



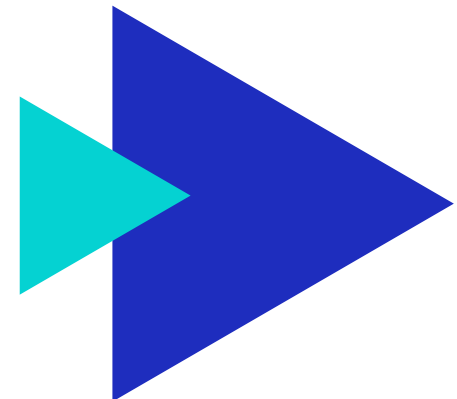
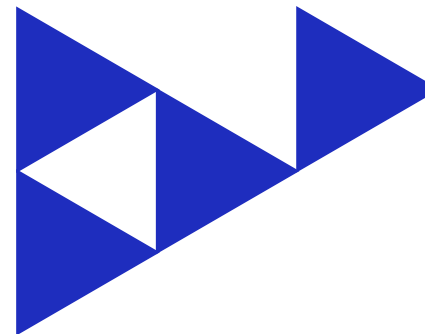
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Recommendation on Quality Apprenticeships (R208) and labour market responsiveness



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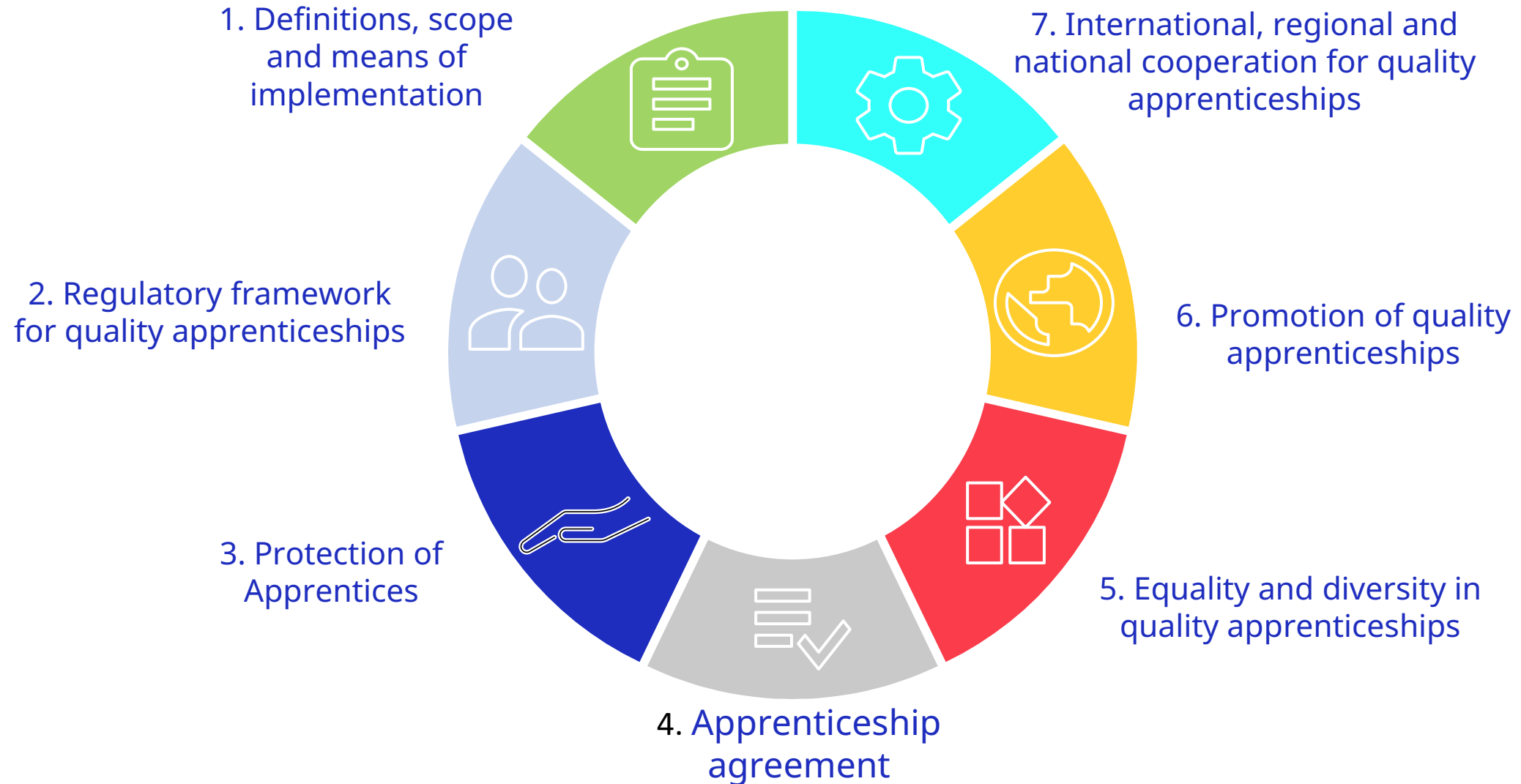
Why Quality Apprenticeships ?

