



Costs and benefits of apprenticeship – A company perspective

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Friederike BEHRINGER
Head of division “Costs,
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BIBB

Dr. Friederike Behringer is head of the division “Costs, benefits, financing of VET” of BIBB (German Federal Institute for Vocational Education and Training). This division forms part of the department “Sociology and economics of vocational education and training” and has a strong international profile. She holds a master degree in social sciences (University of Erlangen/Nuremberg) and a doctoral degree (Dr. rer. soc., Ruhr-University Bochum). Prior to joining BIBB in 2003, she has worked at Constance university, with private research organisations (e.g. empirica, Munich) and with independent non-profit institutions involved in research and policy advice like DIW (German Institute for Economic Research, Berlin) and OECD (Paris).

Her main field of research and policy advice is education, training and the labour market, with a focus on economics of education and training. She is experienced in international research, management and project/network leadership and writing for international audiences (e.g. projects commissioned by the European Commission or Cedefop, launched by OECD or supported in the context of Leonardo). She is serving as a referee and in peer evaluation (e.g. Fritz Thyssen Foundation, Anniversary Fund of the Oesterreichische Nationalbank). As invited expert or as rapporteur she contributed to conferences / workshops. She is/was a member of several advisory boards and steering committees (national and European). She has published widely, in particular in the field of vocational education and training.



Alexandra COSTA ARTUR
Director / Senior Consultant
IMANOVATION

IMANOVATION is a private consultant company that results from a network of expertise at international and company level to develop transnational projects in VET and social dialogue.

Expertise and experience in European policies for VET with extensive management experience in transnational projects.

She was an employers’ representative for several national and international organisations and was a member of the Governing Board of EUROFOUND. She has many years’ experience of working with employers’ associations and developing social dialogue at a national and European level. She is a former Director General of the portuguese employers’ association for Road Transport, a Director General for a training provider(CECOIA) and a Director of the employers’ Confederation for Commerce and the Services Sector. She has represented employers in the National Council of Apprenticeship and has been deeply involved in practical aspects of apprenticeships either through the activity on the training provider and through the research study for the European Commission on the feasibility of an ECVET system for apprentices. Since 2010 she has been actively involved in ECVET’s European network, which supports the European Commission implementation of a European credit system for vocational education and training.



Nicholas FOX
Director
Individual Learning Company

The Individual Learning Company works with public authorities to translate skills policies into operational activities through research, development and delivery of innovative projects. Nicholas has worked in vocational education and training on a regional, national and European level with a particular focus on open and distance learning and micro-finance for learning.

His involvement with apprenticeships includes working for a levy-based sector skills council which supported a network of over 100 apprenticeship group training associations in the road transport sector, as well as a regional training authority responsible for local funding of employer based and college based apprenticeship programmes. Through his restaurant business he has also been a small business employer of an apprentice.



Terence HOGARTH
Principal Research Fellow
IER, University of Warwick

Terence Hogarth is based at the University of Warwick Institute for Employment Research (IER). He has around 30 years' experience of researching UK and EU labour and training markets. He currently leads a programme of research at IER – in conjunction with Dr. Lynn Gambin – that looks at the provision of VET training and the extent of skill mismatches in the labour market. This has included a substantial number of studies that have looked at the provision of Apprenticeship training. Terence Hogarth's recent work has concentrated on the operation of Apprenticeship systems from the perspective of employers and apprentices. Recent studies have sought to estimate impact of changes to the public funding of Apprenticeships in England on employers' willingness to engage in this form of training. He has been looking the supply of, and demand for, STEM Apprenticeships. Since the mid-1990s he has directed the Net Costs / Benefits of Training to Employers series of studies. These studies have provided estimates of: (a) the costs to the employer of training an apprentice and; (b) an indication of the period over which employers can recoup their training investments. He also conducts research on skill mismatches and the extent to which national VET systems are responsive to the signals from the demand side about the skills employers' economically value. Between 2002 and 2008 he was co-editor – with Rob Wilson - of the annual Skills in England publication.

