

Characterization of Different Types of Apprenticeships (EQF 5-7)

Typology of Apprenticeships

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Project ApprenticeshipQ

2019

SHORT DESCRIPTION OF THE APPRENTICESHIPQ PROJECT

The lack of work experience and the skills mismatch between labour demand and supply are two of the greatest challenges for young people to transition from the world of education to the world of work and a promising way to face those challenges are apprenticeships. To support them, the ApprenticeshipQ Project aims to develop management tools that will help higher education institutions and employers to offer and direct high-quality apprenticeships and that can serve as a basis for the development of formal international standards and guidelines.

INTRODUCTION

This presentation contains the national characterization of apprenticeships offered at EQF levels 5-7 in VET and HVT programmes in 6 countries – Austria, Germany, Slovenia, Spain, Portugal and United Kingdom.

Each project partner looked into their national reality and described country specific apprenticeship schemes. In each country the differentiation between different types of placements/work-based learning that take place during any education programme in EQF 5-7 (HVT/PHE/HE) were identified and described according to predefined criteria and categories.

From these results the typology was developed, which is presented in this presentation as well.

See also our Report “Typology of Apprenticeships in Higher Vocational Education” at www.apprenticeship.eu

Austria

| Type of Apprenticeship / Characteristics | Dual Study Programme, Cooperative and Work Integrated Higher Education | Full time Cooperative Education | Full time program (regular) | Full time program (work enabling) | Full time program (health sciences) |
|--|---|---|---|--|--|
| Education programme (EQF-Level) | 5 | 6 | 6 | 6 | 6 |
| Type of programme (HVET,PHE, HE) | HE | HVET | HVET | HVET | HVET |
| Time Average Length of programme | 3 years | 3 years | 3 years | 3 years | 3 years |
| Balance between education in institution & company | 60-70 % university, different models in Austria (3 months, ½ week, combinations), six programmes in operation / preparation | 50% + 50% (4 x 12 weeks; 40 hours working week) | 1 internship between fourth and sixth semester) | Working full time, study program at weekends | Short placements in hospitals (non-paid) |
| curriculum-integrated, work-related, work-based, work-integrated | Work-integrated | Co-op | | Work-based | |
| Formal contract | Employment contract | Employment contract (+educational part) | Employment contract | Employment contract | |

Germany

| Type of Apprenticeship / Characteristics | Pre- Study Internship – <i>Vorpraktikum</i> | Specialized Internship – <i>Fachpraktikum</i> | Practical Semester / Internship Semester – <i>Praxissemester</i> | Dual Study Programmes (Universities, UAPS) | Dual Study Programmes (University of Cooperative Education, Vocational Academy) | Advanced Vocational Qualification – <i>Meister, Techniker, Fachwirt</i> | Advanced Vocational Programme - trade & technical schools | Health Sector Schools - Health Care Sector |
|--|--|--|--|--|---|--|---|--|
| Education programme (EQF-Level) | 6,7 | 6,7 | 6,7 | 6 (ISCED 5a), 7 | 6 (ISCED 5b),7 | 6 | 6 (5b) | 6 (5b) |
| Type of programme (HVET,PHE, HE) | PHE, HE | PHE, HE / University, UAP | PHE, HE / University, UAP | HE, PHE | PHE | HVET (assessment certification by chambers) | HVET | HVET |
| Time Average Length of programme | 6-13 weeks | 4-6 months | 3-6 months ; < 6 onths [Univ. ~4,8 months; UAPs ~ 6,3 months (2012)] | 3 or up to 5 years | 4 or up to 5 years | 2-5 years | 1-3 years | 2-3 years |
| Balance between education in institution & company | independent from school, sometimes admission requirement | teachers, doctors | | partly school and practical based, differently managed from institution to institution (from daily alternating to monthly, etc.) | alternating theory in institution | alternating | only school | schools attached to hospitals (theory (2/3); practice (1/3)) |
| curriculum-integrated, work-related, work-based, work-integrated | work-based | ci | freely, mandatory + ci, wr (binded) | ci , wb | ci, wb, wi | wb, ci | wr | wi, ci |
| Formal contract | not mandatory | | not mandatory | mostly yes (depends on state law and institution) | mostly yes (depends on state law and institution) to unpaid trainee contract; paid only during practical phases to fully paid | yes between company and student | school-based | |

