



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 12.11.1997
COM(97) 572 final

97/0321 (SYN)

**Proposal for a
COUNCIL DECISION**

on the promotion of European pathways for work-linked training,
including apprenticeship

(presented by the Commission)

EXPLANATORY MEMORANDUM

1. The recent Commission Communication on the development of apprenticeship in Europe¹, prepared following the request of the Florence European Council (June 96) showed the importance of apprenticeship, and more generally of work-linked training, in strengthening the employability of young people in training. Cooperation between enterprises and training establishments/centres - which is one of the objectives stated in Article 127 of the Treaty - facilitates a better integration of young people into the labour market.
2. The Commission's Communication "Proposal for guidelines for Member States Employment Policies 1998"², anticipating the application of the procedures set out in the Amsterdam Treaty (Article 109Q) has also brought out the key role of apprenticeship systems. This report highlights examples of good practice in work-linked training and apprenticeship systems considering their effects on the integration of young people in the labour market.
3. In the context of the completion of the single market, and more generally that of the construction of the European Union, i.e. a frontier-free area, the mobility of people undergoing training becomes an increasingly important dimension of European citizenship, as well as an instrument of multi-cultural and social integration.
4. The experience acquired from Community programmes and initiatives, in particular the Leonardo da Vinci programme, show that there is a very strong demand for transnational placements of young people in training including those in higher education (over 100 000 young people have benefited from support of this kind 1995-97). The nature of such placements is very varied - ranging from placements aiming simply to raise awareness to longer more systematic training periods in a company or training centre in another participating country. In a great many cases, however, this training period in another country was not an integral part of the original training: often it represents an addition element without any real impact on the training followed by the participant.
5. The proposal for a Council Decision presented by the Commission fully respects the spheres of competence of the Member States with regard to the content and organization of their training systems and structures. It is voluntary in nature whenever such systems and structures foresee work-linked training including one or several elements of mobility. It has the dual aim of:
 - defining the content and common underlying principles for those periods of training in another Member State (known as "European pathways for work-linked training and apprenticeship" or "European pathways") in the context of work-linked training and whenever those periods are integrated into the training followed in the original Member State.

¹ COM(97) 300 final.

² COM(97) 497 final.

- making these periods of training more transparent and more visible by means of formal recognition ("EUROPASS-training") of which the content and presentation are defined at Community level and which, for the participants, validate the training and or work experience undertaken in another Member State.
6. As indicated above, the "European pathways" and the "EUROPASS-training" do not aim to modify either the organization or the content of Member States' systems or structures, including the rules and arrangements in force in each Member State relating to the procedures and practicalities of awarding diplomas, titles and vocational training certificates. These "European pathways" are voluntary in nature and are not only reserved for those benefiting from an aid for mobility under Community programmes and initiatives in the domain of training. Initially they require a partnership structure to be set up between the organization responsible for training in the original Member State and the "Host partner" (enterprise, training establishment or centre) in the other Member State - partnership defining notably the content, the objectives in terms of competences, the duration as well as the practicalities of monitoring "European pathways" in particular to ensure that the quality of the content is maintained.
 7. The implementation of the "European pathways" as well as the monitoring and diffusion of the "EUROPASS-training" require overall animation and coordination at Community level, in close cooperation with the Commission, Member States and the Social Partners which play an important role in the domain of vocational training. This is the reason why the proposal for a Decision foresees accompanying and facilitating measures: designation for each Member States of a unit for the purposes of ensuring promotion, diffusion and qualitative evaluation of the actions implemented but also to make the necessary arrangements to facilitate equal opportunities in accessing the "European pathways". For its part, the Commission will set up a mutual information and coordination system.
 8. The Council is invited to rapidly adopt this proposal for a Decision. The setting up of "European pathways" and of "EUROPASS-training" should, in turn, support the development of work-linked training and apprenticeship in Member States in the more general context of policies implemented to support growth, competitiveness and employment.

