

EAFa Pledge Application 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 and receive information on EAFa activities

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). 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](#)

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

* 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*)

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* Is your pledge submitted:

- Individually
 Jointly with other organisation(s)

* Your company / organisation name:

Xabec Vocational Training Centre

* 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

* 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

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 - 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-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 - 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 - Ocnița
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 - 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 - 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, Uşak
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 Tourism
- Retail
- Textiles
- Tourism
- Other
- N/A

Does your organisation provide apprenticeship opportunities?

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

How many apprenticeships does your organisation implement on average per year?

120

* Website of your organisation / company:

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

<https://xabec.es/empresas/#dual>

Logo of your organisation / company:

a524c9c6-400a-483a-9485-6a57d0c5d3ef/name51.jpg

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

Xabec is a vocational training centre located in Valencia, Spain, offering training programs related to industrial maintenance, such as: electricity, automation, mechanics, welding, thermal installations, refrigeration, ventilation, heat production and rail rolling stock maintenance. Xabec offers VET programs at many levels, from initial VET for young people seeking a first job, to education for re-skilling unemployed adults and up-skilling employees, to tailor-made training programs for individuals at risk of social exclusion to acquire positions with low-qualification requirements. Xabec has face-to-face, dual or blended learning courses in which local, national and international students participate. Xabec helps roughly 120 students carry out apprenticeships in 60-70 local companies or in mobility schemes in EU countries. Xabec is currently planning apprenticeships in Uruguay's rail 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

Apprenticeships enhance the employability of students acquiring a qualification aligned to the demands of the job market.

Contact information

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

* Title of contact person:

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

* Name:

Ignacio

* Surname:

Ferrer Ballester

* Email:

ignacio.ferrer@xabec.es

Role in the organisation:

Executive Director

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

* 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

Xabec Vocational Training Centre

* What is your motivation for joining the EAfA?

500 character(s) maximum

The Xabec Centre is motivated to join the EAfA to strengthen its connection to a network of VET schools and companies. This will help promote the international mobility of apprentices across Europe in VET training programmes related to new industrial sectors aligned with the green and digital transition, such as energy efficiency, renewable energy, industry 5.0 and rail transport.

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

500 character(s) maximum

By participating in the EAfA, the Xabec Centre expects to contact key stakeholders of sectors related to the green and digital transitions, such as governments, trade-unions, chambers of commerce, companies and educational institutions. Participating in EAfA activities will also foster an innovative attitude. Xabec hopes to strengthen its transnational cooperation with partners from the INNMAIN Association to improve the professional development of VET teachers.

* 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

Your objectives

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

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

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>* Upgrade the training skills of trainers/mentors</p>	<p>* Trainers/mentors being trained</p>	<p>* 5</p>	<p>* 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</p>

2	Provide appropriate mentoring to apprentices	Apprentices accessing mentoring services	70	<ul style="list-style-type: none"> 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

3	Implement an apprentices' progress review process	Progress review process in place (Y/N)	1	<ul style="list-style-type: none"> 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
	<ul style="list-style-type: none"> <input type="radio"/> Widen the inclusivity of apprenticeships <input type="radio"/> Upgrade the training skills of trainers/mentors <input type="radio"/> Ensure that learners acquire a qualific./certification 	<ul style="list-style-type: none"> <input type="radio"/> Apprentices from target groups <input type="radio"/> Trainers/mentors being trained <input type="radio"/> Apprentices getting qualific./certification <input type="radio"/> Courses leading to qualific./certification 		

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- Develop and improve apprenticeship curricula
- Ensure the dual status of apprentices
- Implement an apprentices' progress review process
- Monitor companies implementing apprenticeships
- Provide appropriate mentoring to apprentices
- Other, please specify below

- Curricula developed or improved
- Monitoring exercises carried out
- Apprentices accessing mentoring services
- Mentors / coaches / counsellors hired
- Apprentices' dual status recognised (Y/N)
- Progress review process in place (Y/N)
- 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

- Widen the inclusivity of apprenticeships
- Upgrade the training skills of trainers/mentors
- Ensure that learners acquire a qualific./certification

- Apprentices from target groups
- Trainers/mentors being trained
- Apprentices getting qualific./certification
- Courses leading to qualific./certification

5

- Develop and improve apprenticeship curricula
- Ensure the dual status of apprentices
- Implement an apprentices' progress review process
- Monitor companies implementing apprenticeships
- Provide appropriate mentoring to apprentices
- Other, please specify below

- Curricula developed or improved
- Monitoring exercises carried out
- Apprentices accessing mentoring services
- Mentors / coaches / counsellors hired
- Apprentices' dual status recognised (Y/N)
- Progress review process in place (Y/N)
- 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

Xabec will implement an upskilling programme for company trainers. They will implement mentoring sessions for students, carried out by teachers. They will implement a digital tool tracking the achievement of learning outcomes in the work environment.

