



**CEDEFOP**

European Centre for the Development  
of Vocational Training



## Governance of apprenticeships: strengthening the capability of national institutions and implementing partners to design quality apprenticeship systems

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*Presentation held at the Cedefop event 'Governance and financing of apprenticeships', Brussels, 8 and 9 February 2016*

**GOVERNANCE AND FINANCING OF  
apprenticeships**

**CEDEFOP  
EVENT**

**BRUSSELS**  
8 and 9 February 2016



# Governance of Apprenticeships

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**Marta Makhoul**

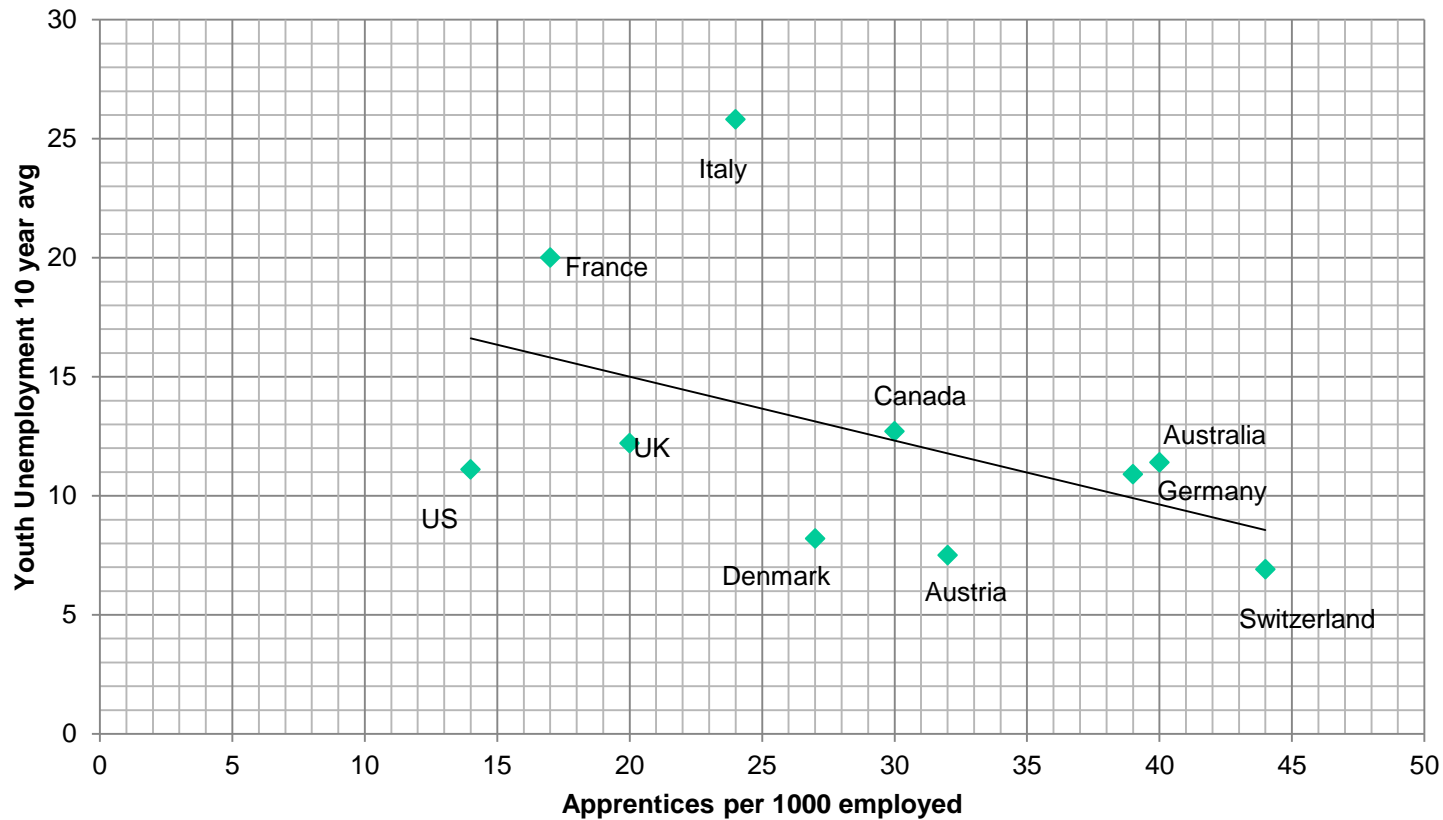
**Technical Officer for Skills Development Systems  
International Labour Office**

