



International
Labour
Organization

A photograph of four young people, three men and one woman, wearing blue work shirts and yellow hard hats. They are gathered around a workbench, focused on working on a green mechanical component. One man is using a screwdriver. The background is a simple workshop setting with a wooden door. A large blue diagonal shape is on the left side of the image.

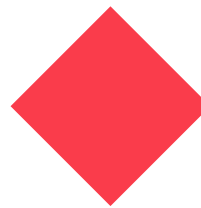
► Recommendation on Quality Apprenticeships (n. 208) and Plan of Action

R208: the new standard on apprenticeships

- ▶ **Goal:** regulate and promote apprenticeship, improve quality, offer adequate rights and protection to apprentices.
- ▶ R208 describes international ambitions for QA with national priorities defined through social dialogue

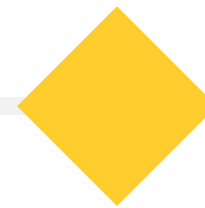
Wide consensus among governments, employers and workers' that **quality apprenticeships can lead to decent work, improve workers' employability and companies' productivity, and can support just transitions.**

Standard-setting process



**December
2019**

1st Report ILC 110 IV(1)
on law and practice including
a questionnaire

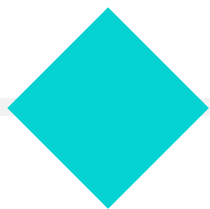


**March
2021**

Constituents' submitted
replies to **questionnaires**

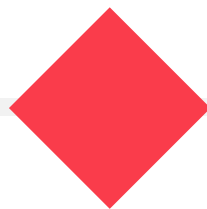






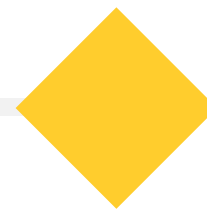
**November
2022**

Constituents submitted
replies to the 3rd report



**February
2023**

4th Report ILC 111 IV(2)
containing the proposed
recommendation, constitu
ents' comments and Office
commentary



**June
2023**

111 session of ILC
for 2nd discussions
of the Committee



**Adoption of the
Recommendation
in plenary**





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Definition

- ▶ A form of education and training;
- ▶ that enables an apprentice to acquire the competencies required to work in an occupation;
- ▶ consisting of on-the-job and off-the-job learning;
- ▶ governed by an apprenticeship agreement;
- ▶ through structured and remunerated or otherwise financially compensated training;
- ▶ that leads to a recognized qualification.

Recommendation No. 208

Preamble

- ▶ Why Quality Apprenticeship?
- ▶ ILS



I. DEFINITIONS, SCOPE AND MEANS OF IMPLEMENTATION

- ▶ Apprenticeships and other terms
- ▶ All sectors, all enterprises,
- ▶ Through laws, regulations, cba, programmes

II. REGULATORY FRAMEWORK FOR QUALITY APPRENTICESHIPS

- ▶ Establish regulatory and qualification framework,
- ▶ Establish authority + Monitor and evaluate
- ▶ Suitability of occupations and standards,
- ▶ Define conditions

III. PROTECTION OF APPRENTICES

- ▶ Respect, promote and realize FPRW
- ▶ Additional entitlements and protection

IV. APPRENTICESHIP AGREEMENT

- ▶ Detailed contents of the apprenticeship agreement
- ▶ Development of a national template

V. EQUALITY AND DIVERSITY IN QUALITY APPRENTICESHIPS

- ▶ Gender equality and balance,
- ▶ Prevent and eliminate discrimination, violence harassment and exploitation,
- ▶ Also for adults,
- ▶ QA to facilitate transition from informal to formal, from insecure to secure forms of work

VI. PROMOTION OF QUALITY APPRENTICESHIPS

- ▶ Measures to create an enabling environment (national strategies, occupational skills bodies, LMIS,...)
- ▶ Sustainable financing model, incentives and support, awareness-raising, career guidance, etc.

