



International
Labour
Organization

“Quality” offers of employment,
further education and training,
apprenticeship and
traineeship



Content

1. Introduction

2. ILO Guidelines on “quality” offer of:

- Employment;
- Continued education (and training).
- Apprenticeship;
- Traineeship;

Introduction

- ✓ According to EC guidance a **good quality** offer is one that results in the sustainable integration into the labour market (outcome-based approach);
- ✓ Activation measures and occupations that have low rate of sustainable labour market integration **are not considered quality offers**;
- ✓ For continued education (and training), apprenticeship and traineeship offers, reference is also made to the *Quality Framework for Traineeships* (QFT) and of the *Council Declaration on the European Alliance for Apprenticeships*, whilst for education the European principles on quality assurance apply.

Introduction/2

- ✓ The ILO has developed a methodological approach to determine the elements that constitute a quality offer of employment and of continued education and training (including apprenticeship and traineeship) at the time the offer is made.
- ✓ The approach builds on the existing job quality frameworks and other international and European documents on quality education and training.
- ✓ The indicators are based on objective measures (i.e. they can be observed by a third party) and can be benchmarked against either statistical measures or normative texts.

Employment quality/1

1) Security of employment:

- ✓ Contract duration that gives access to unemployment benefit;
- ✓ Full access to social protection entitlements.

2) Earnings

- ✓ As set by collective agreements, **or**
- ✓ Aligned to mean earnings for the occupation of choice, **or**
- ✓ In line with the minimum wage, **and**
- ✓ Earnings need to be higher than 2/3 of the median wage

Employment quality/2

3) Conditions of work

- ✓ Average hours of work (expected),
- ✓ Excessive hours of work (occupation);
- ✓ Shift work, work during unsocial hours;
- ✓ Involuntary part-time.

4) Occupational health and safety

- ✓ Non-hazardous occupation;
- ✓ Exposure to OHS risk in line with national average.

5) Skills development

- ✓ Average employer-sponsored training (occupation).

Education and training quality

1) Content

- ✓ Approved learning outcome standards,
- ✓ Quality assurance mechanisms,
- ✓ Occupation in line with demands as determined by skills forecasting or employers' survey

2) Expected returns

- ✓ Employment and earning higher than what current qualification provides

3) Validation and certification

- ✓ Standardized assessment
- ✓ Qualification awarded included in NQF)

Quality offer of apprenticeship

1) Content

- ✓ Approved learning outcome standards and quality assurance mechanisms,
- ✓ Pre-determined mix of theory and practice
- ✓ Experienced trainers and mentors
- ✓ Occupation in line with findings of skills forecasting

2) Conditions of work

- ✓ Earnings
- ✓ Hours of work, shift work, work during unsocial hours
- ✓ Occupational health and safety

3) Validation and certification

- ✓ Standardized assessment and award as per NQF)

Quality offer of traineeship

1) Content

- ✓ Approved learning outcomes
- ✓ Learning in line with own qualifications
- ✓ Experienced mentors
- ✓ Duration up to 6 months and clear renewal conditions

2) Conditions of work

- ✓ Minimum social protection entitlements
- ✓ Hours of work
- ✓ Allowance/compensation

3) Validation

- ✓ Assessment and award of certificate

QUESTIONS?