# What is an Apprenticeship?



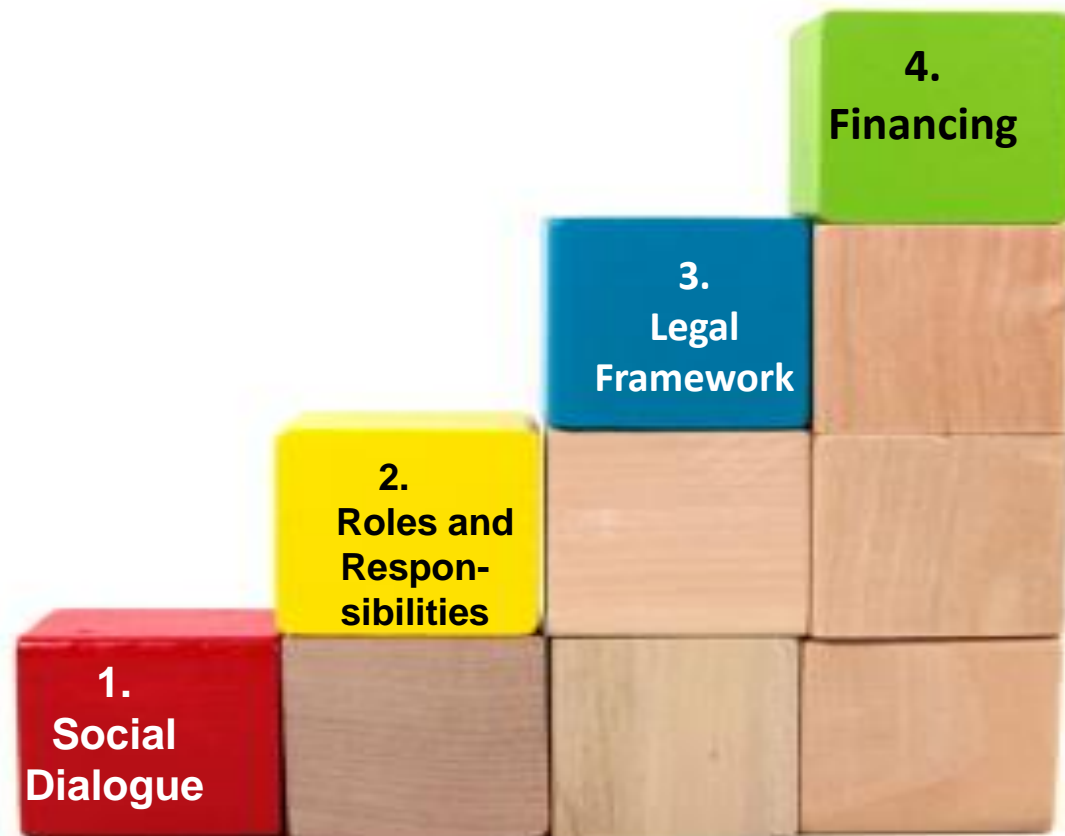
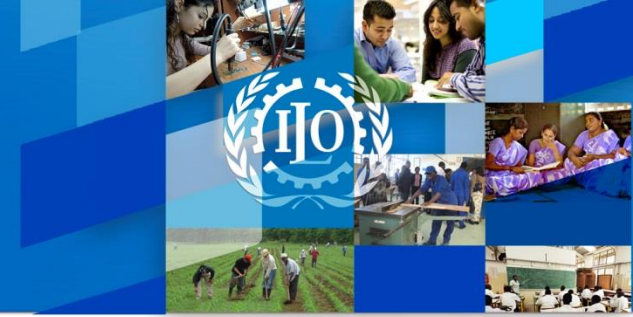
- Apprenticeship is a unique form of vocational education, **combining on-the-job learning and school-based training**, for specifically **defined competencies** and work processes.
- It is **regulated by law** and based on an oral or written **employment contract** with a compensatory payment, and standard **social protection** scheme.
- A formal **assessment** and a **recognized certification** come at the end of a clearly **identified duration**.

