



# **Tackling youth employment: The Youth Guarantee and the European Alliance for Apprenticeships**

## **Costs and Benefits of Apprenticeships: A Company Perspective**

24<sup>th</sup> November 2014, Cedefop workshop, Thessaloniki

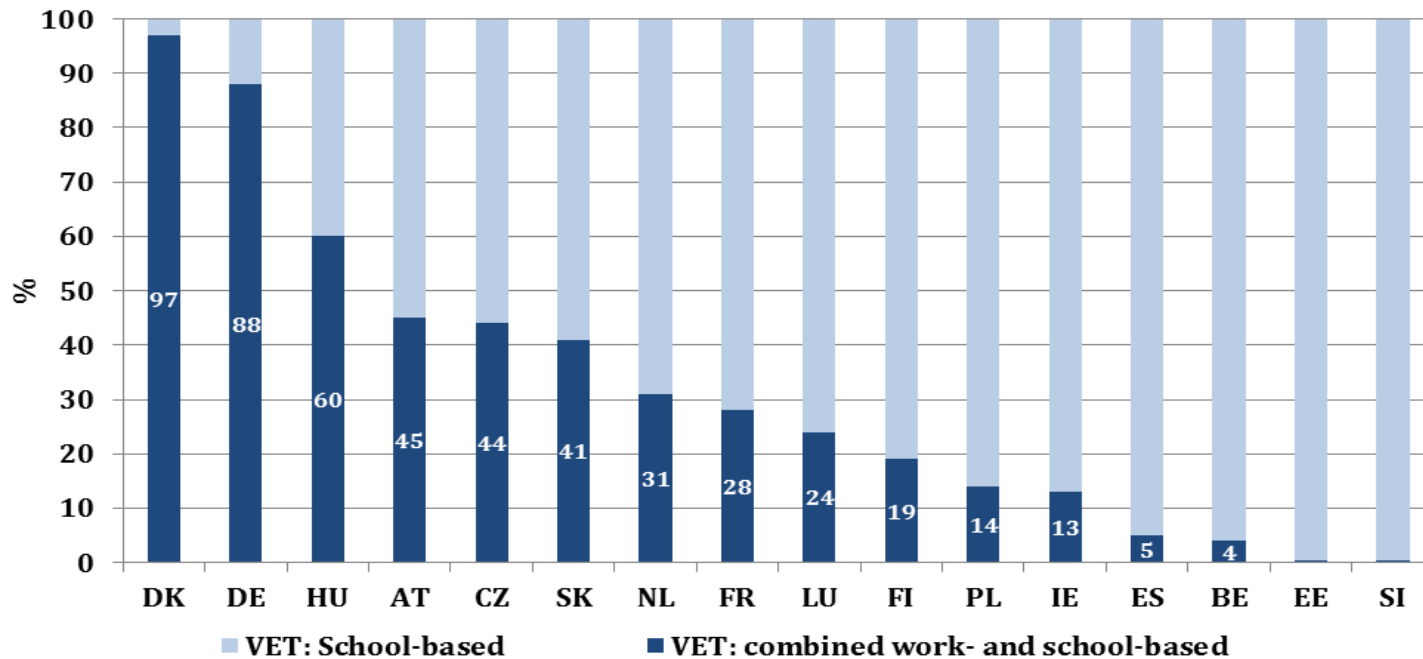
Norbert Schöbel, European Commission



## Policy context

- **EU youth unemployment rate** at 21.6 % (August 2014)
- **Special target groups:** Early school leavers (ESL) and young people who are neither in employment nor in education or training (NEETs)
  - The average share of ESLs: 12% (2013) – EU target: 10% by 2020
  - 7.5 million young people = 13% were NEETs (2013)
- **Modernization of VET systems** to improve the **employability** of young people helping to increase their chance to find a job e.g. by
  - improving flexibility and transparency in the transition between different levels and types of education
  - Moving towards skills, competences and learning outcomes responding to labour market needs
  - Extending and strengthening apprenticeship-type schemes

## Work-based learning is still an exception



Proportion of VET students enrolled in combined work- and school-based VET, as a % of all students in upper secondary VET (2010)

## Work-based learning and youth unemployment

Share of students in ISCED 3 level programmes including at least 25 % of work-based learning	Youth unemployment rate		
	Below 15 %	15-25 %	Above 25 %
Participation of more than 30 %	DK, DE, AT	CZ	
Participation between 6 and 30 %	NL	FI, LU, FR, UK	SK, HU
Participation of less than 6 %		BE, SI, SE	EL, PL, IE, PT, ES, IT, EE

# A Youth Guarantee

- Council Recommendation of 22 April 2013. Member States commit:
  - ✓ ensure that all young people **up to 25**
  - ✓ receive a **good-quality offer** of
  - ✓ **employment, continued education, an apprenticeship or a traineeship**
  - ✓ within **four months** of becoming unemployed or leaving formal education.