Further details about Terence Hogarth can be found at:
<http://www2.warwick.ac.uk/fac/soc/ier/people/thogarth>



Tamás JANKÓ
Senior Advisor
Ministry for National Economy

Mr Tamás Jankó has been working in the Ministry for National Economy, Hungary, for the VET and Adult Learning Department since May 2014. Previously, as a programme manager, he worked in the Worldbank and PHARE Management Offices of the Ministry of Education, and for eleven years at the Managing Authority for Human Resource (ESF) Programmes. He had supported the programming and implementation, also the monitoring, evaluation and closure activities, while holding responsibilities of the EQUAL Community Initiative of Hungary. Social innovation, integration of the Roma people and transnational activities are still in his fields of interest. Recently Mr Jankó has been engaged with the issue of how to tackle the early school leaving phenomenon and to improve youth employment.

Justyna NOSKO
Project coordinator
PARP

Justyna Nosko works at the Polish Agency for Enterprise Development (PARP) where she initiates and realizes projects for enterprises and employers. She is currently coordinating a project which aims to create a practical tool to measure human capital in enterprises (NKL). Justyna was also responsible for project Train The Trainer, which has been conducted by PARP for 7 years and brought in over 6000 new business trainers. Between 2003-2007 she was working with Phare SSG projects in human resources development field in voivodship of Lodz. Justyna graduated from the Faculty of Law at the University of Lodz.



Robert PLUMMER
Social Affairs Adviser
BUSINESSEUROPE

Robert has been working as an adviser in the social affairs department at BUSINESSEUROPE since May 2012. He is responsible for issues concerning employment, education and migration policy.

Prior to joining BUSINESSEUROPE, Robert worked as a political adviser for the Alliance of Liberals and Democrats for Europe (ALDE) Party between December 2005 and May 2012.

Robert studied at Keele University in the UK and holds degrees in Human Geography and Human Resource Management (BA) and European Industrial Relations and Human Resource Management (MA). Robert is currently studying for a PhD (part-time) at Keele University. He is researching the employer demand for EU migrant workers. This is a comparative study of Sweden and the UK.



Kurt SCHMID
Senior researcher
IBW

University degree in National Economy (University of Vienna)
Since 1998 conducting research at ibw (ibw Austria - Research & Development in VET)
Senior researcher and project manager

Main field of activities:

- ⇒ Empirical studies on initial and continuing vocational education and training
- ⇒ Apprenticeship training (governance, cost-benefits, financing, Know-how-transfer etc.)
- ⇒ Qualification research
- ⇒ Educational flow analyses and projections
- ⇒ International comparative studies on school governance, VET-financing, IVET-systems

<http://www.ibw.at/en/about-us/management-and-team/102-schmid>



Norbert SCHÖBEL
Policy Officer
European Commission

Norbert Schöbel, born 1961 in Munich, studied both political sciences and business management. He started his professional career in Brussels as parliamentary assistant. He then worked for the representation of Rhineland-Palatinate in Brussels and several years for the Committee of the Regions before joining the European Commission in 2002. Since then he was active in different Commission services, particularly in DG Education and Culture, first as policy officer in the field of education, then as Head of Sector for inter-institutional relations. In July 2011, he joined the Directorate-General for Employment, Social Affairs and Inclusion where he coordinated the work of sectoral social dialogue at EU level. Since July 2014 he is in charge of work-based learning and the European Alliance for Apprenticeships.