VII. INTERNATIONAL, REGIONAL AND NATIONAL COOPERATION FOR QUALITY APPRENTICESHIPS

- ▶ For exchange of good practices,
- ▶ for expanded learning opportunities
- ▶ and for recognition of qualifications

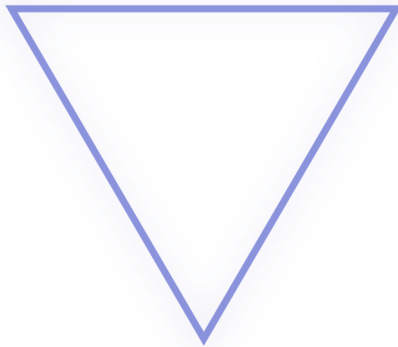
Social dialogue

R208 should be implemented **in consultation with representative employers' and workers' organizations**

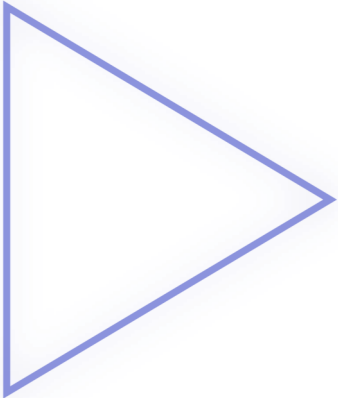
- ▶ involved in the design, implementation, monitoring and evaluation of frameworks, systems, policies and programmes
- ▶ represented in public authorities responsible for regulating apprenticeships

Action plan for R208 implementation

- ▶ Action plan (2024-2027) developed and submitted to the ILO Governing Body in November 2023 for approval



- The plan proposes activities in 4 main areas:



01.

Awareness raising
and advocacy

02.

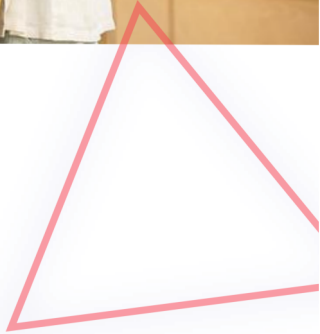
Policy advice,
development
cooperation and
capacity development

03.

Knowledge
development and
dissemination

04.

International
cooperation and
partnerships



- **ADVANCING SOCIAL JUSTICE, PROMOTING DECENT WORK**

New tools for Quality Apprenticeships

To support implementation of R208

01.

A guide for policy makers

December 2024

02.

Training modules for in-company trainers

Available for piloting

03.

R208 Checklist for tripartite reviews

Available

04.

Template apprenticeship agreement based on R208

Available

Facilitator's manual for training company trainers

Manual to facilitate a course for in-company trainers to improve their supervision and training skills.

Most of the content is even applicable to other types of learner (e.g., interns **and** trainees).

It is designed for **around 40 hours and 30 participants at a time.**

4 modules - each module includes

- lesson plan and instructions
- readings for discussion
- exercises (individual or group).

These modules are structured around **12 fundamental tasks for trainers in planning, organizing, implementing and assessing learning.**