Slovenia

| Type of Apprenticeship / Characteristics | Practical education in working environment - PEWE <i>Praktično izobraževanje v delovnem okolju</i> | Practical education in working environment – PEWE <i>Praktično izobraževanje v delovnem okolju</i> |
|--|---|--|
| Education programme (EQF-Level) | 5 | 6 |
| Type of programme (HVET,PHE, HE) | PHE: Short Cycle Higher Education 120 ECTS | PHE: First Cycle Higher Education – Professional Higher Education 180 ECTS |
| Time Average Length of programme | 2 years | 3 years |
| Balance between education in institution & company | 800 hours/20 weeks in company which is 40% of the curriculum | Part time (5h in HEI and 4 hours in company) except for Final year project (full time in company 10 months) |
| curriculum-integrated, work-related, work-based, work-integrated | Curriculum-integrated | Curriculum-integrated |
| Formal contract | Yes | Yes |

Spain

| Type of Apprenticeship / Characteristics | Dual programme <i>"Itinerario Dual en ingeniería"</i> | Dual programme <i>"Título Dual en ingeniería"</i> | Dual programme <i>"Título Dual en educación primaria dual"</i> | Internship <i>"Prácticum en educación primaria"</i> | Internship <i>"Prácticum en medicina"</i> |
|--|--|--|---|--|---|
| Education programme (EQF-Level) | 6,7 | 6 | 6 | 6 | 7 |
| Type of programme (HVET,PHE, HE) | HE EQF 6: 240 ECTS EQF 7: 120 ECTS | HE 240 ECTS | HE 240 ECTS | HE 240 ECTS | HE 300 ECTS |
| Time Average Length of programme | 3 years (undergraduate) 1-2 years Master | 3 years | 4 years | 3 years | 1 year |
| Balance between education in institution & company | Full time 3 days/week In company | Full time 3 days in university / 2 days at school | 2 year | 500h at school and 1200h in company. | It is an obligatory part of the curriculum, but the extent depends on the programme accreditation. The legislative requirement is each week of PEWE is awarded with 2 ECTS. There are examples from 90 to up to 600 hours in company |
| curriculum-integrated, work-related, work-based, work-integrated | Curriculum-integrated | Curriculum-integrated | Curriculum-integrated | Curriculum-integrated | Curriculum-integrated; 2 ECTS per week |
| Formal contract | Formal agreement or work contract and payment | Work contract and payment | Agreement without payment | Agreement without payment | Agreement without payment |

Portugal

| Type of Apprenticeship / Characteristics | Internship "Estágio" | Professional Higher Education Technical Programmes "CTeSP – Cursos Técnicos Superiores Profissionais" | Technological Specialisation Programmes "CET – Curso de Especialização Tecnológica" | VET Dual Programme "FP dual" |
|--|--|--|--|---|
| Education programme (EQF-Level) | 6,7 | 5 | 5 | 5 |
| Type of programme (HVET, PHE, HE) | HE | HVET | VET | HVET |
| Time Average Length of programme | 3 years Undergraduate deg. 2 years Master | 2 years | 2 years | 1 year |
| Balance between education in institution & company | Last semester of the degree minimum of 560 hours | 750h in the end of the course | 1.560h in the 2nd year of the course | 7.5 months (5h/day) in a health institution and 2.5 months at HEI |
| curriculum-integrated, work-related, work-based, work-integrated | Flexible | Curriculum-integrated | Curriculum-integrated | Curriculum-integrated |
| Formal contract | Agreement without Payment | Agreement without Payment | Agreement without Payment | Agreement without Payment |

United Kingdom

| Type of Apprenticeship / Characteristics | Degree Apprenticeships | Higher Apprenticeships |
|--|--|--|
| Education programme (EQF-Level) | 6 | 4-5 |
| Type of programme (HVET,PHE, HE) | PHE or HVET | PHE or HVET |
| Time Average Length of programme | minimum of 12 months to complete | minimum of 12 months to complete |
| Balance between education in institution & company | <ul style="list-style-type: none"> Apprentices must be employed for a minimum of 30 hours per week 20% of learning hours must be off-the-job | <ul style="list-style-type: none"> Apprentices must be employed for a minimum of 30 hours per week 20% of learning hours must be off-the-job |
| curriculum-integrated, work-related, work-based, work-integrated | There are no school or college based apprenticeships | There are no school or college based apprenticeships |
| Formal contract | Yes, employment contract | Yes, employment contract |

