

# Apprenticeships and traineeships for the Ukraine Youth Guarantee –

## Findings from a quality assessment

23 February 2026

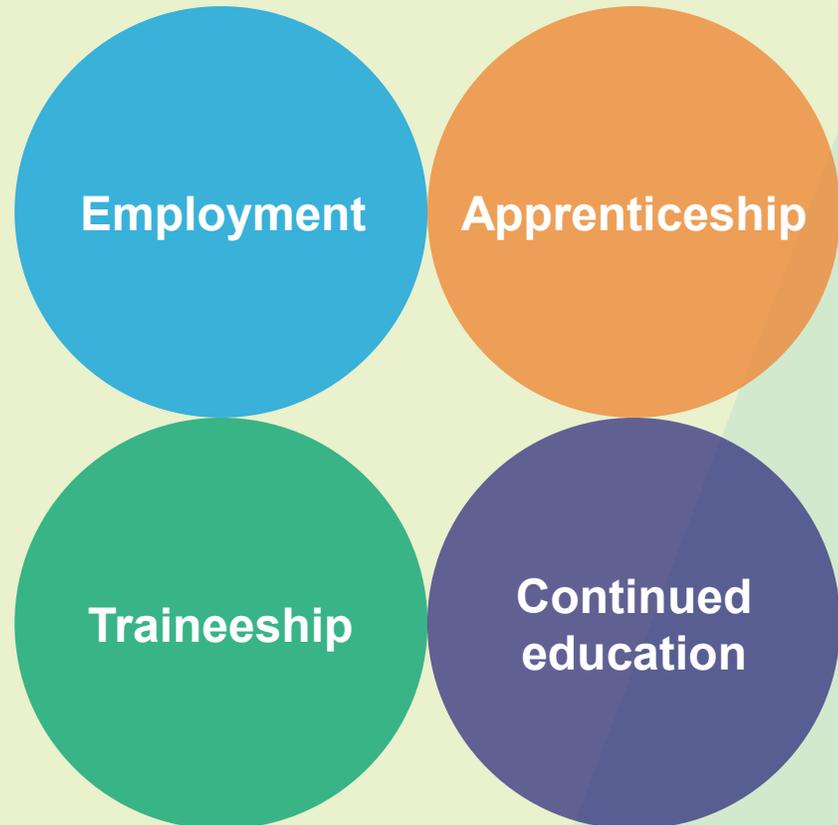
Stefan Thomas

**WBL**



# Youth Guarantee:

Concept of timely and quality offers



All young **people under the age of 30** should receive a **quality offer of\***:

## HOW

- Quality assured offers and decent work criteria
- Indicator Framework for Monitoring YG
- Cooperation and partnerships (education & employment & social)

## KNOWLEDGE BASIS - MUST HAVE:

- Comprehensive and integrated education, labour market and social protection information systems
- Early warning mechanisms regarding school dropping out
- Follow up of graduates' destinations (further studies, workforce, inactivity)
- NEET profile and registration
- Monitoring and anticipation of labour and skills demand
- Monitoring and evaluation of active labour market programmes, including skills development measures

Within a period of **four months** of becoming **unemployed or leaving education**

\*All EU countries have committed to the implementation of the reinforced Youth Guarantee in a Council Recommendation of October 2020. The Recommendation is based on a Commission proposal, part of the Youth Employment Support package

# European Framework for Quality and Effective Apprenticeships (2018)

## Fourteen criteria for learning and working conditions

1. **Written contract** between employer, the apprentice and the training institutions
2. **Learning Outcomes** should be defined by employers and training institutions, ensuring both job-related skills and personal development
3. **Pedagogical support:** close cooperation of designated in-company trainers and teachers
4. **Workplace component:** at least 50% of the duration should take place at the workplace
5. **Remuneration:** Apprentices should be paid and/or compensated
6. **Social Protection:** Apprentices should be entitled to social protection including insurance
7. **Work, health and safety conditions:** The workplace should comply with relevant rules and regulations on working conditions, in particular health and safety legislation
8. **Regulatory framework** based on partnership and dialogue between stakeholders. This may include accreditation procedures for companies