Image

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>* <input type="text" value="Organise/participate in awareness-raising activities"/></p>	<p>* <input type="text" value="Activities organised"/></p>	<p>* <input type="text" value="2"/></p>	<p>* <input type="checkbox"/> Apprentices <input type="checkbox"/> Students <input checked="" type="checkbox"/> Families <input type="checkbox"/> Graduates <input type="checkbox"/> Schools <input type="checkbox"/> Universities <input type="checkbox"/> Training providers <input checked="" type="checkbox"/> Employers <input type="checkbox"/> SMEs <input type="checkbox"/> Large companies <input type="checkbox"/> Public authorities <input type="checkbox"/> Trainers and mentors <input type="checkbox"/> Women <input type="checkbox"/> Socio-economically disadvantaged groups <input type="checkbox"/> Migrants and refugees <input type="checkbox"/> NEETs</p>

2	Promote apprenticeship testimonials and best practices	Material developed	5	<ul style="list-style-type: none"> 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
	<ul style="list-style-type: none"> <input type="radio"/> Develop social media campaigns and presence <input type="radio"/> Organise/participate in awareness-raising activities 	<ul style="list-style-type: none"> <input type="radio"/> People reached <input type="radio"/> Media posts developed <input type="radio"/> Participants 		

3

- Create and disseminate information material
- Promote apprenticeship testimonials and best practices
- Partner up with employers, schools, public authorities, etc.
- Other, please specify below

- 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

- Develop social media campaigns and presence
- Organise/participate in awareness-raising activities

- People reached
- Media posts developed
- Participants

4

- Create and disseminate information material
- Promote apprenticeship testimonials and best practices
- Partner up with employers, schools, public authorities, etc.
- Other, please specify below

- 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

- Develop social media campaigns and presence
- Organise/participate in awareness-raising activities

- People reached
- Media posts developed
- Participants

5

- Create and disseminate information material
- Promote apprenticeship testimonials and best practices
- Partner up with employers, schools, public authorities, etc.
- Other, please specify below

- 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

Xabec will promote skills competitions and awards to make VET, the dual system and industry and energy apprenticeships attractive. They will create a YouTube channel with positive testimonials from students, apprentices, families and companies.

Mobility

Please select the type of action you would like to undertake to promote the European mobility of apprentices, 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="231 692 782 751" type="text" value="Increase the volume of apprentices welcomed"/>	<p>*</p> <input data-bbox="951 692 1219 751" type="text" value="Incoming apprentices"/>	<p>*</p> <input data-bbox="1522 692 1956 751" type="text" value="6"/>	<p>*</p> <div data-bbox="2022 363 2550 1086" style="border: 1px solid gray; padding: 5px;"> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Apprentices <input type="checkbox"/> Students <input type="checkbox"/> Families <input type="checkbox"/> Graduates <input type="checkbox"/> Schools <input type="checkbox"/> Universities <input type="checkbox"/> Training providers <input type="checkbox"/> Employers <input type="checkbox"/> SMEs <input type="checkbox"/> Large companies <input type="checkbox"/> Public authorities <input type="checkbox"/> Trainers and mentors <input type="checkbox"/> Women <input type="checkbox"/> Socio-economically disadvantaged groups <input type="checkbox"/> Migrants and refugees <input type="checkbox"/> NEETs </div>

2	Increase the volume of apprentices sent abroad	Outgoing apprentices	5	<ul style="list-style-type: none"> 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

3	Participate in EU mobility programmes (Erasmus+)	New mobility programmes developed	2	<ul style="list-style-type: none"> 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
	<input type="radio"/> Increase the volume of apprentices welcomed	<input type="radio"/> Outgoing apprentices <input type="radio"/> Incoming apprentices		

4

- Increase the volume of apprentices sent abroad
- Foster networks with international partners
- Participate in EU mobility programmes (Erasmus+)

- New mobility programmes developed
- Partnerships established
- Networking events attended/organised
- Apprentices participants

- 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

- Increase the volume of apprentices welcomed

- Outgoing apprentices
- Incoming apprentices

5

- Increase the volume of apprentices sent abroad
- Foster networks with international partners
- Participate in EU mobility programmes (Erasmus+)

- New mobility programmes developed
- Partnerships established
- Networking events attended/organised
- Apprentices participants

- 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

Xabec will strengthen their connections with VET schools to increase the number of incoming and outgoing apprentices, in the rail sector specifically, by 100%.

Green and Digital

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

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

Digital:

Please select the most relevant key performance indicator for the action you would like to undertake to support apprentices in gaining the skills required to master the digital transition, indicating the yearly goal of your chosen KPI, and the target group(s) of this action. You may select between one and two actions:

	Action	KPI (Number of...)	KPI target	Target group(s)
1	Develop robust digital competences in apprenticeships	* Schemes dedicated to the acquisition of digital skills	* 2	* 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

2

Develop robust digital competences in apprenticeships

- Schemes dedicated to the acquisition of digital skills
- Apprentices obtaining relevant digital skills certifications

- 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) focusing on the digital transition more in detail:

250 character(s) maximum

Xabec will promote the acquisition of digital skills for teachers so they may apply these skills to training programs, especially in the topics of industry 5.0, VR, and AR.

Green:

Please select the most relevant key performance indicator for the action you would like to undertake to support apprentices in gaining the skills required to master the green transition, indicating the yearly goal of your chosen KPI, and the target group(s) of this action. You may select between one and two actions:

	Action	KPI (Number of...)	KPI target	Target group(s)
1	Develop robust green competences in apprenticeships	* Schemes dedicated to the acquisition of green skills	* 2	* 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

2

Develop robust green competences in apprenticeships

- Schemes dedicated to the acquisition of green skills
- Apprentices obtaining relevant green skills certifications

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) focusing on the green transition more in detail:

250 character(s) maximum

Xabec will introduce green skills in its training programs related to industry, thermal installation and rail transport, encouraging the implementation of energy-efficient systems and promoting the use of renewable energy.

Active participation

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

Xabec has developed an innovation department to apply new technologies in VET training programs.

Privacy and consent

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