**Proposal for a
COUNCIL DECISION**

on the promotion of European pathways for work-linked training,
including apprenticeship

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing the European Community, and in particular Article 127 thereof,

Having regard to the proposal from the Commission³,

Having regard to the opinion of the Economic and Social Committee⁴,

Acting in accordance with the procedure laid down in Article 189c of the Treaty in cooperation with the European Parliament⁵,

1. Whereas the Treaty gives the Community the task of implementing a vocational training policy to support and supplement the action of Member States while fully respecting their responsibility in particular by promoting the mobility of persons in training, especially young people, excluding any harmonization of the laws and regulations of the Member States;
2. Whereas the Council, by Decision 63/266/EEC⁶, established the general principles for implementing a common vocational training policy, notably by the second principle; whereas by Decision 94/819/EC⁷, it adopted the Leonardo da Vinci programme for implementing a Community vocational training policy;
3. Whereas the Florence European Council stressed the importance of apprenticeship for the creation of jobs, a sentiment echoed by the Commission in its communication "*Promoting apprenticeship in Europe*"⁸;
4. Whereas the Council Resolution of 18 December 1979⁹ on work-linked training advocated that the Member States should encourage the development of effective links between training and work experience; whereas that commitment is reiterated in the Council Resolution of 5 December 1994¹⁰ on the quality and attractiveness of vocational education and training which stresses the importance of work-linked training and the need to step up periods of vocational training in other

³ OJ C ... of1997, p.

⁴ OJ C ... of1997, p.

⁵ Opinion of the European Parliament of199 (OJ C), common position of the Council of199 (OJ C) and Decision of the European Parliament of199 (OJ C).

⁶ OJ 63, 20.4.1963, p. 1338.

⁷ OJ L 340, 29.12.1994, p. 8.

⁸ COM(97) 300 final.

⁹ OJ C 1, 3.1.1980, p. 1.

¹⁰ OJ C 374, 30.12.1994, p. 1.

Member States and to integrate those periods into national vocational training programmes;

5. Whereas the Commission's White Paper "*Teaching and learning: towards the learning society*"¹¹ stresses the need for cooperation between schools and the business sector;
6. Whereas training establishments and the business sector are complementary forums for the acquisition of general, technical and social knowledge and skills; whereas in this connection, work-linked training, including apprenticeship, makes a significant contribution to more effective social and occupational integration of young people in jobs and on the employment market and can bring benefits to various target publics and to various levels of teaching and training, including higher education where students have a contract of paid employment;
7. Whereas individual transnational mobility aid for young people in work-linked training, including apprenticeship, provided for by Community programmes and initiatives, particularly the Leonardo da Vinci programme, should be complemented by specific resources assembled, in cooperation with Member States, to implement a system of mutual information and coordination for the implementation of "*European pathways*";
8. Whereas, in order to ensure quality training which can cater simultaneously for the requirements of individuals, large enterprises and SMEs, and society in general, it is important for work-linked training, including apprenticeship, to comply with common approaches, particularly with regard to teaching, organization and follow-up, and with regard to relations between the training establishment and the company; whereas in this connection, where Member States' systems envisage an element of mobility within a period of work-linked training, they should lay down appropriate measures so that those concerned can benefit from a common system of recognition for the completion of that period of training;
9. Whereas it is important to ensure the quality of such periods of transnational mobility and Member States have a particular responsibility in this area; whereas, moreover, in view of the Commission's Communication "*Incorporating equal opportunities for women and men into all Community policies and actions*"¹², it is important to make sure that due account is taken of equal opportunities in the participation in "*European pathways*" and appropriate measures must be taken to that end;
10. Whereas the Commission, in cooperation with the relevant bodies in the Member States, has the task of ensuring overall consistency in the implementation of this Decision with Community programmes and initiatives in education and vocational training; whereas it is necessary to monitor the implementation of this Decision on a permanent basis;

¹¹ COM(95) 590 final.

¹² COM(96) 67 final.