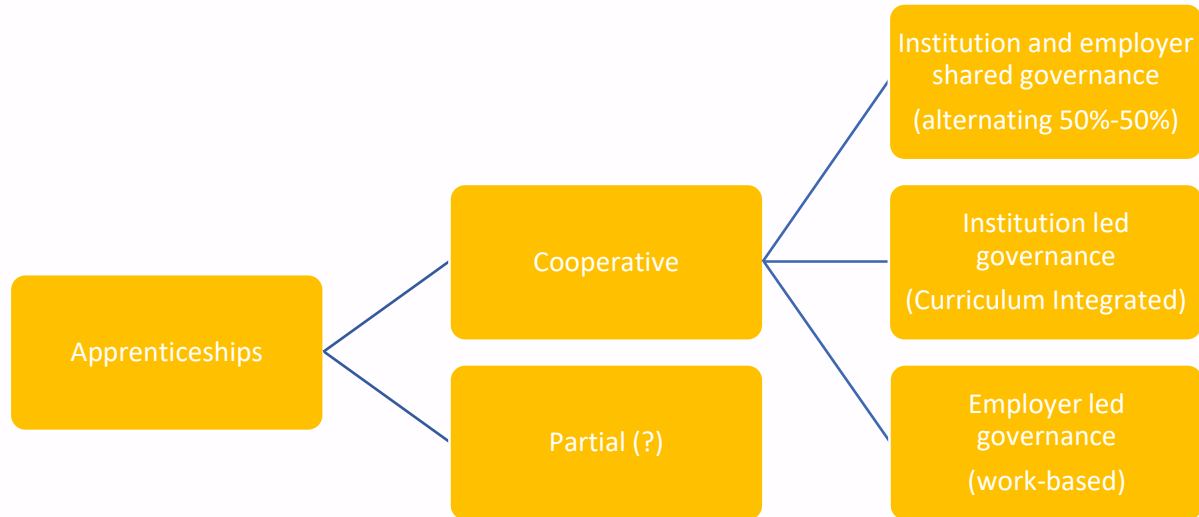
Typology of Apprenticeships

The AppQ Consortium, existing of quality experts from eight European countries, agreed upon the following definition of apprenticeships:

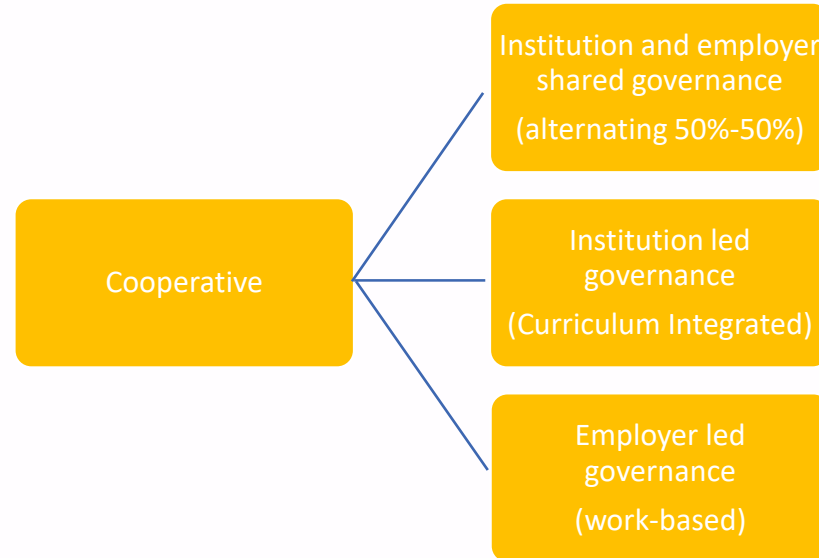
The process of education, which takes place in shared responsibility between actors from the world of work and education institutions in a learning/education partnership.

According to this definition, the researchers analysed the types of apprenticeships in seven European countries and developed a typology of apprenticeships.

Overview Typology Apprenticeships



Cooperative Type of Apprenticeships



Cooperative Type of Apprenticeships

| Cooperative Type / Characteristics | Institution and employer shared governance | Institution led governance (short-cycle) | Institution led governance (long-cycle) | Employer led governance |
|------------------------------------|--|---|--|--|
| Education Level | EQF 6 | EQF 6 | EQF 6 | EQF 5-6 |
| Average Lengths | 3-4 years | 2-3 years | 2-3 years | 1 year |
| Programme Sector | | | | |
| Balance b/w Theory & Practice | alternating theory & practice (50%-50%) | Short placements from few weeks to 6 months | placements from 30-40% of the curriculum | employed for a minimum of 30 hours per week, 20% of learning hours must be off-the-job |
| Location of learning | Institution -& work-integrated | Institution -& work-integrated | Institution -& work-integrated | work |
| Contract | yes | yes | yes | yes |