# Why an Apprenticeship?

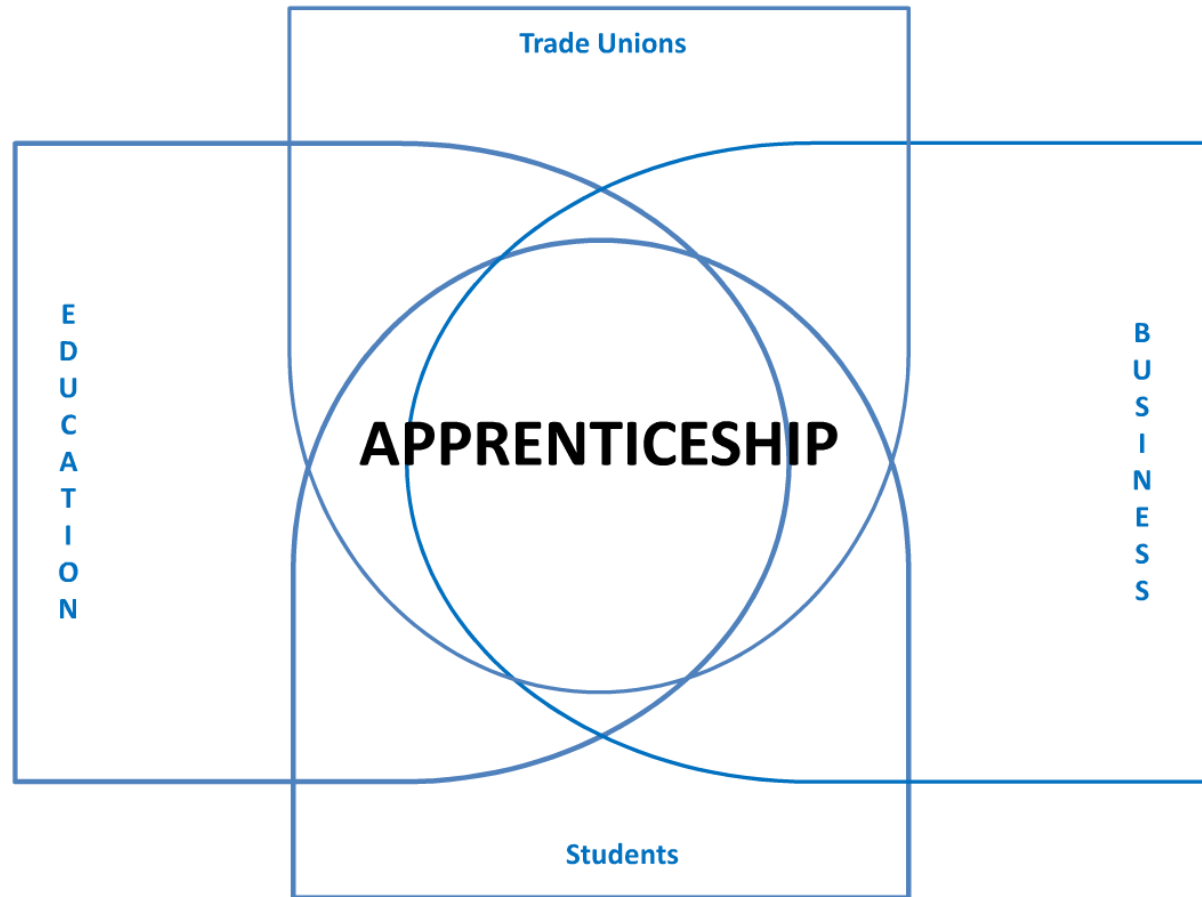


Source: ILO Presentation for the G20 Task force, Geneva, October 1, 2012

# The 4 Building Blocks for the Governance of Apprenticeships



# 1. Social Dialogue







### 3. Legal Framework



#### ***Why an Employment Contract?