



COMMISSION OF THE EUROPEAN COMMUNITIES

Brussels, 29.05.1998
COM(1998) 342 final

97/ 321 (SYN)

Amended proposal for a

COUNCIL DECISION

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

(presented by the Commission pursuant to Article 189 a (2)
of the EC-Treaty)

EXPLANATORY MEMORANDUM

1. The proposal for a decision to promote European pathways for work-linked training and apprenticeship has a twofold objective:
 - to define the content and the common principles for periods of training undertaken in another Member State (called '*European pathways for work-linked training, including apprenticeship*') as part of work-linked training when these periods are an integral part of the training followed in the original Member State;
 - enhance the transparency and profile of these periods of training by means of a document known as *EUROPASS-Training* whose content and presentation are defined at the Community level and which will attest to the training and/or work experience obtained by the beneficiaries in another Member State.
2. The proposal for a decision was adopted by the Commission on 12 November 1997 and was forwarded to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions on 9 January 1998.
3. The Economic and Social Committee delivered its opinion on 29 April 1998 and the Committee of the Regions on 12 March 1998.
4. Four European Parliament Committees – the Committee on Culture, Youth, Education and the Media; the Committee on Budgets; the Committee on Employment and Social Affairs; and the Committee on Economic and Monetary Affairs and Industrial Policy – produced an opinion with the Committee on Employment and Social Affairs acting as the committee responsible. The opinion of the European Parliament was delivered on 30 April 1998.
5. The European Parliament has proposed 29 amendments, 26 of which can be accepted by the Commission and these bring an improvement to the proposal for a decision:
 - the amendments seeking to highlight the role of the SMEs and craft industry in the development of work-linked training and apprenticeship in Europe – the specific features of these companies mean they have different requirements – and also the role of the social partners and other partners in apprenticeship;
 - amendments seeking to guarantee a good flow of information and more effective support for the *European pathways* as they develop, particularly with regard to health, safety at work, languages, to name but a few considerations;
 - amendments stressing the voluntary nature of the implementation of the European pathways; the Commission is aware of the diversity of policies, systems and approaches on work-linked training which exist in the Member States and this proposal for a decision in no way seeks to alter the organisation or the contents of Member States' systems and arrangements with regard to training. These European pathways are voluntary and are not restricted to those benefiting from a mobility grant under Community education and training programmes and initiatives.

6. By contrast, two amendments cannot be accepted, nor can part of a third:

- The amendment seeking to establish a minimum duration ("*...this period should not be less than three months in total*") may generate problems for achieving European pathways (amendment 19 to Article 2, point 4).

The European pathways cannot be restricted to study visits and/or a cultural visit. We have to be sure that these are really good quality training periods. This is why the Commission is proposing that the duration be significant and be strictly linked to the objectives of the European pathway and the skills to be acquired, all matters to be specified before embarking on the European pathway and as part of a partnership established between the original partner, the host partner and the beneficiary. The diversity of systems from one Member State to another, the specific characteristics of branches and the very marked differences between durations which have been suggested to us during discussions in the European institutions show that establishing a minimum duration could prove a problem and even introduce an element of inflexibility with regard to the achievement of the European pathways.

- The amendment proposing that "*The Commission shall also produce an annual qualitative analysis of vocational demand so that the national vocational training plans may be adjusted to actual market requirements and young people may thus have a greater chance, with sought-after qualifications, of finding employment in the European labour market*" cannot be accepted either because it calls into question the principle of subsidiarity. Moreover, a number of countries do not have a "national training plan" (amendment 29 to Article 6(3)(a)).
- Lastly, amendment 28 can be accepted only in part. The addition made by the European Parliament to the text of the proposal for a decision and which specifies that "*The proportion of the Community contribution shall be no less than 50%*" runs counter to the guidelines set out in the Commission proposal on the implementation of the instrument (Article 7).

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

COM (97) 572 final	Amended proposal
<p>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 Commission¹, Having regard to the opinion of the Economic and Social Committee², Acting in accordance with the procedure laid down in Article 189c of the Treaty in cooperation with the European Parliament³,</p>	<p>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 Commission¹, Having regard to the opinion of the Economic and Social Committee², Acting in accordance with the procedure laid down in Article 189c of the Treaty in cooperation with the European Parliament³</p>
<p>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;</p>	<p>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;</p>
<p>2. Whereas the Council, by Decision 63/266/EEC⁴, established the general principles for implementing a common vocational training policy, notably by the second principle; whereas by Decision 94/819/EC⁵, it adopted the Leonardo da Vinci programme for implementing a Community vocational training policy;</p>	<p>2. Whereas the Council, by Decision 63/266/EEC⁴, established the general principles for implementing a common vocational training policy, notably by the second principle; whereas by Decision 94/819/EC⁵, it adopted the Leonardo da Vinci programme for implementing a Community vocational training policy;</p>
<p>3. Whereas the Florence European Council <u>stressed the importance of apprenticeship for the creation of jobs, a sentiment echoed by the Commission in its communication "Promoting apprenticeship in</u></p>	<p>3. Whereas the Florence European Council <u>asked the Commission to examine the relationship between apprenticeship and employability and whereas this relationship was shown to be beneficial by the Commission in</u></p>

