

# EUROPEAN ALLIANCE FOR APPRENTICESHIPS

## PLEDGE

Please provide **contact details**:

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Please indicate what **type of organisation** – tick relevant box(es)

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

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

EPSU and industriAll, representing the trade unions, and Eurelectric, representing the employers' organisations, are the recognised social partners in the European Social Dialogue Committee for the Electricity Sector.

The Union of the Electricity Industry, Eurelectric, is the sector association representing the common interests of the electricity industry at pan-European level. Eurelectric represents 3500 companies across Europe with an aggregate turnover of €200 bn. It covers all major issues affecting the sector, from electricity generation and markets, to distribution networks, customers, as well as environment and sustainability issues.

industriAll European Trade Union is the voice of industrial workers all over Europe. It represents 6.9 million workers across supply chains in manufacturing, mining and energy sectors on the European level.

EPSU is the European Federation of Public Service Unions. It is the largest federation of the European Trade Union Confederation (ETUC) and comprises 8 million public service workers from over 250 trade unions across Europe. EPSU organises workers in the energy, water and waste sectors, health and social services and local, regional and central government, in all European countries including the EU's Eastern Neighbourhood. It is the recognised regional organisation of Public Services International (PSI).

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

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

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

Give a **short description** of your pledge

*Please include information on your objectives and key activities.*

The European Sectoral Social Partners in the Electricity Sector have put training and education in the centre of their Work Programme and Road Map for the coming 6 years with a specific objective of anticipating change and ensuring the right qualifications for a transforming electricity sector.

We commit in our joint activities to analyse the changes these developments imply for the job types and profiles as well as the qualifications that are needed in the future, especially in terms of the application of new technologies, new business models and processes, energy efficiency and demand management, etc. by comparing skills needs for the energy transition and the training offers of vocational education & training providers.

Apprenticeships have been seen as an important tool to encourage young people to work in our industry.

Moreover, to offer especially young people a genuine and quality work experience and a smooth transfer from education to the labour market we have developed a Quality Framework for Traineeships (QFT) in the European Electricity Sector with the aim to encourage young people to work in our industry and to improve their perspective for a job aimed also at realising the business objectives. With the QFT we aim at guaranteeing equal standards for trainees in our sector by providing them with a traineeship contract including outlining the specific tasks of the trainee and objecting to any kind of precarious employment in our sector. The social partners will support and promote this by participating in events such as the European Vocational Skills Week.

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Describe the **added value** of the pledge

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

- Qualitative improvement of apprenticeships through our project “**Analysis and background study on skills developments and Vocational Education and Training systems in the changing electricity sector** “. The European Commission has provided funding for this joint project developed by the European Social Partners in the electricity sector. The project focuses on young workers in the electricity industry and builds on a study conducted by external consultants. This study has identified the emerging skill gaps in the sector by comparing skills needs for the energy transition and the training offers of vocational education & training providers until 2019, underlining the value of the apprenticeship schemes to reduce the skills gap;
- New project “Capacity building to build skills intelligence at national level in the electricity sector” 2019-2020” – as a follow-up to the ongoing project and the resulting recommendations this project will focus on capacity building on the national level in order to steer regular exchange between national stakeholders, e.g. industry, VET providers, social partners and respective authorities, to facilitate local agreements on youth employment and apprenticeships;
- Identify and showcase best practices. EU Social Partners have a key role to provide to national social partners relevant information and details on best practices, for example through guidelines;
- To maintain and update sectoral intelligence on skills needs, in order to periodically revise strategies and actions: Sectoral intelligence on skills updates and needs from the

industry is a key issue. In order to be able to interact with VET providers and orientate VET provision, EU Social Partners need to maintain at EU level sectoral intelligence on skills needs as required by the changing electricity market.

- The European Social Partners have the objective to:
  - Agree on a set of competences with a unique taxonomy, making reference to European existing guidelines to promote the skills and competences recognition, with a European dimension involving multiple countries and diverse systems;
  - Identify the education and training paths and qualifications needed to acquire the skills.
- Establish common “attractive” education frameworks (e.g. life-long learning approaches, apprenticeship contracts): One ongoing challenge for maintaining the electric industry workforce is the amount of time required to train new workers. According to the results of our project “Analysis and background study on skills developments and Vocational education and Training systems” the European electricity workforce is educated through a variety of means but apprenticeships prove to be the most effective leading and training approach in the electricity sector. What seems clear from information collected during the regional seminars which took place in Prague, Madrid and Stockholm as part of the project, is that leading energy companies have implemented their own apprenticeship programmes due to a lack of uniformity in standards and qualifications that pose challenges to ensure that applicants have the necessary skills.

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

- National social partners of the electricity sector (trade unions at national and local level and employers' associations and companies);
- VET providers (technical schools and universities)

### **Guidelines for completing the template**

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

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

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

Pledges should not be funding applications or project proposals.

If you are an employer providing apprenticeships and/or other labour market integration activities for migrants and refugees, please consider also joining the [Employers together for Integration](#) initiative.

### **Benefits**

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

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

### **Commitment**

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

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

**Apprenticeships** are understood as formal vocational education and training schemes that

- a) combine learning in education or training institutions with substantial work-based learning in companies and other workplaces,
- b) lead to nationally recognised qualifications,
- c) are based on an agreement defining the rights and obligations of the apprentice, the employer and, where appropriate, the vocational education and training institution, and
- d) with the apprentice being paid or otherwise compensated for the work based component.