



International
Labour
Organization

Forms of on-the-job training and challenges in emerging economies

**Second G20-OECD Conference on
Promoting quality apprenticeships**
Antalya, 25 February 2015

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This presentation

- Typologies of on-the-job training
- Quality apprenticeships
- Internships
- Labour market training in LMPs
- Training of young workers



On-the-job training typologies



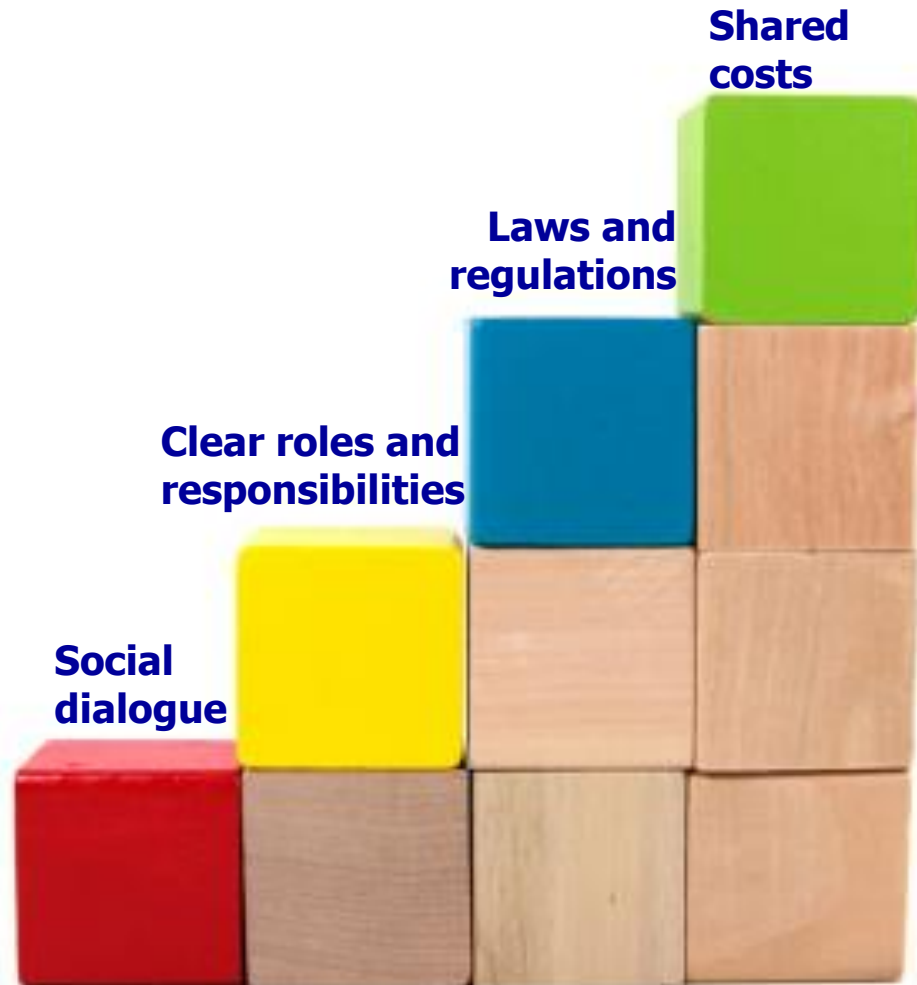
Formal apprenticeships and learnerships (1)

- Several G20 emerging economies have different forms of apprenticeships and learnerships
- A combination of school-based learning with on-the-job training for specifically-defined competencies
- Usually regulated by law or collective agreement (contract, remuneration and social protection)
- Formal assessment with recognized certificate

Formal apprenticeships and learnerships (2)

Good practice:
*Four building
Blocks*

Main challenge:
*System of
industrial
relations*





Informal apprenticeships

- Large provider of skills for the labour market in some economies
- Skills transferred through observation and replication of tasks
- Apprentice integrated in production process and assigned to experienced worker (craftsperson)

Good practice:

Reforms to transform into more structured system of learning (e.g. recognition of skills, links with training institutions)

Main challenge:

Monitoring and use of institution



Internships and other traineeships

- Provide experience in the workplace
- Part of education curricula, labour market programmes or found in the “open” labour market
- Learning from supervisor and other workers

Good practice:

