



CEDEFOP

European Centre for the Development  
of Vocational Training

# WBL in **VET** – an EU overview

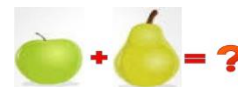
September 2018

*Ramona David Craescu, Cedefop*





## Work-based-learning **what?**



### Data problems:

- Reliability
- Validity
- Consistency



Main points of difference and (mis)conceptions	Work-based learning		
		Work-placed learning	Apprenticeships
PURPOSE	EDUCATION (SKILLED WORKER)	EDUCATION (OCCUP. PROFILE)	EMPLOYMENT (SKILLED WORKER)
STATUS OF LEARNER	STUDENT	APPRENTICE (SPECIFIC STATUS)	EMPLOYEE
PARTNERSHIPS	WEAK	STRONG (SOC. PARTNERS)	STRONG (COMPANY)
RESPONSIBILITY FOR TRAINING	LEARNING PROVIDER	COMPANY	LEARNING PROVIDER
DURATION IN-COMPANY TRAINING	SHORT	LONG	VARIABLE
LEARNING/ TEACHING METHODS	FRAGMENTED/ SIMULATED	INTEGRATED/ AUTHENTIC	INTEGRATED/ AUTHENTIC
LEARNING OUTCOMES	NON-STRUCTURED NON INTENTIONAL	STRUCTURED/ INTENTIONAL	(SEMI) STRUCTURED/ INTENTIONAL
LM RELEVANCE	INDIRECT (Low)	DIRECT (SECTOR)	DIRECT (COMPANY)



## WBL in **initial VET** - points of difference???

### **School-based VET**

includes on-the-job training in companies



- Contract
- Remuneration
- % of on-the-job training
- ....



### **Apprenticeships**

(systems / programmes / schemes)

## A **cross-national overview** of apprenticeships through a purposeful approach

- **Function group A: an education and training system**

Full competency and capability in an apprenticeable occupation or trade and constitutes itself in a separate system, distinct from school-based VET (with or without work placements) in content, form, qualification, etc.

- **Function group B: a type of VET delivery within the formal VET system**

A diverse way to deliver VET to achieve formal VET qualifications by bringing people into the labour market (main distinction from school-based VET with work placements is the form)

- **Function group C: hybrid system**



	Group A	Group B			Group C
	<b>An education and training system</b>	<b>A type of VET delivery within the formal VET system</b>			<b>A hybrid system</b>
<b>Purpose</b>	Providing people with full competency and capability in an <u>apprenticeable</u> occupation or trade	Providing a diverse way to deliver VET to achieve formal VET qualifications by bringing people into the labour market			Offering young people an option to reaching a qualification by bringing them into the labour market
<b>Function</b>	Education and training function	Mixed education, training and employment functions			Strong link with social inclusion and employment
<b>Status of graduate for the labour market</b>	Apprenticeship qualified worker	Vocationally skilled worker			Vocationally skilled worker
<b>Governance</b>	Apprenticeship specific	Under the umbrella of the overall VET system apprenticeship-specific governance structures may exist, in particular at operational level			Apprenticeship specific (employment authorities)
<b>Qualification</b>	Apprenticeship specific	VET qualifications (deliverable in different ways)			Apprenticeship specific
<b>Training standards</b>	Apprenticeship specific	Shared with other types of VET delivery			Shared with other training options
<b>In-company training</b>	Pre-defined and same for all companies	Less regulated and variable (at school-company level)			Less regulated and variable (at school-company level)
<b>Delivery</b>	Apprenticeship programme	B1. Apprenticeship programme (rare)	B2. Full apprenticeship pathways (only)	B3. Full and partial apprenticeship pathways (*)	Apprenticeship programme

(\*) Schemes may also be organised in full pathways

*An apprenticeship individual pathway is the organisation of an individual's apprenticeship training based on a general VET programme or curriculum or on the (occupational) training standards leading to a qualification. An apprenticeship pathway may be a full pathway leading to a qualification or a partial pathway, i.e. it combines with school-based pathway to lead to a qualification.*

Source: Cedefop (2018) Apprenticeship schemes in European countries - A cross-national overview  
<http://www.cedefop.europa.eu/en/publications-and-resources/publications/4166> )



## Responsibility sharing between education and training and LM

GROUP	ACCREDITATION OF COMP.	REQUIREMENTS ON COMP. AS PER REGULATION	WHO ASSESSES SUITABILITY OF COMP. TO TRAIN?	ARE THERE ANY SANCTIONS?
GROUP A	YES	YES*	LM REPRESENTATIVES**	YES
GROUP B	NO	YES (IN-COMPANY TRAINERS)	LEARNING PROVIDERS	NO
GROUP C	NO	YES (IN-COMPANY TRAINERS)	LEARNING PROVIDERS	NO

\* e.g. In-company trainer, facilities, equipment, learning environment, training plan in compliance with the curriculum of the programme

\*\* e.g. Competent apprenticeship office of the Federal Economic Chamber in collaboration with Chamber of Labour (AT); Chambers (DE); Trade Committees (DK); Occupational Councils (IS); Crafts Chambers (PL)



## LM involvement and power asymmetries (function B)

- **Socio-economic partners....**

.... are involved in the administration and employment related part of the apprenticeships (at best)

.... are not co-decision makers

.... not called to express a need for apprenticeships in particular sectors, trades or occupations



strategies focus on getting employers on board; at the centre of the apprenticeships is the relationship between **schools and companies**

- **Schools.....**

.... need to meet the legal and quality-related requirements for which they retain ultimate responsibility, while heavily relying on the companies

.... take on the majority of the administrative burden

.... negotiate and adapt the learning to be delivered in the training company





## Challenges for the future of apprenticeship in the EU

- Weak/unclear distinction between apprenticeship and other forms of work-based-learning
- Limited or no involvement of socio-economic partners at all levels
- Limited sector-driven approaches to apprenticeship strategy
- Limited (quantity) or narrow (quality) companies' engagement
- Lack of evaluation of apprenticeship policies



**SEEKING FOR 'PARALLEL CONVERGENCE'**







# Thank you for your attention

**Cedefop project page on WBL and apprenticeships:**

<http://www.cedefop.europa.eu/en/events-and-projects/projects/apprenticeships-work-based-learning>

**Cedefop (2018) Apprenticeship schemes in European countries - A cross-national overview**

<http://www.cedefop.europa.eu/en/publications-and-resources/publications/4166>

**Cedefop European database on apprenticeship schemes**

<http://www.cedefop.europa.eu/en/publications-and-resources/data-visualisations/apprenticeship-schemes>

