

Upgrading informal apprenticeship

Boosting economic dynamics and
job growth:

The potential of industrial policies

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ILO, Skills and Employability



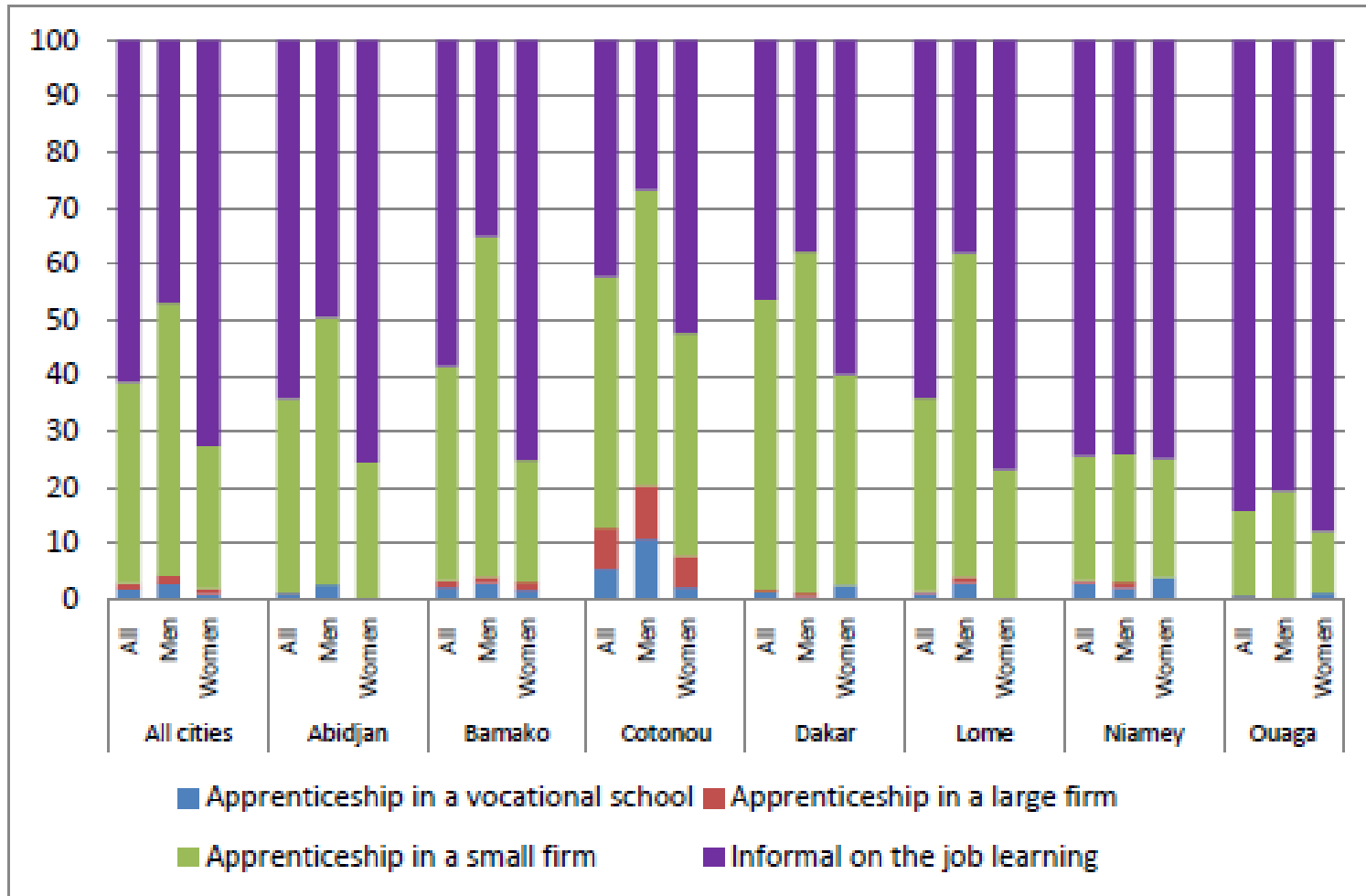
Five major elements of apprenticeship according to ILO R60 and R117

