

G20 TASK FORCE ON EMPLOYMENT

COUNTRY EXPERIENCES ON QUALITY APPRENTICESHIPS

The summaries were prepared from the information provided by the countries. Additional information is available at the Website

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YOUTH WITH A FUTURE—ARGENTINA

Youth with a Future is a program promoted by the Office of Corporate Social Responsibility and Decent Work of the Ministry of Labour, Employment and Social Security. Its purpose is to make private interests meet with those of society. Companies taking part of Youth with a Future Program are involved in the design of the curricula of their projects and carry them out with their own physical, financial and human resources. They are also involved in the design of a mentoring system for the participants of the program. The companies and the Municipal Offices of Employment jointly carry out of the program and the recruiting process.

The program is coordinated by a Joint Executive Committee (Ministry of Labour and funding companies), whose main function is to assess projects suggested by participating companies. The Ministry of Labour, Employment and Social Security has put together a comprehensive training process that combines the acquisition of technical skills with the development of employability skills. At the same time, companies ensure that this process, takes into account human factors.

The program includes an incentive for the completion of high school diplomas, while it provides practical learning and work-related competencies; at preparing participants for the labour market. It includes a theory stage in a classroom, and a practical stage or on-the-job training that enables participants to acquire the basic skills and competencies required by different occupations. The second stage includes between 50% and 80% of the total and it includes rotation through different positions. Cycles are of 3-10 months.

The program is targeted to youth between 18 and 24 years old. It is also targeted to unemployed youth that have not completed high school, are low-income households, and have not credited professional training or significant work experience. It consists of a qualifying internship, that, even if it cannot be similar to a job, it is perceived as an experience 'between school and work'. The Program includes an incentive to the completion of high school and provides hands-on knowledge in work-related skills.

Conditions for participating employers in the program are to comply with promotion and respect for decent work; the levelling of mandatory studies and permanent training; digital literacy as a mechanism for the inclusion; commit to assign human resources to the selection of participants and the development of a tutor system that encourages the completion or continuation of studies; assign institutional resources and infrastructure to the training sessions; assign financial resources for the co-financing of the training, transportation of students, refreshments and materials during the training period. The participation of companies is approved by the Joint Executive Committee.

During training, participants receive a non-remunerative stimulus monthly allowance, co-financed by the Ministry and the companies. The Ministry assigns an allowance of 30 dollars, plus 10 dollars for transportation and snacks to every participant. Companies assign a minimum scholarship of 100 dollars plus 10 dollars. Even though it is not mandatory, most companies grant participants an equivalent to the minimum wage agreed for the sector.

On-the-job training varies between 50% and 80% of the projected total. Regarding classroom training, even if it comprehends a variety of contents, four are the most frequent pillars: training in safety and health on the job, training in information technology, training in resume redaction and job search, and rights and obligations of workers. Classroom training is in accordance to the specific competencies of the occupations in which the beneficiaries of the program are trained, and to the heterogeneity of the occupational profiles of the projects and is, usually, a preparation for the on-the-job training stag.

The duration of the qualifying experience projects cannot be shorter than three months nor longer than ten months, and they must be designed in a way to comply with a minimum of 396 hours and a maximum of 1320 hours. The time demanded by the qualifying experience cannot exceed six hours daily and 30 hours a week. Youth connected in any of the modalities of the training or who have recently finished a training contract with the company presenting the Project cannot take part of the Program.

Likewise, every young person can participate in one project carried out by any of the companies participating of the Program and can only take part of new projects twelve months after the end of the non-remunerative economic help granted by the Ministry of Labour.

When participants finish the program, they obtain a diploma signed jointly by the Ministry of Labour and the corresponding company, accrediting the participation at Youth with a Future Program. In 2011, 250 young people took part of the program. 59% of them are currently employed. The program addresses the social dimension of the corporate social responsibility with proven results, without including a package of benefits or privileges for the participating companies.

During 2011 two reforms were undertaken in relation to the internship regime: law 26.427 which establishes the system of education internship (technical and college) and Decree 1374/2011 which establishes the general regime for high school educational internships. Given these reforms, students who are in the last two years of high school education can take part of internships in companies of the socio-productive sector, private or public, with a term of involvement of up to 6 months and a maximum of 20 working hours a week, and under the supervision of a tutor. In the case of people under 18, they should have the written authorization of their parents or legal representatives.

Youth with a Future is part of a policy defined as sustainable (6 years of application). Among the main strengths of the Program is the tutor system with company volunteers, the high technical quality of the projects, the acquisition of abilities, the follow-up after completion and a strong change in the corporate culture.

WORK SKILLS CERTIFICATION PROGRAM—ARGENTINA

Moreover, since 2004 Argentina has been developing a Work Skills Certification Program. The main objective of this program is to certify workers according to a given worker's job skills and capabilities at that point in time.

The certification of skills has been promoted by the Argentine MoL, which has developed a list of about 400 occupations as defined by the technical skills required for each. This list has been approved by the corresponding Business Chambers and Unions for each occupation. In this way, we have achieved the public and formal acknowledgement of a given worker's capabilities at that point in time.

This has allowed for the creation of a registry for competency standards, evaluators, evaluating Institutions, and for evaluated workers. We believe this is a good example of coordination between different social actors, institutions of professional training and/or universities and the State for the improvement of skill qualifications and transparency in the labor market.

The most notable achievements of this program to date are that 76,000 workers have been certified, 1,130 evaluators have been trained, and 32 sectorial bodies of certification have been created.

AUSTRALIAN APPRENTICESHIPS—AUSTRALIA

Australian Apprenticeships combine work with training and can be full-time, part-time or school-based. State and territory governments have responsibility for vocational education in their jurisdictions, which includes apprenticeships. Australian Apprenticeships are delivered through a cooperative arrangement between government, industry employers and registered training organisations.

The apprenticeship programme is integrated by the Australian Government Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE); Australian Apprenticeships Centres; State and Territory Training Authorities; and Industry Skills Councils. DIISRTE is responsible for developing policy on support services for Australian Apprenticeships and tendering and contracting organisations to provide those services. Australian Apprenticeships Centres work with State and Territory Training Authorities to provide streamlined support service for employers and apprentices, and to achieve a better participation for Indigenous Australians, people with disability and mature aged workers. State and Territory Training Authorities are responsible of registration and certification of training agreements, registration and monitoring of Group Training Organisation, and Industry Skills Councils to provide accurate industry knowledge to the Vocational Education and Training sector about current and future skills needs and training requirements.

The minimum age varies across state and territories (usually 15 years). Australian Apprenticeships are available to anyone of working age and do not require entry qualifications; these are available to school-leavers, those re-entering the workforce or wishing to change careers.

Conditions for employers to participate in the programme require formal registration before they are allowed to employ apprentices. There are requirements and obligations placed on employers through the legally-binding training contract. Modern industrial awards may also set out different arrangements including release arrangements for off-the-job training, supervision structures, ratios of employees to supervisors, etc.

Minimum wage rates are generally set by the National Training Wage schedule. Upon commencement of employment, trainees are entitled to wage rates reflecting to the highest level of school completed and the number of years since leaving school. Individual employers are free to pay higher wages to attract and retain suitable staff. The rate of pay will be stated in the employment arrangement.

Training Packages specify the skills and knowledge required to perform effectively in the workplace. They do not prescribe how an individual should be trained. The following key principles underpin the development and endorsement processes:

- Open and inclusive industry-driven maintenance, validation and endorsement of Training Packages;
- Strong and clear key stakeholder roles with critical points of intervention and consultation;
- Continuous improvement, with full Training Package reviews where required;
- Highly responsive process capable of meeting industry's needs and priorities for new skills.

Industry Skills Councils' responsibility and accountability for the quality and relevance of Training Packages Each Training Package:

- Provides consistent and reliable set of endorsed components - endorsed by the National Quality Council which is representative of industry, unions, the Australian Government and state governments;
- Enables nationally recognised VET qualifications to be awarded through direct assessment of workplace competencies;
- Encourages the development and delivery of flexible training which suits individual and industry requirements;
- Encourages learning and assessment in a work-related environment which leads to verifiable workplace outcomes.

Australian Apprenticeships operate with a formal Training Agreement between an employer and the apprentice. The Training Agreement outlines the employer's obligation to provide on-the-job training, and specifies the qualification to be achieved by the apprentice. Training can be on-the-job, off-the-job or a combination of both. Registered Training Organisations conduct the off-the-job component of training.

