



SOME TAKE HOME POINTS

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Opportunities and challenges

- Apprenticeships improve labour market outcomes for youth and should be promoted
 - Promote skill acquisition, facilitate school-to-work transitions, reduce drop-out rates, improve youth employment prospects
- Apprenticeships have a long history – originated in China – but several challenges for ensuring they remain relevant and successful:
 - Ensuring access to high quality programmes
 - Making apprenticeships more valuable for youth
 - Making apprenticeships more attractive to employers



Ensuring access to high quality programmes

- Open to **all age groups**
 - Do not restrict programmes to specific ages, allow flexibility by recognising prior work experience
- Pay special attention to **disadvantaged youth**
 - Provide alternative apprenticeship paths (pre-apprenticeships, recognise work experience)
 - Offer subsidies to employers hiring disadvantaged youth
- Expand coverage to a **broader array of occupations**
 - Including occupations in emerging sectors and those with skills shortages
 - Encourage participation by individuals, including **women**, with more diverse interests



Making apprenticeships more valuable for youth

- Ensure effective **career guidance**
 - Start early!
 - Provide good information on availability and outcomes of apprenticeship programmes
- Offer a **strong training** component
 - With a good balance of generic and job-specific skills to facilitate transition to work and other occupations if needed
 - Integrate with formal schooling so apprenticeships lead to recognised qualifications or certifications
- Ensure **good working conditions** through good governance and proper incentives
 - Make sure pay is competitive and no abuses are incurred



Making apprenticeships more attractive to employers

- Include fully **social partners** in the development and management of apprenticeship programmes
 - Ensure off-the-job training is both relevant to employers and broad enough to be useful to apprentices
- **Reduce rigidity** in training programmes
 - Operate according to **competence-based completion** rather than time-based completion
 - Ensure administrative burden of taking on apprentices is minimised to encourage, in particular, SMEs
- **Share costs** of apprenticeships equitably
 - Apprenticeships can be profitable for employers



Going forward

- Commitment by all stakeholders to promote stronger apprenticeship systems with concrete actions on the ground.
 - Through close partnership between governments, education and training institutions and the social partners
- Taking stock of progress
 - Establishing regular exchange of new initiatives and evaluations of existing measures to strengthen apprenticeship programmes
 - Evaluating alternative ways of delivering workplace training