- Training agreement (contract) between learner (apprentice) and trainer/ mentor (master craftsperson)
- The core of training takes place in an enterprise
- Training for a trade/occupation that leads to employability
- Systematic and long-term (initial training)
- Training system and not just a way of learning

Informal apprenticeship

- is embedded in social norms, customs and traditions of a society
- remains a major provider of skills, in particular in countries with large informal economies

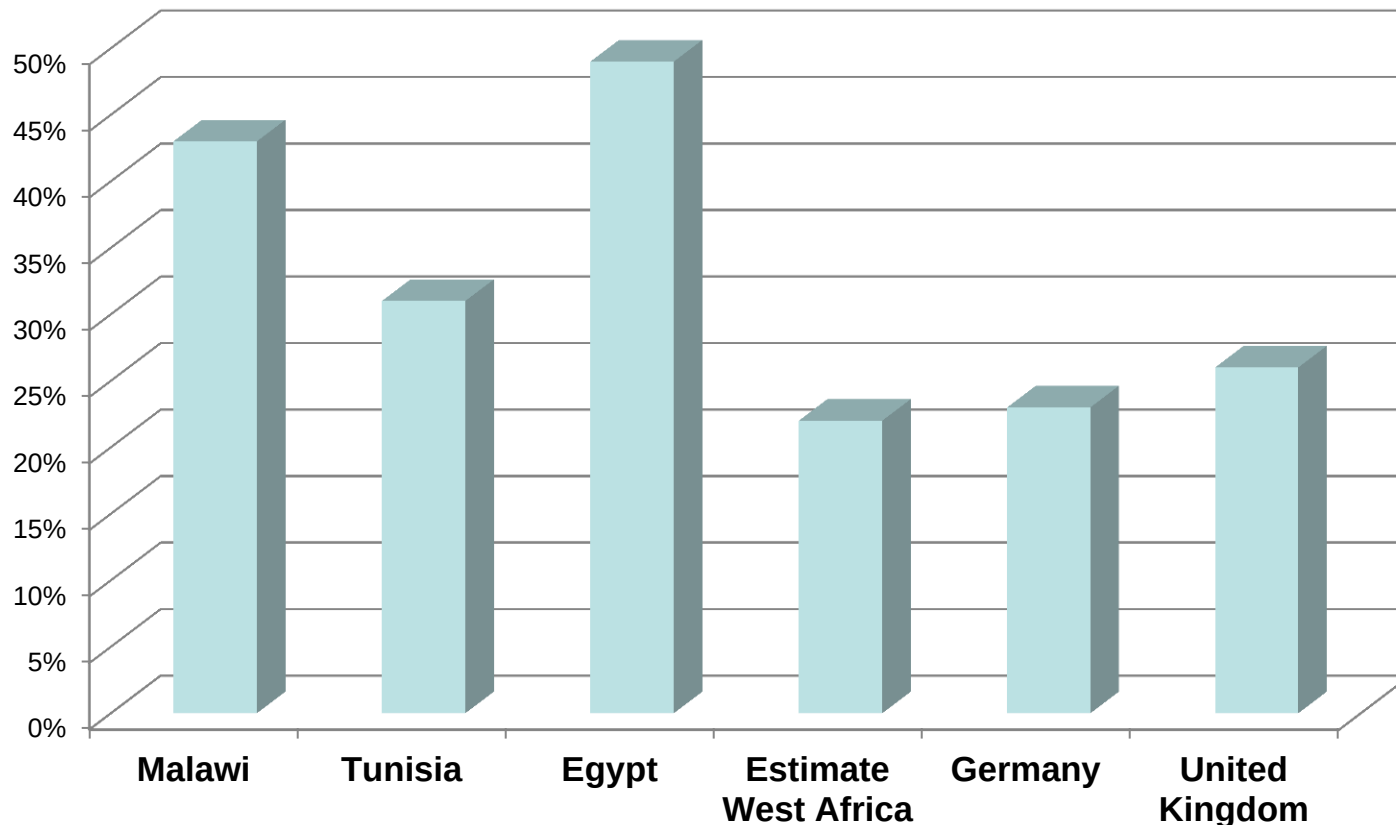
Distribution of young workers/learners in the informal economy by training, sex and city



