



Apprenticeships in VET – a solution for the labour market of the future?

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Challenges and Questions

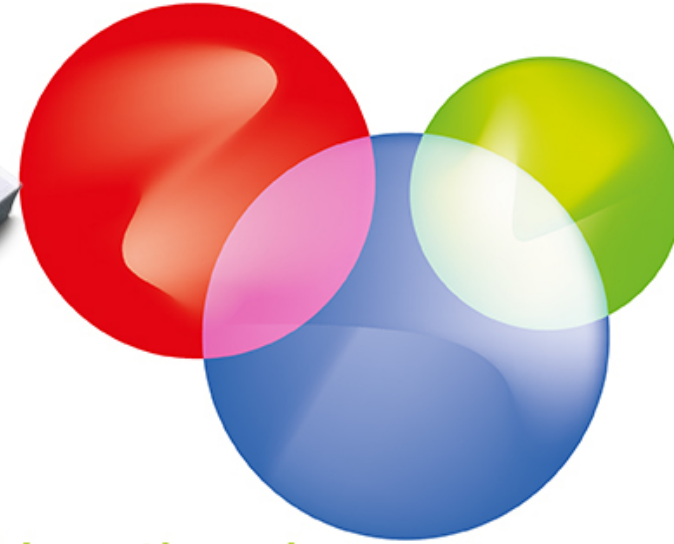
- Digitalization, climate change, global
- competition of goods & services
- but also concepts & systems
- Is there a future for apprenticeships, a model of work and learning that has its roots in medieval history?
- Scenarios on Apprenticeships
 - Based scenarios of VET and general education
 - Types of apprenticeships
 - Employer perspective on recruitment and dualised patterns of VET.
- Types of “skilled” work



Current research in skilled work in occupations (partly with KRIVET)

The next steps for apprenticeship

Grollmann, P., & Markowitsch, J.
(2021). The future of Apprenticeships
in Europe.



Vocational education and training in Europe, 1995-2035

Scenarios for European vocational
education and training in the 21st century



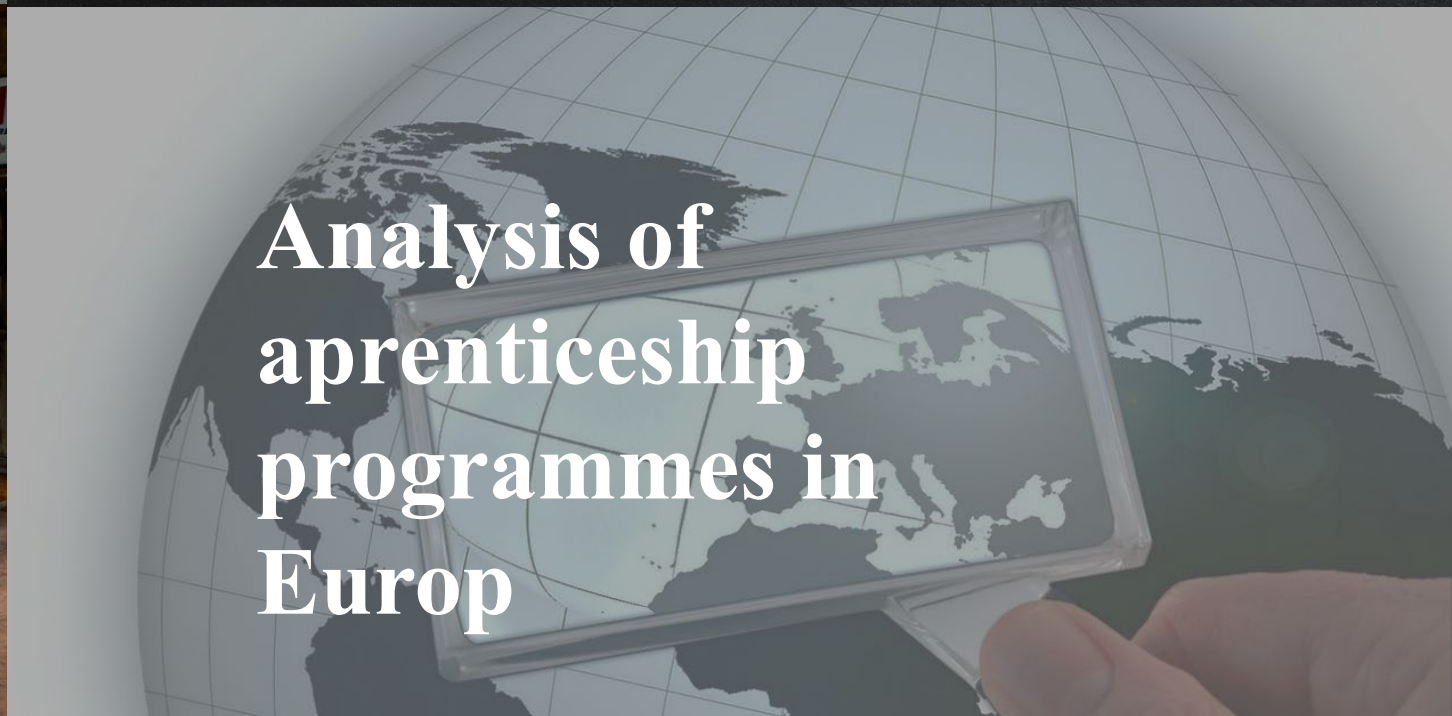
Germany, Italy,
Portugal, Slovenia,
Spain, UK, South
Korea