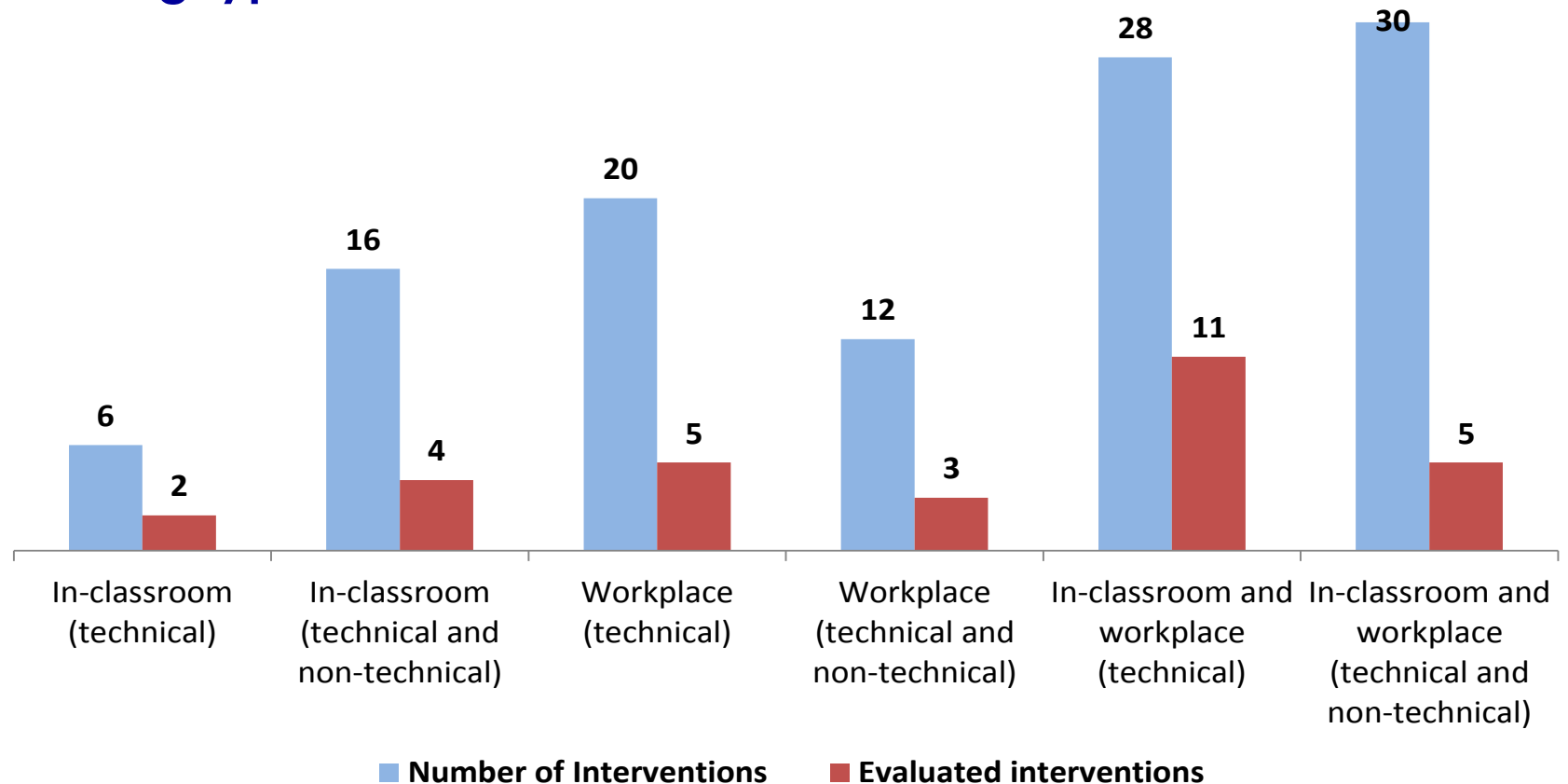
(i) clear learning objectives, (ii) learning plan (iii) contract with rights/entitlements and obligations, hours and duration (iv) supervisory duties.