The Australian Government is committed to promoting entrepreneurship. In 2012 Federal Budget, the Australian Government committed 19.4 million of dollars over four years for business skills training and mentoring support for individuals who are seeking to establish a business within two years of completing a trade related apprenticeship. Grants of up to five thousand dollars will be available for 500 people in 2012-2013 and then one thousand people each year from 2013- 2014.

Australia has a National Youth Participation Requirement that requires all young people to participate in schooling to Year 10, and then participate full-time (at least 25 hours per week) in education, training or employment, or a combination of these activities, until age 17. This is not targeted specifically to disadvantaged youth. There is a range of assistance available for Australian Apprentices. Some of these include disabled Australian Apprentice Wage Support and youth Allowance. The Australian Government is also providing support to equity groups through the Australian Apprenticeships Mentoring Program that seeks to improve Australian Apprenticeship retention rates through the provision of approximately 80 million of dollar over four years in grants funding to industry-led applications from professional associations, industry bodies, enterprises and employment-related service providers to support targeted mentoring and assistance to Australian Apprentices.

State and territory governments determine the duration of each Australian Apprenticeship in their jurisdiction.

Australian Apprenticeships leads to a nationally recognised qualification in accordance with the Australian Qualifications Framework (AQF). Some apprenticeship qualifications pre-qualify some workers to apply for licenses to operate in their field, especially in building and construction trade areas.

According to Australia's National Centre for Vocational Education Research the number of apprentices and trainees in-training as at 31 December 2011 was approximately 449 thousand. During 2011 there were 318 thousand commencements in Australian Apprenticeships. Incentives for eligible employers and personal benefits for their apprentices are provided through the Australian Apprenticeships Incentives Program, with the aim of supporting the development of a more skilled Australian workforce that delivers long term benefits. Employers and apprentices can be eligible to receive incentives. The standard employer incentives are 1,500 dollars commencement incentive and the 2,500 dollars completion incentive. Between 1 July 2010 and 30 June 2011, 821 million of dollars was paid to employers and 269 million was paid in personal benefits paid directly to Australian Apprentices.

The Australian Government convened an expert panel to provide recommendations to improve the Australian Apprenticeships system. They found the key challenges for the Australian Apprenticeships system is to overcome low completion rates and enable better responsiveness to skilled labour demand. These reforms will deliver an improved apprenticeships system so that apprenticeships work as an effective pathway to skilled work for more Australians. This will help meet employer demand for trade and technical skills. Reforms comprise a fiscal package, supports the adoption of competency-based progression and comprises a significant support to industry develop innovative models to further competency-based progression through a grants program.

PROFESSIONAL LEARNING—BRAZIL

It is a program instituted by federal law, for the training of adolescents, youth and people with disabilities through an employment contract for a specified time, which brings together theoretical and practical training in companies. This is a special contract of employment for a definite period of maximum two years. The young beneficiaries are hired by companies as apprentices and at the same time they are enrolled in learning institutions recognized by the Minister of Labour. The workload under contract should add the time to the experience of practical work in the company and to learning theoretical concepts taught in the institution of learning.

The programme is targeted to minimum age 14 years and maximum 24 years. For people with disabilities there is no age limit. As this is a vocational training program, the only requirement is that youth attends school. Only employers in the formal sector can participate in this program.

The hour minimum wage is set by law, but many companies offer better conditions. Employers can not hire apprentices without enrolling in programs of technical and professional training relevant to the role for which they were hired. Nor can hire larger number than the quota allowed by law.

Content of the training programme is decided and updated by learning institution that should follow the guidelines of professional education established by the Ministry of Education and register the curricula for the programs in accordance with the standards of the Ministry of Labor. The Professional Learning sets that apprenticeships are in the workplace and outside it, in the classroom or laboratory. Outside of work apprentices must attend between 30% and 50% in classrooms.

Public companies and some government institutions always direct contracts for young disadvantaged or beneficiaries of other social programs, private companies, however, prefer young people with more years of schooling.

The program duration is set according to the training objective. The minimum is 8 months for programs such as cleaning and maintenance, 10 months for professional drivers and passenger loads. But there are programs up to two years when the technical level is higher, such as in healthcare, the nursing technician. Apprentices are certified when they complete the courses and also part if the course has an intermediate output. The apprentices certificated decreases evasion school, and they may continue to study and earn an income from salary, while receiving professional training.

From April 2011 to March 2012, 250,842 adolescents and young were qualified. Average of recent years shows that over 50% of youth who were in a Professional Learning still are in the labor market. There are no subsidies in order to employers hire to apprentices, but only there is the Guarantee Fund for Time of Service that established in 8% rate is lower for the apprenticeship contract for a specified time.

The standards are constantly being improved in order to amendment of legislation that will encourage the person with disability in low-income, young or not, can be inserted in the labor market as an apprentice, who is suspended without the benefit of a minimum wage that receives government, and inclusion of federal and state schools, funded by the government for formation of apprentices and technicians at no cost to the employer, and with high quality. The program has evolved much from the quality control implemented by the Ministry of Labor, through its national registry of programs. Other actions have strengthened the implementation state established as forums for discussions of new proposals from local governments, employers, employees, civil society, and training entities.

TRADES AND APPRENTICESHIP—CANADA

Apprenticeship is a provincial/territorial responsibility. A variety of provincial/territorial departments or agencies responsible for education, labour and training administer apprenticeship programs in their jurisdiction. The industry-driven nature of apprenticeship is reflected in the governance of apprenticeship systems. Every province/territory has an industry board composed of industry and labour that provides advice and oversight. The degree of responsibility given to these boards varies by jurisdiction.

Among Canadian jurisdictions, views on the role of apprenticeship training differ. Some see it as a post-secondary education program, providing an option for Canadians who wish to further their education in a trade and supplying the labour market with skilled workers. For others, it is a labour market development program, providing demand-side training leading to certification to those who are already engaged in the labour market and who have entered into apprenticeship agreements with their employers. Apprenticeship is in reality a hybrid of the two lenses.

Apprenticeship programs are not targeted to any particular age group. However, the median age of new registrants is 25 and the average age is 28. While there are no minimum or maximum age requirements, apprentices must be old enough to legally be employed (16). Conditions for participants to enter the programme require the completion of grade 12 (high school diploma).

All employers can hire apprentices provided that they have the required number of certified journeymen to meet the journey-person-to-apprentice ratio set by the P/T. Employers are also required to provide the full scope of trade activities for the successful completion of the practical component of an apprenticeship program.

Apprentice wages are regulated by P/Ts. The apprentice wage increases as the apprentice progresses through their program. In the first year of their program, apprenticeship wages vary between 40% and 60%. By the last year of the program, apprenticeship wages can vary between 70% and 90%. Wage schedules vary by province/territory and by trade.

Trades which are designated for apprenticeship are governed by regulations under provincial and territorial apprenticeship legislation. These regulations outline the administrative procedures and, in some cases, the standards and conditions of training for specific trades.

The Government of Canada works closely with provincial/territorial apprenticeship authorities through the Interprovincial Standards Red Seal Program to strengthen and harmonize Canada's apprenticeship systems which also supports labour market efficiency. The Red Seal program is recognized as an industry-based standard of excellence in the skilled trades. Apprentices who have completed their training and experienced trades people may challenge the interprovincial Red Seal examination, and if successful receive a Red Seal endorsement on their P/T trade certificate. There are now 53 Red Seal trades in Canada. Over 25 thousand Red Seal endorsements are issued annually. The Red Seal is recognized by employers as a standard of excellence in apprenticeship training and certification and employers rely on the Red Seal as the symbol of a high level of competence in skilled trades.

In the case of Interprovincial Red Seal designated trades, National Occupational Analyses are developed for each trade by a committee of industry subject-matter experts from across Canada. The National Occupational Analysis breaks down all the tasks performed in the trade by fully competent, journeymen and describes the knowledge and abilities required for a tradesperson to demonstrate competence in the trade.

Apprenticeship is an industry-based model of learning that combines workplace training under the direction of a qualified person and technical training that provides the theory to support the workplace training. Approximately 80% to 90% of the apprentice's training time is spent in the workplace under the supervision of an employer, while the remaining time is spent at a training institution for technical, in-classroom training.

