

# **Conceptual considerations in evaluating financing arrangements for high-performing apprenticeship systems**

Mick Fletcher and Nicholas Fox

Apprenticeship: Governance models and financing approaches  
Cedefop workshop, Thessaloniki, 20-21 May 2013

# Structure of Presentation

- Introduction
- Main Elements of a Model
  - segmentation of apprenticeships
  - Types of cost
  - Sources of funding
  - Funding mechanisms
  - Desirable outcomes
  - Confounding variables
- Methodological approaches
- Discussion Points

# What Counts as an Apprenticeship

- Defining key characteristics of an apprenticeship e.g.
  - Age
  - Sector
  - Content/level
  - Length
  - Employment status
  - Source of off-the-job learning
- Formal versus non-formal apprenticeship
- Segmentation

# Types of Cost

- Living allowance/wage costs
- Costs of on-the-job training
- Costs of off-the-job training
- Assessment and certification
- Administration of apprenticeship system

# Sources of Funding

- Main categories of funder
  - Individual apprentice
  - Individual employer
  - Collective employer
  - Government
- Cash or in-kind support
- Multiple funding arrangements

# Funding Mechanisms

- Demand vs. supply mechanisms
- Motivational impact of funding mechanisms
- Willingness vs. ability to fund

# Desirable outcomes

- Matching demand and supply
- Successful completion
- Labour market entry – and progression
- Positive rate-of-return on investment
- Stakeholder satisfaction

# Confounding Variables

- General economic climate
- Specific employment context
- Status of apprenticeships
- Quality of training
- Wider education and training environment



# Methodological Approaches

- Existing experience
  - Countries with recent changes
  - Common heritage; different practice
- Scoping study
- Hypothesis testing

# Discussion Points

- Are the proposed elements necessary and sufficient
- Are the key characteristics adequately defined in non-overlapping terms
- What existing data is available for first analysis
- What existing studies provide benchmark information to build hypotheses for testing