***

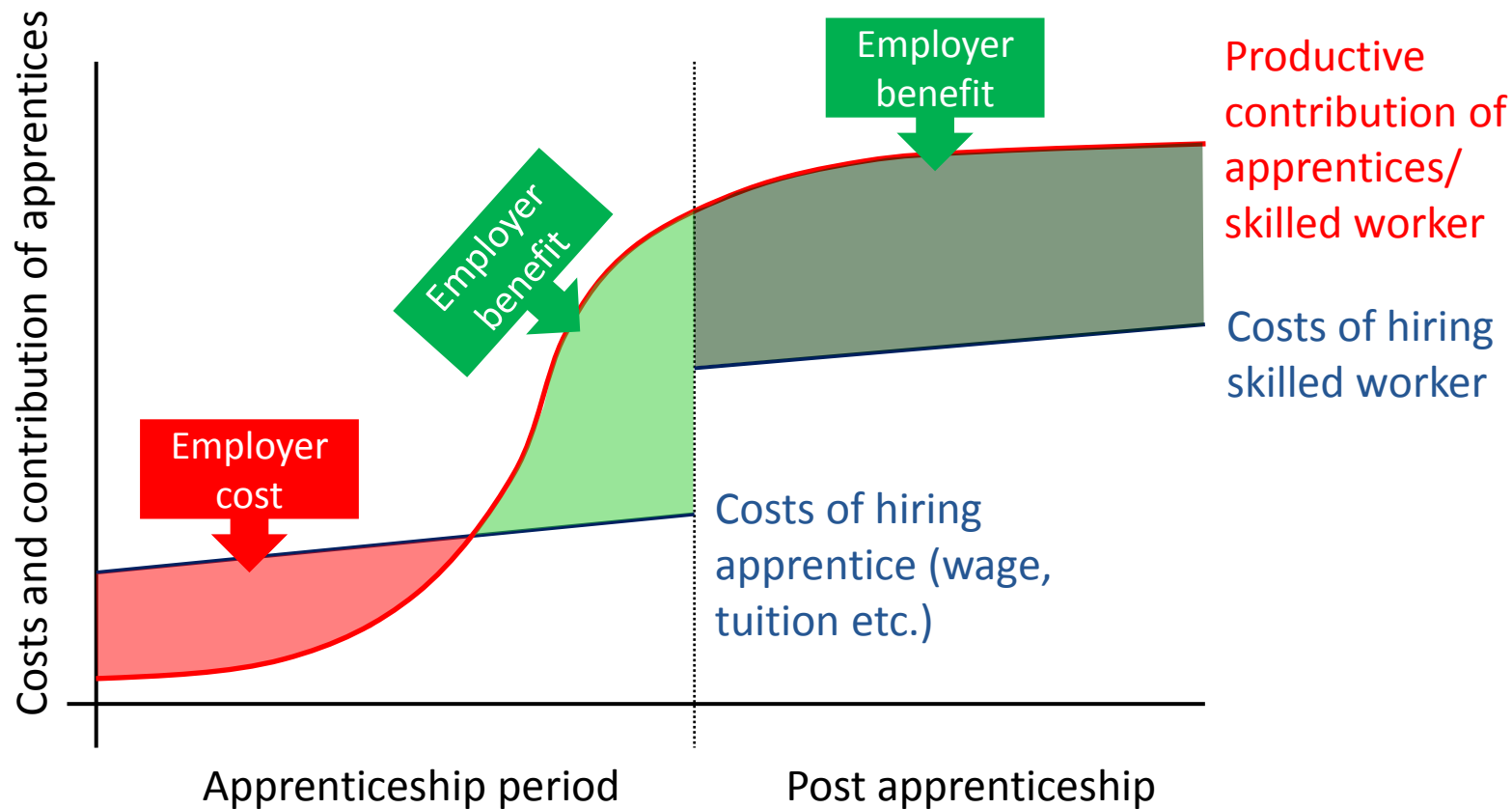
- Avoid exploitation and unsafe working conditions
- Regulate working hours
- Extend social protection coverage
- Ensure transferability of skills
- Avoid displacement effects