The Government of Canada offers an integrated suite of supports to apprentices and tradespeople. National advertising campaigns in support of Federal Apprenticeship Grants promote the skilled trades

occupations in the Red Seal trades as rewarding careers. Other incentive programs at a provincial/territorial level include pre-apprenticeship training programs, which help youth and disadvantaged or unemployed youth acquire the trade skills and study and academic upgrading to enter formal apprenticeship programs.

The nominal duration of apprenticeships varies by program and can last from two to five years. The 'in class' period to provide technical training usually ranges from around four to ten weeks per year. The number of trades or occupations served by apprenticeship varies considerably by jurisdiction. Some trades are designated compulsory, which means that in that province or territory, workers must be certified or registered as an apprentice to work. Others are designated voluntary, which means that workers are not legally required to hold certification or complete an apprenticeship; voluntary trades may still be desired in the workplace. In most jurisdictions and trades, a certificate of qualification is issued when the apprentice's work experience is verified and when the apprentice has passed their final examination that assesses the full scope of the trade (knowledge, tasks/skills and activities).

In 2010, there were 85,470 new registrations in apprenticeship programs for a total of over 400 thousand individuals registered in apprenticeship programs. Approximately 80% of all apprentices are registered in one of the 53 Red Seal designated trades. In 2006, the federal government introduced the Apprenticeship Job Creation Tax Credit (AJCTC) which is a non-refundable tax credit equal to 10% of the eligible salaries and wages payable to eligible apprentices for the first two years (24 months) of an apprenticeship training program in a designated Red Seal trade. The maximum credit is two thousand dollars per year for each eligible apprentice¹. There are similar provincial tax credits targeting employers' participation in apprenticeships.

RECENT CHANGES IN CERTAIN PROVINCIAL AND TERRITORIAL APPRENTICESHIP SYSTEMS SINCE 2009

Saskatchewan, on May 2010, announced amendments to The Apprenticeship and Trade Certification Regulations, which would allow employers to hire additional employees to meet the needs of the growing economy and labour market. Some jurisdictions have opted to administer apprenticeship through a non-departmental agency or crown corporation with industry governance Ontario passed the Ontario College of Trades and Apprenticeship Act in 2009 to establish the College of Trades, a regulatory body that will help modernize the province's apprenticeship and skilled trades system; it will be fully operational in 2013. New Brunswick introduced, in May 2012, the Apprenticeship and Occupational Act that would include an enhanced apprenticeship and occupational certification board which would set general program requirements; designate, rescind and make changes to voluntary occupations; make exemptions to compulsory trades in conjunction with the minister; and determine such things as pass marks and hours required for certification.

¹ The Red Seal Program represents industry's recognition of an interprovincial *standard of excellence* for the skilled trades. Through the Program, candidates who have completed their training and/or work requirements are able to obtain a Red Seal endorsement on their provincial or territorial Certificates of Qualification and Apprenticeship by successfully completing an interprovincial Red Seal examination.

APPRENTISSAGE—FRANCE

The apprenticeship programme is both led by the Ministry of Labour and Employment and integrated to the education system. The Ministry of Education manages the courses content and delivers the qualifications. The possible qualifications of the apprenticeship programme refer to nationally recognised qualifications managed by the Ministry of Education. An apprentice may choose from more than 500 different jobs. The apprenticeship programme combines training in a company, and learning in an apprentice training centre to obtain a professional qualification.

French administrative Regions are responsible for apprenticeship training; they define the possible training offers, related with the local needs. Ministry for Labour and Employment is responsible for enacting rules governing the registration of contracts and defining eligibility criteria, oversight of working conditions in companies and provision of assistance. Consular Chambers are the interlocutor of the employer and the apprentice at the local level. They represent and advise employers, register the apprenticeship agreement and check its lawfulness.

Another alternate training programme exists in France: the professionalization contract. Its main goal is to facilitate the integration of youth in the labour market or to help young people (between 16 and 25 years old) as well as jobseekers and adults in difficulty to find a job through obtaining professional qualification recognized by the National education system or a professional sector.

Youth between 16 and 25 years old can enter the apprenticeship programme. The maximum age requirement may be extended to 30 either to obtain a diploma higher than the former one, or in case the apprentice contract has been broken. The condition of maximum age requirement also disappears if the apprentice agreement is concluded with a disabled person or if it is concluded with someone who wants to start or buy a business and needs to obtain a qualification to do so, for reasons such as the closing down of the company or the employer's misdemeanour.

Any private or public sector employer may hire an apprentice. The only condition is to appoint a supervisor of apprenticeship, who is responsible for the apprentice's training within the workplace. The supervisor must, either have the qualification sought by the apprentice plus a two-year experience, or a minimum of a three-year professional experience in the professional field related to the planned apprentice's qualification. Public employers must pay the apprentice a bonus of 10 % to 20 % more than private sector employers, are not allowed to benefit from the tax credit and have to pay for the off-the-job training.

The apprentice is entitled to a minimum pay, which is set nation-wide and depends on the apprentice's age and the level reached. The salary is lower than minimum wage because of training and supervision costs for the employer². However, some collective bargaining agreements provide for more favourable provisions.

Companies are subject to a requirement to hire apprentices. 3 % of the workforce in companies with more than 250 employees should be apprentices. This threshold was raised to 4 % in 2011 and it will be 5 % in 2015. If this requirement is not met, companies have to pay a gradual tax between 0.05 % and 0.3 % of the gross payroll. Furthermore, companies employing more than two thousand employees must pay another tax of 0.35% of the gross payroll if they do not reach the threshold of 4 % of apprentices. This tax will be increased to 0.6 % in 2015. Companies who exceed the requirement get support from the State: a 400-euro bonus is allowed per additional apprentice (on a full-time equivalent basis).

The content of the training programme is decided and updated by the Ministry of Education. The Ministry organizes and supervise the exams, the courses content -which depend on the qualification-, and vocational qualifications are designed through commissions under direction of the Ministry of education. There are currently 14 professional advisory commissions, corresponding to the major fields of economic activity. These are bodies where employers, employees, government authorities and qualified individuals work together and give their opinion on the creation, updating or abandonment of technological and vocational qualifications.

² People under 18 receive at least 356.42 Euros on the first year, 527.50 Euros on the second year and 755.60 Euros the third year. Between 18 and less than 21-year-old, the minimum pay is 584.52 Euros, 698.58 Euros, 926.68 Euros, on the first, second and third year respectively. More than 21 year old receive at least 755.60 Euros, 869.66 Euros and 1112 Euros; on the first, second and third year respectively.

Training is delivered both on the job and off the job. Off-the-job training at the apprentice training centres depends on the qualification and the learned trade; however this training consists of at least 400 hours per year. Generally, three weeks per months are devoted to on-the-job training, and one week to the theoretical part. During the apprenticeship period the apprentice is considered an employee. Therefore, the hours spent off-the-job are considered working time and he/she is paid for those hours.

One mechanism to promote entrepreneurship is to cancel the condition of maximum age requirement if the apprenticeship contract is concluded with a young person who wants to start or buy a business when a qualification is necessary to manage such a company. Otherwise, after apprenticeship agreement, the young person launching his/her company is entitled to the different incentives related to business development.

There are two provisions to encourage participation in the apprenticeship programme by disadvantaged youth. First, provisions of the *COM Apprentissage 2011-2015*, which is a contract between the State and Regional Councils, aim at scaling-up the participation of disadvantaged youth living in deprived areas (*zones urbaines sensibles*). Second, if an employer hires as an apprentice a disadvantaged youth who benefits from a CIVIS – an agreement concluded with a Local Mission³ allowing a young disadvantaged person, between 16 to 25 years old, to be supported in finding stable employment – he/she may be entitled to a tax credit.

The duration of the apprenticeship programme varies from 1 to 3 years, depending on the level of the qualification and the targeted position. The average duration of an apprenticeship contract is 21 months. For disabled apprentices, the apprenticeship contract may be extended to 4 years. When apprentices complete the program, they get a nationally recognised qualification which gives access to all levels of professional qualifications of the upper secondary and higher education. 79 % of apprentices who graduated found their first job within three months, and 90 % within six months.

Around 288 000 apprenticeship contracts were concluded in 2011 and 420 000 young people were in an apprenticeship programme in December 2011 (In addition, 173 000 professionalization contracts (another form of alternate training) were signed last year).

