeships, commit as relevant to apply the learning and working conditions set out in the European Framework for Quality and Effective Apprenticeships (EFQEA).[ii]
- Commit to the extent possible to provide updates on activities related to this pledge, in the yearly survey on EAfA pledges.

*[i] Apprenticeships are understood as formal vocational education and training schemes that*  
*a) combine learning in education or training institutions with substantial work-based learning in companies and other workplaces,*  
*b) lead to nationally recognised qualifications,*  
*c) are based on an agreement defining the rights and obligations of the apprentice, the employer and, where appropriate, the vocational education and training institution, and*  
*d) with the apprentice being paid or otherwise compensated for the work based component.*

*[ii] Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships (2018/C 153/01).*

## Quality

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Please select the type of action you would like to undertake to improve the quality of apprenticeships, together with the most relevant key performance indicator for your action, indicating the yearly goal of your chosen KPI, and the target group(s) of this action. You may select between one and five actions:

|   | Action  | KPI (Number of...)                          | KPI target                                  | Target group(s)  |
|---|---|---|---|--|
| 1 | <p>* <input type="text" value="Other, please specify below"/></p> | <p>* <input type="text" value="Other"/></p> | <p>* <input type="text" value="10000"/></p> | <p>*</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Apprentices</li> <li><input type="checkbox"/> Students</li> <li><input type="checkbox"/> Families</li> <li><input type="checkbox"/> Graduates</li> <li><input type="checkbox"/> Schools</li> <li><input type="checkbox"/> Universities</li> <li><input type="checkbox"/> Training providers</li> <li><input checked="" type="checkbox"/> Employers</li> <li><input checked="" type="checkbox"/> SMEs</li> <li><input checked="" type="checkbox"/> Large companies</li> <li><input type="checkbox"/> Public authorities</li> <li><input type="checkbox"/> Trainers and mentors</li> <li><input checked="" type="checkbox"/> Women</li> <li><input checked="" type="checkbox"/> Socio-economically disadvantaged groups</li> <li><input checked="" type="checkbox"/> Migrants and refugees</li> <li><input checked="" type="checkbox"/> NEETs</li> </ul> |

|   |  |   |   |   |
|---|--|---|---|---|
| 2 | <ul style="list-style-type: none"> <li><input type="radio"/> Widen the inclusivity of apprenticeships</li> <li><input type="radio"/> Upgrade the training skills of trainers/mentors</li> <li><input type="radio"/> Ensure that learners acquire a qualific./certification</li> <li><input type="radio"/> Develop and improve apprenticeship curricula</li> <li><input type="radio"/> Ensure the dual status of apprentices</li> <li><input type="radio"/> Implement an apprentices' progress review process</li> <li><input type="radio"/> Monitor companies implementing apprenticeships</li> <li><input type="radio"/> Provide appropriate mentoring to apprentices</li> <li><input type="radio"/> Other, please specify below</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Apprentices from target groups</li> <li><input type="radio"/> Trainers/mentors being trained</li> <li><input type="radio"/> Apprentices getting qualific./certification</li> <li><input type="radio"/> Courses leading to qualific./certification</li> <li><input type="radio"/> Curricula developed or improved</li> <li><input type="radio"/> Monitoring exercises carried out</li> <li><input type="radio"/> Apprentices accessing mentoring services</li> <li><input type="radio"/> Mentors / coaches / counsellors hired</li> <li><input type="radio"/> Apprentices' dual status recognised (Y/N)</li> <li><input type="radio"/> Progress review process in place (Y/N)</li> <li><input type="radio"/> Other</li> </ul> | <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | <div style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li>Families</li> <li>Graduates</li> <li>Schools</li> <li>Universities</li> <li>Training providers</li> <li>Employers</li> <li>SMEs</li> <li>Large companies</li> <li>Public authorities</li> <li>Trainers and mentors</li> <li>Women</li> <li>Socio-economically disadvantaged groups</li> <li>Migrants and refugees</li> <li>NEETs</li> </ul> </div> |
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| 5 | <ul style="list-style-type: none"> <li><input type="radio"/> Widen the inclusivity of apprenticeships</li> <li><input type="radio"/> Upgrade the training skills of trainers/mentors</li> <li><input type="radio"/> Ensure that learners acquire a qualific./certification</li> <li><input type="radio"/> Develop and improve apprenticeship curricula</li> <li><input type="radio"/> Ensure the dual status of apprentices</li> <li><input type="radio"/> Implement an apprentices' progress review process</li> <li><input type="radio"/> Monitor companies implementing apprenticeships</li> <li><input type="radio"/> Provide appropriate mentoring to apprentices</li> <li><input type="radio"/> Other, please specify below</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Apprentices from target groups</li> <li><input type="radio"/> Trainers/mentors being trained</li> <li><input type="radio"/> Apprentices getting qualific./certification</li> <li><input type="radio"/> Courses leading to qualific./certification</li> <li><input type="radio"/> Curricula developed or improved</li> <li><input type="radio"/> Monitoring exercises carried out</li> <li><input type="radio"/> Apprentices accessing mentoring services</li> <li><input type="radio"/> Mentors / coaches / counsellors hired</li> <li><input type="radio"/> Apprentices' dual status recognised (Y/N)</li> <li><input type="radio"/> Progress review process in place (Y/N)</li> <li><input type="radio"/> Other</li> </ul> | <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | <div style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li>Families</li> <li>Graduates</li> <li>Schools</li> <li>Universities</li> <li>Training providers</li> <li>Employers</li> <li>SMEs</li> <li>Large companies</li> <li>Public authorities</li> <li>Trainers and mentors</li> <li>Women</li> <li>Socio-economically disadvantaged groups</li> <li>Migrants and refugees</li> <li>NEETs</li> </ul> </div> |
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\* Please describe the action(s) more in detail:

