

# WORK-BASED LEARNING AND DECENT WORK

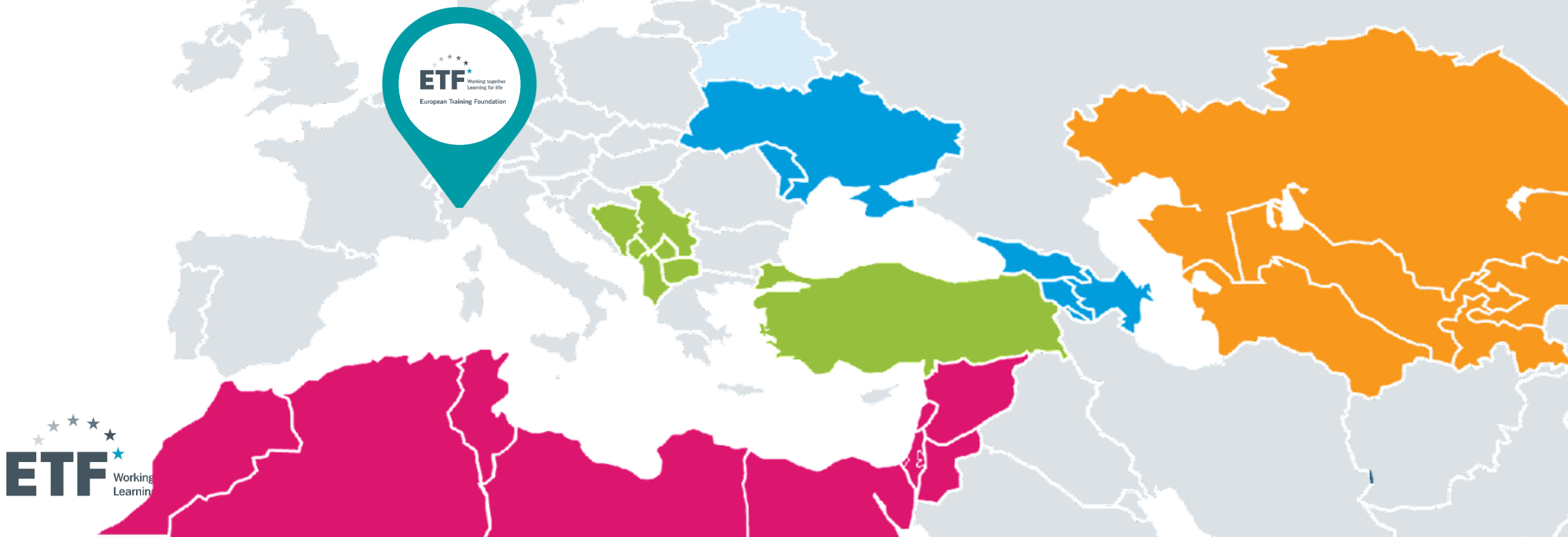
Educaid.be International Conference

2023

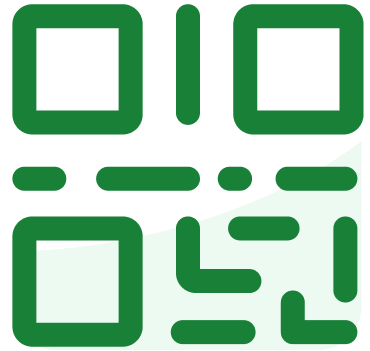
Practical Session 4,

28 November 2023

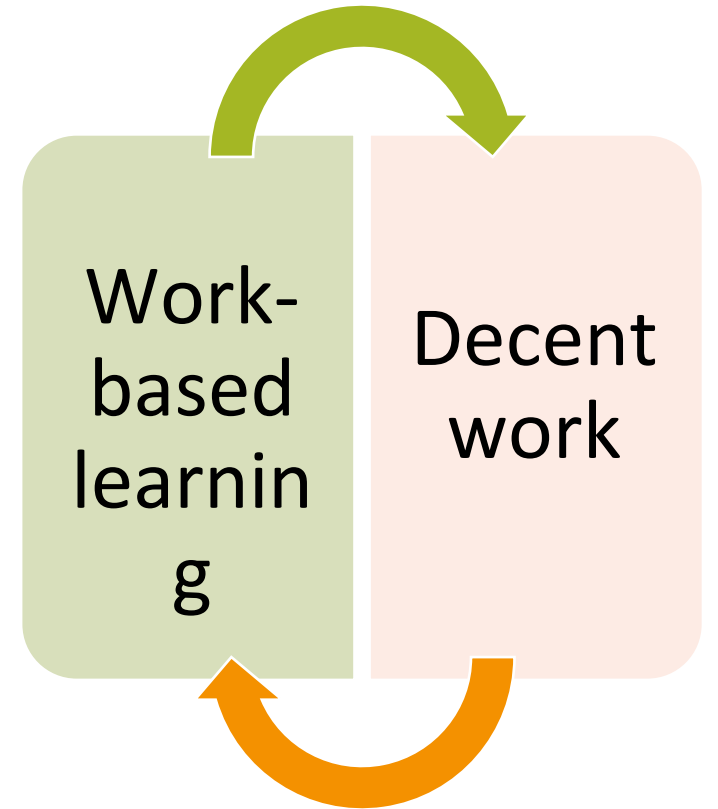
# Where we work



slido



Join at [slido.com](https://slido.com)  
#8931806



① Start presenting to display the joining instructions on this slide.

