



Costs and benefits of apprenticeship: a company perspective

Cedefop workshop, Thessaloniki, 24 and 25 November 2014

Agenda

MONDAY, 24 NOVEMBER 2014	
09:30-10:00	Registration
10:00-10:30	<p>Welcome and introductory speech James Calleja, Director, Cedefop</p> <p>Tackling youth employment: the youth guarantee and the European alliance for apprenticeships Norbert Schöbel, European Commission, DG EMPL</p> <p>Rationale and objectives of the workshop Patrycja Lipińska, Cedefop</p>
Methods of measurement of costs and benefits	
	<i>Chair: Patrycja Lipińska, Cedefop</i>
10:30-11:00	<p>Costs and benefits of apprenticeships: review of available evidence Manuela Samek, Istituto per la Ricerca Sociale (IRS), Italy</p> <p>Methods involved in estimating returns for apprentices, firms and society at large Stefan Speckesser, Institute for Employment Studies, UK</p>
11:00-11:30	BIBB surveys on firms' costs and benefits of apprenticeship training Felix Wenzelmann, Federal Institute for VET (BiBB), Germany
11:30-12:00	Tea/coffee break
	<i>Chair: Guy Tchiboza, Cedefop</i>
12:00-12:30	Cost-benefit surveys and tools: the Swiss experience Jürg Schweri, Swiss Federal Institute for VET, Switzerland
12:30-13:00	Estimating the payback period for employer investments in apprenticeships: evidence from the UK 'Net costs and benefits of training to employers' series of studies Terence Hoghart, University of Warwick, Institute for Employment Research, UK
13:00-14:30	Lunch



Company practices	
	<i>Chair: Patrycja Lipińska, Cedefop</i>
14:30-16:00	Measurement of human capital and benefits of investing in human capital in companies: lessons from a pilot project Justyna Nosko, Polish Agency for Enterprise Development (PARP), Poland Łukasz Sienkiewicz, Warsaw School of Economics (SGH), Poland
16:00-16:30	Tea/coffee break
	<i>Chair: Giovanni Russo, Cedefop</i>
16:30-18:00	Discussion on company practices and perceptions <ul style="list-style-type: none">- Employers' perception on costs and benefits of apprenticeship.- Companies' practices in terms of measuring costs and benefits of (apprenticeship) training they provide.- Measurement tools used by companies; their advantages and disadvantages, including feedback from employers.- Obstacles that may prevent companies from conducting cost-benefit analyses of training they provide; ways to overcome these obstacles.- Potential of a self-assessment cost-benefit tool to encourage companies to invest in (apprenticeship) training.



TUESDAY, 25 NOVEMBER 2014

Ongoing and planned activities*Chair: Patrycja Lipińska, Cedefop*

09:30-10:00

Cost-effectiveness of apprenticeship schemes: making the business case for apprenticeships

Robert Plummer, Business Europe

10:00-10:30

New EIB's initiatives to finance private sector investments in apprenticeships and VET

Rien Wagenvoort, European Investment Bank

10:30-11:00

Money for something: for the future workforce*Pilot project to develop a tool (an interactive CBA calculator) for empirical measurement of cost and benefits: cooperation between Austria, Hungary and Switzerland*

Tamás Jankó, Ministry of Economy, Hungary

Kurt Schmid, Research and Development in VET (IBW), Austria

11:00-11.30

Tea/coffee break**Discussion on Cedefop's future research***Chair: Patrycja Lipińska, Cedefop*

11:30-12:30

*How Cedefop could contribute to work on costs and benefits of apprenticeship and complement/reinforce ongoing and planned activities***Discussion on potential to develop a self-assessment tool for individual company use and application on a wider scale**

- Feasibility of designing a tool to be applied on a wider scale.
- Tailoring the tool for national/sector contexts, company size, etc.
- Data requirements (quantitative and qualitative).
- Conditions for successful application.
- Form of testing.

12:30-12:45

Conclusions and the way forward

Patrycja Lipińska, Cedefop