*250 character(s) maximum*

Our affiliates are involved at national level in the design, governance and implementation of apprenticeship schemes. Our role as social partners at European level is to encourage them to advocate for high-quality apprenticeship programmes.

## Image

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Please select the type of action you would like to undertake to improve the image of apprenticeships, together with the most relevant key performance indicator for your action, indicating the yearly goal of your chosen KPI, and the target group(s) of this action. You may select between one and five actions:

|   | Action   | KPI (Number of...)   | KPI target   | Target group(s)   |
|---|--|--|--|---|
| 1 | <p>*</p> <input data-bbox="231 651 839 710" type="text" value="Organise/participate in awareness-raising activities"/> | <p>*</p> <input data-bbox="1076 651 1279 710" type="text" value="People reached"/> | <p>*</p> <input data-bbox="1479 651 1913 710" type="text" value="10000000"/> | <p>*</p> <div data-bbox="1999 319 2527 1029" style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Apprentices</li> <li><input type="checkbox"/> Students</li> <li><input type="checkbox"/> Families</li> <li><input type="checkbox"/> Graduates</li> <li><input type="checkbox"/> Schools</li> <li><input type="checkbox"/> Universities</li> <li><input type="checkbox"/> Training providers</li> <li><input checked="" type="checkbox"/> Employers</li> <li><input checked="" type="checkbox"/> SMEs</li> <li><input checked="" type="checkbox"/> Large companies</li> <li><input type="checkbox"/> Public authorities</li> <li><input type="checkbox"/> Trainers and mentors</li> <li><input checked="" type="checkbox"/> Women</li> <li><input checked="" type="checkbox"/> Socio-economically disadvantaged groups</li> <li><input checked="" type="checkbox"/> Migrants and refugees</li> <li><input checked="" type="checkbox"/> NEETs</li> </ul> </div> |

|   |   |                |          |   |
|---|---|----------------|----------|---|
| 2 | Create and disseminate information material | People reached | 10000000 | <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li>Families</li> <li>Graduates</li> <li>Schools</li> <li>Universities</li> <li>Training providers</li> <li>Employers</li> <li>SMEs</li> <li>Large companies</li> <li>Public authorities</li> <li>Trainers and mentors</li> <li>Women</li> <li>Socio-economically disadvantaged groups</li> <li>Migrants and refugees</li> <li>NEETs</li> </ul> |
|---|---|----------------|----------|---|

