



# 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

\* Is your pledge submitted:

- Individually
- Jointly with other organisation(s)

\* Your company / organisation name:

LEONARDO S.p.A.

\* 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

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

Italy

\* 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 - 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 - 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
- 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?

400

\* Website of your organisation / company:

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

<https://www.leonardo.com/it/careers/students-and-graduates-in-italy>; <https://careers.uk.leonardo.com/gb/en/early-careers/apprenticeships>

Logo of your organisation / company:

**bfe36ea6-52ab-40b4-b408-3b0288a99ebd/LOGO\_LEONARDO\_full\_red.pdf**

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

Leonardo is a global industrial group that builds technological capabilities in Aerospace, Defence & Security. With over 53,000 employees worldwide, the company has a significant industrial presence in Italy, the UK, Poland and the US. It also operates in 150 countries through subsidiaries, joint ventures and investments. The company plays a prominent role in major international strategic programmes and is a trusted technological partner of governments, defence agencies, institutions and enterprises. Our highly-regarded apprenticeship programmes – covering hardware and software engineering, business and cyber security – offer an intensive training programme lasting 2-4 years, which results in apprentices graduating with a substantial depth of skills in their specialist area.

\* 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 are a constant commitment to building a direct link between the academic and work worlds through ad-hoc agreements and conventions.

## 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:

Assunta

\* Surname:

Galasso

\* Email:

assunta.galasso@leonardo.com

Role in the organisation:

Head of Learning & People Development - DE&I Manager

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*

LEONARDO

\* What is your motivation for joining the EAfA?

*500 character(s) maximum*

Joining EAfA confirms LEONARDO's commitment to supporting the educational system and learning programmes for STEM, digital and cyber skills, which have now become crucial. We want to convey all the elements that are essential for job placements in high-performance technology companies, making the training path concrete and experiential. This path must provide integrated training between teaching and practical in-company learning .

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

500 character(s) maximum

By joining EAfA, we would like to mobilise local and regional authorities as catalysts for apprenticeships within the business environment, to proactively engage European sectoral social dialogue committees on apprenticeships, with a view to obtaining agreement on joint sectoral pledges and to support the representation of apprentices in Member States by relaunching the European Apprentices Network (EAN).

\* Please indicate the starting year of your pledge:

2024

\* You are applying:

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

## 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>*</p> <input data-bbox="231 644 708 707" type="text" value="Widen the inclusivity of apprenticeships"/>	<p>*</p> <input data-bbox="916 644 1296 707" type="text" value="Apprentices from target groups"/>	<p>*</p> <input data-bbox="1499 644 1930 707" type="text" value="50"/>	<p>*</p> <div data-bbox="2016 323 2530 1026" style="border: 1px solid gray; padding: 5px;"> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Apprentices</li> <li><input checked="" type="checkbox"/> Students</li> <li><input type="checkbox"/> Families</li> <li><input type="checkbox"/> Graduates</li> <li><input checked="" type="checkbox"/> Schools</li> <li><input checked="" type="checkbox"/> Universities</li> <li><input type="checkbox"/> Training providers</li> <li><input type="checkbox"/> Employers</li> <li><input type="checkbox"/> SMEs</li> <li><input 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 type="checkbox"/> Migrants and refugees</li> <li><input checked="" type="checkbox"/> NEETs</li> </ul> </div>

2	Ensure that learners acquire a qualific./certification	Apprentices getting qualific./certification	20	<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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3	Provide appropriate mentoring to apprentices	Apprentices accessing mentoring services	15	<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	Develop and improve apprenticeship curricula	Curricula developed or improved	5	<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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5	Ensure the dual status of apprentices	Apprentices' dual status recognised (Y/N)	20	<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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\* Please describe the action(s) more in detail:

*250 character(s) maximum*

We aim to promote diversity and concrete actions for occupancy, for example training courses aimed at building the cyber security operator profile, a profile of great interest for the Cyber & Security Solutions Division.

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="231 646 765 707" type="text" value="Create and disseminate information material"/>	<p>*</p> <input data-bbox="1076 646 1319 707" type="text" value="Material developed"/>	<p>*</p> <input data-bbox="1479 646 1913 707" type="text" value="10"/>	<p>*</p> <div data-bbox="1996 316 2527 1034" style="border: 1px solid gray; padding: 5px;"> <ul style="list-style-type: none"> <li>Apprentices</li> <li>Students</li> <li><input checked="" type="checkbox"/> Families</li> <li>Graduates</li> <li><input checked="" type="checkbox"/> Schools</li> <li><input checked="" type="checkbox"/> Universities</li> <li>Training providers</li> <li>Employers</li> <li><input checked="" type="checkbox"/> SMEs</li> <li>Large companies</li> <li><input checked="" type="checkbox"/> 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>

2	Promote apprenticeship testimonials and best practices	Active 'role models'	20	<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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3	Partner up with employers, schools, public authorities, etc.	Partnerships developed	50	<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%;"></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

- 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 aim to improve the dissemination of all activities through social platforms like Instagram and LinkedIn but also via our website.