Dimensions Cooperative Type – Institution and employer shared governance

| | |
|---|--|
| Agreement | Minimum is a formal contract between the company and the student / apprentice |
| Funding/Incentives | The tuition fees may or may not be accepted by the training company. Incentives may be offered by the city or by the regional government. |
| Payment/Credits | The remuneration of the student is obligatory for the operational phases. A continuous remuneration for the external phases is also recommended. |
| Learning Workload described | 180 to 210 ECTS points: 6-8 semesters (i.e. 3-4 years) in Bachelor's programmes; Curriculum integrated, in the shape of systematic long-term training, alternating periods on the job with periods of learning in an education and training institution or training centre |
| Learning Supervisor(s) described | There is a supervisor. Each lecturer is responsible for a certain number of students. There is also an in-company mentor, in some cases also two (HR department + direct mentor at the work place). |
| Quality | Internal quality assurance is the responsibility of the employer and education provider. External quality assurance by the respective accreditation agency of the education institution. |

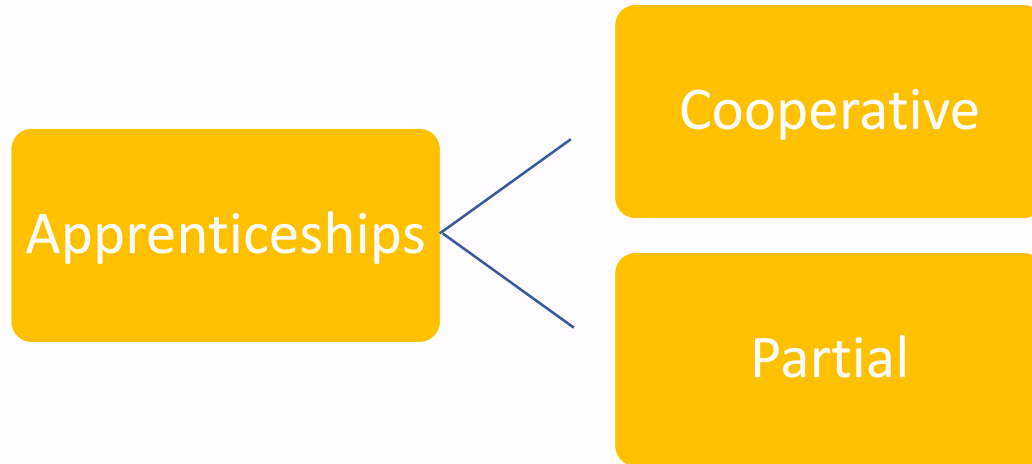
Dimensions Cooperative Type – Institution led governance

| | |
|---|---|
| Agreement | Minimum is a formal contract between the company and the student / apprentice |
| Funding/Incentives | |
| Payment/Credits | Payment is mandatory during the work period. ECTS credits are awarded for the placements. |
| Learning Workload described | Curriculum-integrated learning: learning that describes the development of integrated lessons helping students make connections across subjects and disciplines. |
| Learning Supervisor(s) described | There is a supervisor. Each lecturer is responsible for a certain number of students. There is also an in-company mentor, in some cases also two (HR department + direct mentor at the work place). |
| Quality | Internal quality assurance is the responsibility of the company and education provider. External quality assurance is the responsibility of the national accreditation agency for higher education. |

Dimensions Cooperative Type – Company led governance

| | |
|---|--|
| Agreement | Minimum is a formal contract between the company and the student / apprentice |
| Funding/Incentives | Incentives can be offered by regional governments reducing companies' cost e.g. reduction in Social Security payments for curriculum integrated activities |
| Payment/Credits | Payment is mandatory during the work period. |
| Learning Workload described | 180 to 210 ECTS points: 6-8 semesters (i.e. 3-4 years) in Bachelor's programmes; Curriculum integrated; employed for a minimum of 30 hours per week, 20% of learning hours must be off-the-job |
| Learning Supervisor(s) described | It is the responsibility of the organisation hosting the trainee/internship to decide if the trainee/intern will be supervised in some form. There is also an in-company mentor, in some cases also two (HR department + direct mentor at the work place). |
| Quality | Internal quality assurance is the responsibility of the employer and education provider. External quality assurance by the respective accreditation agency of the education institution. Qualifications are the responsibility of awarding bodies and organisations (HEIs) and professional associations. Usual ECTS and ECVET rules apply. |