Source: Nordman and Pasquier-Daumier. 2012. Vocational education, on-the-job training and labour market integration of young workers in urban West Africa.

How well does the system work?

Drop-out rates of apprentices



Source: Hofmann and Okolo. 2013 (forthcoming). Transitions in informal apprenticeship: Results from ILO research in several African countries, in: Akoojee, S.; Gonon, P.; Hauschildt, U.; Hofmann, C. (Eds.) 2013, forthcoming, Apprenticeship in a Globalised World: Premises, Promises and Pitfalls, International Network of Innovative Apprenticeship, Berlin

Moving from a static informal institution to a dynamic one fostering productive transformation

- **Quality and effectiveness:** Combine on-the-job with off-the-job training, upgrade skills of craftspersons
- **Skills recognition:** Introduce assessment by industry (associations, chambers etc.)
- **Value chains:** Strengthening upward linkages to larger enterprises
- **Public-private partnership:** share financial cost between apprentice, company and government
- **Broad skills:** Apprentices rotate between companies with different specializations
- **Conflict resolution:** Industry associations, chambers, community groups monitor the training agreement and mediate in case of contract breach

Case study: Upgrading IA in Benin

Facts:

- Informal apprenticeship trains around 150.000 youth
- Strong organization of micro and small businesses: Crafts federation (FENAB) organizes 50.000 craftspersons

Two approaches to upgrading

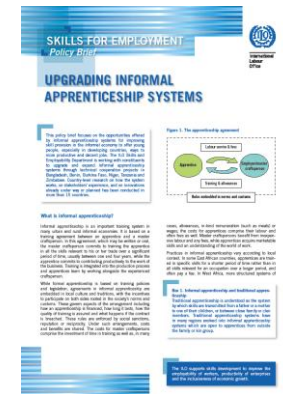
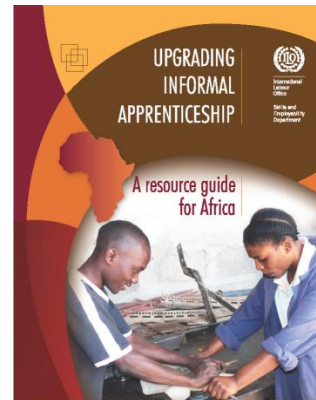
- 1) Build on informal institution: Agreement between local municipality and local crafts associations to organize end-of-apprenticeship exams.
- 2) Create new formal institution: Dual apprenticeship in selected trades, funded by

Results:

- 1) Successful candidates receive a certificate, names are broadcast by local radio station, strengthen quality concerns of craftspeople
- 2) 3000 formalized informal apprentices

ILO tools and publications

- Policy brief
- Resource guide
- Workshop report
- Research publications
 - Forthcoming: Comparison of informal apprenticeship systems across countries
 - in Tanzania, Malawi, Egypt, North Sudan, Tunisia, Bangladesh
 - in Ivory Coast and DRC (effect of reintegration of ex child soldiers on informal apprenticeship – jointly with IPEC)
 - in Ghana: Financial arrangements, youth livelihoods
- Technical cooperation projects in: Zimbabwe, Bangladesh, Benin, Burkina Faso, Tanzania, Egypt



Thank you for your attention!



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