11. Whereas in accordance with the principle of subsidiarity and the principle of proportionality as set out in Article 3b of the Treaty, the objectives of the action envisaged for the promotion of the European pathways for work-linked training, including apprenticeship, cannot be sufficiently implemented by the Member States in so far as such promotion and the setting up of a Community information document require coordinated action at Community level on the basis of common content and can therefore best be implemented at Community level because of the extreme diversity of training systems and structures in the Member States; whereas this Decision is limited to the minimum requirements to achieve those objectives and does not go beyond what is necessary to that end,

HAS ADOPTED THIS DECISION:

Article 1 Objectives

1. This Decision sets out the content and the common principles applying to the implementation of *“European pathways for work-linked training, including apprenticeship”* (*“European pathways”*).
2. This Decision establishes certification known as *“EUROPASS-training”* to attest at Community level to the period or periods of training followed by a person undergoing work-linked training, including apprenticeship, in a Member State other than that in which he or she is being trained.

Article 2 Definitions

For the purposes of this Decision, and taking account of the differences which exist between the systems and provisions for work-linked training, including apprenticeship, in the Member States, the following definitions shall apply:

1. **“European pathway”** means any period of vocational training pursued by a person in a Member State (host Member State) other than the one (Member State of provenance) where the person is following his or her work-linked training in the context of the said training;
2. **“person in work-linked training”** means any person in vocational training, irrespective of level and including higher education, leading to a diploma or a qualification recognized by the competent authorities of the Member State concerned, and involving structured periods of work-linked training in a training establishment and in a company as separate and complementary places of training whatever the person’s status as regards work contract, apprenticeship contract, school or student status;
3. **“teaching mentor”** means any person in a company or a training establishment, who, for the purposes of work-linked training, has the task of assisting, informing, guiding and providing effective monitoring of people in training during their period in the company during the *“European pathway”*;

4. "significant duration" means a duration of work-linked training completed in another Member State and considered jointly by the parties concerned to contribute to the overall, high-quality, training pathway;
5. "EUROPASS-training" means a document establishing that the holder has completed one or more periods of work-linked training, including apprenticeship, in another Member State under the conditions defined in this Decision;
6. "host partner" is the organization responsible for the "European pathway" in the host Member State (enterprise, training establishment or centre, etc.).

Article 3 Content and common principles

1. Where Member States provide in their vocational training system for work-linked training including an element of mobility in another Member State, they shall adopt the necessary measures so that those persons in training concerned can benefit from "European pathways".
2. The "*European pathways*" shall be an integral part of the training followed in the Member State of provenance.
3. A partnership between the organization responsible for the training in the Member State of provenance and the host partner in the other Member State shall define the content, the objectives in terms of competences, the duration as well as the practicalities of monitoring the "European pathways".
4. The "*European pathways*" shall be monitored and supervised by a teaching mentor in the host partner, account being taken in this regard of the capacity of SMEs and crafts to provide such monitoring.
5. The "*European pathways*" shall be of significant duration.
6. The "European pathways" shall be certified as such by the organization responsible for the training in the Member State of provenance in accordance with Article 4.

Article 4 "EUROPASS-training"

1. A record of achievement, "EUROPASS-training", shall be issued to all persons completing a "*European pathway*". It shall have the form of a Community information document, the contents and presentation of which are described in the Annex.
2. EUROPASS-training shall:
 - (a) set out precisely the type of vocational training followed within which the "*European pathway*" was completed as well as the final qualification or diploma according to the rules and arrangements in force in the Member State of provenance;
 - (b) specify that the said "*European pathway*" is an integral part of the training undertaken in the Member State of provenance;

- (c) show the content of the "European pathway" specifying the skills acquired during the work experience or training;
 - (d) indicate the duration of the "European pathway" organized by the host partner during the work experience or training;
 - (e) identify the host partner;
 - (f) indicate the qualifications of the teaching mentor;
 - (g) be issued by the body responsible for the vocational training followed by the person concerned in the Member State of provenance; it shall also be signed by that Member State, the host partner and by the person concerned.
3. The provisions concerning "EUROPASS-training" shall also apply when the "European pathway" includes a series of training periods in several Member States.