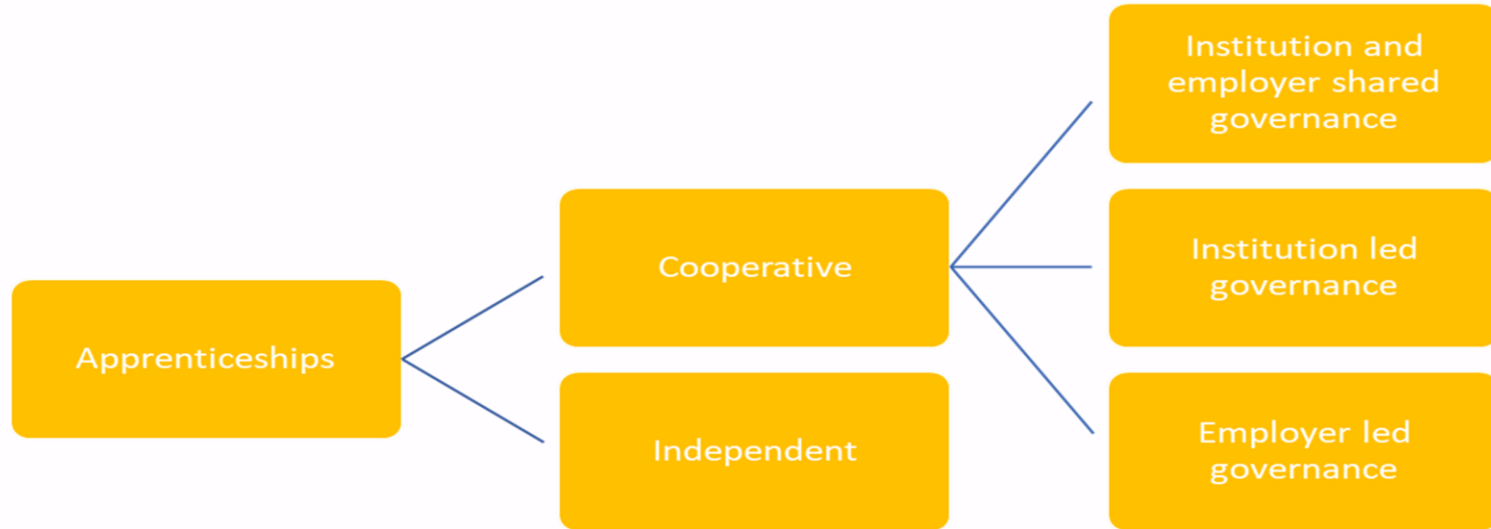
Single Work Term Type Apprenticeships



Single Work Term of Apprenticeships

| Single Work Term Type / Characteristics | Internship "Prácticum en medicina" | Specialized Internship - Fachpraktikum |
|--|---|--|
| Education Programme | EQF 7 | EQF 6,7 |
| Average Length | 1 year | 4-6 months |
| Balance b/w Theory & Practice | The legislative requirement is each week of PEWE is awarded with 2 ECTS. There are examples from 90 to up to 600 hours in company | Teachers, Doctors |
| curriculum-integrated, work-related, work-based, work-integrated | Curriculum-integrated | Curriculum-integrated |
| Formal Contract | yes | yes |

Final Typologie of Apprenticeships



Final Typologie of Apprenticeships

- **Independent apprenticeships** are those organized and managed by employers, without any involvement from educational institutions. They happen dissociated from any educational curricula, which means that, usually, the apprentices are not involved in any educational programme at the same time but, even if they are, there is no relation between the undergoing studies and the apprenticeship.
- **Cooperative apprenticeships** are those organized and managed in cooperation between educational institutions and employers. They vary in terms of governance, some being more employer lead and others more educational institution lead, but they are always associated with a curriculum and are designed as a mean for students to put theory in practice and master knowledge in a way that empowers them with professional autonomy. Further details about their characteristics can be found at our Report “[Typology of Apprenticeships in Higher Vocational Education](#)”.
- This typology will help identify different types of apprenticeships in Europe in the future, harmonize the dialogue between its actors across countries and facilitate mobility and recognition schemes.

THANK YOU FOR YOUR ATTENTION

Your ApprenticeshipQ project team!

You can download this presentation at:

<https://apprenticeshipq.eu/>

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