The Ministry of Labour and Employment provides incentives for employers to hire apprentices. Those are for instance punctual public subsidies lasting between 6 months and one year and consisting in the compensation of social security and pension costs still due by the employer for the hiring of each supplementary apprentice. This incentive allowed the hiring of 34 000 more apprentices and cost 35 million Euros. The State also provides permanent public subsidies: companies employing more than 250 employees are subject to a bonus/penalty regulation. In the context of the *Grand Emprunt* an amount of 500 million Euros is dedicated to innovative projects in the apprenticeship programme: 250 millions are devoted to the development of the apprenticeship programme and 250 millions to the accommodation of apprentices. With the *COM Apprentissage*, an agreement between the concerned Regional Council and the State, the government has delegated 1.7 billion Euros to the Regional Councils.

The French Government and the Regions have undertaken to halve within five years the number of young people entering the labour market with no qualification. The objective set regarding apprenticeship is to raise the number of apprentices to 500 000 in 2017. Several lines of action have been decided:

- Get social partners in professional branches to commit on scaling-up apprenticeships;
- Make sure that in the context of the future *contrat de génération* (a measure under debate to increase the employment of youth and seniors), agreements in companies with more than 300 employees include apprentices hiring;
- Ensure a better promotion of apprenticeship offer;
- Further develop apprenticeship in vocational schools;
- Further develop apprenticeship in the public sector, especially in local authorities and in hospitals;
- Reshape the different incentives for employers to hire apprentices.

³ Local public service for young people, addressing all integration difficulties: employment, training, careers guidance, mobility, accommodation, health, and access to culture and leisure.

DUAL TRAINING—GERMANY

Dual training is a permanent programme regulated by the Vocational Training Act, the single nationwide framework for vocational training. In addition there are other labour law provisions which are binding for vocational training and further training.

The Federal Ministry of Education and Research is the lead and coordinating federal government ministry responsible for vocational training, and for any ordinances governing further training. The Federal Ministry of Labour and Social Affairs is responsible for the promotion of training as well as for vocational guidance, career counselling and placement into training. Generally the initiative for the creation of new and the modernisation of existing recognised training occupations is taken according to a regulated procedure involving the responsible ministries, employers' associations, trade unions and the federal states. The training regulations are harmonized in regard to their content and time frames.

Dual vocational training courses are generally intended for young people. There is, however, no statutory age limit. Due to the rapid technological, economic and structural changes, the approximately 345 dual vocational training courses in Germany are adjusted on an on-going basis to the requirements of the labour market; in the last 7 years over 100 vocational training courses were updated.

Dual vocational training takes place mostly in the training company for 3 to 4 days a week, while the apprentice attends part-time vocational school for 1 or 2 days. The apprentice and the training company conclude a vocational training contract regulating the training relationship, so that the companies are required by law to give the apprentice time off from work to attend vocational school. While apprentices acquire practical skills at the company, they will acquire theoretical knowledge at the vocational school, supplemented by general education subjects. The curricula for these two places of learning are coordinated in terms of content and time frames in the company training plan and the training plan of the vocational school.

Disadvantaged youth participate in the apprenticeship programme through ESF Programme Vocational Qualification Perspective. This is done by improving regional structures so that young people succeed in making a smooth transition from school to vocational training.

The duration of the vocational training courses for recognised training occupations is either 2, 3 or 3.5 years; the duration of the majority of occupational training courses is 3 years. Upon application by the apprentice, the duration of the training course may, if necessary, also be extended, so that he can successfully complete the training course. Dual training, as of 31 December 2010, has had 1,508,328 apprentices.

The German vocational training legislation was last updated and completely modernized in 2005. In the framework of this modernisation the legislator has defined the areas of competence of the different players involved in the vocational training system and approximated them; strengthened the voluntary international component of dual training and made the legal bases of the Federal Institute for Vocational Training much leaner, in particular its committees, in terms of the number of committees, but also in view of the number of members.

With the exception of the new regulations governing modular training, which have not led to a significantly expanded application of this contract model so far - contrary to the expectation of the legislator-all essential regulation targets have been achieved after the expected respective adjustment period. No fundamental problems have been reported by practitioners so far.

APPRENTICESHIP TRAINING SCHEME—INDIA

Apprenticeship Training Scheme is initiated and monitored by Directorate General Of employment and Training, under Ministry of Labour and Employment. Its main objective is to regulate the training of apprentices in the industry by utilizing the facilities available for imparting practical training with a view to meeting the requirement of skilled manpower for industry itself. Each State has State Apprenticeship Advisers who are responsible for implementation of Apprenticeship Training Scheme in the State Government Undertakings/ Departments and Private Establishments.

Apprenticeship Training programs for Engineering Graduates, Technicians and Technicians are implemented by Department of Technical Education in the Ministry of Human Resource Development through four Boards of Apprenticeship Training. Training comprises Basic Training, Practical Training and Related Instructions as per prescribed syllabus for each trade. Basic Training & Related Instructions are conducted in Basic Training Centres (BTCs) or Related Instruction Centres (RICs) set up within the establishments or in a BTC or RIC set up by the Government.

The programme is targeted to person above 14 years of age; there is no upper age limit. Conditions for participants to enter the programme are that they complete standards of education and physical fitness. Conditions for employers to participate in the programme are they should have training facilities as well as ratio of apprentices to workers other than unskilled worker for the trade. Further they shall have to provide the apprentice with the training in his trade; to provide adequate instructional staff, possessing such qualifications as may be prescribed for imparting practical and theoretical training, facilities for trade test of apprentices; and to carry out his obligations under the contract of apprenticeship signed between the employer and apprentice.

There is a minimum pay that apprentices receive during the Apprenticeship Training Scheme. Apprentices receive 1,490 rupees in the first year; 1,700 rupees in the second year, 1,970 rupees in the third year and 2,220 rupees in the fourth year. The expenditure on stipend for trade apprentices is borne by the employer. The rates of stipend are fixed at national level and these are uniform for all trades. At present there is no obligation on the part of employer to offer an employment to apprentices.

Content of the training program is decided and updated by government in consultation with the Industry. Under the provisions of the Apprentices Act, 1961, the apprenticeship training is provided on the job in industry by the employer and off the job training is provided in basic training centres setup by the Government or Government Industrial Training Institutes.

At present there is no such mechanism to promote entrepreneurship directly. Apprenticeship seats in the establishments are reserved for the disadvantaged youth. Youth of informal sector can also participate in apprenticeship training if they fulfil the prescribed qualifications.

The duration of apprenticeship training varies from 6 months to 4 years, depending upon the trades. In case someone wants to participate in apprenticeship training in another trade, he/she can participate in apprenticeship only after completion of training in existing trade. When apprentices successfully pass the All India Trade Test, receive the National Apprenticeship Certificate, which is recognized nationally and internationally.

During 2011, 201 thousand apprentices were trained. About 60% persons were hired. It should be noted that there is no incentive to hire apprentices.

The Apprentices Act, 1961 which regulates the Apprenticeship Training programme in India, is being amended at present with a view to enlarge its scope and encourage employment of apprentices at the end of their training. Further, this Ministry is planning to reform the regulation concerning apprenticeship training in order to bring large number of establishments and sectors of economy under the ambit of the Act.

Apprenticeship Programme ensures quality training to apprentices by utilizing the existing infrastructure. It provides opportunities for the school drop-outs to acquire skills and gainful employability.

FIXED-TERM ON-THE-JOB TRAINING PROGRAMME—JAPAN

The Fixed-term on-the-job Training Programme is not categorized into education system generally. It is supposed that matters of Fixed-Term on-the-job Training are administered by Ministry of Health, Labour and Welfare. It is targeted to persons who lack of human resources development opportunities such as job hopping part-timers or new graduates. (Except persons who worked in the same area as training as a regular employee more than three years continuously within last five years). It does not aim to train entrepreneurs.

The necessary conditions for employers to participate in the programme are to meet certain conditions such as obtaining accreditation of a company's training plan by the Director-General of prefectural labour bureau to implement the Fixed-Term on-the-job Training Programme. A training implementing company produces a training plan and the Director-General of prefectural labour bureau accredits it, which it is combined with on-the-job-training and Off-job-training. Off-JT will be implemented by private educational/vocational training institutions.