# European Framework for Quality and Effective Apprenticeships (2018)

- 9. Involvement of social partners in the design, governance and implementation of apprenticeship schemes**
- 10. Support for companies:** financial and/or non-financial support should be envisaged, enabling cost-effective apprenticeships for companies
- 11. Flexible pathways and mobility:** Apprenticeship should lead to a nationally recognised qualification. Apprenticeships should allow access to higher education and training levels. Transnational mobility should be promoted
- 12. Career guidance and awareness raising:** Learner support before and during the apprenticeship
- 13. Transparency:** Transparency and access to apprenticeship offers should be ensured
- 14. Quality assurance and graduate tracking:** There should be quality assurance of apprenticeships and tracking of employment of apprentices



# European Quality Framework for Traineeships (2014)

The framework makes recommendations in the following areas:

1. **Conclusion** of a written **traineeship agreement**
2. **Learning** and training **objectives**
3. **Working** conditions **applicable** to **trainees**
4. **Rights** and **obligations**
5. **Reasonable** duration (max. six months)
6. **Proper recognition** of traineeships
7. **Transparency** requirements
8. **Cross-border** traineeships
9. **Use of European Structural and Investment Funds**
10. **Applying the Quality Framework for Traineeships**





**Back-up**



# What's it all about?

**Work-based learning (WBL) refers to all forms of learning that occur in a real work environment**

It equips individuals with the skills necessary to obtain, maintain and advance in their jobs and professional development. Common types of work-based learning include:

- Apprenticeships and dual VET
- Internships and traineeships
- On-the-job training

These often, but not always, combine workplace learning with classroom-based education.



# What are the differences?

## Apprenticeships

- Provide occupational skills and typically lead to a **recognised qualification**.
- Combine learning in the workplace with school-based learning in a **structured way**.
- In most cases, apprenticeships last **several years**.
- Most often the apprentice is considered an **employee**, and has a **work contract** and a **salary**.

## Internships/Traineeships

- A limited period of **work practice**, whether paid or not, which includes a learning and training component, undertaken in order to gain practical and professional experience with a view to improving employability and facilitating transition to regular employment.
- They may last from **a few days or weeks to months**. They may or may not include a work contract and payment.





