

Quality criteria of the European Trade Union Confederation (ETUC)

Towards a shared vision of apprenticeship

Bratislava, 2018



GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung

btw

Unternehmen für Bildung.

ETUC=?

- ETUC stands up for the interests of workers in EU
- represents 45 million members from 89 trade union organizations in 39 European countries, plus 10 European Trade Union Federations
- Defends social values on the European scale
- Made a proposal of 20 quality standards in VET as a framework for good apprenticeship in Europe

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

Definition

ETUC Quality Standard:

Apprenticeship schemes should be clearly defined on the basis of the proposal made by Cedefop, the European Centre for the Development of Vocational Training, a specialised agency set up by the European Union

ETUC quality criterion	Yes	No
Is there a clear definition of an apprenticeship at the national and European levels?		

CEDEFOP- Definition apprenticeship

- **“Systematic, long-term training alternating periods at the workplace and in an educational institution or training institutions.**
- **The apprentice is contractually linked to the employer and receives remuneration (wage or allowance).**
- **The employer assumes responsibility for providing the trainee with training leading to a specific occupation“.**

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

2. Regulatory framework

ETUC Quality Standard:

Apprenticeship schemes should be built on stable foundations – on the basis of national law, regulations and/or collective bargaining agreements

ETUC quality criterion	Yes	No
• Is there a regulatory framework for apprenticeships?		
• Does the regulatory framework specify the rights and obligations of apprentices?		
• Does the regulatory framework specify the rights and obligations of employers?		
• Does the regulatory framework specify the rights and obligations of training institutions?		

GEFÖRDERT VOM

3. Social partnership and governance

ETUC Quality Standard:

Apprenticeship schemes should be governed at all levels by a partnership between the social partners (trade unions and employers' organisations), together with public authorities and training institutions

ETUC quality criteria	Yes	No
<ul style="list-style-type: none"> Are the social partners (trade unions and employers' organizations) formally involved in the design of apprenticeship policy? 		
<ul style="list-style-type: none"> Are the social partners (trade unions and employers' organizations) formally involved in the implementation of apprenticeship policy? 		
<ul style="list-style-type: none"> Are social partners (trade unions and employers' organizations) formally involved in the accreditation of companies for apprenticeships? 		
<ul style="list-style-type: none"> Are the social partners (trade unions and employers' organizations) formally involved in the accreditation of training institutions? 		
<ul style="list-style-type: none"> Does involvement by social partners (trade unions and employers' organizations) in governance structures lead to influence over apprenticeship policy-making strategy? 		

4. Equal opportunities for all

ETUC Quality Standard:

Apprenticeship schemes should cover a wide range of different occupations and thus provide employment opportunities for all, men and women alike

ETUC quality criteria	Yes	No
<ul style="list-style-type: none"> Do apprenticeship schemes provide for a variety of training linked to different occupations? 		
<ul style="list-style-type: none"> Do apprenticeship schemes offer opportunities for all and in addition include measures to encourage the participation of under-represented groups? 		

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

5. Equitable cost-sharing between employers and public authorities

ETUC Quality Standard:

Apprenticeship schemes should be properly funded, with equitable cost-sharing between employers and public authorities at regional and/or national and European levels

ETUC quality criteria	Yes	No
• Are apprenticeship schemes supported financially by employers?		
• Are apprenticeship schemes supported financially by public authorities?		
• Are apprentices exempt from paying tuition fees?		

GEFÖRDERT VOM

6. Responsiveness to labour market needs

ETUC Quality Standard:

Apprenticeship schemes should cater for the real employment and skills needs of employers within the framework of sectoral and/or national priorities

ETUC quality criteria	Yes	No
<ul style="list-style-type: none"> Are apprenticeship schemes developed in the light of future employment needs reflecting national and/or sectoral priorities? 		

7. Formal contracts

ETUC Quality Standard:

Apprenticeship schemes should require employers to enter into formal employment contracts with apprentices describing the rights and obligations of both parties

ETUC quality criteria	Yes	No
• Is there a labour contract?		
• Does the contract with the employer cover the following: duration, employer's obligations; apprentices' rights and obligations, learning outcomes, pay, hours, holiday entitlement and termination?		
• Does the contract with the training institution cover the following: duration, apprentices' rights and obligations, learning outcomes and termination?		

8. Personal development and career opportunities of apprentices

ETUC Quality Standard:

Apprenticeship schemes should support the personal development and career opportunities of apprentices

ETUC quality criteria	Yes	No
<ul style="list-style-type: none"> Do apprenticeship schemes make provision for the development of key competences and transversal skills? 		

GEFÖRDERT VOM

9. Pay and social protection

ETUC Quality Standard:

Apprenticeship schemes should ensure that apprentices are paid by the employer, according to collective agreements, or a national and/or sectoral minimum legal wage, for the period of training

ETUC quality criteria	Yes	No
• Do apprentices receive remuneration from the employer, on the basis of collective bargaining agreements and/or the minimum legal wage?		
• Do apprentices receive any other financial support?		
• Are apprentices covered by social protection regulations?		