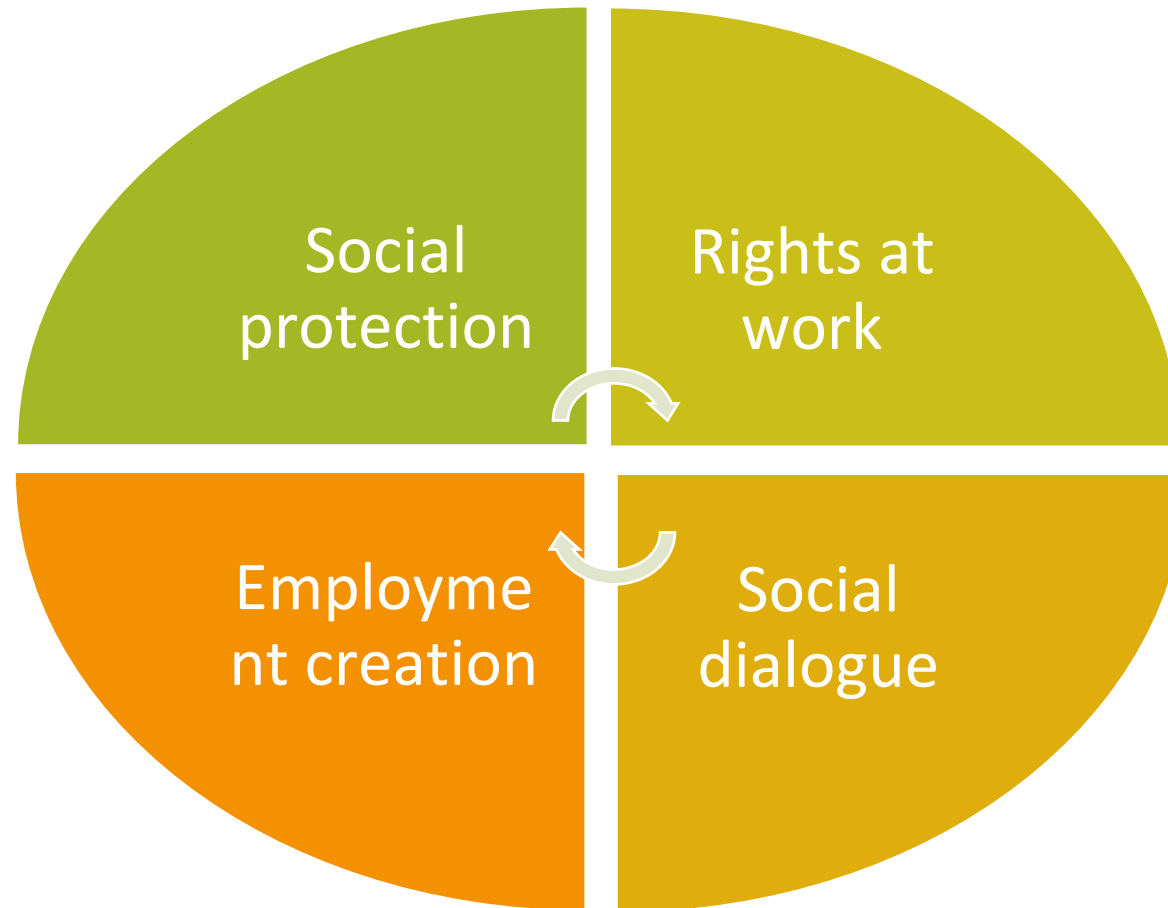
slido



**Where do you see the link between work-based learning and decent work?**

① Start presenting to display the poll results on this slide.

# What is decent work (ILO)?



# What is work-based learning?

## Learning by doing REAL WORK

- through production of real goods and services
- whether work is paid or unpaid
- may (usually) or may not be combined with school-based learning (classroom or workshop).

Classroom-based learning that takes place in an enterprise is not work-based learning!

INVESTING IN  
WORK  
BASED  
LEARNING



# Types of work-based learning

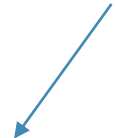
© OECD 2023

» **apprenticeships:** work-based learning is mandatory, accounts for at least 50% of the curriculum and is paid

» **long internships:** work-based learning is mandatory and accounts for 25% to 49% of the curriculum

» **short internships:** work-based learning is mandatory and accounts for less than 25% of the curriculum

+ informal apprenticeships



» **optional work-based learning:** work-based learning is an optional part of the curriculum

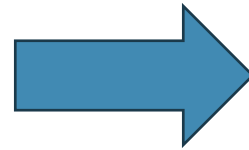
» **no work-based learning** as part of the curriculum.

# Why WBL over times...





# Critical shift in the past 10 years



QUANTITY

QUALITY

# European Framework for Quality and Effective Apprenticeships (2018)



Brussels, 5 March 2018  
(OR. en)

6779/18

---

**Interinstitutional File:  
2017/0244 (NLE)**

---

SOC 117  
EMPL 87  
ECOFIN 203  
EDUC 87  
JEUN 24

## **NOTE**

---

From:	Permanent Representatives Committee (Part 1)
To:	Council
No. prev. doc.:	6348/18
No. Cion doc.:	13161/17 - COM(2017) 563 final
Subject:	Recommendation on a European Framework for Quality and Effective Apprenticeships <i>Adoption</i>

---

# Apprenticeships are understood as...



...formal vocational education and training schemes that



a) combine learning in education or training institutions with substantial work-based



b) lead to nationally recognised **qualifications**,



c) are based on an agreement defining **rights** and obligations of the apprentice, the employer and, where appropriate, the VET institution



d) with the apprentice being **paid or otherwise compensated** for the work-based component