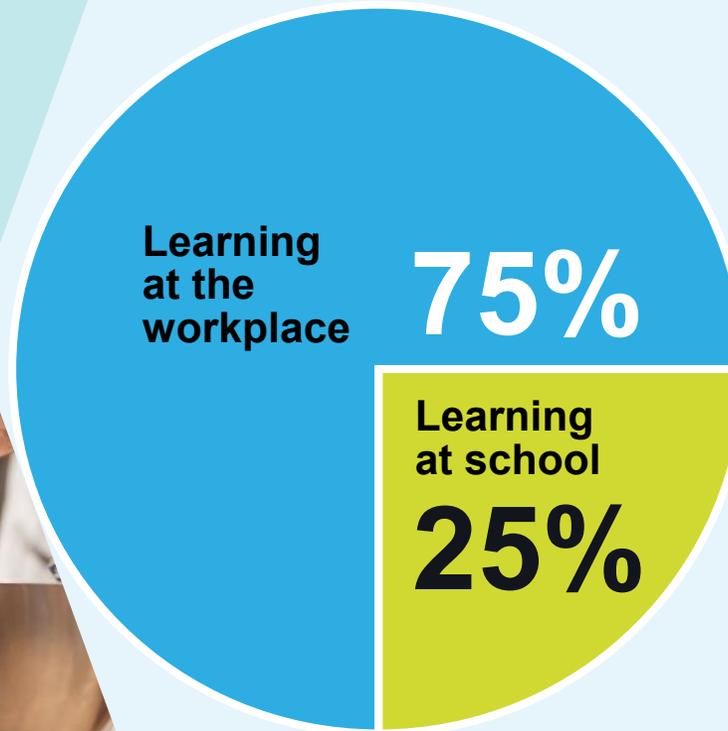
# APPRENTICESHIPS





# Apprenticeship (Type 1)

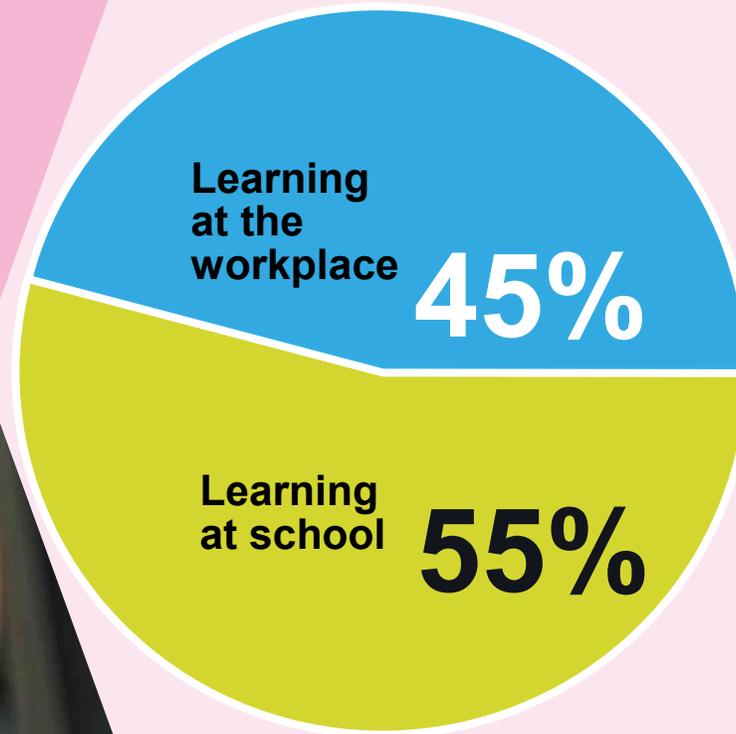
**Example: Switzerland (3-year dual education and training)**