Article 5

Consistency and complementarity

The Commission, in compliance with the procedures and resources of the Community programmes and initiatives in education and vocational training, shall ensure overall consistency between the implementation of this Decision and those programmes and initiatives.

Article 6

Support and accompanying measures

1. The Commission shall be responsible for the production, and appropriate diffusion and monitoring of the "EUROPASS-training" in close cooperation with the Member States. To this end, each Member State shall designate a body for coordination and implementation at national level in close cooperation with the social partners as well as representative organizations for work-linked training.
2. Each Member State shall make the necessary arrangements and take the necessary measures to:
 - (a) allow quality control as well as qualitative evaluation of the actions implemented,

and

 - (b) facilitate equal opportunities, in particular by raising the awareness of the mentors in that respect.
3. In close cooperation with the Member States, the Commission shall set up a mutual coordination and information system.

Article 7

Financing

The resources needed to implement Article 6(1) and (3) shall be covered by the general budget of the European Union within its financial perspective.

**Article 8
Applicability**

This Decision shall apply from 1 January 2000.

**Article 9
Addressees**

This Decision is addressed to the Member States.

Done at Brussels,

For the Council
The President

“EUROPASS-training”**Description of the document**

The document is in the form of a report book (format A5).
It consists of six sheets in addition to the cover sheet.

On the front cover will appear:

- the term **“EUROPASS-training”**
- the logo of the European Community

Inside front cover

General description of the “EUROPASS-training” record of achievement (in the language of the holder).

This Community information document known as “EUROPASS-training” is established in accordance with Decision 98/.../CE concerning the implementation of *“European pathways for work-linked training and apprenticeship”*.

Its purpose (in accordance with Article 2 of the Decision) is to stand as a record of achievement during the period(s) of training completed by a young person in work-linked training and/or apprenticeship in a Member State other than the one in which he/she is undertaking his training;

Page 1, side 1

Particulars of the holder (in the holder’s language).

The different headings will be given in the other Community languages on the inside back cover page.

Page 1, side 2***European pathway 1***

(language of the original establishment)

- (a) vocational training followed and qualification of diploma to which it gives rise;
- (b) this *“European pathway”* is an integral part of the training followed;
- (c) content of the *“European pathway”* and skills acquired during the work experience or training;
- (d) duration of the *“European pathway”*;
- (e) details of the host partner (training centre and/or company);
- (f) qualifications of the teaching mentor;
- (g) joint signature of the original training body, the host partner and the person concerned.

Page 2, side 1

European pathway 1

repeat of the details given on page 1, side 2, in the language of the host partner.

Page 2, side 2

European pathway 1

repeat of the details given on page 1, side 2, in the language of the holder if different from that used on page 1.

Pages 3, sides 1 and 2, page 4, side 1

European pathway 2 (if appropriate).

Page 4, side 2, page 5, sides 1 and 2

European pathway 3 (if appropriate).

FINANCIAL STATEMENT

1. TITLE OF ACTION

Promotion of European pathways for work-linked training and apprenticeship

2. BUDGET LINE

B3-1020 Social dialogue action and preparatory measures to strengthen cooperation in the field of vocational training.

3. LEGAL BASE

Article 127 of the Treaty
Council Decision No 98/.../EEC of

4. DESCRIPTION OF ACTION

4.1. General objective

The action proposed by the Parliament and the Council Decision aims to promote European pathways for work-linked training and apprenticeship (hereinafter referred to as "European pathways") and to grant a documented record of achievement ("EUROPASS") to the participants of these "European pathways".

4.2. Period covered and arrangements for renewal or extension

Ongoing operation to be launched on 1 January 1999.

