The European Alliance for Apprenticeships (EAfA): Objectives, Achievements, Developments

EAfA-ETF Regional Seminar for Candidate Countries
Budva, Montenegro – 26th-27th October 2017
Norbert Schöbel, Team Leader, European Commission, DG EMPL
What are apprenticeships?

What is an apprenticeship?

- Learning in school
- Training in company
- Certified & recognised
- Work contract (ideally)

Vocational education and training
What is the European Alliance for Apprenticeships?

A multi-stakeholder platform, supporting its members through:

- **Networking**
  *Network of apprenticeship experts*

- **Learning**
  *Sharing experiences and best practices*

- **Tools**
  *Guidelines, practical tools and resources*

- **Information**
  *News, reports, events and funding*

- **Visibility**
  *Focus on apprenticeships*
10 working areas

1. Support services
2. European Qualifications
3. Mobility
4. New challenges
5. Quality & cost-effectiveness
6. Access to funding
7. Attractiveness & pledges
8. Benchmark
9. Apprentices
10. International cooperation

Action Plan 2017-18

European Alliance for Apprenticeships – 4 years on

#ApprenEU
European Alliance for Apprenticeships

The timeline

New and Coming up

- ErasmusPro Council Recommendation
- Support services
- 5th anniversary of EAfA

New Skills Agenda for Europe

- VET as 1st choice
- Work-based learning
- Business-education

Launch in Leipzig

- WorldSkills competitions
- Joint Declaration -18 pledges

2012

2013

2015

2016

2017

2017/2018

Viva EAfA in Valletta

4 years of the EAfA Celebrating success and looking ahead

Re-boost in Riga

Riga objectives 2015-2020 Work-based learning & apprenticeships

Youth Employment Package

5
Mobilised through EAfA

- 35 countries
- 224 pledges
- >750,000 offers

#ApprenEU
Strong involvement of Social Partners

• **EU Social Partners – Cross-industry level (BUSINESSEUROPE, UAEPME, CEEP and ETUC)**
  - EAfA Joint Declaration (2013)
  - projects on cost-effectiveness (employers) and on a quality framework on apprenticeships (trade unions) followed by a Joint Statement "Towards a Shared Vision of Apprenticeships" (June 2016)

• **7 joint pledges from EU Social partners at sectoral level:**
  - Education (ETUCE, EFEE)
  - Chemical industry (IndustriAll, ECEG)
  - Construction (EFBWW, FIEC)
  - Commerce (UNI Europa, EuroCommerce)
  - Food & Drink (EFFAT, FoodDrinkEurope)
  - Contract Catering (EFFAT, FoodService Europe)
  - …HORECA (EFFAT, HOTREC) 2016

• **30 pledges form social partners at national level (almost all trade unions)**
Member States reforms & Cooperation

- European Semester and Cedefop: Most Member States are pursuing significant apprenticeship reforms, including strong boost to supply.

- EAFA seminar Supporting candidate countries 26-27 October 2017
- Cedefop Policy Learning Forum on apprenticeships 7-8 September 2017

- Cedefop Thematic Country Reviews:
  - 1st wave: Malta, Lithuania
  - 2nd wave: Italy, Slovenia, Greece
  - 3rd wave: Cyprus, Croatia; 'Flash' reviews: Belgium (FR part), Sweden

International cooperation:
- Worldskills Abu Dhabi
- Inter-agency Group on WBL: UNESCO, OECD, ILO, ETF, European Commission, Cedefop
- 2016: EU-US workshop on apprenticeships

EC-ILo Joint work to support quality apprenticeships through capacity building
- Country focus: Spain, Portugal and Latvia
- Specific guidance material: Including toolkit, supporting SMEs in apprenticeships
Pledges and National Commitments – Candidate countries

**National Commitments:**

- **Albania**
- **Former Yugoslav Republic of Macedonia**
- **Montenegro**
- **Serbia**
- **Turkey**

3 pledges from Turkey:
- Tesco Europe
- Turkish Confederation of Employer Associations
- Teknopark Erciyes