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

10. Safe working environment

ETUC Quality Standard:

Apprenticeship schemes should guarantee high quality and safe working environments, and the social partners (trade unions and employers' organizations) should be given responsibility for monitoring the suitability of workplaces and for accrediting interested companies

ETUC quality criteria	Yes	No
• Are apprentices covered by health and safety regulations in the workplace, and are these regulations implemented?		
• Are apprentices provided with personal protective equipment, where appropriate, to carry out their training?		

11. Guidance and counselling

ETUC Quality Standard:

Apprenticeship schemes should provide appropriate guidance and counselling for apprentices, both before and during the training process

ETUC quality criteria	Yes	No
• Do apprentices have access to career guidance and counselling services provided by qualified professionals?		
• Do the public authorities produce statistics to show the completion rate for apprenticeships?		

GEFÖRDERT VOM

12. Quality assurance procedures

ETUC Quality Standard:

Apprenticeship schemes should have robust quality assurance procedures

ETUC quality criteria	Yes	No
• Is there a quality assurance system for apprenticeship training at national/regional level?		
• Are training institutions subject to quality assurance inspections carried out by independent bodies?		
• Are companies subject to quality assurance inspections carried out by independent bodies?		
• Are social partners (trade unions and employers' organizations) involved in the evaluation of apprenticeship schemes?		
• Are apprentices involved in the evaluation of apprenticeship schemes?		

13. Solid learning base

ETUC Quality Standard:

Apprenticeship schemes should be built on a solid base of knowledge, skills and competence acquired in the primary and secondary school system

ETUC quality criteria	Yes	No
• Do apprenticeship schemes have specific educational entry requirements?		
• If young people are unable to gain access to apprenticeships, are other measures available to integrate young people into the labour market?		

14. Balance between work-based and school-based training

ETUC Quality Standard:

Apprenticeship schemes should include a strong training component, with a clear majority of learning provided in the workplace and a clear commitment to forward-looking developments within the labour market and society

ETUC quality criteria	Yes	No
• Do apprenticeship schemes provide for a majority of time to be spent learning in the workplace?		
• Do apprenticeship schemes contain guidelines for the coordination of work-based and school-based training?		

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

15. Teachers, trainers and mentors

ETUC Quality Standard:

Apprenticeship schemes should provide good quality training in the workplace, with in-company mentors trained for this purpose, and also within training institutions employing trainers that have up-to-date and appropriate skills. Both mentors and trainers should enjoy good working conditions so that they are able to do their job properly

ETUC quality criteria	Yes	No
• Are teachers and trainers working with apprentices in training institutions required by law to have a formal qualification?		
• Do apprenticeship schemes make provision for the training of in-company mentors?		
• Do apprenticeship schemes ensure that teachers and trainers have access and support to continuing training to carry out their technical and pedagogical obligations both in training institutions and in companies?		

16. Competence based / Duration

ETUC Quality Standard:

Apprenticeship schemes should be competence-based and have a duration which enables apprentices to attain the appropriate standards to work competently and safely

ETUC quality criteria	Yes	No
• Do apprenticeships have a duration consonant with the learning required to carry out an occupation?		
• Do the public authorities produce statistics to show the transition rate from apprenticeship to employment?		

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung



Unternehmen für Bildung.

17. Certification and recognition

ETUC Quality Standard:

Apprenticeship schemes should be certified by competent tri-partite bodies to ensure that the knowledge, skills and competences acquired are recognised within the labour market and throughout the education and training system

ETUC quality criterion	Yes	No
<ul style="list-style-type: none"> Do apprenticeship schemes ensure that social partners are formally involved in the assessment and certification of knowledge, skills and competences required to carry out a recognised occupation? 		

18. Progression

ETUC Quality Standard:

Apprenticeship schemes should offer qualifications which are clearly placed within National Qualifications Frameworks (NQFs), thus ensuring progression pathways to other NQF levels and programmes

ETUC quality criteria	Yes	No
• Do apprenticeship schemes provide for qualifications which are formally recognised within National Qualification Frameworks?		
• Do apprenticeship schemes offer qualifications which provide progression pathways from one level to another?		

19. Recognition of non-formal and informal learning

ETUC Quality Standard:

Apprenticeship schemes should ensure the recognition of knowledge, skills and competence acquired by means of non-formal and informal learning

ETUC quality criterion	Yes	No
<ul style="list-style-type: none"> Do apprenticeship schemes recognise knowledge, skills and competence acquired by non-formal and informal learning? 		

20. Mobility at the national and european levels

ETUC Quality Standard:

Apprenticeship schemes should include provision for the mobility of apprentices at the national and European levels

ETUC quality criterion	Yes	No
<ul style="list-style-type: none"> Do apprenticeship schemes provide opportunities for the mobility of apprentices at national and European levels? 		

www.unions4vet.de

(download)

**A EUROPEAN QUALITY
FRAMEWORK
FOR APPRENTICESHIPS**

A EUROPEAN TRADE UNION PROPOSAL



Contact:

Hans Ulrich Nordhaus
DGB Federal Executive Committee
Department – Educational Works and Policies
Tel.: 0049-30 - 24060 - 382
E-Mail: ulrich.nordhaus@dgb.de

Astrid Gloystein
Antonia Rabente
bfw-Unternehmen für Bildung
Telefon: 0049-2104 – 499-182
E-Mail: gloystein.astrid@bfw.de
rabente.antoniam@bfw.de

GEFÖRDERT VOM



Bundesministerium
für Bildung
und Forschung