**Written contract**

---

**Learning Outcomes**

---

**Pedagogical support**

---

**Workplace component**

---

**Remuneration**

---



**Social Protection**

---



**Work, health and safety conditions**

---

Learning  
and  
working  
conditions

---

**➔ Regulatory framework**

---

**➔ Involvement of social partners**

---

**Support for companies**

---

**Flexible pathways and mobility**

---

**Career guidance and awareness raising**

---

**Transparency**

---

**Quality assurance and graduate tracking**

---

**Framework  
conditions**

# EU quality Framework for traineeships (2014)

27.3.2014

EN

Official Journal of the European Union

C 88/1

I

*(Resolutions, recommendations and opinions)*

RECOMMENDATIONS

COUNCIL

**COUNCIL RECOMMENDATION**

**of 10 March 2014**

**on a Quality Framework for Traineeships**

*(2014/C 88/01)*

---

**Written agreement**

---

**Learning and training objectives**

---

**→ Working conditions applicable to trainees**

---

**→ Rights and obligations**

---

**Reasonable duration**

---

**Proper recognition of traineeship**

---

**Transparency requirements**

---

**Cross-border traineeships**

---

**Use of EU structural and investment funds**

---

**Application of EU quality framework**

---

# Principles

# ILO Quality Apprenticeships Recommendation, 2023 (No. 208)

ENGLISH



FRENCH



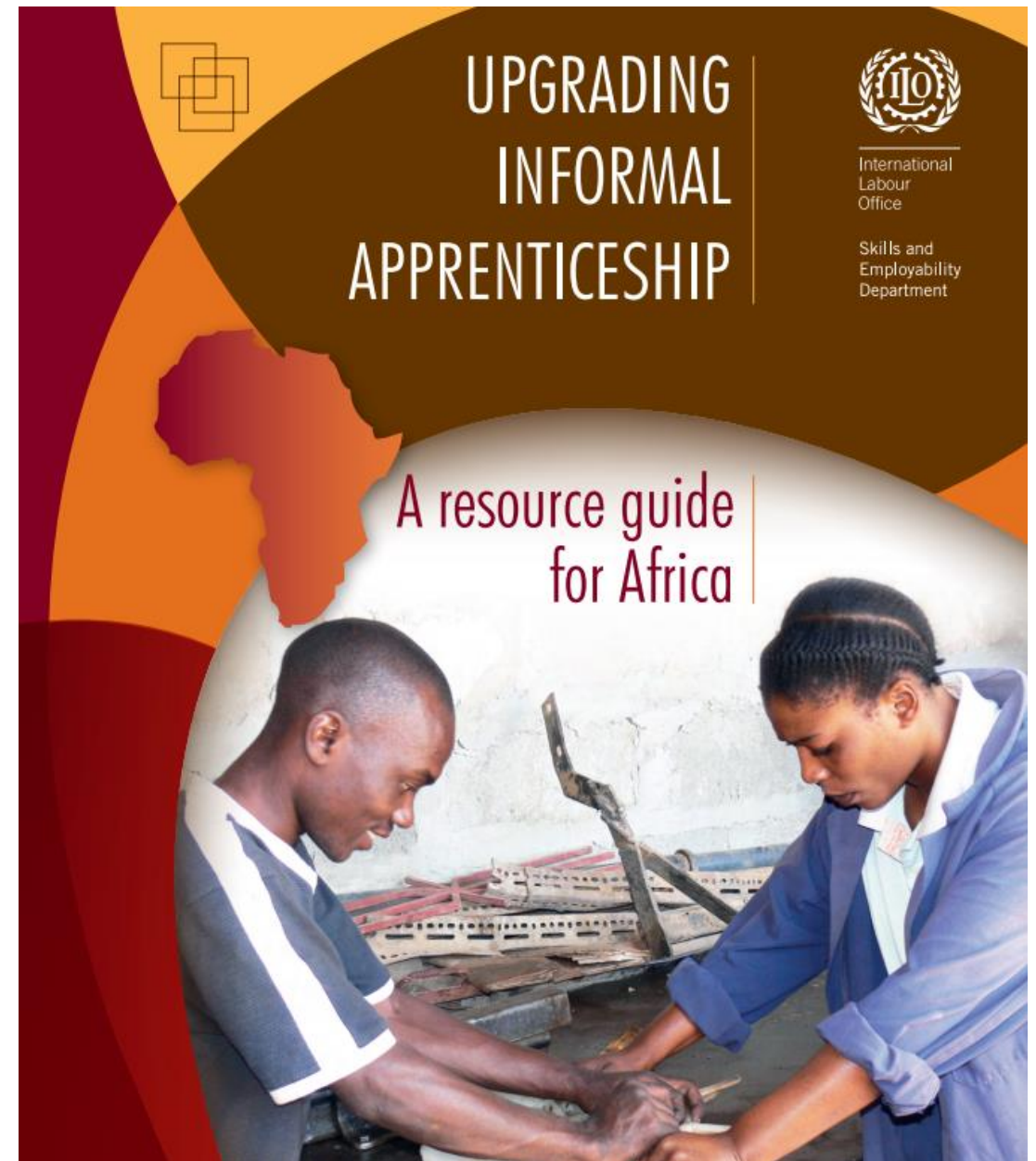
# Recommendation No. 208



- ▶ I. Definitions, scope and means of implementation
- ▶ II. Regulatory framework for quality apprenticeships
- ▶ III. Protection of apprentices
- ▶ IV. Apprenticeship agreement
- ▶ V. Equality and diversity in quality apprenticeships
- ▶ VI. Promotion of quality apprenticeships
- ▶ VII. International, regional and national cooperation for quality apprenticeships

# Upgrading informal apprenticeship. A resource guide for Africa

ILO (2012)



## Section 4: Relevant issues for upgrading informal apprenticeship

### 4.1 Strengthening the institutional framework for higher quality training

*Issue 1: Share knowledge through business associations*

*Issue 2: Enhance access to new skills*

*Issue 3: Monitor and assure training quality*

### 4.2 Financing informal apprenticeship

*Issue 4: Make existing financing mechanisms more effective: contracts and social enforcement*

*Issue 5: Improve access to additional and secure sources of funding*

### 4.3 Practices in informal apprenticeship: Modifying or replacing “bad” rules

*Issue 6: Strengthen gender equality in informal apprenticeship*

