



Skills and talents for SME growth – the potential of workplace training

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Employment,
Social Affairs
and Inclusion



The European Pillar of Social Rights



1st Principle **Education, training and** **life-long learning**

Everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and successfully manage transitions in the labour market

+ Social Pillar Action Plan

Policy Framework

YOUTH EMPLOYMENT AND SKILLS

**UPSKILLING AND RESKILLING OF
ADULTS**

**Youth Employment Support: A bridge
to Jobs for the Next Generation**

**Council Recommendation on
reinforced Youth Guarantee**

**European
Skills Agenda**

Council Recommendation on VET

The Skills agenda

Joining Forces

- **A Pact for Skills including upscaling sectoral Blueprints**

Skilling for a job

- **Strengthening skills intelligence**
- **National Skills Strategies and Public Employment Services**
- **Recommendation on VET**
- **European Universities**
- **Skills to support twin transitions**
- **STEM graduates, entrepreneurial and transversal skills**
- **Skills for Life**

Unlocking investment

- **Framework to unlock Member States' and private investments in skills**

Tools for lifelong learning

- **Individual learning accounts**
- **Micro-credentials**
- **Europass**

Digital

- Digital Education Action Plan
- EU ICT-Jump-Start trainings
- European Digital Skills Certificate

Green

- European Competence Framework.
- A taxonomy of skills for the green transition

Erasmus programme: Main novelties for VET as of 2021

Fostering ErasmusPro

- Increased Organisational Support
- Additional linguistic support

Supporting participation in Skills Competitions

- For learners and accompanying staff
- Individual support and adapted Organisational Support

Expanding Digital Training Opportunities to VET

- Included in KA1 usual projects
- Special reporting modalities

Opening VET mobility to the world

- Outgoing mobility
- Within a limit of 20% of the grant awarded to a project
- For accredited VET providers

The renewed European Alliance for Apprenticeships' target areas:

Promoting national apprenticeships coalitions

Supporting small and medium enterprises

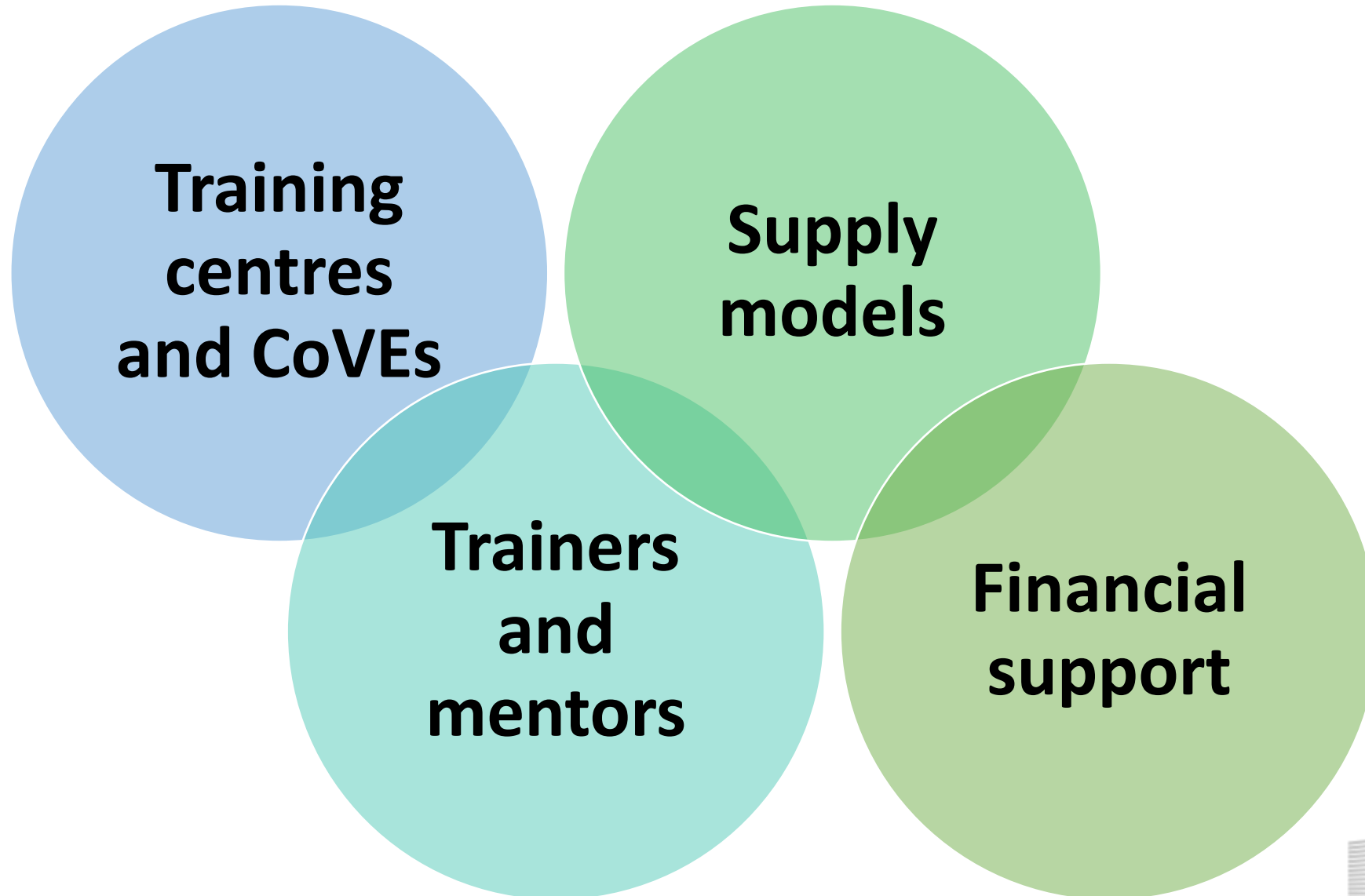
Mobilising local and regional authorities