¹ OJ C ... of1997, p.

² OJ C ... of1997, p.

³ Opinion of the European Parliament of1997 (OJ C), common position of the Council of1997 (OJ C) and Decision of the European Parliament of1997 (OJ C).

⁴ OJ 63, 20.4.1963, p. 1338.

⁵ OJ L 340, 29.12.1994, p. 8.

<p><i>Europe</i>"⁶;</p>	<p>its communication "<i>Promoting apprenticeship in Europe</i>"⁶;</p>
	<p>4. <u>Whereas the Special European Council on employment in Luxembourg recognised the crucial role played by small and medium-sized undertakings in the creation of long-term employment;</u></p>
	<p>5. <u>Whereas work-linked training in micro undertakings and in the craft sector and especially apprenticeship are successful instruments for integrating young people into the labour market because they enable young people to acquire the necessary skills to establish, in their turn, undertakings of this type or to help revive them;</u></p>
<p>4. Whereas the Council Resolution of 18 December 1979⁷ 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 1994⁸ 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 Member States and to integrate those periods into national vocational training programmes;</p>	<p>6. Whereas the Council Resolution of 18 December 1979⁷ 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 1994⁸ 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 Member States and to integrate those periods into national vocational training programmes;</p>
<p>5. Whereas the Commission's White Paper "<i>Teaching and learning: towards the learning society</i>"⁹ stresses the need for cooperation between schools and the business sector;</p>	<p>7. Whereas the Commission's White Paper "<i>Teaching and learning: towards the learning society</i>"⁹ stresses the need for cooperation between schools and the business sector; whereas the "1998 employment guidelines" annexed to the Council Resolution of 15 December 1997¹⁰ call on the Member States to improve the employment prospects of young people by equipping them with skills relevant to the labour market and whereas to this end the Council calls on the Member States to implement to develop</p>

⁶ COM(97) 300 final.

⁷ OJ C 1, 3.1.1980, p. 1.

⁸ OJ C.374, 30.12.1994, p. 1.

⁹ COM(95) 590 final.

¹⁰ OJ L 30, 28.01.1998, p.1

	<p>apprenticeship training schemes;</p>
<p>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;</p>	<p>8. 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;</p>
<p>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";</p>	<p>9. 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, <u>bearing in mind the sharp disparities in the development of the various national work-linked training schemes including apprenticeship</u>, be complemented by specific resources assembled, <u>in close cooperation with Member States and with the social partners at various levels</u>, to implement a system of mutual information and coordination for the implementation of "European pathways";</p>
	<p>10. <u>Whereas, among the various types of vocational training available, greater emphasis should be given to apprenticeships in future education and vocational training programmes taking steps in particular to promote transnational mobility for apprentices;</u></p>
	<p>11. <u>Whereas in this context the EURES system could facilitate the finding and dissemination of information on work-linked training opportunities in another Member State;</u></p>
<p>8. Whereas, in order to ensure quality training which can cater simultaneously for the requirements of individuals, <u>large enterprises and SMEs</u>, 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 <u>follow-up</u>, and with</p>	<p>12. Whereas, in order to ensure, <u>in the context of transnational mobility</u>, quality training which can cater simultaneously for the requirements of individuals, <u>industry, SMEs; and the craft sector</u> and society in general, it is important for work-linked training, including apprenticeship, to comply with common <u>procedures within the framework of an established partnership with</u></p>

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;

the host partner, particularly with regard to teaching, organization and co-ordination, and with regard to relations between the training establishment and the company; whereas in this connection, where Member States' systems allow for an element of mobility within a period of work-linked training in another Member State of the Community, 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;

13. Whereas the trainee should be adequately prepared for a period of mobility, particularly in term of knowledge of the health and safety risks and procedures of the workplace in which he/she is going to be trained and basic language knowledge of the host country, assistance with accommodation, accessibility of expenses and wages so that they can enjoy the experience of training in full;

14. Whereas in the context of micro-undertakings and the craft sector, the role of the teaching mentor may be assumed by the master craftsman, whereas in this connection specific teaching measures are advisable to enable the mentor to perform his tasks;

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"¹¹, 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;

15. 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"¹¹, 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; whereas in this respect, equality of opportunity to participate should be irrespective of gender, race, religion or disability;

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

16. Whereas the Commission, with the support of the competent bodies in the Member States, has the task of ensuring overall consistency and synergy in the implementation of this Decision with Community programmes and initiatives in education and vocational training; whereas the Commission in

¹¹ COM(96) 67 final.