Human Resources Development Promotion Act prescribes that workers including young people's vocational abilities shall be promoted by way of ensuring opportunities for them to receive the necessary vocational training and educational training. Training period of the Fixed-Term on-the-job Training Programme is between three months and six months in principle (able to extend to one year in particular occasion). After the completion of the Fixed-Term on-the-job Training Programme, the trainees receive the Job Cards. The trainees will tackle on job seeking activities utilizing "Job Cards" if necessary. Wages are paid by training implementing companies to trainees. The wages are treated in the same way as wages in general employment contracts.

The number of trainees who completed the Fixed-Term on-the-job Training Programme in 2011 is 2,815. Approximately 70.7% of them were employed as regular employees.

The Fixed-Term on-the-job Training Programme has been improved in expansion of targeted trainees and so forth. Review and improvement that contributes both employers and employees will be considered continuously.

The Fixed-Term on-the-job Training Programme is implemented by respective enterprises. Therefore, Ministry of Health, Labour and Welfare, Japan has no actual cases of the training in detail. The Ministry is disseminating the "Job Card System" including the Programme in cooperation with relating institutions such as the Public Employment Service.

WORK-AND-LEARN TRAINING PROGRAM—KOREA

Work-and-Learn Training Program is an independent program, not included in the educational system, managed by the Ministry of Employment and Labour. Employers' organizations representing large or small companies sign agreements with universities. Participating Small and Medium Enterprises (SMEs) take the leadership in designing the courses, and company-contract departments are formed in universities. 50% of the training is provided as in-house on-the-job training to make sure industry demands are met. Theoretical and general education is provided by the participating universities. The universities that have signed agreements with businesses or employers' organizations certify whether the trainees have completed the course.

The program doesn't target specific age groups since any current employee with a high school diploma can participate. However, since those who have just graduated high school and joined the workforce are most encouraged to participate in the program, we can say those in their 20s (ages 19~20).

Any employee with a high school diploma working for the participating businesses can enter the program if he/she has the recommendation by the business. Businesses that desire to participate in the program should sign an agreement with the operating agency of National Human Resources Development Consortium, which implements joint training for different industries and sectors. Currently, there is only one operating agency: Korea Digital Enterprise Association. Since the program is on a pilot stage, only employers that have signed an agreement on joint training with Korea Digital Enterprise Association can participate in the program. Participation will be restricted to businesses with employment insurance for the time being.

There is no statutory amount of pay an apprentice can receive. The pay follows the wage system of each participating business. However, employers are required to promise apprentices in advance that they will be given at least the wages of university graduates once they complete the program.

Company-contract departments are formed based on the agreement between employers' organizations and universities with training courses designed under the leadership of SMEs. About 50% of the courses are provided in the form of structured on-the-job training and are updated annually (during the courses if necessary) through consultations between participating businesses and university professors. Field trainers of participating businesses provide structured on-the-job training within their premises. Universities provide theoretical and general education outside the premises of businesses (remote training). Participating university professors check whether the training is working smoothly by giving exams, etc. or by communicating with field trainers. The Ministry of Employment and Labour regularly monitors S-OJT through its own agency (HRD Korea).

There is not any specific provision encouraging participation by disadvantaged youth. However, in an environment where more than 80% of youth choose to continue their study in universities, most of employees with a high school diploma would probably have chosen to join the labour market because of financial difficulties. And most participants of the program come from this group, meaning a great majority of the participants are disadvantaged youth.

Considering the obligatory military service, the maximum duration of the program is 7 years (should complete the program within 8 semesters). A person can be enrolled in the program only once. When apprentices complete the program, they can earn a degree (not a certificate).

Since the program was implemented at the beginning of 2012, it will be observed how works, and then consider reforms later on. To implement an industry-led apprenticeship, Korea has to make some adjustments to the existing company-contract and credit bank systems. And in the process, we found it difficult to consult with the relevant ministry (Ministry of Education). In addition, since it was a new program, looking for businesses that were willing to participate was also a challenge because they were very cautious about making a long-term investment in training.

NATIONAL SCHOLARSHIP PROGRAM FOR INTERNSHIPS—MEXICO

The program is under the supervision of the Secretariat of Education (SEP, for its acronym in Spanish), through the Under-Secretariat for High-School and Vocational Education (Subsecretaría de Educación Media Superior, SEMS). Its main objective is to facilitate transition of youth from school to the formal labour market, thus, thwarting phenomena such as increasing juvenile delinquency and school drop-out, among others. The program is operated by the General Directorate for Job Training Centres (DGCFT) of the SEP.

The target population of the program is young students (26 years old or younger) in their senior year of high-school in a Public Education Institution or who are enrolled in any training course of over 80 hours at a vocational school managed by the General Directorate for Job Training Centres of the SEP. Participants must have completed their first two years of high-school or vocational school at a Public Education Institution.

Any company that wishes to participate in the programme must register on-line at www.becaspasantia.sems.gob.mx. Being registered in the Federal Registry for Taxpayers (RFC) is not a requirement for companies to participate.

The amount paid to the students by companies is voluntary. However, the Secretariat of Education gives the students a grant, which is independent from any remuneration that the company may provide. Employers are not required to hire participants.

Every institution under the General Directorate for Job Training Centres of the SEP (Centres for Industrial Work Training (CECATI) and Training Institutes) defines its own training program. The General Directorate for Job Training Centres of the SEP is aimed at generating human capital that satisfies the needs of the manufacturing and the service sectors. To that end, it is responsible for defining job training programs at the 198 Centres for Industrial Work Training (CECATI). It offers 207 training courses in 55 fields of 17 economic areas.

The General Directorate for Job Training Centres and other Public Education Institutions promote entrepreneurship through a specialization course in Microbusiness Administration. This course is part of the “Entrepreneurship Program” offered by CECATI and Training Institutes which provides students skills and knowledge to operate and consolidate a microenterprise.

The “Entrepreneurship Program” aims to generate employment and self-employment, combating informal economy and supporting disadvantaged communities. The main lines of action, in addition to the specialization course, are fostering business incubators and facilitating contacts through congresses and associations of entrepreneurs who are former students of the training institutions of the General Directorate for Job Training Centres.

The program itself is directed to groups in a disadvantaged condition. In addition, applicants not currently studying and unemployed may be eligible to the Scholarships for Training and Internship Program, coordinated by the General Directorate for Job Training Centres.

Internships may be one to six months long. Students may only participate only once. After completing the internship, students receive a certificate of the work experience acquired in the field. In some cases, companies hire participants. Over 12, thousand scholarships were granted to high-school and vocational school students in 2011.

Currently no reforms are being considered for apprenticeship programs. However, every year the SEP directs efforts to strengthen its programs.

THE ORGANIZATION OF IN-DEPTH TRAINING FOR GRADUATES OF PROFESSIONAL TRAINING EDUCATIONAL INSTITUTIONS—RUSSIA

The Ministry of Labour and Social Protection together with job placement services implements measures to organize training for graduates of professional educational institutions to provide graduates an opportunity to gain practical skills and master new technologies, forms and methods of work organization at the workplace. This in-depth training has been carried out since 2009 within the framework of regional programmes providing additional measures aimed at reducing the tension in the national labour market. However, these regional programmes were an anti-crisis measure and thus temporary. From 2012, this measure is only implemented in entities with a tense situation on the labour market.

In-depth training participants are citizens aged 17-29 years from among graduates who completed studies in institutions of primary, secondary and higher professional education no more than one year before. Programme participants are graduates of all levels who have applied to an office of job-placement service in order to seek a suitable job.

The in-depth training is organized by employers who are registered as legal entities, farms, individual entrepreneurs. An employer, who faces difficulties in the selection of suitable employees, may apply to an office of job placement services to have workers selected according to existing needs.

The wages for trainees are not below the minimum wage established by the federal law. When working on a part-time basis, employee's wages are calculated pro rata to the duration of working time or depending on the amount of work he/she performed. The period of training shall not exceed six months.

The training programme contains requirements for the results of the graduates training, the structure and content of the training and the conditions of the course. The requirements for the results of training are that it must indicate the type of professional activity and a particular working place, a description of the objective, its connection with the qualification which has been gained. Requirements for practical experience and skills obtained during the training are described; the knowledge acquired within the course i.e. the basis for the formation of skills and acquisition of practical experience is indicated.