5. CLASSIFICATION OF EXPENDITURE OR REVENUE

5.1 DNO

5.2 CD

6. TYPE OF EXPENDITURE OR REVENUE

The expenditure comprises:

those subventions for the co-financing with other private and public sector sources (subventions of the Resource Centres designated by the Member States for the production and diffusion of EUROPASS, subventions for organizing events in the Member States and at the Community level in support of the action. The rate of Community subventions can be up to 50%. 100% subventions for Studies and experts' work contributing to the development of a common approach, particularly with regard to evaluation and for the design of the attestation of EUROPASS.

7. FINANCIAL IMPACT

7.1. Method of calculating total cost of operation (definition of unit costs)

The following parameters will be used:

- * cost of designing the "EUROPASS": ECU 100 000;
- * cost of producing the "EUROPASS" in the Member States, i.e. 100 000 copies at a unit cost of ECU 3 = ECU 300 000 (for a full year);
- * cost of supporting the organization of networks and the dissemination of the "European pathways" and the EUROPASS at the cost of ECU 30 000 per Member State = ECU 450 000;
- * cost of actions (notably conferences) for support and awareness-raising and evaluation at ECU 20 000 per Member State (= ECU 300 000) plus two Community-level conferences (= ECU 50 000 x 2) making a total of ECU 400 000;
- * cost of experts' studies and work: ECU 100 000.

Thus, in a full year the cost is estimated at ECU 1.250 million for establishing the certification of EUROPASS for the first year (1999). On the other hand a substantial increase in the numbers of EUROPASS required is anticipated in the first two years (100 000 in 1999 and 200 000 in 2000).

7.2. Itemized breakdown of cost

EC in ECU million (at current prices)

Breakdown	Budget year 1999	2000	2001	2002	2003	2004 and subsequent years	Total
- Document design	0.100						0.100
- Production and distribution	0.100	0.200	0.300	0.300	0.300	0.300	1.500
- Support for setting up networks and for distribution	0.450	0.450	0.450	0.450	0.450	0.450	2.700
- Conferences to raise awareness	0.400	0.400	0.400	0.400	0.400	0.400	2.400
- Experts' work	0.100	0.100	0.100	0.100	0.100	0.100	0.600
Total	1.150	1.150	1.250	1.250	1.250	1.250	7.300

7.3. Operational expenditure on studies, experts, etc. included in part B of the budget

EC in ECU million (at current prices)

	1999	2000	2001	2002	2003	2004 and subsequent years	Total
- Studies	0.050	0.000	0.000	0.000	0.000	0.000	0.050
- Experts' meetings	0.050	0.050	0.050	0.050	0.050	0.050	0.300
- Conference and congress	0.100	0.050	0.050	0.050	0.050	0.050	0.350
- Information and publications	0.050	0.050	0.050	0.050	0.050	0.050	0.300
Total	0.250	0.150	0.150	0.150	0.150	0.150	1.000

7.4. Indicative schedule of appropriations

EC in ECU million (at current prices)

	1990	2000	2001	2002	2003	2004 and subsequent years	Total
Commitment appropriations	1.150	1.150	1.250	1.250	1.250	1.250	7.300
Payment appropriations							
1999	0.900						0.900
2000	0.250	0.800					1.130
2001		0.270	0.960				1.230
2002			0.290	0.960			1.250
2003				0.290	0.960		1.250
2004 and subsequent years					0.290	1.250	1.540
Total	1.150	1.150	1.250	1.250	1.250	1.250	7.300

8. FRAUD PREVENTION MEASURES

All contracts, agreements and legal commitments concluded between the Commission and the beneficiaries of payments allow for checks *in situ* by the Commission and the Court of Auditors. Moreover, the recipients of aid in respect of actions are obliged to submit financial reports and accounts which are analysed both from the point of view of contents and from the point of view of eligibility of expenditure in accordance with the objective of Community financing and taking due account of the contractual obligations and efficient financial management.