## Mobility

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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="231 687 782 748" type="text" value="Increase the volume of apprentices welcomed"/>	<p>*</p> <input data-bbox="951 687 1402 748" type="text" value="New mobility programmes developed"/>	<p>*</p> <input data-bbox="1522 687 1956 748" type="text" value="5"/>	<p>*</p> <div data-bbox="2030 360 2547 1078"> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Apprentices</li> <li><input checked="" type="checkbox"/> Students</li> <li><input checked="" 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 type="checkbox"/> Employers</li> <li><input type="checkbox"/> SMEs</li> <li><input 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 type="checkbox"/> Migrants and refugees</li> <li><input checked="" type="checkbox"/> NEETs</li> </ul> </div>

2	Foster networks with international partners	Partnerships established	20	<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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3	<ul style="list-style-type: none"> <li>⦿ Increase the volume of apprentices welcomed</li> <li>⦿ Increase the volume of apprentices sent abroad</li> <li>⦿ Foster networks with international partners</li> <li>⦿ Participate in EU mobility programmes (Erasmus+)</li> </ul>	<ul style="list-style-type: none"> <li>⦿ Outgoing apprentices</li> <li>⦿ Incoming apprentices</li> <li>⦿ New mobility programmes developed</li> <li>⦿ Partnerships established</li> <li>⦿ Networking events attended/organised</li> <li>⦿ Apprentices participants</li> </ul>	<div style="border: 1px solid black; height: 20px; width: 150px; margin: 0 auto;"></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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4	<ul style="list-style-type: none"> <li><input type="radio"/> Increase the volume of apprentices welcomed</li> <li><input type="radio"/> Increase the volume of apprentices sent abroad</li> <li><input type="radio"/> Foster networks with international partners</li> <li><input type="radio"/> Participate in EU mobility programmes (Erasmus+)</li> </ul>	<ul style="list-style-type: none"> <li><input type="radio"/> Outgoing apprentices</li> <li><input type="radio"/> Incoming apprentices</li> <li><input type="radio"/> New mobility programmes developed</li> <li><input type="radio"/> Partnerships established</li> <li><input type="radio"/> Networking events attended/organised</li> <li><input type="radio"/> Apprentices participants</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>⦿ Increase the volume of apprentices welcomed</li> <li>⦿ Increase the volume of apprentices sent abroad</li> <li>⦿ Foster networks with international partners</li> <li>⦿ Participate in EU mobility programmes (Erasmus+)</li> </ul>	<ul style="list-style-type: none"> <li>⦿ Outgoing apprentices</li> <li>⦿ Incoming apprentices</li> <li>⦿ New mobility programmes developed</li> <li>⦿ Partnerships established</li> <li>⦿ Networking events attended/organised</li> <li>⦿ Apprentices participants</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*

A simplified procedure is needed to ensure the mobility of apprentices. Our experience participating in 7 Higher Technical Institutes (ITS) focused on digital competences in Italy is very positive.

## Green and Digital

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\* 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	* Apprentices obtaining relevant digital skills certifications	* 20	* 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	<ul style="list-style-type: none"> <li>● Schemes dedicated to the acquisition of digital skills</li> <li>● Apprentices obtaining relevant digital skills certifications</li> </ul>	<div style="border: 1px solid black; height: 20px; width: 100%;"></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>
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\* Please describe the action(s) focusing on the digital transition more in detail:

*250 character(s) maximum*

Together with our experts, we collaborate with universities as well as primary and secondary schools to increase awareness on new technologies and future skills like cloud computing, data analysis and smart manufacturing.

**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	<p>*</p> <div data-bbox="916 671 1573 770" style="border: 1px solid black; padding: 2px;">                     Apprentices obtaining relevant green skills certifications                 </div>	<p>*</p> <div data-bbox="1602 687 2039 751" style="border: 1px solid black; padding: 2px;">                     20                 </div>	<p>*</p> <div data-bbox="2067 363 2584 1070" 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>

2	Develop robust green competences in apprenticeships	Schemes dedicated to the acquisition of green skills	15	<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><b>Employers</b></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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\* Please describe the action(s) focusing on the green transition more in detail:

*250 character(s) maximum*

We launched many sustainability programmes at multiple levels of the company to improve the impact of the green transition on the business, promoting and enhancing awareness of green skills and the green 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*

We would like to share experiences with other members.

## 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