|   |  |                |       |   |
|---|--|----------------|-------|---|
| 3 | Promote apprenticeship testimonials and best practices | People reached | 10000 | <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li>Families</li> <li>Graduates</li> <li>Schools</li> <li>Universities</li> <li>Training providers</li> <li>Employers</li> <li>SMEs</li> <li>Large companies</li> <li>Public authorities</li> <li>Trainers and mentors</li> <li>Women</li> <li>Socio-economically disadvantaged groups</li> <li>Migrants and refugees</li> <li>NEETs</li> </ul> |
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|   |   |  |   |
|---|---|--|---|
| 4 | <ul style="list-style-type: none"> <li><input type="radio"/> Develop social media campaigns and presence</li> <li><input type="radio"/> Organise/participate in awareness-raising activities</li> <li><input type="radio"/> Create and disseminate information material</li> <li><input type="radio"/> Promote apprenticeship testimonials and best practices</li> <li><input type="radio"/> Partner up with employers, schools, public authorities, etc.</li> <li><input type="radio"/> Other, please specify below</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> People reached</li> <li><input type="radio"/> Media posts developed</li> <li><input type="radio"/> Participants</li> <li><input type="radio"/> Activities organised</li> <li><input type="radio"/> Activities participated in</li> <li><input type="radio"/> Material developed</li> <li><input type="radio"/> Active 'role models'</li> <li><input type="radio"/> Partnerships developed</li> <li><input type="radio"/> Other</li> </ul> | <div style="border: 1px solid black; height: 20px; width: 100%; margin-bottom: 5px;"></div> <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li>Families</li> <li>Graduates</li> <li>Schools</li> <li>Universities</li> <li>Training providers</li> <li>Employers</li> <li>SMEs</li> <li>Large companies</li> <li>Public authorities</li> <li>Trainers and mentors</li> <li>Women</li> <li>Socio-economically disadvantaged groups</li> <li>Migrants and refugees</li> <li>NEETs</li> </ul> |
|---|---|--|---|

5

- Develop social media campaigns and presence
- Organise/participate in awareness-raising activities
- Create and disseminate information material
- Promote apprenticeship testimonials and best practices
- Partner up with employers, schools, public authorities, etc.
- Other, please specify below

- People reached
- Media posts developed
- Participants
- Activities organised
- Activities participated in
- Material developed
- Active 'role models'
- Partnerships developed
- Other

- Apprentices
- Students
- Families
- Graduates
- Schools
- Universities
- Training providers
- Employers
- SMEs
- Large companies
- Public authorities
- Trainers and mentors
- Women
- Socio-economically disadvantaged groups
- Migrants and refugees
- NEETs

\* Please describe the action(s) more in detail:

*250 character(s) maximum*

We will raise awareness of the value and benefits of apprentices among our affiliates through sectoral social dialogue at EU level or dedicated events.

\* Please indicate if your action(s) will focus on:

- Digital transition
- Green transition
- Both green and digital transition

## Active participation

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EaFA is supporting its members to work together in thematic communities. If you would like to join or lead an existing or new community, please select below the topics/areas you would be interested in:

- Green and digital transitions
- Learning mobility of apprentices
- Social inclusion and gender equality
- Role of Cities and Regions in Fostering Apprenticeship
- Other, please specify below:

Please provide more information about your proposed topic and indicate whether you would be available to lead this community:

*500 character(s) maximum*

## Privacy and consent

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By checking this box, I confirm that I want to register for this service and I give my consent to the European Commission to process my personal data for the purpose described in the privacy statement (including subscription to the newsletter, organisation of events, networking and management of membership related to EAfA).

[Privacy Statement EAfA.docx](#)

## Background Documents

List of actions, KPIs and target groups

Pledge Form Questionnaire

**Contact**

EAFamembers@ecorys.com