01. Understanding key concepts and competency areas

02. Preparing the training

03. Setting up and delivering the training

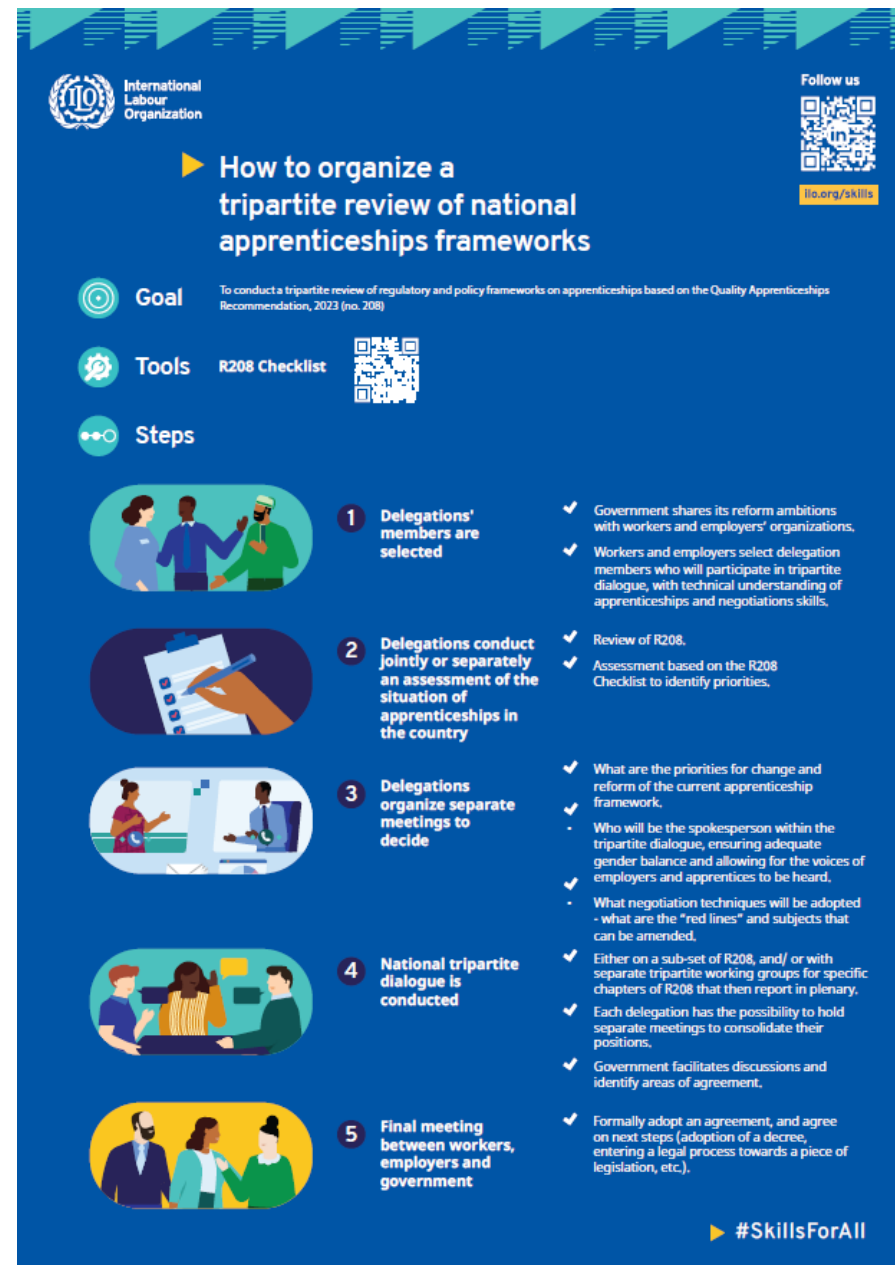
04. Concluding and assessing the training

R208 Checklist

Checklist with statements based on the Recommendation provisions, to support tripartite reviews of national apprenticeship frameworks and systems based on R208.

Answers range from 1 to 5, depending on how relevant the statement is to the national context. “1” indicates that the statement is not appropriate. “5” indicates that the statement is completely appropriate

Link: [R208 Checklist for the tripartite review of national apprenticeships systems and frameworks | International Labour Organization](#)



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► **How to organize a tripartite review of national apprenticeships frameworks**

Goal To conduct a tripartite review of regulatory and policy frameworks on apprenticeships based on the Quality Apprenticeships Recommendation, 2023 (no. 208)

Tools R208 Checklist 

Steps

- 1 Delegations' members are selected**
 - ✓ Government shares its reform ambitions with workers and employers' organizations.
 - ✓ Workers and employers select delegation members who will participate in tripartite dialogue, with technical understanding of apprenticeships and negotiations skills.
- 2 Delegations conduct jointly or separately an assessment of the situation of apprenticeships in the country**
 - ✓ Review of R208.
 - ✓ Assessment based on the R208 Checklist to identify priorities.
- 3 Delegations organize separate meetings to decide**
 - ✓ What are the priorities for change and reform of the current apprenticeship framework.
 - Who will be the spokesperson within the tripartite dialogue, ensuring adequate gender balance and allowing for the voices of employers and apprentices to be heard.
 - ✓ What negotiation techniques will be adopted - what are the "red lines" and subjects that can be amended.
- 4 National tripartite dialogue is conducted**
 - ✓ Either on a sub-set of R208, and/ or with separate tripartite working groups for specific chapters of R208 that then report in plenary.
 - ✓ Each delegation has the possibility to hold separate meetings to consolidate their positions.
 - ✓ Government facilitates discussions and identify areas of agreement.
- 5 Final meeting between workers, employers and government**
 - ✓ Formally adopt an agreement, and agree on next steps (adoption of a decree, entering a legal process towards a piece of legislation, etc.).

► **#SkillsForAll**

Template apprenticeship agreement

Based on examples from practice and including all elements required by R208, can be adapted and reviewed according to national needs, based on consultations between employers and workers. Link: [Template for an apprenticeship agreement | International Labour Organization](#)

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