



The Global Apprenticeships Network Frequently Asked Questions

Background

Talent is key for companies. There is, however, unprecedented difficulty in finding the talent companies require. In Europe alone **4 million vacancies** remained unfilled in **2012**. And yet, as mentioned in various fora, we have a **global crisis** where numerous countries have youth unemployment rates **around 50%, e.g. South Africa, Spain and Greece**. While the crisis cannot be resolved by addressing just one issue, it is evident that **quality apprenticeship and internship programmes** are a key component of the reform agenda in tackling youth unemployment and addressing the skills mismatch. **Companies want to join forces to:**

Ensure skills for Business and Create Employment for Youth.

What is the Global Apprenticeships Network (GAN)?

The Global Apprenticeships Network (GAN) is a new coalition of companies, dedicated to vocational training opportunities through:

- offering apprenticeships
- sharing good practices with other companies, employers' federations and labour administrations
- improving the status of apprenticeship programmes through advocacy campaigns and promoting work-based training
- providing information and capacity building on setting up national and regional networks
- annually informing on GAN's impact

What is an apprenticeship?

While the term "apprenticeship" is well understood in some countries, other terminology is also used to describe **work-based training** - including traineeship, internship, learnership, and artisan. There are a range of reported experiences in countries and there is not one way to approach apprenticeships, but rather there are country specific programmes having their own legislation, peculiarities and challenges. The L20 and B20 met in June 2013 and concluded that successful apprenticeships "must *inter alia*, correspond to the **needs of business and have their own contractual arrangements** in line with law and practice"...and "**apprenticeship systems must be workplace-centred and a significant part of the training given should be conducted in companies to ensure a work-based character**".

What will be the activities of the GAN?

- There will be high-level events, workshops, webinars and teleconferences with international media, exchange of experience facilitated through a dedicated website highlighting best practices, and external studies, from the ILO, OECD, and other respected institutions.
- There will be a regular newsletter and an annual publication.
- Establishment of national networks

Who will be part of this network?

Membership will be open to Multinationals (MNCs), Small and Medium-sized companies (SMEs), employers' federations, associations and groups linked to vocational training and education.

What are the benefits for companies, federations and associations in joining the GAN?

- Exclusive access to industry intelligence on how to build apprenticeship and internship programmes, based on the best practices of the most successful businesses
- International recognition and visibility for contributions to encouraging youth employment, a key priority on political agendas around the world
- Potential to build B2B partnerships across and within sectors, allowing for cross-pollination to stimulate innovation
- Access to talent, youth and emerging markets
- Cost-effective, one-stop package

Is there overlap with national or regional networks?

There is a wealth of information, activities and entities addressing the skills mismatch and youth employment. The intention of the GAN is to **coordinate, collaborate and cooperate** with all partners and stakeholders. The GAN is to be strategic and “to advocate for employers for talent, skills matching and work-based training”. The national and regional networks are set up to deliver on the ground assistance to companies, governments and vocational institutions. There are existing national and regional networks in a few countries. Other countries would like to start such groups. The GAN will assist, if requested, in bringing the relevant parties together to set up local networks and share best practices.

Who are the Sponsors of the GAN?

The International Organisation of Employers (IOE), together with the Business and Industry Advisory Committee to the OECD (BIAC) co-host the GAN, in collaboration and with the support of the International Labour Organization (ILO). Established in 1920, IOE is the most representative global voice of business with 150 member federations in 143 countries, making it the largest private sector network in the world. Since 1962, BIAC has been the representative voice of the OECD business community. The ILO is the tripartite UN agency that brings together governments, employers and workers of its 185 member states in common action to promote decent work throughout the world.

Will there be a fee to join the Network?

The intention is to be inclusive and ensure a diverse group of members with wide-ranging views, experiences and information from various sectors and industries. However, the GAN will need to be self-financed. There will be a charge of a minimum of CHF 10,000 for multinational companies to join. SMEs may be sponsored by MNCs, or pay according to their ability.

How do I join?

For information concerning the GAN please contact Shea Gopaul, info@global-apprenticeships.org or telephone 0041-22-929-0010 or the IOE secretariat at 0041-22-929-0000.