Jürg SCHWERI

Head of research area
"Strategic Planning of the
VPET sector"
SFIVET

Dr. Juerg Schveri is a professor at the Swiss Federal Institute for Vocational Education and Training (SFIVET). His main research areas are the economics of education and research on vocational education and training. Juerg Schveri studied Political Science and Economics at the universities in Bern and Geneva. In 2005, he received his Ph.d. from the university in Bern in Economics with a thesis on the costs and benefits of apprenticeship training from the firms' viewpoint. Today, he is head of a research unit of SFIVET on the strategic planning of the VPET sector. Juerg Schveri has published widely in scientific journals on topics such as the costs and benefits of training, firms' willingness to train, transitions from school or training to work, and the influence of students' expectations on their educational decisions. He has conducted many projects on VET issues mandated by Swiss authorities. From 2006-2010, he was member of the University Board of the Bern University of Applied Sciences. Currently, he is member of the VET council of the canton of Bern.



Lukasz SIENKIEWICZ

Adjunct associate professor
Warsaw School of Economics

dr Łukasz Sienkiewicz is an Adjunct associate professor at the Department of Human Capital Development of the Warsaw School of Economics. He specialises in human capital development and management and labour market issues. He has always been involved in empirical research, working first at the Institute of Labour and Social Studies and Educational Research Institute in Warsaw, Poland. His research interests include (but are not limited to) human capital development, competency-based human resources management, wage research and analysis, labour market intelligence, skills surveying and forecasting, functioning of public employment services, self-employment and entrepreneurship. Over the last ten years he has been involved in a number of national and international EU-funded research projects, both in management and expert roles, financed under the PHARE, Leonardo da Vinci, ESF, Structural Funds, country-specific Operational Programmes and other sources, where he had a chance to touch upon a number of socio-economic analysis issues.

He currently holds a number of expert roles in the area of labour market, human capital and skills. He is an expert of SYSDÉM network (System of Documentation, Evaluation and Monitoring of Employment Policies) under the *European Employment Policy Observatory* at the DG Employment of the European Commission. He is also a national expert in *Skills forecasting and labour market developments* with CEDEFOP for the period of 2013-2016, a High Level Policy Expert in *Providing targeted advice on ESF support to apprenticeship and traineeship schemes* for DG Employment of European Commission for the period of 2013-2015. On national level he serves as an expert on National Qualifications System (including the development of NQF and National Qualifications Register in Poland).



Stefan SPECKESSER
Principal Economist
IES

Stefan Speckesser is Principal Economist at the Institute for Employment Studies (IES) in Brighton, East Sussex (United Kingdom), specialising in empirical evaluation methodology, programme and policy impacts and the returns to investments in vocational education. His work at IES covers four main research areas in empirical economics and comparative politics, which he has been involved in since 1994:

- Returns to vocational education;
- Analysis of policy impacts (experimental/non-experimental methods with a focus on administrative data);
- Economic impact and cost-benefit analysis (CBA) of employment policy;
- Cross-national analysis of labour market institutions and macroeconomic outcomes.

Stefan holds a Dr. in Economics from the University of Mannheim and a Diplom (equivalent to an MSc) in Political Science from the Free University of Berlin. In previous positions, he worked in academic departments in economics (Dresden University of Technology, University of Mannheim, and University of Westminster) and political science (Free University of Berlin) and international research centres (Social Science Research Centre Berlin and Policy Studies Institute London).



Rien WAGENVOORT
Senior Economist
European Investment Bank

Rien Wagenvoort is a senior economist at the European Investment Bank. He has a doctorate in economics from the European University Institute in Florence. His work focuses on financial economics, banking, capital market, and corporate finance. He has published in a wide range of economic journals, including the Journal of Applied Econometrics, Journal of Banking and Finance, Journal of Econometrics, Journal of Economics, Journal of Regional Science, Oxford Bulletin of Economics and Statistics, and the Review of Financial Economics. Currently, he works on investment appraisals of projects in education and lending to SMEs and Midcaps.



Felix WENZELMANN
Deputy head in the division
“Costs, benefits, financing of
VET”
BIBB

Felix Wenzelmann is researcher and deputy head in the division “Costs, benefits, financing of VET” of BIBB (German Federal Institute for Vocational Education and Training). This division forms part of the department “Sociology and economics of vocational education and training” and has a strong international profile. He holds a diploma in economics (Dipl. Volkswirt; University of Bonn). Prior to joining BIBB in 2007, he has worked as a research assistant at the University of Osnabrück (Chair of International Economic Policy; 2006 to 2007).