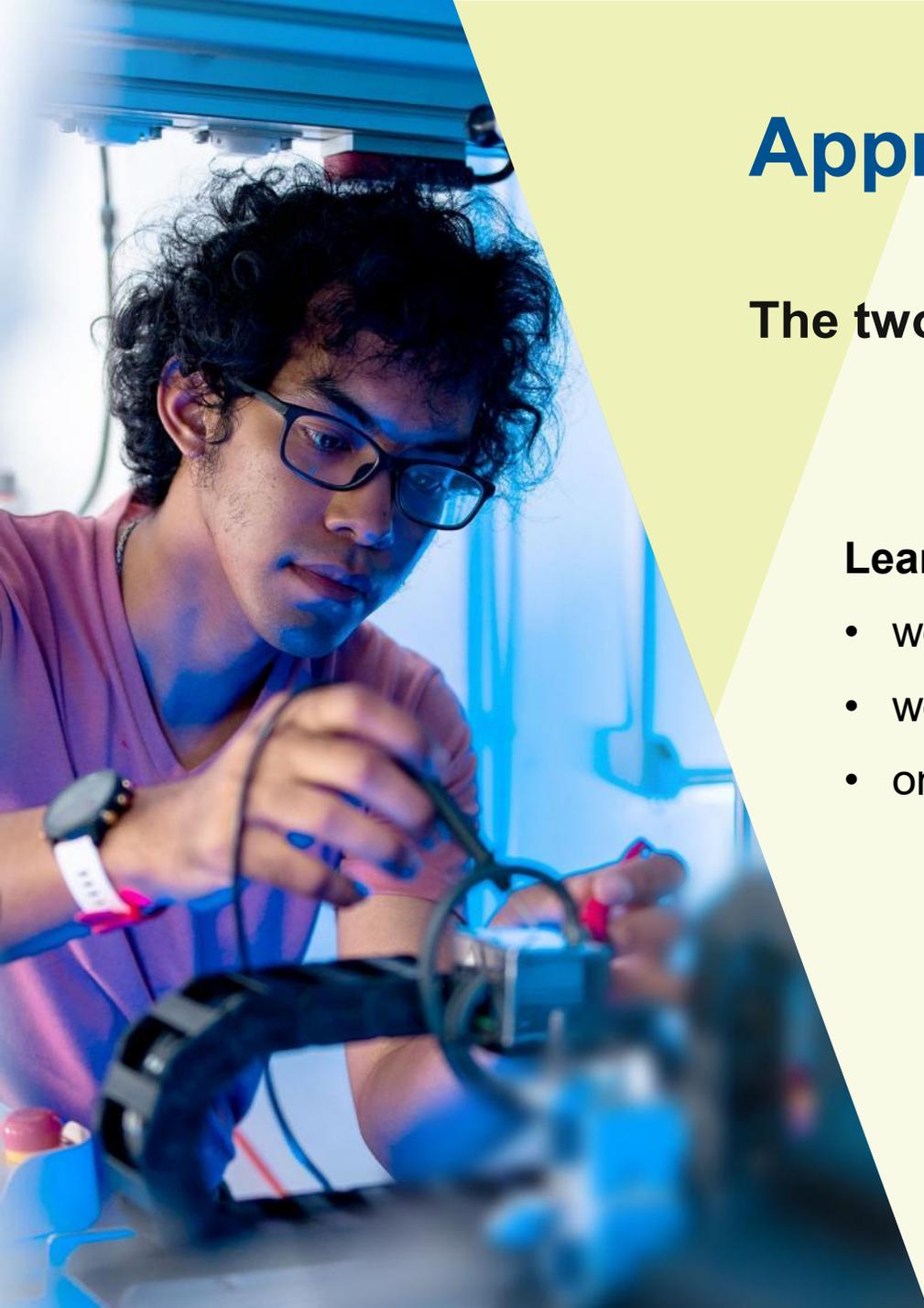
- Learner is an employee
- Attendance at school only possible with an apprenticeship contract
- Market-driven system

# Apprenticeship (Type 2)

**Example: Montenegro (3-year dual education)**



- Learner is a student
- After enrolment, the vocational school organises the placement of students
- Contract between student and company covers the vocational practice in the company
- Attendance at school possible without contract



# Apprenticeships

The two components can have a number of names...

## Learning at the workplace

- work-based learning
- work placement
- on-the-job training...

## Learning in the classroom

- school-based learning
- classroom-based learning
- off-the-job education and training...

A photograph of students in a classroom or computer lab. A young woman with blonde hair is smiling and typing on a laptop. A young man is looking at the screen. Other students are visible in the background. The image is overlaid with a large green triangle and a pink triangle. The text 'INTERNSHIPS/TRAINEESHIPS' is written in white on the green triangle. The background of the top left is a pattern of orange icons representing various professions and industries.

**INTERNSHIPS/TRAINEESHIPS**

# Internships/Traineeships

## Three main types of Internships/traineeships

### Internships as part of formal education and training curricula

- Usually organised by a VET provider (vocational school or centre)

### Active Labour Market Policy (ALMP) traineeships

- Part of active labour market measures
- Organised by Public Employment Services (PES)

### Traineeships offered in the open market (OMTs)

- Non-mandatory, bilateral, and private agreements agreed between a trainee and a traineeship provider
- Without the involvement of a third party
- Without a formal connection to education or training





# References

# Work-based learning: an introduction to key concepts | ETF

<https://www.etf.europa.eu/en/publications-and-resources/publications/work-based-learning-introduction-key-concepts>



# WORK BASED LEARNING

**A Leaflet of the Interagency Group on Technical and Vocational Education and Training**

2024



# “Work-based learning: How ready are we?”

<https://www.etf.europa.eu/en/publications-and-resources/publications/work-based-learning-handbook-policy-makers-and-social-0>



<https://www.etf.europa.eu/en/publications-and-resources/publications/work-based-learning-how-ready-are-we-tool-etf-partner>



