



International
Labour
Organization

Quality Apprenticeship and Lifelong Learning in China

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We are progressing, in spite of COVID-19 ...

The project aims to combine ILO expertise and tools with exemplary practices in China to promote quality apprenticeship to reduce job-skill mismatch and enhance youth employability. Its 3 major components are: research, capacity building and ILO tool adaptation for quality apprenticeship and skill development.

Due to the COVID-19 situation, research and ILO tool adaptation are prioritized in the first phase of the project to build a solid foundation for further capacity building activities. Here are what we have done..



In April, ILO CO-Beijing and Ministry of Human Resources and Social Security (MOHRSS) held a kick-off online meeting of 'Quality Apprenticeship and Lifelong learning in China' project.

In the opening remarks, Deputy director of ILO CO-Beijing Mr. Xiaochu Dai introduced the project. Official representatives from key departments of MOHRSS made speeches respectively to express their support to the project. After speeches, National Project Coordinator Xian Guan presented the preliminary project work plan. Based on Ms. Guan's presentation, participants had a fruitful discussion on the work plan and reached an agreement on next steps for further collaboration.



The ILO promotes Quality Apprenticeships as a top priority, since they not only help young people to move into decent jobs but also enterprises to find the workers they need for the future.

-----ILO Toolkit for Quality Apprenticeships - Guide for Policy Makers

Quality Apprenticeship in Enterprises E-course will have a Chinese version!

7 major modules, 39 global case studies, 36 useful tools, 1 final quiz, 1 certificate



This E-learning course is an interactive, self-paced learning platform that will guide enterprises through the design and implementation of quality apprenticeship programs. It shows a complete procedure and provides practical tools collected from enterprises in different countries.

The Chinese version (优质学徒制培训-企业线上课程) now is being adapted and reviewed. It will combine ILO expertise on quality apprenticeship with good experience collected within China that may be applicable for enterprises. Useful tools will be compiled and adapted into a template pamphlet for Chinese enterprises.



► Research on China New Apprenticeship Program is on the way!

China New Apprenticeship Program was piloted since 2015 and formally implemented nationwide since 2018. The research pursues to identify and analyze best practices and lessons learned from China New Apprenticeship Program as well as challenges in the future. Now 3 sets of questionnaires for data collection are already designed.

These questionnaires target at 3 major roles in quality apprenticeship:

1. Enterprises which implemented apprenticeship programs;
2. Training providers in collaboration with enterprises;
3. Departments of Human Resources and Social Security at the local level.

The questionnaires will gather first-hand data on implementation details of China New Apprenticeship Program and program participants' perspectives. Analysis of such information will lead to a research report which aims to provide recommendations for enterprises, training providers and policy makers.

Quality Apprenticeship systems contribute towards matching skills in demand in the labour market with skills acquired in education and training systems. This, in turn, requires a collective effort on the part of governments and their different agencies, the social partners – employers' associations and trade unions - and also training providers.

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Quality Apprenticeship – A Global Renaissance



Apprenticeships is an effective means of bridging school and the world of work for young people by making it possible for them to acquire work experience along with technical and professional training. This helps overcome their lack of work experience when trying to get a first job. (ILO, 2008)

In 2012, Labour and Employment Ministers of the G20 called on their Member States to share experiences in the design and implementation of apprenticeship programs and explore ways to identify common principles across the G20 countries. **In 2016 in Hangzhou, China, the Group reiterated its call for action on apprenticeships and adopted the 'G20 Initiative to Promote Quality Apprenticeship'**, acknowledging that 'apprenticeship has proven to be an increasingly useful method to deliver vocational training globally'. It agreed to undertake further meaningful actions to increase the quality, quantity and diversity of apprenticeships,

A glance around the world also shows that governments are increasingly interested in developing and/or improving apprenticeship systems and programmes. This takes many forms:

- ❖ **Australia, Ireland, India and the United Kingdom** carried out national reviews and subsequent reforms of apprenticeships;
- ❖ **Germany, Denmark and Norway** developed new national strategies to support apprenticeship training;
- ❖ With the support of the ILO, **11 countries including Brazil, Bangladesh, Indonesia and Jamaica** promote the development of apprenticeship programs and/or systems.

It is widely acknowledged that both developed countries and emerging economies are valuing and developing apprenticeships. We are witnessing a global renaissance of quality apprenticeships.

(more information in ILO Toolkit for Quality Apprenticeships - Guide for Policy Makers)



Website:

www.ilo.org/beijing/what-we-do/projects/WCMS_739911/lang-en/index.htm



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