



**Get involved in EP4A:**  
*European Partnerships for Apprenticeships*

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## FACT SHEET

Title:	<b>Get involved in EP4A: <i>European Partnerships for Apprenticeships</i></b>
Programme:	<b>Erasmus+ KA3 Support for small and medium enterprises engaging in apprenticeships</b>
Total budget:	<b>€ 460.181,00</b>
EU contribution:	<b>€ 368.144,80 (80 %)</b>
Duration:	<b>October 2016 – September 2018</b>
Coordinator:	<b>Croatian Chamber of Trades and Crafts, Croatia</b>
Consortium:	<b>Croatian Chamber of Trades and Crafts, Croatia Rinova Ltd, the United Kingdom Regional Development Agency Senec-Pezinok, Slovakia Chamber of Commerce and Industry of Serbia-Regional Chamber of Commerce and Industry of Moravica and Raska Administrative Districts, Serbia Chamber of Trades and Crafts for Munich and Upper Bavaria (associated partner), Germany</b>
Web:	<b><a href="http://www.supportapprenticeships.eu">www.supportapprenticeships.eu</a></b>

## PROJECT BACKGROUND

Tackling labour force skill mismatches and increasing the employability of young people are common challenges across many European countries, including Croatia, the UK, Slovakia & Serbia. There is strong evidence that work-based learning, particularly apprenticeship helps to equip young people with the skills that can improve their employability and ease the transition from school to work. Expansion of apprenticeships is therefore one of Europe's top priorities in the period 2015-2020. Yet, many SMEs are reluctant to recruit apprentices due to various factors, incl. internal shortfalls, burdensome or incomplete regulatory frameworks and inadequate awareness of the real benefits of work-based learning (WBL) for companies. All project countries have recently launched policy



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reforms aiming at further promoting apprenticeship programmes in line with the policy objectives of EU 2020, ET2020, the Bruges Communiqué and the “Riga Conclusions”, incl. related national target commitments.

**The EP4A project** aims to promote apprenticeships by building partnerships between intermediary bodies, companies, VET providers, public authorities and social partners in project countries.

## PROJECT SPECIFIC OBJECTIVE

Project specific objective will be attained through **two main results**:

- 1. Partnerships between businesses**, VET providers and intermediary organisations together with public authorities and social partners are built and/or further strengthened with the aim of getting more SMEs involved in apprenticeships; and
- 2. Awareness of the benefits** of apprenticeships enhanced among target SMEs through the implementation of tailor made attractiveness campaigns.

## MAIN TARGET GROUP

The main target group are SMEs with no or limited experience in apprenticeships.

Main project activities:

- **Analyzing of country contexts**, SMEs needs and European best practices in the field of apprenticeships
- **Enhancing professional capacities** of intermediary bodies/project partner organizations’ staff to support partnership building and promote apprenticeships to SMEs via **training workshops, study visits and peer learning, and elaboration of SMEs Apprenticeship Guides**;
- **Organizing series of partnership building workshops, round-tables and meetings**
- **Developing partnership building Road Maps** for Croatia, Slovakia and Serbia (UK partner with an advisory role)
- **Preparing and signing Memoranda of Understanding underpinning the operation of Apprenticeship Partnership structures** in Croatia, Slovakia and Serbia (UK partner with an advisory role)
- **Implementing Apprenticeship Attractiveness Campaigns**



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- **Introducing Help desk lines** to assist SMEs to engage in apprenticeships
- **Organizing info days** for SMEs to promote apprenticeships
- **Developing a “Trademark”** for SMEs engaging in the provision of apprenticeships in Croatia, Slovakia and Serbia
- **Organizing an International Conference** in Zagreb to promote knowledge transfer, disseminate project work and promote the idea of a **Danube Alliance of Apprenticeships**

## EXPECTED IMPACT

The project will have a **major impact on the target group (SMEs) both in short and long term contributing to the increased attractiveness and supply of apprenticeships in all four countries.** Though primarily targeting SMEs with no or some experience in apprenticeships, project work will entail a multi-layered impact in an effort to ensure sustainability by means of including all major VET stakeholders.

More specifically, **the project’s short-term impact** on SMEs will entail the following elements:

- **Active engagement in policy dialogue and policy-making:** The inclusion of SMEs in the building and works of structured social dialogue platforms such as the foreseen and established Apprenticeship Partnerships will provide for an increased “bottom-up” perspective which will be anchored on learning the lessons out of real experiences before embarking on large scale interventions, including regulatory changes, where deemed necessary;
- **Increased awareness of benefits of taking apprenticeships, related responsibilities and available incentives** resulting from tailor-made and needs-responsive attractiveness campaigns and guidance toolkits;
- **Strengthened collaboration** with other key VET stakeholders and **increased understanding of respective roles and responsibilities of each key player** i.e., the State, chambers, schools, VET providers, and trade unions, at national, regional and local levels: decision-making, implementation, advisory and control;
- **Better quality of WBL-related advisory and counselling services for SMEs** as a consequence of strengthened capacities of their respective professional business support organisations such as chambers;
- **Recognition and award for companies** that provide quality apprenticeships (“Trademark”);
- **Increased awareness of good European practice and knowledge transfer** in the field of apprenticeships by means of exposure of SMEs management to peer learning on successful apprenticeship schemes and latest European initiatives and platforms.



