



Quality Framework for Traineeships

Peer Review Workshop on Internship Programmes

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Why a Quality Framework for Traineeships?

- ❑ Traineeships are **becoming a norm**

- ❑ Eurobarometer 2013:
 - ❑ **almost half of all young people had done a traineeship**
 - ❑ **71% of them though it helped to find a regular job**
 - ❑ **1/3 of traineeships are substandard (working conditions, learning content, social security...)**

- ❑ Key step in **school to work transitions**

- ❑ Risk that traineeships **replace jobs** (source of cheap, or free labour)

- ❑ QFT is a reference point for the **Youth Guarantee**

Form and scope (1)

- ❑ Form: **Council Recommendation** on a Quality Framework for Traineeships (10 March 2014)

- ❑ **Definition:**
 - Limited period of work practice (paid or not)
 - Learning and training component
 - Gain practical and professional experience
 - Employability and facilitating transition to regular employment

- ❑ Scope: **Traineeships outside education curricula** (i.e. open market and ALMP traineeships)

Form and scope (2)

- ❑ Objectives:
 - Ensure a **good learning content**
 - Under **safe working conditions**
 - Enhanced **transparency on financial conditions**

- ❑ Consists of 22 principles

Contents (1)

- A **mandatory written agreement** between trainee and traineeship provider, indicating:
 - ✓ Educational objectives, working conditions; whether allowance is provided; rights and obligations, duration

- **Learning and training objectives**
 - ✓ Supervisor to monitor/assess progress

- **Working conditions** incl. any compensation
 - ✓ Weekly working time, rest periods, holiday entitlements, insurance, sick leave, allowance (or not)

Contents (2)

- **Rights and obligations** laid down in the traineeship agreement
- Reasonable **duration**
 - ✓ Limitation of duration (not exceeding 6 months)
 - ✓ MS should clarify circumstances for extension
 - ✓ Conditions for termination
- Proper **recognition of traineeships**
 - ✓ Including validation of knowledge, skills and competences
 - ✓ Attestation through certificate

Contents (3)

- **More transparency** on working conditions and hiring practices in vacancy notices and advertisements
- **Facilitation of cross-border traineeships**
 - ✓ Clarifying national legal framework
 - ✓ Clear rules on hosting / sending trainees
 - ✓ Reducing administrative formalities
 - ✓ Examine possibility to use EURES network and exchange information on paid traineeships through EURES portal
- Use of **European Structural and Investment Funds**
- MS are asked to promote **active involvement of social partners** in implementing QFT

Contents (4)

The Commission intends to:

- Foster **cooperation** with stakeholders
- **Monitor** and report on progress in applying QFT on basis of information provided by MS
- **Support** MS to use EU funds for quality traineeships
- Examine possibility of including paid traineeships in **EURES**

Applying the Quality Framework for Traineeships - 2016

Main findings:

- 1. Regulation of traineeships: ALMP-type traineeships better regulated than open market traineeships*
- 2. Legal changes since 2014: 14 MS introduced or plan to introduce legal changes to align with QFT*
- 3. Compliance of national legislation with QFT: much higher for ALMP-type than open market*

Applying the Quality Framework for Traineeships

Remaining challenges:

- *insufficient learning content (in the case of open market traineeships);*
- *lack of transparency on hiring practices;*
- *possibility of traineeships longer than 6 months;*
- *lack of rules on proper recognition of traineeships.*

Respect of legislation to be seen!

Legal frameworks in Member States differ greatly...

- ✓ Overarching regulatory frameworks for traineeships
- ✓ Specific (separate) regulations for ALMPs and open market traineeships
- ✓ Subject to general labour law / Subject to specific provisions of labour law
- ✓ Subject to collective agreements
- ✓ Open market traineeships not allowed by law
- ✓ No regulation
- **Legal uncertainty reduces quality / opens doors to misuse**

Recent and upcoming work of the Commission

- ✓ Spring 2019: Commission seminar on traineeships
 - ✓ Focus on legal aspects and misuse

- ✓ Report "Traineeships under the Youth Guarantee – Experience from the ground"

- ✓ Youth Guarantee - Database of promising practices

More Information

- **Youth Guarantee**
<http://ec.europa.eu/social/youthguarantee>
- **Youth Guarantee – Database of promising practices**
[Youth Guarantee – promising practices - Employment, Social Affairs & Inclusion - European Commission](#)
- **Communication 4 October 2016 on the Youth Guarantee and YEI**
[EUR-Lex - 52016DC0646 - EN - EUR-Lex](#)
- **Staff working document on the Youth Guarantee and the YEI**
<http://ec.europa.eu/social/BlobServlet?docId=16237&langId=en> (Partie 1)
<http://ec.europa.eu/social/BlobServlet?docId=16299&langId=en> (Partie 2)
- **Traineeships**
[Traineeships - Employment, Social Affairs & Inclusion - European Commission](#)
- **Council Recommendation on a Quality Framework for Traineeships**
[EUR-Lex - 32014H0327\(01\) - EN - EUR-Lex](#)
- **PES Knowledge centre**
[PES Knowledge Centre - Employment, Social Affairs & Inclusion - European Commission](#)



***Thank you for your
attention***