9. COST-BENEFIT ANALYSIS

9.1. Specific and quantified objectives; target population

The aim of the decision is to promote European pathways for work-linked training and apprenticeship, referred to as "European pathways", and to provide the recipients of these "European pathways" a document or a record of achievement known as "EUROPASS". In addition the following objectives are also envisaged:

1. Establish the general and common principles of quality in respect of the implementation of the European pathways for work-linked training and apprenticeship (the "European pathways").
2. Set up (design, produce and disseminate) a European attestation (known as "EUROPASS") for the beneficiaries of such "European pathways".
3. Set up a system of information and coordination in close conjunction with the national authorities and the social partners.
4. Make the different players involved in work-linked training and apprenticeship, aware of the organization of the "European pathways", taking care to ensure the widest possible dissemination of the results, particularly as regards the "EUROPASS".
5. Bring about profitable exchanges between the different players involved in work-linked training and apprenticeship, on the best way of implementing the Community arrangements.

Experience with action programmes such as Leonardo da Vinci and Socrates would suggest that in a full year some 100 000 young people will become involved every year in these "European pathways".

The target population of the action includes on a voluntary basis all young people following work-linked training, particularly through apprenticeship, i.e. a type of training which, as described in Article 2(a) of the Decision, features "vocational training leading to a diploma or a qualification recognized by the competent authorities of the Member State concerned and involving structured periods of work-linked training in a training establishment including universities and in a company as separate and complementary places of training".

While direct aid for the mobility of young people undertaking these "European pathways" will come from existing Community programmes and initiatives (particularly the Leonardo da Vinci programme) as far as resources allow and in accordance with the specific procedures of these programmes, this action needs to be bolstered by the setting up of a network of mutual information and coordination.

It should be noted however that the general and common principles for the "European pathways" for work-linked training and apprenticeship specified by this decision does not limit itself, only to the pathways used by those benefiting from community aid on mobility in vocational training. This also covers the young mobile relevant to the other initiatives notably bilateral examples such as the recent agreement between France and Germany.

9.2. Grounds for the operation

The actions stemming from the current decision of Parliament and the Council resulting notably in the intermediate evaluation of the Leonardo da Vinci Programme (COM(97) 399 final) which were produced by the Commission based on the reports of all Member States which emphasised the necessity for the reinforcement for transnational mobility underlined also that the full impact of such mobility on training and work-linked training required the fuller and greater integration of the periods of training undertaken in other Member States in the initial training period.

The actions will support the implementation of a policy for vocational training at Community level within the meaning of Article 127 of the Treaty. While respecting the specific competences of the Member States with regard to the organization of vocational training, the Community action intends:

- * to establish a reference framework for certain common and general quality principles for the implementation of the "European pathways", and,
- * to enhance the transparency and internal consistency of the actions undertaken by and among the players involved in vocational training at all levels by introducing a document called "EUROPASS".

These two lines of action respect the principle of subsidiarity as required by the Treaty.

Actions undertaken – often on a bilateral basis – by the Member States on their own initiative, and transnational exchange and placement programmes undertaken as part of the Community programmes and initiatives (particularly Strands I and II of Leonardo da Vinci) delineate a general framework within which the "European pathways" will be implemented at the Community level in accordance with the general and common quality principles and for which the "EUROPASS" documents will be produced. In other words, the provisions of the decision proposed boost the impact of similar actions but do not entail any duplication.

The introduction of "European pathways" within the quality conditions defined in the decision and of the "EUROPASS" will not only strengthen the dimension of work-linked training in Community placement and exchange programmes, but will

also help to boost the development of work-linked training and apprenticeship in the Member States by introducing therein a European dimension.

The operation proposed is in line with the expectations of the Member States and follows on from the declarations of several European Council meetings stressing the importance of apprenticeship for employment and of investment in human resources.

– *Choice of ways and means*

While the cost of designing the “EUROPASS” document will be borne entirely by the Commission (using a procedure which involves a call for tenders), the other actions needed for implementing the decision will be covered by subsidies which imply co-financing by the operators concerned. This naturally applies to the conferences to launch the venture and raise awareness – except for the two Community level conferences which will be entirely funded by the Commission. It also concerns support for the setting up of a network of information and coordination, the experts’ studies and work envisaged to accompany the introduction of the arrangement paid for by the Commission in full respect of the rules governing contracts for studies and work by consultants.