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The long term project impact is expected to lead to:

- **Increased supply of apprenticeships** in all four countries resulting from effective policy-making decisions and concrete actions plans produced, incl. under the aegis of Apprenticeship Partnerships;
- **Increased social responsibility of SMEs** by means of enhanced understanding and recognition of the importance of apprenticeships to a skilled labour force;
- **Strengthening of the WBL and apprenticeships systems in all four countries** resulting in a better matching of skills as a result of in-house training, increased production, new knowledge and perspectives from apprentices;
- **Increased competitiveness of SMEs at national and European level** as a result of enhanced quality and employability of future labour force due to anticipated better collaboration between schools and companies;
- **Enhanced standing and recognition of SMEs** as a good employer, and more broadly among their clients, suppliers and other key stakeholders.

The presence of the **public authorities, intermediary bodies, & VET providers with credibility** - being partners with direct influence in policy making and implementing responsibilities - will play a crucial role in reaching a high impact for the project results and for ensuring project sustainability and long lasting impact. Project impact will also reach the European level via the sharing of products with EU level knowledge institutions such as CEDEFOP and ETF and apprenticeship networks such as EAfA.



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## PROJECT PARTNERS

- Rinova Ltd, United Kingdom
- Regional Development Agency Senec-Pezinok, Slovakia
- Chamber of Commerce and Industry of Serbia-Regional Chamber of Commerce and Industry of Moravica and Raska Administrative Districts, Serbia
- Chamber of Trades and Crafts for Munich and Upper Bavaria (associated partner), Germany

## CONTACT US

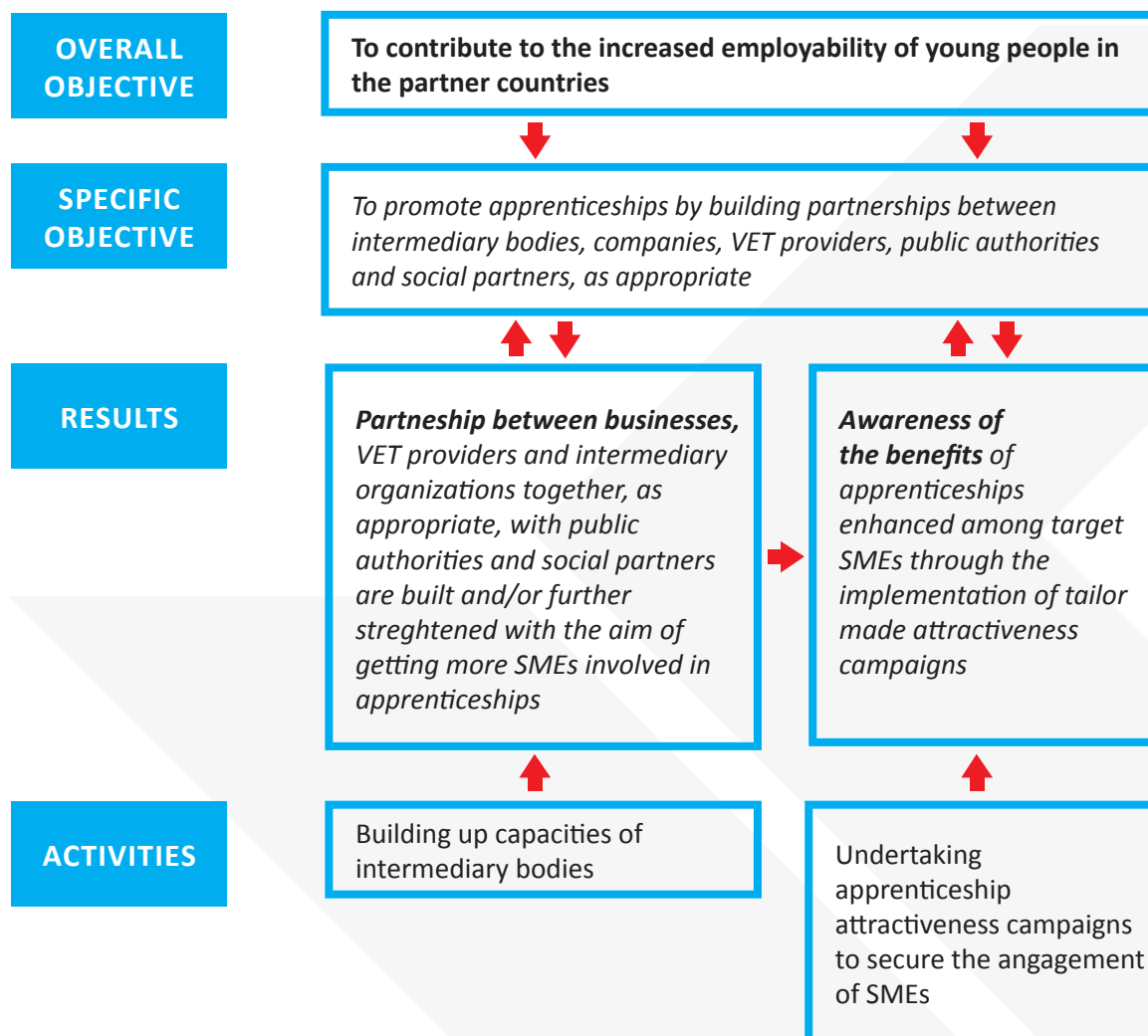
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