The "Requirements for the structure and content of training" section includes the list of topics and the content of the training. The list of topics discloses the sequence of topics studied in training, directly related to the functions of the workplace to be mastered. The content of training is developed taking into consideration training material, types of work to be performed and training reporting forms. Section "Requirements to the terms of the apprenticeship" includes recommendations for planning and organising independent work in the course of apprenticeship, including tasks for independent work of two types: independent work on the workplace, independent work on the workplace according to the assignment given by the coach; recommendations on the implementation of the final control of the results of coping with the training, which specify the main forms and methods of final control of the results of the training. Before the start of training, graduates should be familiarized with the content of the apprenticeship programme, as well as with the expected results.

Graduate training is organized as production (labour) activities of its participants on the workplaces which have been created or selected by the employer in accordance with the acquired qualifications.

Employers develop the programme, content and expected results of training, and assignment for the training, monitor the implementation and conditions of trainings, including the requirements of labour protection, and life safety and appoint coaches; organize the process and evaluation of the development of professional competencies and provide safe working conditions. The training is conducted by an experienced worker of the organization, a coach who can teach practical skills both individually and in a group.

Support and promotion of entrepreneurship among the population, including graduates of professional educational institutions, are rendered within the framework of other programmes implemented by the Ministry of Labour of Russia and authorities of the Russian Federation.

Employers organizing training, including those relating to groups of disadvantaged youth, are provided with partial reimbursement of the trainees' labour costs in the amount not exceeding the minimum wage per month, increased by the amount of insurance premiums to the state extra-budgetary funds; payment for coaching in the amount not exceeding half of the minimum wage per month, increased by the amount of insurance premiums to the state extra-budgetary funds.

The training ends by issuing a document to certify the process of apprenticeship. The form of the document is determined by the organization itself. The document is certified with the seal of the organization.

In 2010, 415.7 thousand graduates, and 381.5 thousand graduates in 2011 applied to the centres facilitating job placement of graduates. 394.2 thousand Graduates of 2010 and 248.8 thousand graduates of 2011 were hired with the assistance of these centres; 94.8% and 65.2% of graduates who applied to these centres, respectively. In 2009-2011, more than 219 thousand of graduates of professional educational institutions of all levels were trained as apprentices. The level of employment of graduates amounts to about 92% of the number of training participants, 71% of trainees are employed in permanent jobs in the professions they learned in training.

Ministry of Education and Science has sent its proposal to the Ministry of Labour and Social Protection, suggesting including practical training of students in their major skills in the curricula of general educational institutions of professional education of all levels.

APPRENTICESHIP PROGRAM—SAUDI ARABIA

In Saudi Arabia, the apprenticeship programs are considered to be a new concept which is introduced in 2002 as a part of the National System for Joint Training. These apprenticeship programs last from a couple of months to two years and are divided in two parts. The first part is basic and theoretical training, which comprises 25% of the duration of the program. It is executed in the educational and training institutes. The second is practical, which comprises 75% of the duration of the program is executed in the workplaces. The Technical and Vocational Training Corporation (TVTC), the Ministry of Labour (MOL), the Human Resource Development Fund (HRDF) and the Council of Saudi Chambers (CSC) are the four pillars on which the apprenticeship program stands. The apprenticeship program is determined and approved according to the national occupational standards with the participation of the private sector for about 90 professions.

Training programs are addressed to the non-qualified Saudi youth, mainly intermediate and high school graduates. Apprenticeship Programs require applicants to fulfil minimum conditions, which include age, nationality, and minimum qualification (as per the requirements of the profession); applicants should not be registered for a training program before. The conditions for participation of the private sector are to accredit practical training site, apprentice recruitment, register an apprentice in social insurance, and contribute partially in financial allowances for the trainees. The participation is restricted not only for formal sector employers but also to those who had graduated from Technical and Vocational Training Corporation training units.

The duration of the apprenticeship program is formally regulated; the minimum duration is three months, and the maximum 20 months. For an apprentice who has completed an apprenticeship program and would like to change profession, he/she needs to wait at least five years to reapply for another apprenticeship program. During the training period, apprentices receive 1500 Saudi Riyal.

When apprentices conclude the program successfully, they are certified and receive a qualification that helps them enrol in the working environment with high competent level of proficiency. From 2002 to 2011, there have been 45 thousand participants in the apprenticeship programme.

In addition, the Apprenticeship Programme encourages participation of disadvantaged youth, through the Riyadh Institute. The Riyadh Institute is considered a special mechanism to promote entrepreneurship in Saudi Arabia and is supervised by Technical and Vocational Training Corporation. Moreover, the loan and Saving Bank contributes to the support of small and medium-sized enterprises.

Currently, Saudi Arabia has been planning to revise and reform the regulation concerning apprenticeship. There are several initiatives by Technical and Vocational Training Corporation, and Human Resources Development Fund to improve regulations and methodology to make it more flexible and stimulate the private sector.

Currently, the training period of an apprenticeship programme is not very long and is convenient for the employer where the trainee can gain the appropriate technical skill needed to become a productive employee, and it is considered as a safety valve for the private sector and great mechanism that support the Saudization policy.

Apprenticeship programs should enable trainees to run their own business. In case there are no job offers it will then be a lot easier to encourage the graduates to become entrepreneurs. The apprenticeship program should mainly focus on acquiring the competencies, skills and knowledge needed to become a qualified technician or skilled worker in the specific field. However, modern vocational training should be delivered in such a way that the trainees learn about the relevance of each topic within the business- or work-process.

WORKPLACE TRAINING MODULES—SPAIN

Training Modules in the Workplace are included in formal training as part of the education system. These are mandatory practices to all vocational training students must have to complete their training period and get their academic qualification whether of medium or high level. The content of vocational education system are classified as specific professional modules of the initial vocational qualification programs; intermediate level training courses (2 years); higher-level vocational training (2 years), and specialization courses. There are about 150 titles, organized into 26 groups of professions that may be intermediate or advanced level. Teaching content must meet the requirements for a professional profile. Professional modules have a variable length in order to allow the people reconciliation between learning and other activities and responsibilities. The curriculum includes always a professional training module in workplaces. Passing this module is a prerequisite to obtain the medium or high level academic qualification (or title). This module has a formative nature, so it implies no contractual relationship between the student and the company. Those accrediting work experience related to the professional studies they are following can be exempted.

There is no age requirement to access the workplace module but the student must have passed academic module so the minimum age is 17 for intermediate training cycles. In case of higher-level cycles, the access will be between 19 and 20 years.

The training complies with the conditions laid down in the "training program", previously agreed between the school and the workplace. It contains the tasks and activities carried out by the student. Training takes place physically in the workplace. There is a tutor at the centre of studies and an instructor in the workplace. Both are responsible of supervising and monitoring training activities.

The design of vocational training aims to strengthen the entrepreneurial spirit. When apprentices finish the module get a certification of the corresponding training cycle.

In the case of training cycles which have been adapted to the Organic Law of Education (LOE), the duration of the module *On the Job Training* is 400 hours. Otherwise, the duration is usually between 350 and 700 hours depending of each cycle.

For students of the repealed Organic Law of the Education System (LOGSE) training cycles from 1200 and 1400 hours, the practices take place between September and December of the year following the initiation of the training cycle; for students of LOGSE training cycles 2000 hours and LOE cycles, practices take place in the first half of the second school year, usually between March and June.

The number of people enrolled in the academic year 2010/2011 on vocational training courses amounted to 664,357.

CONTRACT FOR TRAINING AND LEARNING—SPAIN

It is not part of the education system. This is a program aimed at the professional qualification of workers in alternation, and it emphasizes the promotion of self-employment and entrepreneurship among young people, focused in workers with gainful work activity in a company, which training could be delivered under a system of vocational training for employment or under the education system. The programme is targeted to workers aged 16 years and under 25 years. People with disabilities and certain disadvantaged groups also participate without age limit

Employers who participate in this program must formalize a written contract before the Public Employment Service. It is open only to companies in the formal sector of the economy. The worker's pay shall be in proportion to the time worked in accordance with the provisions of the Collective Agreement, but in no case less than the minimum wage in proportion to the time worked.

The number of training contracts registered during 2011 was 60,022. Companies benefit from a 100% reduction of employer contributions to Social Security or 75% depending on the company payroll, if it is less than 250 persons or above that figure. Also subsidizes 100% of workers contributions to Social Security throughout the contract period, including extensions.