9.3. Monitoring and evaluation of the operation

In accordance with Article 7 of the decision, the Commission will ensure the monitoring and implementation of the decision and will carry out an evaluation of progress achieved. It will therefore take the action needed for this, particularly with a view to the evaluation report which has to be submitted.

– *Performance and impact indicators*

Several general and specific indicators will be taken into account for assessing the implementation of the decision:

- * number of “European pathways” and “EUROPASS” documents issued (in absolute and relative value in relation to the number of young people undergoing work-linked training and apprenticeship)
- * level of education and training of the recipients
- * sectors covered
- * failure rate of the actions undertaken
- * average duration of the “European pathways”
- * transnational flows of beneficiaries of “European pathways” (by Member State and across Member States), etc.

Details and frequency of planned evaluations

Article 7 of the decision stipulates that a preliminary evaluation report on progress will be prepared for the first time three years after the adoption of this decision and every three years thereafter.

10. ADMINISTRATIVE EXPENDITURE (PART A, SECTION III OF THE GENERAL BUDGET)

This section of the financial statement must be sent to DGs IX and XIX; DG IX will then forward it to DG XIX with its opinion.

Actual assembly of the administrative resources needed will stem from the Commission's annual decision on the allocation of resources, taking into account *inter alia* the additional staff and amounts which will have been agreed to by the budgetary authority.

10.1. Impact on the number of staff

Type of post	to be allocated to managing the operation		of which		duration
	<u>permanent posts</u>	<u>temporary posts</u>	using existing resources within the DG or the department concerned	using additional resources	
Officials or temporary agents	A B C	1 - 1	- - -	1 - 1	
Other resources					
Total		2		2	

For the additional resources give indicative schedule of requirements.

10.2. Overall financial impact of additional human resources

(in ECU)

	Amounts	Method of calculation
Officials		
Temporary agents		
Other resources (specify budget heading)		
Total		

The amounts must express the total cost of additional posts for the total duration of the operation if the latter has a fixed time scale, for 12 months if the duration is not fixed

10.3. Increase in other operational expenditure arising from the operation

(in ECU)

Budget heading (Number and description)	Amounts	Method of calculation
A 2500 meetings and general conferences	62 550	3 annual meetings of the national experts and social partners group, i.e. 30 experts at ECU 695 = 695x30 experts x3 meetings = ECU 62 550
Total	62 550	

The amounts must correspond to the total expenditure for the operation if it is of fixed duration or the expenditure for 12 months if the duration is not fixed.

IMPACT STATEMENT FOR SMEs

Impact of the proposal on the business environment with particular effect on small and medium-sized enterprises (SMEs)

Title of the proposal

Proposal for a Council Decision on the promotion of European pathways for work-linked training, including apprenticeship

Reference number of the document: XXXX

The proposal

1. Taking account of the principle of subsidiarity, why is Community legislation necessary in this domain and what are its principal objectives?

The proposal is presented in the framework of the general guidelines of the Commission's White Paper "Teaching and Learning - towards the learning society" (COM(95) 590 final) which underlined the necessity of strengthening investment in qualifications and competences and the strategic nature of work-linked training in this perspective.

It is also presented in the perspective of the Green Paper "Obstacles to transnational mobility of persons in training" (COM(96) 462 final)

Work which the Commission is taking forward, and notably the recent Communication on the development of apprenticeship in Europe (COM(97) 300 final) show that there is interest in work-linked training (including apprenticeship) as a way of improving the integration of young people into working life.

The proposal aims to promote European pathways for work-linked training and apprenticeship.

The approach proposed by the Commission, without interfering in with the responsibilities of Member States, concerns the content and organization of their education and training systems and aims to:

- identify and define general and common principles of quality which should apply to periods of training undertaken in another Member State ("European Pathways") which support and enrich the training followed in the original Member State,
- ensure that the "European Pathways" form an integral part of the training followed in the original Member State and that they meet general and common principles of quality and that their completion is recognized in such a way as to allow better transparency and greater visibility,

- organize for the setting up of the these "European Pathways" the required coordination and promotion measures at Community level in close cooperation with Member States including the social partners at different levels whose responsibilities in this area are recognized.