A handbook for policy makers and social partners  
in ETF partner countries



A tool for ETF partner countries

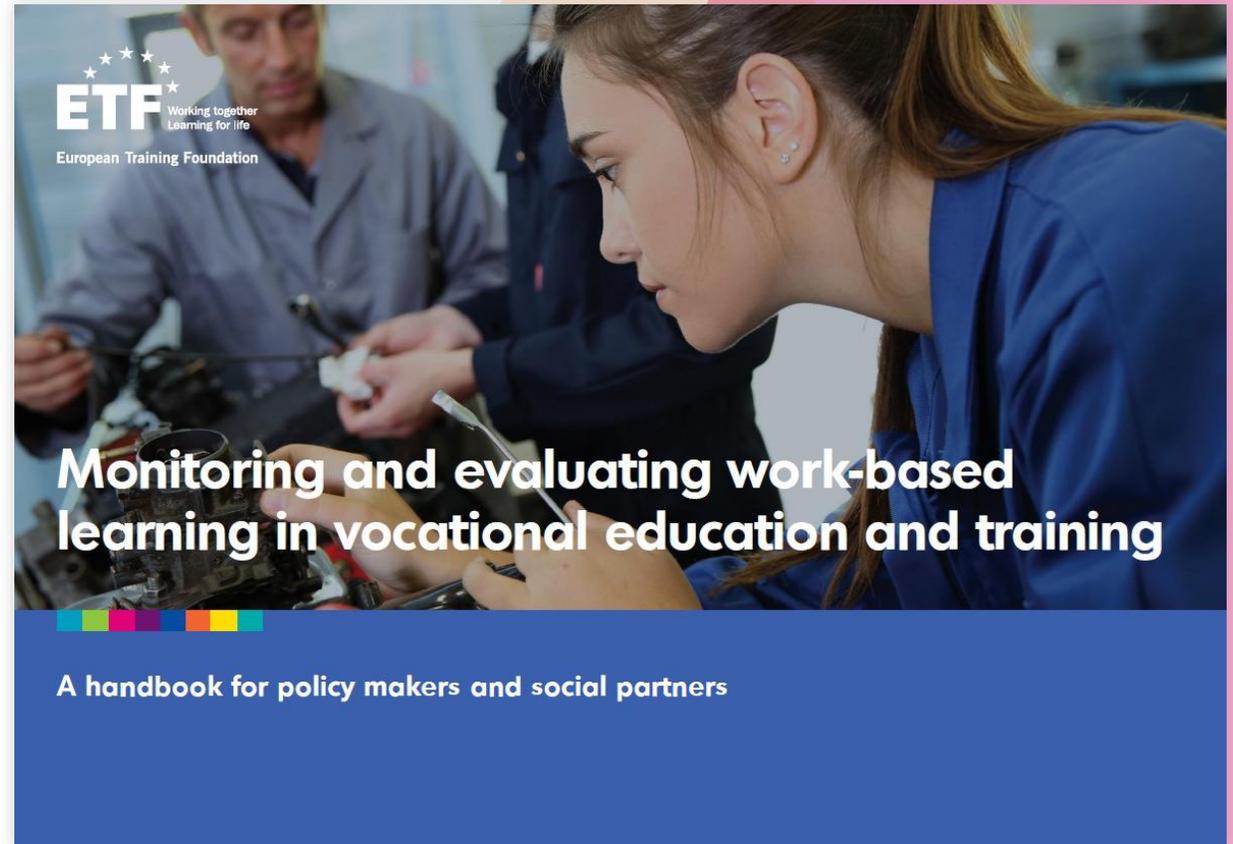
# “Financing work-based learning as part of vocational education reform”

<https://www.etf.europa.eu/en/publications-and-resources/publications/financing-work-based-learning-part-vocational-education>



# “Monitoring and evaluating work-based learning in vocational education and training”

<https://www.etf.europa.eu/en/publications-and-resources/publications/monitoring-and-evaluating-work-based-learning-vocational>





European Training Foundation

# THANK YOU

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