

Agenda

	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
09.00 10.30	Opening session Opening remarks Icebreaker and expectations	Roles and responsibilities: Who does what in an apprenticeship?	Legal frameworks: International Labour Standards Contract template	Curricula development	Preparation of action plans and concept notes by tripartite country delegations
Coffee break					
11.00 12.30	Introduction to quality apprenticeships: Characteristics and building blocks of quality apprenticeships	Social dialogue and coordination mechanisms	SMEs and quality apprenticeships	Defining training standards, testing and quality assurance for a nationally recognised certification	Presentation and review of action plans and concept notes
Lunch					
13.30 15.00	Developing and implementing quality apprenticeship programmes, knowledge sharing to promote apprenticeship in G20 countries	Social dialogue: A role play	Quality apprenticeships in different contexts: Sub-regional and country experiences	Training of TVET teachers and in-company trainers	Concluding remarks Evaluation Certificates
Coffee break					
15.30 17.00	Analysis of the current state of apprenticeship system Case study: Presentation of the Swiss quality apprenticeship system	Financing apprenticeships: Costs and benefits, financing models, and incentives	Demonstration and practice on e-learning programme for guide/tools for quality apprenticeship in enterprises	Quality apprenticeships and social inclusion Gender, disability and social security	

FOR FURTHER INFORMATION PLEASE CONTACT

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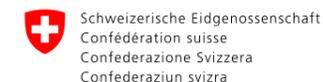
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A9511388

Regional Training Workshop on Quality Apprenticeships

10 – 14 December 2018,
Siem Reap, Cambodia



An activity organized by the International Training Centre of the International Labour Organization and ILO Office for Asia and the Pacific under the South-South Triangular Cooperation project on the Future of Work in Asia financed by the Chinese Ministry of Human Resources and Social Security, and in collaboration with JPMorgan Chase Foundation and Swiss Development Cooperation

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Regional Training Workshop on Quality Apprenticeships

Background and rationale

Skills development strategies to promote quality apprenticeships in Asia and Pacific

ILO's Global Employment Trends for Youth 2017 indicated that youth unemployment remains high and employment quality a concern. In 2017, an estimated 70.9 million youth are unemployed and 160.6 million youth are working, yet living in poverty. Despite increased policy attention, youth employment investments remain small and fragmented. Youth are three times as likely as adults to be unemployed. Globally, the ratio of youth to adult unemployment rates has changed very little in recent years, serving to illustrate the particularly disadvantaged situation of young people in the labour market.¹ The Asia and the Pacific region alone is home to 60 percent of the global population aged 15-24 years.² Moreover, when young women and men do find employment, quality remains a concern.

Against this background, the ITCILO/ILO, the Ministry of Human Resources and Social Security (MOHRSS) of the People's Republic of China, JPMorgan Chase Foundation and the Swiss Development Cooperation are joining forces to improve the employability of low and middle-skilled workers in the region. The joint efforts aim to promote the quality apprenticeships programme as an effective means to provide young people with disadvantaged backgrounds with labour market relevant skills and exposure to the work environment and help prepare them for better employment opportunities.

China's 13th Five Year Plan (2016-2020) emphasizes China's commitment to the United Nations' 2030 Sustainable Development Agenda and to support developing countries in the areas of human resources, development planning and programmes, including through South-South Development Partnerships and promotion of quality apprenticeship. As part of this commitment, the Ministry of Human Resources and Social Security (MOHRSS) has established a South-South Triangular Cooperation (SSTC) framework with the ILO, which combines a wide range of technical initiatives in the field of employment promotion and social protection, including this activity on promoting quality apprenticeships in the region.

In collaboration with the JPMorgan Chase Foundation, the ILO has developed knowledge sharing and global tools for enterprises to support quality apprenticeships and workplace based learning, which will be shared during the training.

The contribution of the Swiss Development Cooperation (SDC) is part of their skills development programme for Mekong countries and ASEAN. SDC will share the rich experience of the Swiss apprenticeship system as well as its adaptation to other countries.

Structured apprenticeship programmes are increasingly recognised as key policy tools to facilitate school-to-work transitions, as they combine: (a) directly applicable experience at the workplace, and (b) applied knowledge and skills that enable the trainee to understand the logic behind the job

she/he is tasked with, cope with unpredictable situations, and acquire higher level and transferable skills. These programmes also give the apprentice a chance to demonstrate her/his productivity potential to companies who may be otherwise reluctant to hire fresh graduates. Apprenticeship programmes can thus present a crucial strategy to respond to the severe skills mismatch and lack of interaction between the private sector and government institutions affecting the Asia and the Pacific region.

Skills

The regional training workshop aims to enhance mutual learning on quality apprenticeships and work experience measures to better assist young people in their transitions from school to decent employment.

