

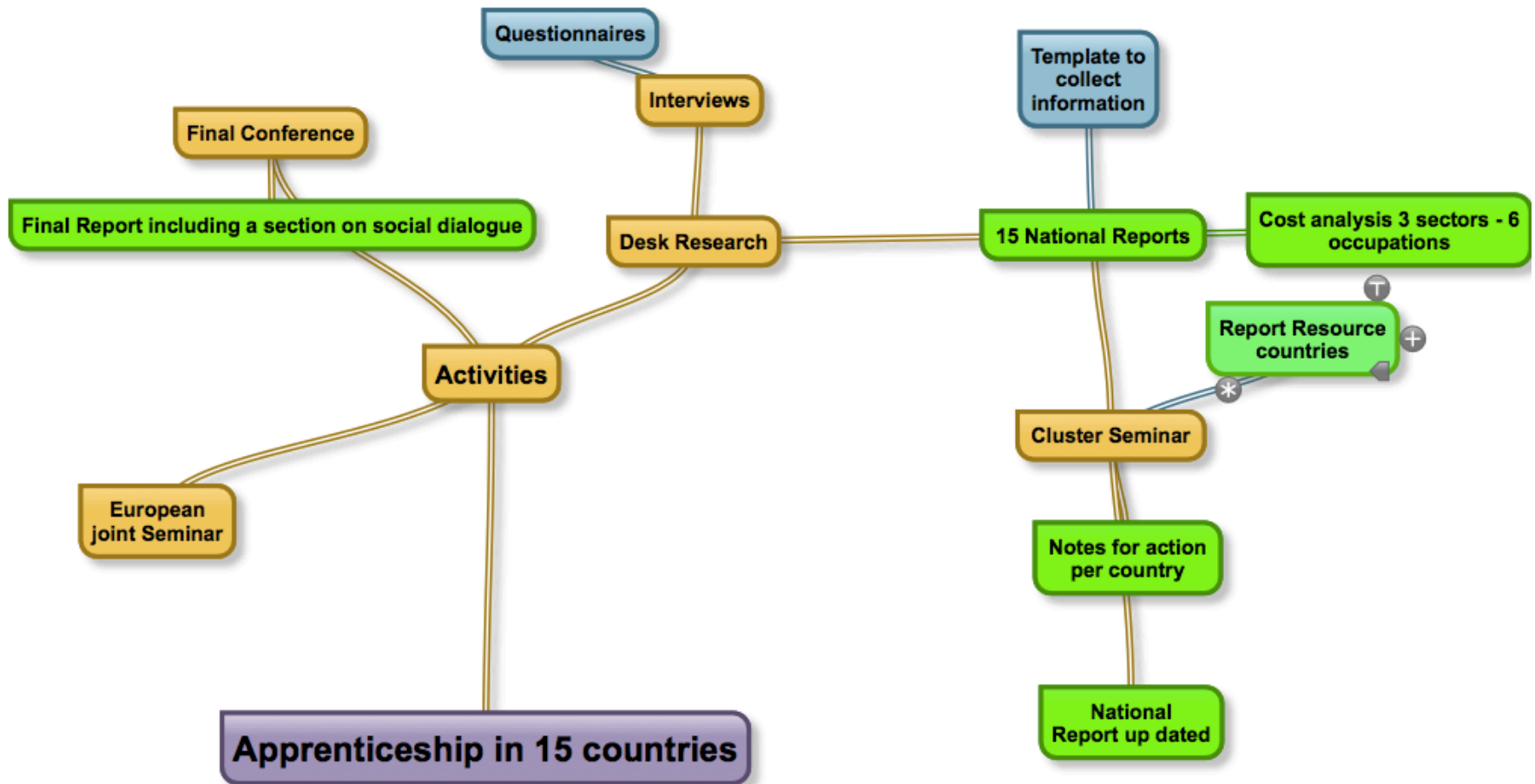
THE COST EFFECTIVENESS OF APPRENTICESHIP SCHEMES – MAKING THE BUSINESS CASE FOR APPRENTICESHIPS

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The cost effectiveness of apprenticeship schemes – making the business case for apprenticeships



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Cluster seminar objectives:

- Support national employers in UK, Ireland and Finland to make concrete improvements;
- Learn more about the resource countries – DE,AT, DK,SW,NL
- Collect more information to the national reports
- Challenges about cost-effectiveness for employers
- Potential further actions

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National Reports

- Identifying the current ‘state of play’ + reforms;
- Collection of examples of effective practice and policy;
- a cost benefit analysis for occupations in the three sectors (ICT, commerce and engineering);
- Questionnaires on line
- interviews with relevant stakeholders;
- producing the report which includes ways to improve the existing systems based on the cost effectiveness analysis.

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Main points for today:

UK/ Ireland/ Finland

- National Reports
 - Context – Reforms – Role of Social Partners
 - About cost effectiveness
 - Food for thought

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3 countries - **UK/Ireland/Finland**

- Education as a fence to unemployment
- Demand in the next years for medium and high level of education
- Well establish apprenticeship
- Strong involvement of employers
- Ongoing Reforms
- Promotion initiatives


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- **UK** – low quality, lacking rigour and relevance. Quality challenge



- employers direct control on training and design of training programmes – Trailblazers -

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- **Ireland**– structures and functioning are too rigid – only 26 occupations covered
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- Employer led – expansion to new sectors and occupations(ICT) – involve more SMEs - attractiveness

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- **Finland** – Apprenticeship for adults education



- Increase the number of young people taking an apprenticeship - attractiveness

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- Benefits to society, individuals and business
- Business has a limited ability to control the benefits because of national structures
- Increasing moves to give employers a greater role (reviews in FI, IE and UK)
- There is some data on size of the benefits
 - the UK £1 spent = £40 of benefit to society
 - in IE costs are relatively high due to limited number of apprenticeships and high wages
 - in FI very high number of apprentices over the age of 25 with high wages

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- Increasingly high levels of satisfaction with apprenticeship systems – and further moves to respond to business needs
- State subsidies vary (in FI – 65% of costs, in UK between 50-100% depending on age, in IE payment for VET provider-based training)
- Because of success, options are expanding (to higher levels in UK, to more occupations in IE, to younger learners in FI)