Why and how



18 expert interviews
40 case studies



Analysis of
apprenticeship
programmes in
Europ



„Fake“

- labour market integration
- firms & educational providers
- generalized & basic employability training
- filling vacancies at the margins
- majority in low skilled jobs
- subsidized screening
- focus on early productivity
- low value qualifications
- cash and carry mentality
- low co-ordination



„Brand“

- educational goals, tripartite
- development of vocational expertise
- long term commitment
- high-tech work processes and/or client centered business processes
- human-capital investment
- integration into HRD
- low permeability between educational sectors
- partly slow, cumbersome processes



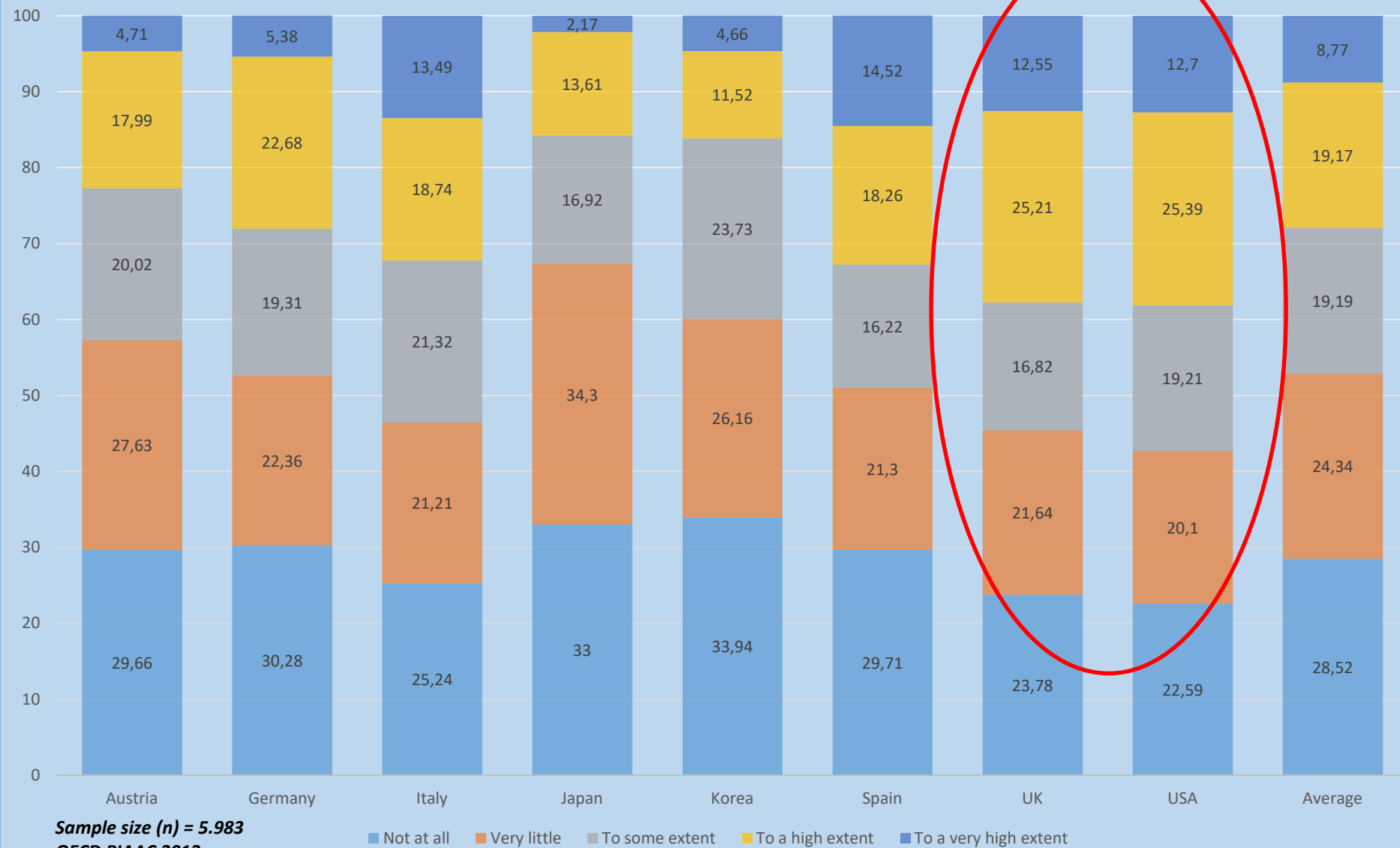
„Label“

- variety of logics & actors
- variety in length, status of learners, responsibilities, content
- long-term and short-term
- diverse jobs
- screening, taking advantage of the label, reputation, financial incentives
- specific economic sectors
- low attractiveness and visibility
- fragmentation

FLEXIBILITY, HOW TO DO WORK - BLUE COLLAR



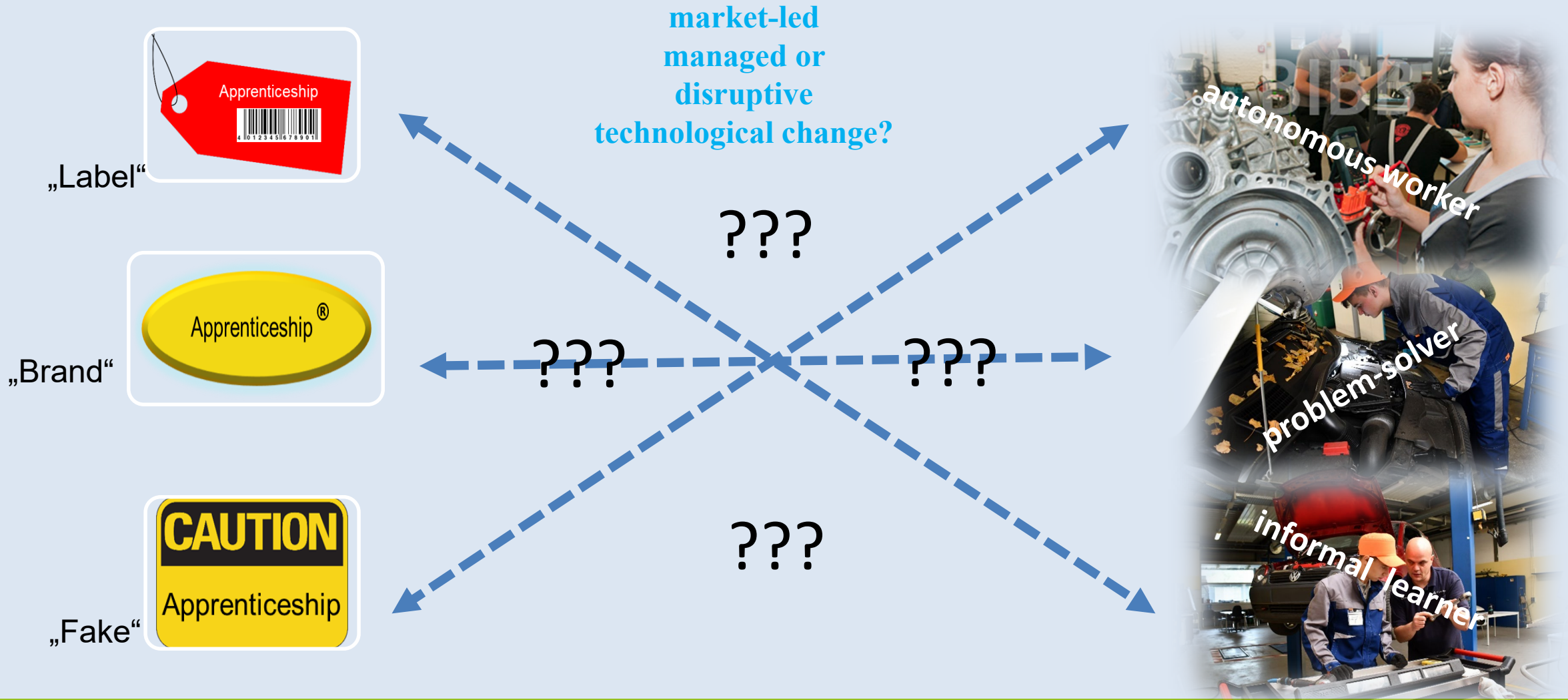
COMPLEX PROBLEM SOLVING - BLUE COLLAR



LEARNING BY DOING - BLUE COLLAR



Scenarios of apprenticeship, skilled work and technological change



References and Sources

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