Its operational content corresponds to the provisions of Article 127 of the Treaty and to the powers to act which these confer on the Commission.

2. Who will be affected by the proposal?

The Decision does not include any discriminatory measures for different sectors or sizes of enterprises.

The size of the enterprise not being a criterion, the Decision is as relevant to small and medium-sized enterprises (SMEs) as it is to large companies; but it can be assumed that the number of SMEs concerned will be quite high as they have a particularly active role in work-linked training and apprenticeship.

The spread of training activities over a wide range of economic sectors is in fact dependent on SMEs, whose role is extremely important in the area of job creation and whose involvement is of fundamental importance to the future of apprenticeship. In Germany for example, more than half of those undertaking an apprenticeship are found in enterprises employing less than 50 persons.

3. What measures should enterprises take in order to conform to the proposal?

The proposal foresees that the setting up of this system is based on the close cooperation between the original organizations where training takes place and the host organizations. Amongst the latter, enterprises and notably SMEs will represent a significant proposition.

The basic precondition is that the "European Pathways" are integrated into the training followed by the young beneficiaries - the practicalities of the integration is a matter for Member States. This system will be based on a set of defined and common criteria. Enterprises should therefore make sure that the general and common principles of quality, in terms of the content and objectives as well as the practicalities of implementation (notably with regard to pedagogical follow-up and evaluation procedures) are respected.

4. What economic effects is the proposal likely to have?

(a) On employment

Apprenticeship improves employment prospects; unemployment tends to be lower than average in young people who have successfully completed an apprenticeship. For example, in the Irish apprenticeship system, rates of placement of 95 to 100% have been recorded. The importance of work experience in an enterprise has been confirmed in the new German Länder. It has been shown that directly after the end of training three quarters of apprentices who have been trained within an enterprise go into a job whereas only 19% were unemployed.

The promotion of European pathways should allow young people to gain a wider range of skills in the context of different working environments at all levels. As most enterprises are looking for adaptable workers, transnational experience as recognized by the "European Pathways" will present an additional enhancement of the young person's experience in this perspective.

Opportunities for finding work should be significantly strengthened by this.

(b) On investment and creating new enterprises

One of the objectives sought is the transformation of enterprises and the creation of new enterprises. Apprenticeship has always been a particularly effective way of transforming enterprises, notably in the craft industry. Its significance should be underlined because the time at which an enterprise is transformed is also a time of detailed analysis of their chances of survival. With the extension of work-linked training to higher levels of qualification together with the recognition of training experience in different social and economic contexts, efforts are being made to progress beyond the level of the craft industry to include SMEs. The training of production engineers by means of apprenticeship is being taken forward with this in mind.

(c) The competitiveness of enterprises

The competitiveness of enterprises comes as much from the level of competence of their workers as from the ways in which their work is organized. The discovery of different systems for working and the capacity to work in multi-cultural milieu should develop the all-round level of expertise of amongst that part of the workforce which has benefited from periods of training in enterprises in other Member States.

5. Does the proposal contain any measures which aim to take into account the specific situation of small and medium-sized enterprises (Special conditions etc...)?

The proposal does not discriminate according to the size of enterprises and so does not contain any specific measures for SMEs. However, as a number of SMEs accommodate young people in the context of work-linked training and notably apprenticeship, it is appropriate to give particular attention to the case of SMEs in the follow-up process in view of the reports planned to examine the effects of specific measures.

Consultation

6. List of organizations which have been consulted on the proposal and summary of their main points of view

The Advisory Committee on Vocational Training (ACVT), a statutory tripartite body created by a Council Decision, was formally consulted (29 October 1997). Apart from this the initiative which is the subject of this proposal was considered by the informal group of Directors-General of Vocational Training and that of the Directors-General of Employment (20-21 October 1997).

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