Quality Apprenticeships, based on a robust regulatory framework and social dialogue, can contribute to:

- Empowering both youth and older workers to acquire new skills, reskill and upskill throughout their working lives
- Lowering unemployment rates
- Reducing skills mismatches
- Enhancing productivity and competitiveness of enterprises



Quality Apprenticeships Recommendation, 2023 (No. 208)



What role do apprenticeships play in the future of work ?



Apprenticeships and labour market responsiveness

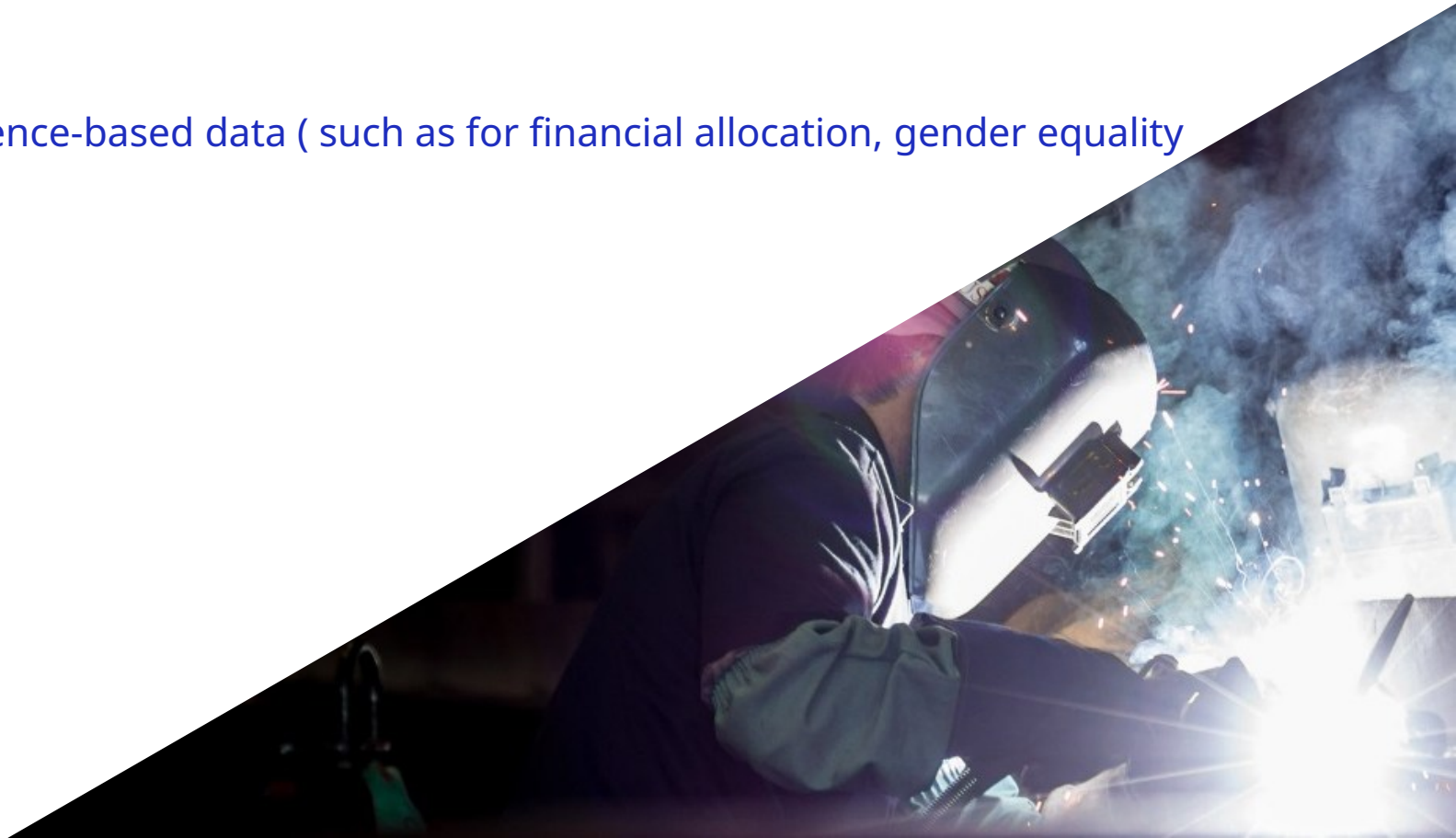
Quality Apprenticeships Recommendation, 2023 (No. 208) calls for:

- Apprenticeship programmes for occupations in which employers' and workers' organizations have the required knowledge and experience
- Monitoring and Evaluation - using evidence-based data (such as for financial allocation, gender equality and balance)



“... promotion and development of quality apprenticeships that meet current and future needs of apprentices, employers and the labour market.”

► Recommendation on Quality Apprenticeships (R208), Preamble



Country cases

LMIS & skills intelligence for labour-market-relevant apprenticeships

Australia

Priority-list driven **eligibility** for **grants** and **loans**

- Occupation Shortage List (OSL)
- Apprenticeships Priority List as eligibility basis for grants & loans
- Regular updates of AAPL

Ireland

Programme **approval** & **quality assurance**

- National Skills Bulletin + administrative data
- Skills-needs evidence as requirement for programme proposal and approval
- Skills intelligence used for periodic review of occupational profiles

Scotland

Regional **contracting volume** **funding allocation** &

- Regional Skills Assessments (RSA)
- Informs Modern Apprenticeships contracting volume / funding allocations, via Regional Skills Investment Plan, alongside other inputs such as employer consultation

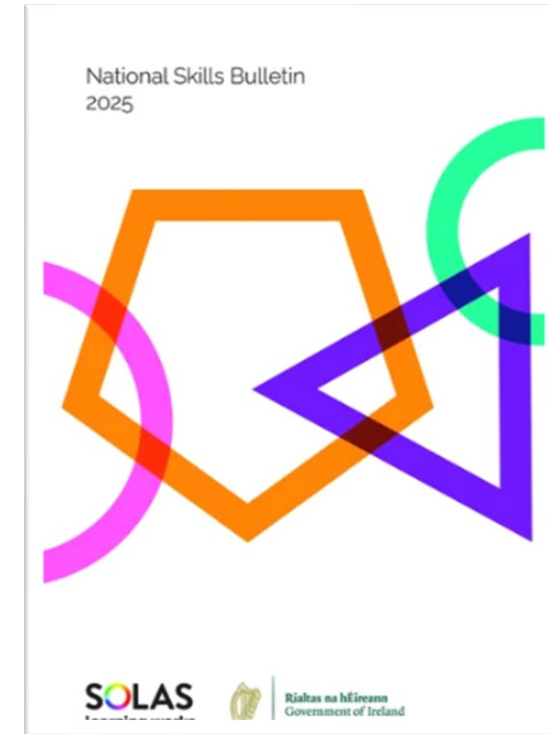
Ireland: Skills intelligence embedded in programme approval & quality assurance