Main challenge:

Lack of frameworks establishing elements of quality internships

Labour market training for youth (1)

Training types in G20 and available evaluations



Source: ILO analysis of evaluations in ILO/WB/BMZ/IADB Youth Employment Inventory

Labour market training for youth (2)

- Takes lion share of active labour market policies in many economies and increasingly includes components of work experience
- In several economies offered in combination with employment subsidies
- Better outcomes with experience in enterprises and when part of a comprehensive package of services

Good practice:

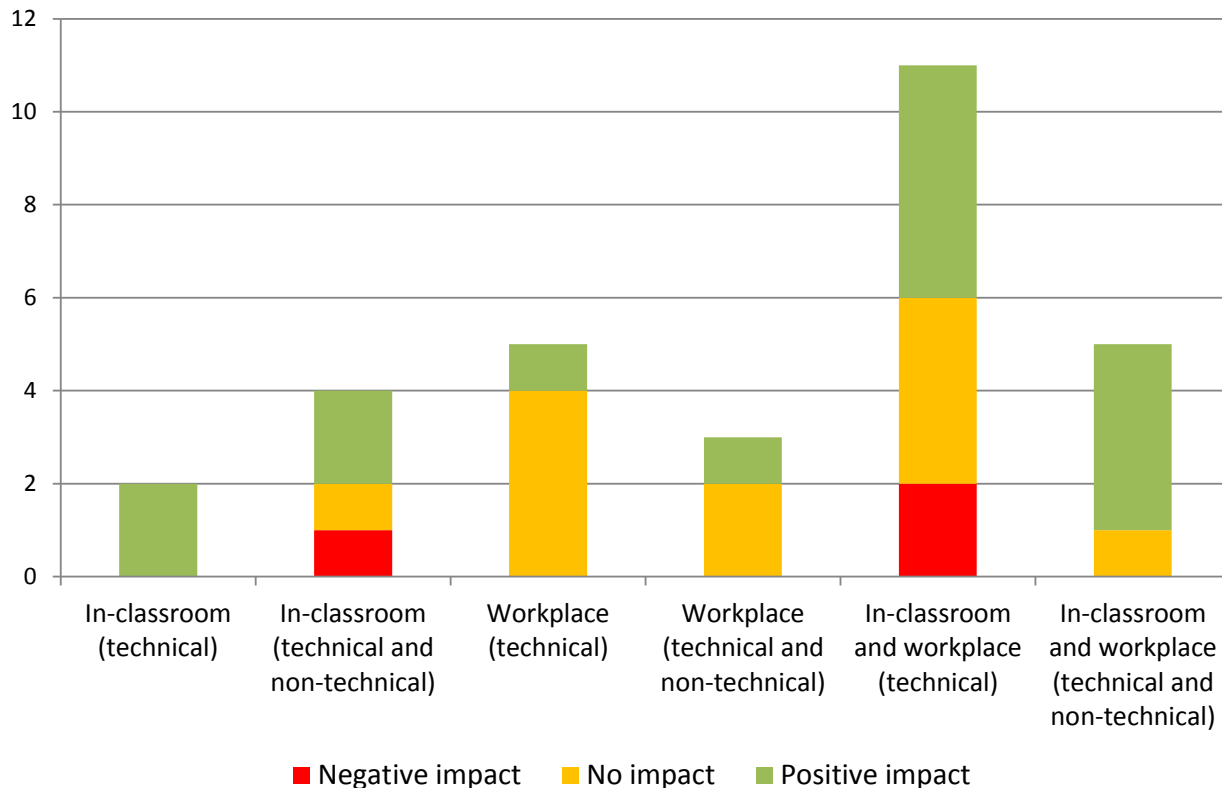
Target youth disadvantaged in the labour market, raising relevant to labour market, broad-based partnerships for implementation, involvement

Main challenges:

(i) usually limited numbers of youth (ii) require good administrative capacity and (iii) more systematic evaluation

Labour market training for youth (3)

Impact on employment and earnings of young people



Source: ILO analysis of evaluations in ILO/WB/BMZ/IADB Youth Employment Inventory



Training of young workers

- Several forms with general positive correlation between on-the-job training and productivity
- Provision is rather modest in several emerging economies
- In general, young workers, particularly the low skilled, benefit less than other workers

Good practice:

Training funds via levies, tax rebates or other incentives for particular sectors and/or workers

Main challenges:

(i) Liquidity constraints, poaching or lack of capacity, particularly of micro and SMEs (ii) outreach of enterprises and workers in the informal economy



Questions?





For more information

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