Reinforcing the involvement of social partners

Increasing number of joint sectoral pledges

Supporting the representation of apprentices in the Member States

Supporting SMEs



The new Vienna training fund model for the hotel industry

- Inter-company training workshop
- Training cost paid jointly by The Vienna Employment Promotion Fund and the Public Employment Service in Vienna
- Apprentices' income paid by The Vienna Employment Promotion Fund

Germany

- SMEs receive a one-time premium of €2 000 for each newly concluded training contract and €3 000 for new additional training contracts
- SMEs that are unable to continue the training within their premises will be given a temporary subsidy to continue the training of their apprentices in a joint inter-company training center
- Companies that additionally take on apprentices who are unable to continue their training due to the insolvency of their training company will receive a take-over bonus.

Mobilising local and regional authorities

Cities4Apprenticeships

Regional Cooperation

Centers of Vocational Excellence

Upcoming EAfA events

15&16 March

- **Joint EAfA/ILO High-level meeting - 3 years of the European Framework for Quality and Effective Apprenticeships and the International Labour Organization (international standards), plus national coalitions**

7 April

- EAfA Live Discussion: Why might employers be reluctant to establish apprenticeships in their organisations? Understanding barriers to implementation

21 April

- EAfA Webinar: Inter-company training centres and Centres of Vocational Excellence

12 May

- EAfA Webinar: In what ways can simulation software and serious games support apprenticeships?

3 June

- **Joint EAfA/CoR high-level conference: The Role of Regions and Cities in Delivering High Quality Apprenticeships**

Further information available:

European Alliance for Apprenticeships

<http://ec.europa.eu/apprenticeships-alliance>

Apprenticeship Support Services

<https://ec.europa.eu/social/main.jsp?catId=1147&intPageId=5235&langId=en>

European Framework for Quality and Effective Apprenticeships

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2873>

Erasmus+

<https://ec.europa.eu/programmes/erasmus-plus/>

European Vocational Skills Week

<http://ec.europa.eu/social/VocationalSkillsWeek>

#ApprenEU

<https://www.linkedin.com/groups/5026659/>