<p>monitor the implementation of this Decision on a permanent basis;</p>	<p><u>co-operation with the Member States and the social partners must monitor the implementation of this Decision on a permanent basis;</u></p>
	<p>17. are <u>Whereas three years from the entry into force of this Decision an assessment should be made of its impact, together with a review of the experience gained in implementing the "European pathways", to see whether corrective or support measures are needed;</u></p>
	<p>18. <u>Whereas this action forms part of the overall framework of the programme relating to the Europe of Knowledge;</u></p>
<p>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,</p>	<p>19. 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,</p>
<p>HAS ADOPTED THIS DECISION:</p> <p style="text-align: center;">Article 1 Objectives</p> <p>1. This Decision sets out the content and the common principles applying to the implementation of "<i>European pathways for work-linked training, including apprenticeship</i>" ("<i>European pathways</i>").</p> <p>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</p>	<p>HAS ADOPTED THIS DECISION:</p> <p style="text-align: center;">Article 1 Objectives</p> <p>1. This Decision sets out the content and the common principles applying to the implementation of "<i>European pathways for work-linked training, including apprenticeship</i>" ("<i>European pathways</i>") <u>and determines who is responsible for the various aspects of their implementation.</u></p> <p>2. This Decision establishes certification known as "EUROPASS-training" to attest at Community level to the period or periods of training followed by a</p>

a Member State other than that in which he or she is being trained.

person undergoing work-linked training, including apprenticeship, in a Member State other than that in which he or she is being trained.

3. Participation in the "European pathways and use of this certification shall be voluntary. The certification shall be used in connection with partnerships within the meaning of Article 3. This Decision shall not establish any rights other than those set out below.

**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

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2. **"person in work-linked training"** means any person of any age 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

“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.).

pathway”; for this purpose, the mentor shall act closely with the competent professional bodies taking part in the “European pathway”

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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.

Article 3

Content and common principles

1. Where Member States allow 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 in another Member State can benefit from “European pathways” in accordance with the applicable labour and social security standards.
2. The “*European pathways*” shall be an integral part of the training followed in the Member State of provenance, and shall not be used as a means of job substitution 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

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;

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 “EUROPASS-Training” shall be certified as such by the organization responsible for the training in the Member State of provenance in accordance with Article 4.

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 - 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.

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.

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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 and synergy between the implementation of this Decision and those programmes and initiatives.

Article 6

Support and accompanying measures

1. The Commission shall co-ordinate the measures to supervise and evaluate the "European pathways" implemented under the Decision and shall be responsible for the setting-up, and appropriate diffusion and monitoring of the "EUROPASS-training" in close cooperation with the Member States. To this end, each Member State shall designate one or more bodies 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 and training partners in that respect.
 - (c) facilitate the provision to trainees of guidance regarding health and safety risks and procedures of the hosting Member State in the workplace.

3. In close cooperation with the Member States, the Commission shall set up a mutual coordination and information system.

3. In close cooperation with the Member States, the Commission shall set up a mutual coordination and information system in order to promote the implementation of the "European pathways". In particular, it shall encourage the dissemination of information on work-linked training opportunities in the Member states of the Community and the establishment of partnerships.

4. Within three years of the entry into force of this Decision the Commission shall submit to the Council and the European Parliament a report on its implementation, evaluate the impact of the Decision on the promotion of mobility in work-linked training, including apprenticeship, and propose any supplementary measures needed in order to make it more effective.

**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 7
Financing**

The resources needed to implement Article 6(1) and (3) shall be granted by the budgetary authority within the annual budgetary procedure and within the financial perspective.

**Article 8
Applicability**

This Decision shall apply from 1 January 2000.

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Applicability**

This Decision shall apply from 1 January 2000.

**Article 9
Addressees**

This Decision is addressed to the Member States.

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Addressees**

This Decision is addressed to the Member States.

13

ANNEX

“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)

	1999	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
	permanent posts	temporary posts	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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