# Youth Guarantee and Apprenticeships

- One out of four YG options (employment, continued education, an apprenticeship or traineeship)
- Outcome based approach including long-term VET/apprenticeship reforms
- All MS have presented Youth Guarantee Implementation Plans
- Monitoring: multilateral surveillance through the European semester
- European Social Fund (ESF): investment priority for young people
- Youth Employment Initiative (YEI): New instruments established for 2014-2020 open for regions with levels of youth unemployment above 25%: 20 MS eligible for funding (€6.4b) – targeting individuals, not systems reforms

# European Semester – CSRs 2014

The **European Semester** process confirmed that delivering on the objectives of a Youth Guarantee requires **strategic reforms** to achieve more successful transitions from school to the labour market (such as reforming education and training systems)

## 2014 Country Specific Recommendations (CSRs):

- **8 MS** specifically require more decisive action to implement the **Youth Guarantee** (BG, CY, HR, IE, IT, PL, PT, ES)
- CSRs for **14 MS** refer to **apprenticeships/work-based learning** (DK, EE, ES, FR, HR, IE, IT, LT, LV, MT, PL, RO, SE, UK)
- **CSR for 19 MS relate to VET reforms** (BG, DK, EE, ES, FI, FR, HR, HU, IE, IT, LT, LU, LV, PL, PT, RO, SE, SI, SK)



# What is an apprenticeship?

- Part of Initial Vocational Education and Training (IVET)
- Formal combination and alternation between company based training and school-based education
- Leads to nationally recognised IVET certification degrees.
- Most often there is a contractual relationship between the employer and the apprentice





# European Alliance for Apprenticeships

## Multi-stakeholder initiative

European Commission, EU presidency, Social Partners, VET providers, Chambers, Companies, Youth Organisations...



Photo: European Commission



# Aims

**Reform** of national VET systems (apprenticeship schemes)

Increased **number**, **quality** and **attractiveness** of apprenticeships

Easier **transition** from education to work

Strong **partnerships** at all governance levels

Leverage of public and private **funding**

Improved **image** of apprenticeships

## Pledges and commitments

Currently **39 pledges** submitted: 16 from businesses; 8 from chambers of commerce, industry and crafts; 6 from VET providers; **5 from social partners (EU, national level)**; 2 from regional authorities (Welsh government, Basque Country); 2 from NGOs (European Youth Forum, YouNET)

+ Business Ambassadors

**... and commitments from 22 Member States**





## First Milestones

- 5/12 2012: Youth Employment Package (Youth Guarantee, Quality Framework for Traineeships, European Alliance for Apprenticeships)
- 2/7 2013: Launch of the EAfA; signature of the Joint Declaration by European Social Partners, Lithuanian EU Presidency and the Commission
- September 2013: Apprenticeships included in "Your first EURES job"
- 15/10 2013: Council Declaration on EAfA (Common guiding principles)
- 11-12/11 2013: VET Peer review focusing on apprenticeships
- 11-12/2 2014: Monitoring Conference "WBL and Apprenticeships" (NetWBL)
- 14/3 2014: Launch of the ET2020 Working Group on VET
- 26/3 2014: Launch of the Erasmus+ Apprenticeship call for national authorities
- 7-8 May 2014: Cedefop Partnership Conference on apprenticeship programmes
- 24/9 2014: EAfA Stakeholder event following the VET Business Forum



## Work in progress

- **Bruges review:** Proposal to reinforce focus on WBL and apprenticeships as short-term deliverables 2015-2017 under the Bruges Communiqué
- **ET2020 Working group on VET**
- **Erasmus Apprenticeship call for national authorities** in charge of apprenticeships
- **NetWBL:** network of 29 national agencies coordinated by BIBB set up to strengthen WBL in existing VET systems and supports apprenticeships
- **EURES:** Working Group recommends gradual inclusion of apprenticeships info
- **Your first EURES Job:** apprenticeships included in mobility projects
- **Targeted advice on ESF support** to apprenticeships
- **European Social Partners:** Apprenticeships: Priority of their 4<sup>th</sup> Work Programme 2012-2014
- **CEDEFOP:** events, studies, networks and monitoring activities (eg. thematic country reviews of Malta and Lithuania); other activities by ETF, ILO, OECD, UNESCO etc



# Future perspectives of the Alliance

- **Targeted knowledge transfer/support for reform of apprenticeship systems**
  - Mapping apprenticeship reforms in Member States; enhance direct targeted assistance to Member States;
  - Nurturing and expanding the 'EAfA community'
  - Enhancing quality in apprenticeships and develop quantitative and qualitative indicators for the Alliance
- **Promoting the benefits of apprenticeships**
  - Campaigns; VET Excellence Award; Youth Guarantee awareness raising activity; Dissemination of results of cost-benefit analysis
- **Smart use of EU funding and resources**
  - further financial incentives (e.g national networks at sectoral and regional level; transnational partnerships between these networks; EU support for companies in particular SMEs; etc)



## EU funding and networking

- **Structural funds: European Social Fund (ESF)** but also ERDF, EAFRD
- **European Programme for Social Change and Innovation** promoting access to finance micro-and social entrepreneurs
- **Mobility programmes (e.g Erasmus+; Erasmus for Entrepreneurs)**
- **Youth in Action Programme**
- **European Parliament preparatory action** on Youth Guarantees (YG)
- **European Investment Bank: loans**
- **Mutual Learning Programme (MLP)**
- **EURES and Your first Eures Job**
- **European Network of Employment Services** monitoring the YG

## **European Alliance for Apprenticeships**

<http://ec.europa.eu/apprenticeships-alliance>

## **Advice on apprenticeship and traineeship schemes (ESF)**

<http://ec.europa.eu/social/main.jsp?catId=1045&langId=en>

## **Youth Employment**

<http://ec.europa.eu/social/youthemployment>

## **Youth Guarantee**

<http://ec.europa.eu/social/youthguarantee>

## **Quality Framework for Traineeships**

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2048&furtherNews=yes>