By the end of the course, participants will have:

- Enhanced their understanding of the pre-requisites for quality apprenticeships;
- Shared country, regional and inter-regional experience on what works on quality apprenticeships and work experience measures;
- Identified key elements that constitute good practice in the development and implementation of quality apprenticeships and work experience measures; and
- Drafted action plans for the enhancement of quality apprenticeship programmes.

Course content

The regional training workshop will draw upon globally researched good practices as well as mutual challenges faced by enterprises and apprentices. It will also delve into finding solutions for the interest of tripartite constituents willing to engage in quality apprenticeships in their countries. The course will cover the following content:

- **Day 1 – Understanding apprenticeships and providing good practices**
 - Characteristics and building blocks of quality apprenticeships
 - Developing and implementing quality apprenticeship programmes
 - Case study review – the Swiss quality apprenticeship system
- **Day 2 – Building blocks of apprenticeship systems**
 - Roles and responsibilities
 - Social dialogue and coordination mechanisms
 - Financing apprenticeships
- **Day 3 – Building blocks of apprenticeship systems**
 - Legal frameworks
 - SMEs and quality apprenticeships
 - Review of sub-regional and country contexts
- **Day 4 – Building blocks of apprenticeship systems**
 - Curricula development
 - Quality assurance systems
 - Training of TVET teachers and in-company trainers
 - Promoting social inclusion in quality apprenticeships
- **Day 5 – The way forward**
 - Development of action plans and concept notes
 - Presentation and review of group works

Target audience

The regional training workshop aims at participants from the invited countries working on the topic of apprenticeship systems and programmes, in particular:

- Policymakers and technical advisors of ministries of labour, ministries of education, ministries of tourism as well as other public agencies working in the area of skills development, TVET and apprenticeship training;
- Members of skills councils, national TVET authorities or similar institutions;
- Representatives of workers' and employers' organisations involved in apprenticeship training;
- Experts and technical staff working in the field of TVET, skills development, work-based learning and apprenticeships;
- Managerial and technical staff of institutions responsible for the collection and analysis of labour market information.

The ILO promotes equality of opportunities. We strongly encourage the participation of women and persons with disabilities.

Country delegations

Building on the existing workplace based learning interventions, with a particular focus on quality apprenticeship programmes implemented in the Asia and the Pacific region, this workshop targets tripartite delegations from countries in the region. Each country delegation will include: 2 representatives from the government, 2 representatives from employers' organizations, 2 representatives from workers' organizations.

Learning methodology

The regional training workshop will provide an opportunity for information sharing, experiences and plans for future involvement toward the provision of quality apprenticeships. Moreover, the selected countries will also be provided with information on successful quality apprenticeship systems from other regions. This course will be highly participatory alternating experts' presentations with group works and discussions building on participants' experience and knowledge as well as on the ITCILO's methodological expertise in the fields of adult learning, training and facilitation.

Each country delegation is requested to develop a country presentation that will be presented at the workshop.

The presentation will need to include the following items:

- Background in current issues and challenges on apprenticeship programmes;
- Current practices specifying occupational coverage, length of apprenticeship, skills recognition, etc;
- Social dialogue: roles and responsibilities of government, employers, workers and training institutions;
- Legal frameworks and financial arrangements.

Resource persons

This course is organised and delivered by leading experts from the ILO and ITCILO, as well as partner organisations like the Swiss Development Cooperation, with solid technical knowledge and practical experience on skills development strategies to promote employment-rich and equitable growth in the Asia and the Pacific region.

Language

The course will be conducted in English.

Application

Candidates are kindly requested to:

- Fill in an online registration form:
 - **Government:** <https://oarf2.itcilo.org/STN/A9511388/en>
 - **Workers' organizations:** <https://oarf2.itcilo.org/WRN/A9511388/en>
 - **Employers' organizations:** <https://oarf2.itcilo.org/EMN/A9511388/en>
- Send an official nomination letter to skillsdevelopment@itcilo.org by which their institution confirms the name of the selected candidate.

Deadline for application

Participants are requested to submit an online registration form by Friday **November 2, 2018**. The final confirmation of participation will be communicated during the week after registration deadline.

Travel and accommodation

For nominated candidates from invited institutions, ITCILO/ ILO will cover the cost of travel in economy class, hotel accommodation and meals for the duration of the regional workshop.

Visas

All participants are responsible for obtaining the necessary visa for Cambodia. Visa fees and related costs cannot be reimbursed. All candidates should consult the respective entry and visa requirements for citizens of their country of origin and take the necessary arrangements for their entry into Cambodia. The organisers will provide a visa support letter for confirmed participants to facilitate their application process.

Additional information

To receive further information on how to participate in this course, please contact: skillsdevelopment@itcilo.org

1- ILO, Global Employment Trends for Youth 2017.

2. UN, Switched On: Youth at the Heart of Sustainable Development in Asia and the Pacific. 2016.