

# QUALITY APPRENTICESHIP AND LIFELONG LEARNING IN CHINA

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## Highlights

- ✓ Project Piloting Launch and Training Workshop successfully held
- ✓ Local Piloting Overview
- ✓ The Chinese Version of ILO Toolkit for Quality Apprenticeships Volume II: Guide for Practitioners Coming Soon

## Project Piloting Launch and Training Workshop on Quality Apprenticeship successfully held

During 10 to 11 December, in partnership with Ministry of Human Resources and Social Security (MOHRSS), with support of J.P. Morgan Chase, the ILO project 'Quality Apprenticeship and Lifelong Learning in China' successfully held Project Piloting Launch and Training Workshop on Quality Apprenticeship in Rizhao city, Shandong province.

Representatives from MOHRSS, China Enterprise Confederation (CEC), local bureaux of Human Resources and Social Security of pilot cities (Chongqing, Huzhou, Rizhao and Tianjin), China National Petroleum Corporation (CNPC), pilot enterprises, pilot TVET institutions and national experts in vocational training/apprenticeship gathered together and exchanged ideas of the implementation of China New Apprenticeship Program. ILO experts from Geneva, Bangkok and Montevideo joined the meeting online to present what ILO has been working in the area of quality apprenticeship and had fruitful discussions with Chinese participants.



The objective of the meeting is twofold. First, the meeting provides a platform to share updates and experience in the implementation of China New Apprenticeship Program. Second, the meeting presents the

concept, methodologies and practical toolkits of quality apprenticeship promoted by ILO and sheds light on further steps of how all of these can be put into use in China.

In the opening remarks during the piloting launch ceremony, Deputy Director-General of International Cooperation Department, MOHRSS Ms. Xiaoyan Qian highlighted the importance of apprenticeship program as an effective way to foster skilled workers. She expressed that through the project piloting, all pilot units will learn from ILO expertise in quality apprenticeship on the one hand, and have an opportunity to share best practices of China New Apprenticeship

Program to the world on the other. Deputy Director of ILO Country Office for China and Mongolia (CO-Beijing) Mr. Xiaochu Dai stressed that skill development and youth employment are two significant fields that ILO has paid special attention to. Nowadays, a global renaissance of apprenticeship indicates that many countries are regarding apprenticeship as an antidote to solve job-skill mismatch. This project will contribute to capacity building of the apprenticeship program in China and introduce excellent Chinese experience and cases to the world.

**On the first day of the meeting,** Ms. Xian Guan, National Project Coordinator of ILO CO-Beijing presented an overall introduction to the project and specified relevant piloting activities. In addition, Ms. Guan also showcased various ILO tools developed by ILO, including the completed Chinese version of Tools of Quality Apprenticeship in Enterprises, an online course targeted at enterprise managers and HR leads. Mr. Feng Tian, Director of Department of Vocational Capacity Building, MOHRSS provided a comprehensive overview of National Vocational Skill Development Action Plan and China New Apprenticeship Program. Representatives of local governments, enterprises and TVET institutions from 4 pilot cities Chongqing, Huzhou, Rizhao and Tianjin and 1 pilot sector China National Petroleum Corporation (CNPC) respectively shared how they implemented the Program, what they achieved and aimed to improve.

**On the second day,** 4 ILO experts from Geneva, Bangkok and Montevideo delivered 4 training sessions to strengthen participants’ understanding of quality apprenticeship in both theory and practice, including 6 building blocks of quality apprenticeship, the concept of core skills and lifelong learning, new trends of apprenticeship training.

### Local Piloting Project

The project local piloting officially started in December. The piloting involved: 2 municipalities (province-equivalent), 2 cities and 1 major large sector. A total of 76 units, including 39 enterprises, 32 TVET institutions and 5 local authorities/management units participated in relevant piloting activities. 1 technical working group at the national level and 5 pilot-unit-based working groups including 10 national experts are established.



Local Piloting														
Chongqing			Huzhou ( zhejiang )			Rizhao ( Shandong )			Tianjin			China National Petroleum Corporation		
9	11	1	8	3	2	6	5	1	10	7	6	6	6	1
Enterprise( 39 )					TVET institution/training center( 32 )					Local authority/management unit( 5 )				





270 people from pilot units participated in the piloting of ILO E-course 'Tools for Quality Apprenticeship in Enterprises' and the research on China New Apprenticeship Program by answering questionnaires and being interviewed.

The piloting also contributed to the development of an ILO global Quality Apprenticeship Training of Trainers package for in-company trainers. 30 trainers from 17 enterprises and training centers in Tianjin, Huzhou and CNPC would be involved in the piloting of this new package.

## The ILO Toolkit for Quality Apprenticeships Volume II: Guide for practitioners will have a Chinese version



ILO Director-General Guy Ryder launched the Guide on 2020 World Youth Skills Day

The guide contains tools for identifying skills needs, preparing occupational profiles and curricula, and developing instructional and learning materials and post-training transitions and evaluations.

The ILO Toolkit for Quality Apprenticeships Volume II: Guide for practitioners was launched on 15th July, 2020 World Youth Skills Day. Now the guide is translated and adapted in Chinese. It offers comprehensive, practical guidance to developing and implementing apprenticeship programmes. The Toolkit includes over **125** tools and guides from more than **40** countries and institutions worldwide. Each tool can be adapted to fit national and local contexts and applied in different countries.

Besides apprenticeship programmes, this Toolkit can also be used for other TVET programmes.

## What is a Practitioner?

**A practitioner** is a person who has a role in the design, planning, implementation, monitoring and evaluation of an apprenticeship program.

-  Trainers, mentors, supervisors and human resources officers in an enterprise
-  Managers and teachers of TVET providers
-  Employment services providers and school counsellors
-  Labour inspectors
-  Experts and staff of other institutions involved in the development of standards, qualifications, curricula and learning aids; examinations and certification; monitoring and evaluation of apprenticeship programmes.