*Issue 7: Improve decent work in informal apprenticeship*

### 4.4 Improving linkages between informal apprenticeship and formal systems

*Issue 8: Promote linkages between formal education and informal apprenticeship*

*Issue 9: Promote inclusion in national training system*

*Issue 10: Institutionalize recognition of skills acquired in informal apprenticeship*

*Issue 11: Develop micro- and small businesses and support formalization*

# Informal apprenticeship and decent work

## *Six shortcomings*

- Lack of transparency in apprenticeship contracts
- Poor working conditions
- Risk of child labour
- Unequal access to apprenticeship
- Weak social protection
- Absence of social dialogue

<i>ILO decent work dimensions</i>	<b>WBL and apprenticeships</b>	
	<b>Individual dimension</b>	<b>Collective dimension</b>
<i><b>Social protection</b></i>	Social rights (linked to employment contract or not), health care	Social partners' bargaining covering trainees and apprentices
<i><b>Rights at work</b></i>	Access to education and non-discrimination, less injuries	No child labour, health and safety at work
<i><b>Employment creation</b></i>	Formal contract, decent wage, career development, skills usage, easier transition to labour market	Policies for apprenticeship creation and quality frameworks
<i><b>Social dialogue</b></i>	Apprentices' organisations	Dialogue between social partners with governments

slido



**Where do you see the link between work-based learning and decent work?**

---

**ETF (2018), Work-based learning:  
A handbook for policy makers  
and social partners in ETF  
partner countries**

[https://www.etf.europa.eu/sites/default/files/2018-09/Work-based%20learning\\_Handbook.pdf](https://www.etf.europa.eu/sites/default/files/2018-09/Work-based%20learning_Handbook.pdf)



## Work-based learning

**A handbook for policy makers and social partners  
in ETF partner countries**

---

**ETF (2018b) Work-based learning: How ready are we?  
A tool for ETF partner countries**

[https://www.etf.europa.eu/sites/default/files/2018-09/Work-based%20learning\\_Tool.pdf](https://www.etf.europa.eu/sites/default/files/2018-09/Work-based%20learning_Tool.pdf)



**Work-based learning:  
How ready are we?**

**ETF partner countries**



---

**ETF (2018c), Financing work-based learning as part of vocational education reform: A handbook for policy makers and social partners**

<https://www.etf.europa.eu/sites/default/files/2018-09/Financing%20WBL.pdf>



Thank You!

[lisa.rustico@etf.europa.eu](mailto:lisa.rustico@etf.europa.eu)