# Financing of Apprenticeships

## Cost-benefit analysis



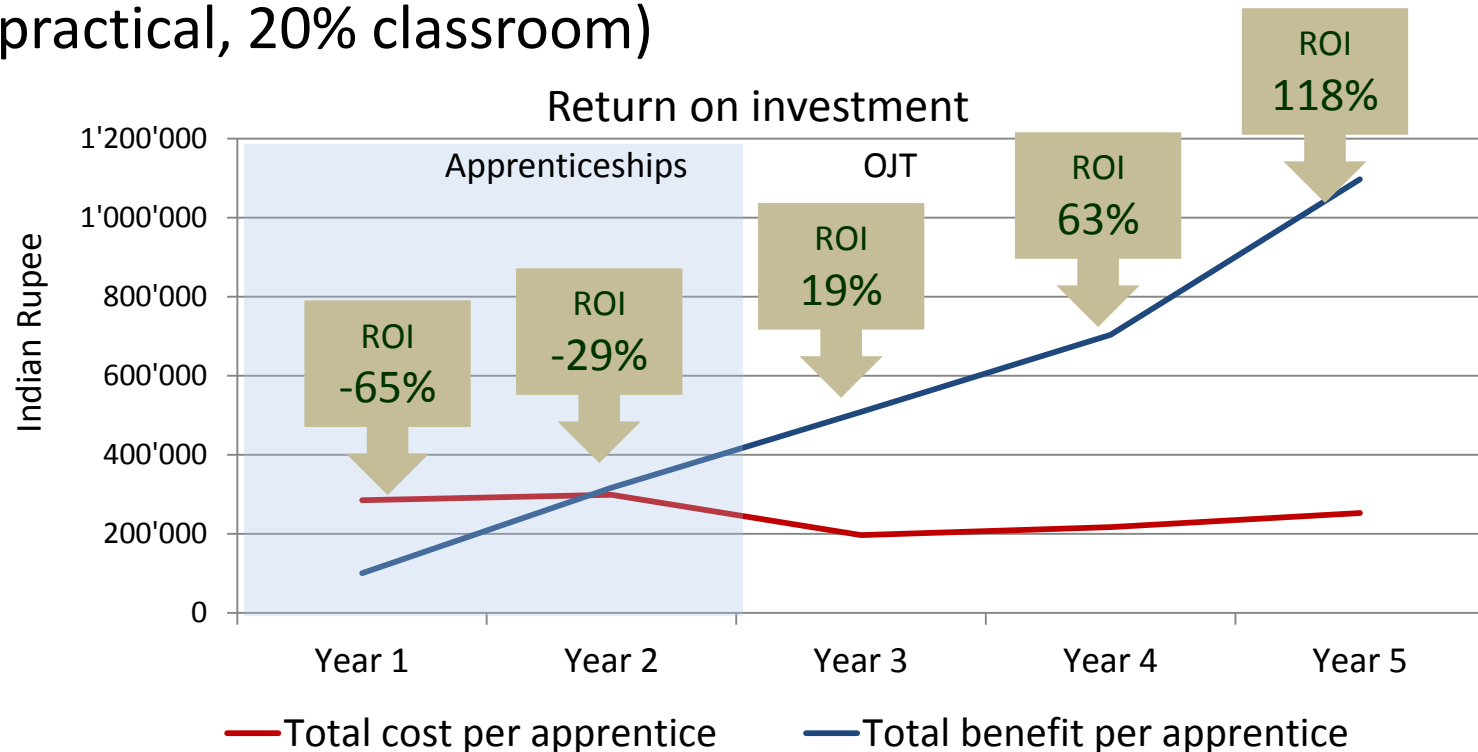
Adopted from Lerman R. "Do firms benefit from apprenticeship investment?" *IZA World of Labour* 2014:55

# Return on Investment (ROI)

## India, Technician



- Food processing equipment manufacturer
- 2 year apprenticeship programme for technician (80% practical, 20% classroom)



Source: Rothboeck . *Using Benefit Cost Calculations to Assess Returns from Apprenticeship Investment in India: Selected SME Case studies*

# Quality Apprenticeships are the “Gold Standard” of vocational education and training



	Quality apprentice-ship	Work-Based Learning	Internship	Traineeship	Industry attachment
Employment contract and salary	Yes	Possible	Maybe	Maybe	Maybe
Legislative framework	Yes	Possible	No	No	No
Programme of learning	Yes	Yes	Maybe	Maybe	Maybe
Practical training at workplace	Yes	Possible	Yes	Yes	Yes
Off-the-job training	Yes	Yes	No	No	No
Social Security	Yes	Maybe	No	Yes	No
Formal assessment and recognized certification	Yes	Yes	No	Maybe	No
Duration	Fixed, 1-4 years	1-4 years	Variable	12-24 months	3-6 months

Source: Adapted from ILO (2012) *Overview of Apprenticeship Systems and Issues: ILO contribution to the G20 Task Force on Employment*, Geneva. Table 1.



Thank you  
for your attention!

# ILO TOOL KIT on quality apprenticeships



- The tool kit will serve as a **resource guide** in providing orientation and guidance for employers, workers and government representatives on implementing, expanding or improving quality apprenticeship schemes.
- Validation workshop to take place on 25-26 May 2016 in Geneva