The minimum contract period is one year and maximum of three years. However, a different duration may be established by Collective Agreements. In this case, the minimum duration can not be less than 6 months and three years maximum.

Spain has been just reformed the rules to favour the use of contract and to promote the employability of young people.

CONTRACT PRACTICES—SPAIN

This is a labour contract practices aimed at facilitating professional practices to those in possession of a university degree or vocational training of medium and higher level or diplomas officially recognized as equivalent or professional certificate programs that qualify for professional practice. The programme is targeted in so far as it is directed at those whose term of completion of education is not more than five years (and seven in the case of people with disabilities).

Participants in the programme must have completed their studies in the last five years. Employers must formalize the written contract stating the qualifications of the worker. The worker's pay in a contract practices will be set in the Collective Agreement, but it cannot be remunerated less than 60% or 75% of the wage agreed for employees who perform an equivalent job during the first or second year respectively. The program cannot be less than six months nor more than two years and may be extended if the initial duration agreed were less than two years.

NOT LABOUR PRACTICES IN COMPANIES—SPAIN

Is a program launched by the Ministry of Employment and Social Security and it is targeted to unemployed young people without work experience, they develop labour practices in companies.

Employers who participate in this program must hold an agreement with the Public Employment Services which must include the screening process of candidates and the control actions and monitoring practices by the Public Employment Services. Young people will receive a scholarship from the company, which should amount to at least 80% of the monthly salary in each period. Young people who have participated in these programs could be hired at the end or during the training, under any type of regulated contract in accordance with current regulations.

APPRENTICE TRAINING SYSTEM—TURKEY

The apprentice training system is integrated in the national education system. As per the Vocational Training Law 3308, fields of profession for apprentice training depends on the board of vocational training. Inclusion of the fields of profession is possible through the proposal of vocational organizations, sector's and social parties, and the approval of the board of vocational training. Programmes are prepared in cooperation with specialists of the Ministry of National Education and the industry.

Apprentice training is offered in 2 stages as semi-skilled worker and proficient worker. Students are offered one-day training per week, and work in the field on the other days of the week. Students are awarded semiskilled certificate or proficiency certificate. Those who are entitled to semi-skilled and proficiency certificates are held exempt from the courses they were taught in their training in case they wish to enrol in vocational education high school.

Apprentice training programmes are open to all citizens older than 15. In order to participate in apprentice training, it is compulsory for the employees to make a contract with a workplace. Apprentice training programmes are opened to public and private sector. It is compulsory to have qualified personnel in the workplace, as necessary measures to protect trainees from occupational accidents and diseases.

The law requires employers to pay no less than 30% of the minimum wage determined for the age group of the student. This payment is secured by the contract. Workplaces have to practice the subjects that contain the majority of works included in apprentice training programmes.

Modular training programmes are prepared through National Occupation Standards issued by Professional Competency Board and the analyses conducted in cooperation with the industry, taking into consideration the National Competencies, and they are updated afterwards. Practical skills in apprentice training are developed in workplace under the supervision of proficient trainers/instructors. Training the qualified workforce needed in business and service fields, keeping vocational knowledge and skills up-to-date, and developing a sense of entrepreneurship through the implemented programmes are the targets of the apprentice training.

In accordance with the Regulation of Vocational and Technical Training, 12 trainees are to start a vocational and technical training programme. However, the number of trainees is not taken into consideration for the courses offered for handicapped, children under safeguard of government, children working in the street, warded patients, those under arrest or convicted.

Apprenticeship programmes begin with a period of trial. This period cannot be shorter than one month and longer than three months. Afterwards, the apprenticeship contract gains permanent status. Period of trial is subject to charge. Level of education for admission to training and the period of apprenticeship are minimum two, maximum four years, determined by the Ministry depending on professions and institutions.

The period of training for those with a higher level of general education (high school and higher) can be shortened up to half of the training. Unless the trainees are successful in education, they still can be awarded a certificate through accreditation with their working period evaluated. If the trainee registers their employment in multiple fields, they have the right to receive certificate in those fields. In 2011, the total number trainees who continue their training is 169, 945.

There is no recent regulation in the legislation governing the apprentice training made in Turkey. The law 6287 put into effect on 30/03/2012 has required amending the Vocational Training Law no. 3308 and relevant regulations.

According to our experience, the implementation of the apprentice training programme, the workplaces that qualify their employees by training should be supported; employers should contribute to training according to the capacity of their establishment; training should be continuous within the scope of lifelong learning in order to comply with changing labour market, and providing international recognition for the certificates of training is helpful to stimulate free circulation of workforce.

APPRENTICESHIPS PROGRAMME—UNITED KINGDOM

Responsibility for apprenticeships is devolved, so there are different programmes in England, Scotland, Wales and Northern Ireland.

NATIONAL APPRENTICESHIPS SERVICE ENGLAND—UNITED KINGDOM

Apprentices are employees within a company and are paid a wage; they receive training for a specific job and gain recognised qualifications and they are open to all age groups above 16 years old, from those joining the workforce for the first time to those seeking to up skill within their careers, or seeking to start a new career. Apprentices must be living in England and not taking part in full-time education. Employment will be for at least 30 hours per week; there may be a small number of circumstances where the learner cannot complete the full 30 hours. In these cases employment must be for at least 16 hours per week. Apprenticeships cover more than 1,400 job roles and more than 250 frameworks in sectors from Nursing to Graphic Design, Horticulture to Electric Vehicle Engineering. Over 100,000 employers in over 160,000 workplaces in England offer apprenticeships. The key elements of the apprenticeship programme in England are set out in primary legislation (the Apprenticeships, Skills, Children and Learning Act 2009).

The Apprenticeships programme is jointly funded and run by Department for Education and Department for Business, Innovation and Skills, which respectively lead on the 16-18 and 19+ learners. Operational delivery is overseen by a National Apprenticeship Service. In general, funding is devolved to the local level and channelled via colleges and other training providers, with priorities set locally and provision being developed to be responsive to local employer and learner needs. The programme is all age, although Government support is greatest for younger people (16-24), with full funding for training 16-18 year old apprentices. Apprenticeship programmes are jobs, and therefore require an employment offer. Individual Apprenticeship frameworks may then set expectations for entry level qualifications or skills. The key judgement will be whether individuals have the potential to successfully complete the Apprenticeship.

Any employer can in principle participate, from the private, public or voluntary, community and social enterprise sectors. There is a set national minimum wage for apprentices, set at £ 2.65. This can be paid to 16-18 year old apprentices throughout their training and to 19+ apprentices in their first year, after which a higher national minimum wage applies.

Apprenticeship frameworks developed nationally, normally by Sector Skills Councils, set the broad content and standards to be achieved. The minimum length for any apprenticeships must be 1 year, which applies in all cases for 16-18 year olds and also at 19+ unless, exceptionally, prior learning means that a shorter period may be possible (never less than 6 months) and Government funding is reduced. An individual can undertake more than one apprenticeship. Apprenticeships are formally certified on full completion, and the individual is able to use this to help progress their career.

During 2010-2011, 457,200 new apprenticeship starts took place. Alongside support for training, the Government offers additional financial incentives for SMEs to take on their first young (16-24) apprentices, £1500 per apprentice. In 2012-2015, under the Youth Contract, employers may be able to take advantage of 160, thousand wage incentive opportunities worth up to £2,275 each where they employ an 18 to 24 year old from the Work Programme into jobs that are expected to last for at least 26 weeks. Employers with apprentices can choose to take advantage of the support available via the National Apprenticeship Scheme or the Youth Contract wage incentive. An independent employer led review is currently examining the long term vision for the programme, and will make recommendations in the autumn.

APPRENTICESHIPS NI (NORTHERN IRELAND)—UNITED KINGDOM

Funded by the Department for Employment and Learning in Northern Ireland, provides participants with the opportunity to take part in a Level 2/Level 3 apprenticeship where the apprentice, in paid employment from day one, will work towards achieving an industry-approved Level 2/Level 3 Apprenticeship Framework. Apprenticeships take between two to four years to complete depending on the level of study. Apprenticeships NI is open to all ages (16+). However, funding for the over 25s is limited to the economically important sectors needed to rebalance the economy.

