

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Comité Européen de Coordination (CEC)
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Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|--|
| <input type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input checked="" type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Other: _____ |

Give a short description of **your company / organisation**

CEC's European network situated in Brussels has for aim to develop European partnerships and activities between several organizations having for mission in particular at the regional level the social and professional integration of public in difficulty in the labour market giving them a series of skills (technical, behavioural...), trainings, work experiences matching with the needs of the enterprises and the labour market.

CEC is gathering 22 members representing around 850 associations (vocational schools, training centres, social cooperatives, social enterprises...) in 14 Member States of the EU.

The CEC through its members develop initiatives designed to support young and adult in difficulty throughout an integration pathway that can be summarized into 4 phases: rehabilitation, training, integration, accompaniment towards and into the labour market.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|-----------------------------------|
| <input checked="" type="checkbox"/> Supply | <input type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

To put forward our vision of vocational education, training and apprenticeships focus on low-skilled.

In the current period, where social achievements are being sacrificed or threatened in a number of European countries, to permanently freeze efforts in education, training and apprenticeships would be another blow to the social and economic development of the European area. It is of prime importance that European efforts in the field of training and education become tangible on the ground by ensuring the possibility: of better vocational training, the promotion of basic competences and an effective tackling of early school leaving, a real involvement of businesses in apprenticeships, of constructive partnerships to put in

The European Alliance for Apprenticeships (EAfA) is a multi-stakeholder initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EAfA webpage, and may be used for communication purposes.

place global and lasting solutions, of recognising skills for everyone in order to ensure better anticipation and management of occupational mobility.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

In order to be truly effective, and to meet the needs of the low-skilled whilst taking account of the requirements of the labour market, it is vital that they do not lose sight of the three following objectives:

1. Adapted methodology:

- Continuous guidance and support for the person throughout their training and internship/apprenticeships, if required, during the first months of employment;
- Support that is individual or in small groups, starting from the needs of the learner, through formal or informal training that is more practical than theoretical and centred on the requirements of the labour market.

2. A specific approach:

- The importance of a bottom-up approach: the need to take account of the background, of national and/or regional specificities, of the economic and social realities, of the legal framework.
- The region, the neighbourhood or the micro neighbourhood are often the most appropriate scale to reach people who are dropping out of school or low-skilled by setting up formal or informal training schemes that are centred as much as possible on the learners' needs.

3. A logic of partnership:

- The importance of working in partnership (actors in education, training, the business world, the non-profit sector, public authorities) and to value local actors;
- Increased investment from businesses in the training, of this group by encouraging apprenticeships and offering more workplace internships.

Moreover, the European Union should facilitate the exchange of best practices between Member States and ensure that policies and funding programmes for Vocational Education and Training take account of the specific needs of these target groups.

In this framework of partnership CEC, as a supporting organisation of the "European Pact for Youth – Boosting Business-Education Partnerships for Youth Employability and Inclusion" launched by CSR Europe, will work with the stakeholders of this Pact in 2016 on the development of partnerships between businesses and private vocational training providers for the training and the socio-economic integration of the low-skilled apprentices.

What **partners** will be involved in the initiative?

- σ CEC's umbrellas members : Acfi-Fias, AID, FISSAAJ (Belgium) - AGENTURA RRI (Slovakia) - Barka Foundation (Poland) - Bürgerservice GmbH (Germany) – DGASPC, PROVOCATIE (Romania) – CDJP (Serbia) – EQUA, TRINIJOVE (Spain) - Fondazione Clerici, Scuola Centrale Formazione (Italy) – HITC (U.K.) – INTEGRITY (Bulgaria) - IDF, MEDIALYS, UNI-EST (France) – KEMRVA (Hungary) – Mesogeiakos (Greece) - T.T. Tech.Training Centre (Cyprus).

σ CSR Europe (CEC is one of the supporting organisations of the European Pact for Youth).

Guidelines for completing the template

Pledges are accepted from EU countries, EFTA countries and EU candidate countries.

The pledges should demonstrate concrete commitment and actions that will strengthen apprenticeships when it comes to one or more of the following aspects:

1. Increasing **supply**
2. Improving the **quality**
3. Improving the **image**
4. Enhancing **mobility**

Pledges should not be funding applications or project proposals.

Benefits

By making a pledge and joining the Alliance your organisation can benefit from:

- **Networking** – A European network of apprenticeship experts
- **Learning** – Sharing of experiences and best practices
- **Tools** – Access to guidelines, practical tools and resources
- **Information** – News, reports, funding information and invitations to workshops and events
- **Visibility** – Increased visibility and publicity around your initiatives

Commitment

By making a pledge and joining the Alliance your organisation commits to:

- **Promoting** – Promote the value and benefits of apprenticeships
- **Sharing** – Share learning and practices within the Alliance network and other stakeholders
- **Informing** – Provide information on your activities, results and next steps through an annual online survey

Definition of apprenticeships:

1. Apprenticeships are **formal vocational education and training programmes**;
2. Apprenticeships combine **company-based training** (periods of practical work experience at a workplace) with **school-based education** (periods of theoretical/ practical education in a school or training centre);
3. Apprenticeships **lead to a nationally recognised qualification**.

Most often there is a contractual relationship between the employer and the apprentice, with the apprentice being paid for his/her work.