National Skills Bulletin + administrative data

- **Demand side:** National Skills Bulletin (LFS occupational employment + advertised vacancies; skills in job ads coded to ESCO) by SLMRU/SOLAS
- **Supply side:** Monitoring skills supply (QQI awards; SOLAS/ETBI PLSS; HEA student records; LFS attainment) by SLMRU/SOLAS
- **Stakeholder validation:** Expert Group on Future Skills Needs (EGFSN); Regional Skills Fora (employer-led validation of regional needs)

Programme approval and quality assurance

- **Evidence on skills needs is used for:**
 - **Programme approval:** proposal must evidence a substantial skills need & employer support, drawing on skills intelligence
 - **Occupational profile updates:** Periodic review explicitly drawing on relevant foresights and analyses;



Source: [SOLAS](#)

Challenges

Rich but fragmented datasets, currently being addressed by efforts to establish National Skills Observatory; scenario approaches taken by EGFSN but still limited forecasting capability;

Scotland: Regional Skills Assessments informing MA contracting / fund allocation

Regional Skills Assessments (RSA)

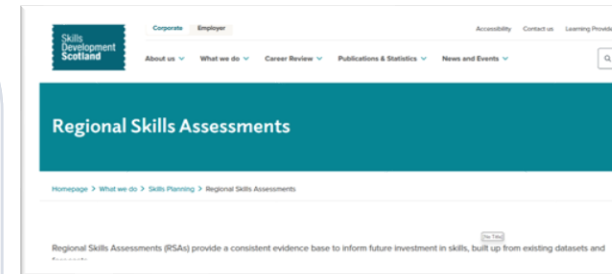
- **Annual Regional Skills Assessments (RSAs)** produced by Skills Development Scotland: based on published datasets + commissioned forecasts
- **Forecasting** includes expansion and replacement demand
- **Data Matrix:** Skills Supply / Skills Demand / Skills Mismatches (dashboards updated frequently to support decision-use)

Challenges

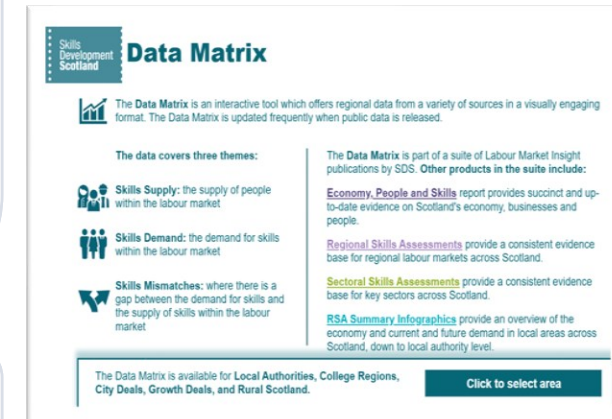
Reliability of forecasts declines at smaller geographic levels; Forecast produced is “policy neutral baseline” and does not take into account policy scenarios and planned investments/activities

Modern Apprenticeships (MA) contracting / fund allocation

- **RSAs inform MA contracting volume** (i.e. new starts) decisions
- MA funding priorities are informed by employer consultation, **along side Skills Investment Plans and RSAs**



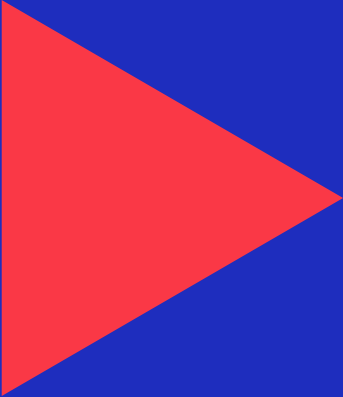
Source: [Skills Development Scotland](https://www.skillsdevelopment.scot.nhs.uk/)



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Thank you for your attention !