Participants must be minimum school leaving, in remunerative employment and contracted to work a minimum 21 hrs. per week. The National Minimum Wage Rate for apprentices applies. The content of apprenticeship frameworks is determined by Sector Skills Councils and organisations. Off the job training is delivered by contracted training suppliers.

There were 9,635 new apprenticeship NI starts in 2011. All apprentices must be in employment, contracted to work at least 21 hrs. per week (including off the job training). Upon achievement of the full Apprenticeship NI framework an incentive payment of between £250 and £1,500 is payable to the employer depending on the level of training, framework followed and age of apprentice.

Apprenticeships NI, the Department's flagship training programme, was established in 2007 open to 16-24 year olds and became an all age provision in September 2008. There are over a hundred Apprenticeship NI Frameworks available. For those aged 16-24 the Department provides 100% funding for off the job training and 50% funding for those age 25+ in Economically Important sectors. Current occupancy at August 2012 is just over 10,300 apprentices in training.

MODERN APPRENTICESHIPS IN SCOTLAND—UNITED KINGDOM

Modern Apprenticeship programme in Scotland is a national training programme delivered by Government through Skills Development Scotland. Minimum age is 16 year old, no maximum age, but funding restrictions apply. No requirement for formal qualification for entry; individuals must source their apprenticeship opportunity like they would any job.

Employers must pay the apprentice in accordance with minimum wage legislation and provide the on the job training and support necessary to help that individual progress and complete their Modern Apprenticeship training. There is a set national minimum wage for apprentices, set at £2.65. The rate is based on recommendations to Government by an independent body. This can be paid to 16-18 year old apprentices throughout their training and to 19+ apprentices in their first year, after which a higher national minimum wage applies.

Sector Skills Councils submit frameworks to the Modern Apprenticeship Group for approval, having consulted with industry. Once approved, frameworks can be also changed and updated through the Modern Apprenticeship approval process. In Scotland individuals work towards their Modern Apprenticeship in a variety of ways including on the job-training, block or day release to a college, or private training provider, and self-study.

Skills Development Scotland will ensure the availability of a significant number of Modern Apprenticeship opportunities for young people aged 16-19 through its administration of the public funding contribution towards Modern Apprenticeship training, given that ensuring post school transition into the labour market remains a priority. In December 2011 the Scottish Government announced it would support 1,000 of the most disadvantaged young people, including, care leavers and young carers, to enter the labour market over the next three years.

APPRENTICESHIPS IN WALES—UNITED KINGDOM

Anyone aged over 16, living in Wales and not in full-time education can apply for an apprenticeship. All apprentices must be employed and undertake both on-and off-the-job training to achieve a specified "apprenticeship framework". The Welsh Government also offers a number of initiatives to encourage employers to recruit more apprentices. One of the most popular is the Young Recruits Programme. This provides funding to employers offering high quality apprenticeship programmes that recruit and train additional young apprentices (16-24 yrs old). Typically apprenticeships can take between one and four years to complete, depending on the level of apprenticeship, the apprentice's ability and the industry sector. The minimum salary is £2.65 per hour, but many apprentices earn significantly more.

Working in partnership with Sector Skills Councils and further education colleges, the Welsh Government, part financed by the European Social Fund, introduced the Pathways to Apprenticeship programme in 2009. It gives a chance for young people to learn skills and gain work experience while employers get an 'in depth' look at potential entrants to their industry and access to pre-trained, motivated young people. The Pathways to Apprenticeship programme is an intensive one year course; if it is completed successfully trainees may be able to progress onto a full apprenticeship with an employer.

REGISTERED APPRENTICESHIP—UNITED STATES

The Registered Apprenticeship program is not integrated into the American education system. It is an industry sponsored, job-specific training program that supports the design and delivery of customized training to meet specific needs of employers, to create new jobs, and to help increase the skill and wage level of employees in high-skill and high-wage occupations. The Department of Labour works with independent State Apprenticeship Agencies to help administer their programs and establish guidelines. The Department of Labour registers apprenticeship programs and apprentices in 25 states and assists and oversees State Apprenticeship Agencies, which register programs and apprenticeships in the other 25 states and the District of Columbia.

The Department of Labour and the State Apprenticeship Agencies give nationally recognized industry-issued certificates of completion to apprentices; conduct outreach to sponsors; monitor programs for compliance with equal opportunity employment requirements and quality assurance; provide technical assistance; and build partnerships with sponsors, employers, education providers, and the workforce development system.

Depending on the state, a Registered Apprenticeship program can provide incentives to employers for training new workers. Once approved, an apprentice may take from one to six years to complete the approved apprenticeship program. Upon completion of the apprenticeship program, participants earn a “Completion of Registered Apprenticeship” certificate, a nationally recognized industry-issued credential that certifies occupational proficiency.

Registered Apprenticeship programs can also be sponsored by employer associations, and if there is a labour agreement in place, employers may partner with a labour organization. Sponsors pay for the costs of training, cover the expenses of managing the program, and pay wages to apprentices. Currently, there are more than 398,000 apprentices in the United States and there are approximately 25,000 Registered Apprenticeship programs across the nation.

The Registered Apprenticeship system is targeted to both youth and adult workers. Individuals must be at least 16 years of age to be eligible for a Registered Apprenticeship program. For apprenticeships in occupations designated as hazardous, individuals must be at least 18 to participate.

Program sponsors may also identify additional minimum qualifications and credentials, such as education, the ability to physically perform the essential functions of the occupation, proof of age, fair aptitude tests and interviews, school grades, and previous work experience. Participation in Registered Apprenticeship programs is open to any employer, including government agencies, a consortium of at least two employers with the same or similar training needs; or a professional or trade association or a joint Labour/management committee. To be eligible for the Registered Apprenticeship system, the employer/sponsor must develop a written training program that meets the Department of Labour’s registration requirements and apprenticeship standards. The plan must combine paid, on-the-job training with related technical instruction. The sponsor must also train in an apprenticeable occupation recognized by the Department of Labour.

An apprentice must receive at least minimum wage, which is currently \$7.25 per hour. Apprentices earn incremental wage increases as they become more proficient on the job. Apprentices may be eligible for tuition assistance and other aid.

If there is a labour agreement in place, the union and the employer must form a joint apprenticeship committee. The committee will then arrange for the necessary job-related classroom instruction with the local education system. For on-the-job training, sponsors determine the content of the training program.

Job-related instruction, technical training, or other certified training is provided by apprenticeship training centres, technical schools, community colleges, and/or institutions employing distance and computer-based learning approaches. Community and private colleges, vocational schools, correspondence courses, and organizations at the state, county, and municipal level also assist.

The Registered Apprenticeship programs generally do not include an entrepreneurial component, as apprenticeship programs are operated by enterprises for their employees.

The Department of Labour has been encouraging the participation of disadvantaged youth through Youth Build Trainee Apprenticeship Program that consists of community-based programs that allow low-income young people, ages 16 to 24, to work towards completing a high school education while learning job skills and Job Corps, which provides economically-disadvantaged youth with the academic, career, technical, and employability skills to enter the workforce and to enrol in post-secondary education.

The minimum duration of a Registered Apprenticeship program is at least one year or two thousand hours, given the complexity of the occupation and the type of program. Upon completion of program, participants earn a "Completion of Registered Apprenticeship" certificate, a nationally recognized industry-issued credential that certifies occupational proficiency. Individuals who completed a Registered Apprenticeship program would have estimated earnings gains of \$240,037 over a 36-year career.

In 2011, more than 398,000 individuals participated in the Registered Apprenticeship system. Additionally, 130,000 individuals entered the apprenticeship system in 2011 and 1,400 new apprenticeship programs were established nationwide last year. Over 55,000 apprentices graduated from a Registered Apprenticeship program in 2011. In 2008, the Department of Labour issued new regulations that revised the rules governing the Registered Apprenticeship system in order to create a flexible, modernized apprenticeship system, and streamline the program.

Participants in registered apprenticeships had substantially higher earnings than did nonparticipants and the benefits of the program appear to be larger than the costs. In the short term, after the sixth year of enrolment, a registered apprenticeship participant earned an average gain in annual earnings of \$6,595 over the earnings of nonparticipants. Over a career, the estimated earnings of participants were an average of \$98,718 more than similar nonparticipants. These earning gains are estimates for all registered apprenticeship participants, including those who did not complete the program.