At BIBB he works since 2007 especially in the field of costs and benefits of vocational training and is the team leader of the recent cost-benefit study 2012/13 (BIBB-CBS 2012/13). His main fields of research are the economics of vocational education, training and the labour market. He has published work in several peer-reviewed journals (e.g. Labor Economics, ERVET and Journal of Labour Market Research) and participated in several CfP-conferences.



Joachim James CALLEJA
Director

Mr James Calleja has been involved in vocational training since 2001.

Before his appointment as Director of Cedefop in October 2013, he served as Permanent Secretary of the Ministry of Education and Employment (2011-2013) in his native Malta. In 2005 he was entrusted with the setting up of the Malta Qualifications Council where he served as Chief Executive up to December 2010.

Mr Calleja is a graduate of the Universities of Malta, Padua (Italy) and Bradford (UK). In the UK he obtained his PhD from the Department of Peace Studies on a thesis on education and international relations in the context of Kant's political philosophy.

A prolific writer, Mr Calleja has published books and articles and has edited various publications. He is the co-author of the *Malta Referencing Report* of the Malta Qualifications Framework to the EQF and the QF-EHEA.



Pascaline DESCY
Head of Research and Policy
Analysis

Pascaline Descy is Head of Area Research and Policy Analysis at the European Centre for the development of vocational training. She manages a team of experts working in VET policy analysis and research and the identification and anticipation of skill needs in the European labour market.

Her career in Cedefop started in 1997, with a focus on VET research and developing statistics on VET, lifelong learning and skills in Europe. Prior to joining Cedefop, she was a researcher at the University of Liège in Belgium, where she was involved in various action research and comparative education projects in the Department of experimental pedagogy.

Her Expertise lies in European VET and adult learning, skills anticipation and skills mismatch, economic and social benefits of education, training and skills.



Patrycja LIPÍŃSKA
Expert

Patrycja Lipińska has worked at the European Centre for the Development of Vocational Training (Cedefop) since 2005.

She came to Cedefop to work on the policy analysis and report on the progress made by the EU Member States in implementing the European priorities for vocational education and training, agreed within the framework of the Copenhagen process. Since 2007 she has coordinated research and policy analysis on the financing of (vocational) education and training. Her projects focused on demand-side financing of adult learning - cost-sharing approaches, such as training funds, tax-incentives, vouchers, individual learning accounts, loans, training leave and payback clauses. Her current research interest and responsibility lie in the field of governance and financing of apprenticeships.

She holds master degrees in economics from the University of Gdańsk, Poland and the University of Exeter, UK.



Giovanni RUSSO
Senior Expert

Giovanni Russo received his PhD from the Free University of Amsterdam in 1996 then he moved to Utrecht University, where he remained till 2004, to become Associate Professor. He has also taught at Turin University. From 2008 to 2010 he was at the VU University (Amsterdam) with a complementary teaching appointment at Trieste University. In mid-2010 Giovanni joined Cedefop. He is a senior experts working on projects regarding the Benefits of Vocational Education and Training.

He is an applied labor economist and his research interests are: i. labor demand and in particular firms' recruitment behaviour and the way it changes to adapt to changing labor market conditions (in terms of the availability of job seekers and of the types of skills sought); ii. gender differences in labor market behaviour and outcomes with particular attention to career consequences of workers' choices. iii. the impact of stereotypes (context) on workers' labor market outcomes; iii. structural economic change and the growth of the service industries. iv. Benefits of training for individuals, firms and society.

Guy TCHIBOZO
Senior Expert

Guy Tchibozo is a Professor of Educational sciences at the University of Limoges, France. He currently works at Cedefop as a VET expert in charge of Adult learning.