EAfA stakeholders
New pledges from candidate countries

First stakeholders from former Yugoslav Republic of Macedonia and Albania to join the EAfA
European Apprentices Network

European Alliance for Apprenticeships – 4 years on

Supply

Quality

Strengthen

Image

Mobility

Photo: World Skills Leipzig 2013

#ApprenEU
European Framework for Quality and Effective Apprenticeships

Input
- EU Social partners – studies & hearings
- Quality Framework Traineeships
- ACVT opinion
- EAfA Council Declaration

Criteria
- Criteria for learning and working conditions
- Criteria for framework conditions

Follow-up
- Support services, Awareness raising, EU funding, Monitoring, Reporting

Proposal for a Council Recommendation adopted on 5 October 2017
Learn
"Knowledge Hub"

Bring together key toolkits, guidelines, studies, best practices, etc. that can serve for knowledge clustering at the European level

Connect
"Networking Hub"

Facilitate networking and develop communities of practice between stakeholders with similar interests, challenges and actions

Act
"Bench-learning"

Demand driven support through expert advice and enhanced mutual learning
Demand for VET mobility is much higher than the current Erasmus+ budget can support. Only 40% of the VET KA1 eligible applications were satisfied in 2016.

Average duration of VET learner mobility is **32 days** *(compared to 139 days in HE)*.

<table>
<thead>
<tr>
<th>Duration</th>
<th>Number of mobilities</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 month</td>
<td>200.213</td>
<td>71,5%</td>
</tr>
<tr>
<td>1 to 3 months</td>
<td>60.476</td>
<td>21,6%</td>
</tr>
<tr>
<td>3 to 6 months</td>
<td>16.893</td>
<td>6,0%</td>
</tr>
<tr>
<td>6 months and more</td>
<td>2.276</td>
<td>0,8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>279.858</strong></td>
<td></td>
</tr>
</tbody>
</table>

The median (and mode) age of VET learners in mobility is **18 (HE mode = 21)**
ErasmusPRO proposal
To present at E+ Committee on 27/06/2017

- Long-duration VET mobility
- 3 to 12 months with work-placements abroad

- Under Erasmus+ VET Key Action 1 - Not a new programme
- All new VET funding from 2018, prioritised for ErasmusPRO
- VET learners, Apprentices and recent VET graduates (<12 months)

Fostering demand for "ErasmusPRO" Mobilising work-placements:
- **Companies** – EU initiatives & networks (e.g. EAfA, Pact for Youth, VET Skills Week)
- **VET providers** – expert network (VET4EU2)
- **Other stakeholders** - E+ NAs, ESF Managing authorities, Sector Skills Alliances

**Today**
(Erasmus+ VET KA1 2014-2016)

- Average duration: 1 month
- Over 3 months: < 7%
- Median age: 18 years
European Vocational Skills Week 2017

20 to 24 November 2017
(local events from September to December)

Going local!
'Only' 2 days of events in Brussels (plus closing)

Mobility, Partnerships, Sector approach to skills

VET Awards

Ambassadors

Targets:

• People involved: 1,000,000
• Number of events/activities: 1,500
• Participations in EU events in Brussels: 1,500
Call for Proposals under Key Action 3 (Support for Policy Reform):

- **2015**: Support for SMEs engaging in apprenticeships (€ 8.3m). 15 projects
- **2016**: VET-Business partnerships on improving WBL/Apprenticeships (€ 6m). Call closed and projects selected
- **2017**: Joint qualifications on apprenticeships, including higher VET

*Other funding resources:*

ESF, YEI, EaSI, EURES, Your First Eures Job, EIB, European Regional Funds
More information

European Alliance for Apprenticeships
http://ec.europa.eu/apprenticeships-alliance

European Vocational Skills Week
http://ec.europa.eu/social/VocationalSkillsWeek

Erasmus+
https://ec.europa.eu/programmes/erasmus-plus/

Contact: norbert.schoebel@ec.europa.eu