

Setting up a European Quality Framework for Apprenticeships

A European Trade Union Proposal

Jeff Bridgford

ETUC-BusinessEurope/UEAPME/CEEP

1 June, 2016

Introduction

- 1. *European Quality Framework for Apprenticeship* which includes a clear definition and a series of specific quality standards and quality criteria**
- 2. *EU education and training instruments* which address the quality of apprenticeship training directly**
- 3. An ambitious mobility initiative as part of the Erasmus+ Programme which would enable 1 million apprentices to study and work elsewhere in the EU by 2020**

Contents I

- 1. Latest developments at the national level**
- 2. Latest developments at the European level**
- 3. EU Education and Training Instruments – support for apprenticeships?**
- 4. Quality standards, quality criteria and best practice – contribution to the preparation of a European Quality Framework for Apprenticeships**

Contents II - Appendices

- 1. Quality standards and quality criteria – contribution to the preparation of a European Quality Framework for Apprenticeships**
- 2. Country summaries**
- 3. Sector summaries**
- 4. Methodology**
- 5. Persons consulted**
- 6. Selected bibliography**

Latest developments at the national level I

- Recent legislation
- Review processes
- New strategies
- Administrative structures
- Projects and discussions

Latest developments at the national level II

- Declining numbers
- Under-representation
- Mismatch of supply and demand
- Completion rates
- Transition to work rates
- Quality

Latest developments at the European level

- **European Alliance for Apprenticeships**
- **Implementing the European Alliance for Apprenticeships**
- **Next steps**
 - Dissemination
 - EU Erasmus programme
 - Definition

EU Education and Training Instruments – support for apprenticeships? I

- Europass
- European Qualifications Framework
- European credit System for Vocational Education and Training
- European Quality Assurance Reference Framework for Vocational Education and Training

EU Education and Training Instruments – support for apprenticeships? II

- **Trade union perspectives**
 - European level
 - National level

ETUC contribution to the preparation of a European Quality Framework for Apprenticeships I

- ETUC quality standards (20)
- ETUC quality criteria
- Best practice examples
- Quality principles - Council of the European Union
- Quality principles - European Commission

ETUC contribution to the preparation of a European Quality Framework for Apprenticeships II Some Examples

- Definition
- Regulatory framework
- Pay and social protection
- Guidance and counselling
- Balance between work- and school-based learning

ETUC Contribution to the preparation of a European Quality Framework for Apprenticeships II Regulatory framework

- ***ETUC Quality standard*** Apprenticeship schemes should be built on stable foundations – on the basis of national law, regulations and/or collective bargaining agreements.
- ***ETUC Quality criteria*** Does the regulatory framework specify the rights and obligations of apprentices, employers and training institutions?
- ***European Council*** Establishing an appropriate regulatory framework, whereby the responsibilities, rights and obligations of each party involved are clearly formulated and are enforceable. (3a)

ETUC Contribution to the preparation of a European Quality Framework for Apprenticeships II Pay and social protection

- **ETUC Quality standard** Apprenticeship schemes should ensure that apprentices are paid by the employer, according to collective agreements, or a national and/or sectoral minimum legal wage, for the period of training
- **ETUC Quality criteria** Does the apprentice receive remuneration from the employer, on the basis of collective bargaining agreements and/or the minimum legal wage? Are apprentices covered by social protection regulations?
- **European Council** .. whilst ensuring adequate remuneration and social protection of apprentices... (3f)

ETUC Contribution to the preparation of a European Quality Framework for Apprenticeships II Guidance and counselling

- ***ETUC Quality standard*** Apprenticeship schemes should provide appropriate guidance and counselling for apprentices, both before and during the training process.
- ***ETUC Quality criteria*** Do apprenticeship schemes provide guidance and counselling services provided by qualified professionals? Do the public authorities produce statistics to show the completion rate for apprenticeships?
- ***European Council*** Facilitating participation of young people with fewer opportunities by providing career guidance, preparatory training and other targeted support (3h)

ETUC Contribution to the preparation of a European Quality Framework for Apprenticeships II Balance between work- and school-based learning

- ***ETUC Quality standard*** Apprenticeship schemes should include a strong training component, with a clear majority of learning provided in the workplace and a clear commitment to forward-looking developments within the labour market and society.
- ***ETUC Quality criteria*** Do apprenticeship schemes provide for a majority of time to be spent learning in the workplace and contain guidelines for the coordination of work-based and school-based training?
- ***European Council*** Including a strong work-based high-quality learning and training component, which should complement the specific on-the-job skills with broader, transversal and transferable skills, ensuring that participants can adapt to change after finishing the apprenticeship. (3e)

Country Summaries - 20

- Definition
- Regulatory framework
- Social partner involvement
- Latest statistics
- Completion rates and transition to work rates
- Levels in National Qualifications Frameworks + EQFs
- Employment status
- Remuneration

Setting up a European Quality Framework for Apprenticeships

A European Trade Union Proposal

<https://www.etuc.org/publications/european-quality-framework-apprenticeships>