



# Quality Traineeships

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# Quality Traineeships - Definition

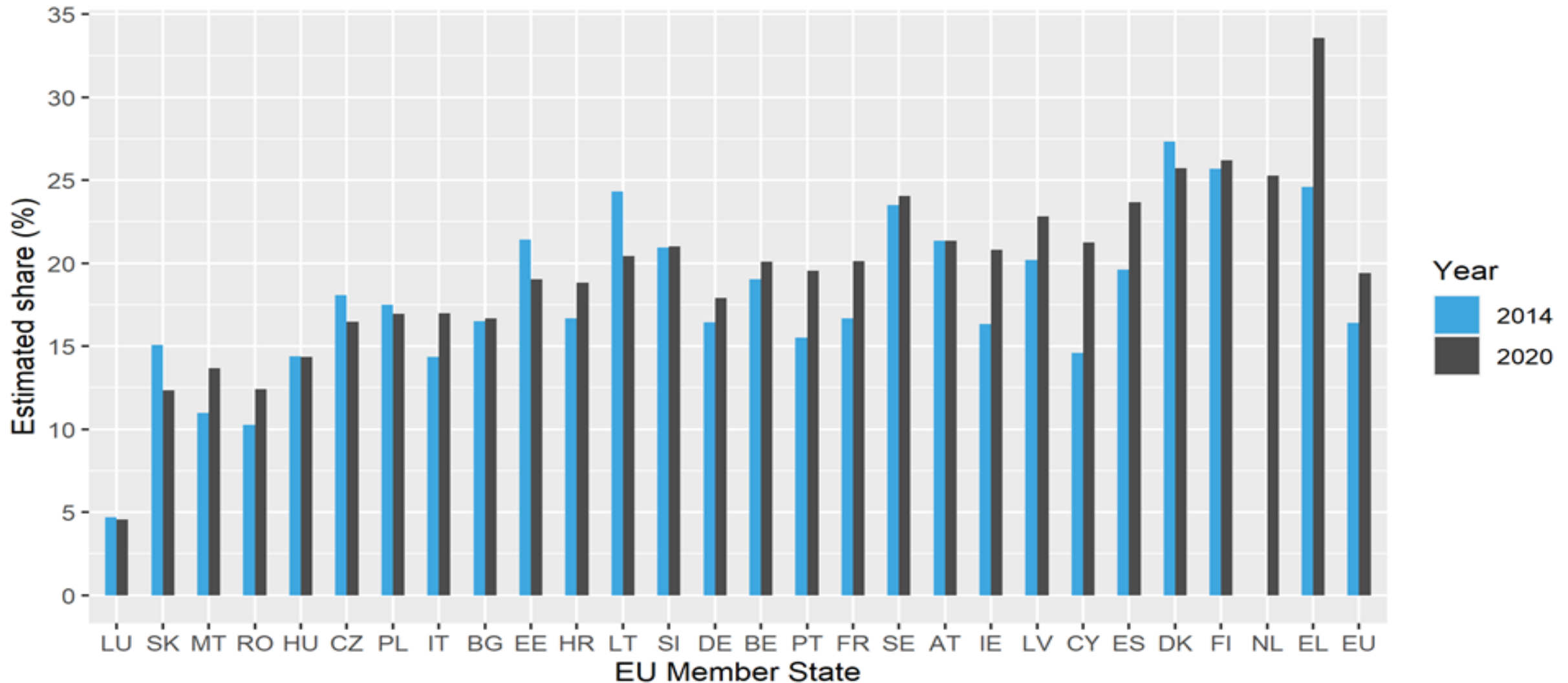
*A limited period of work practice, whether paid or not, which includes a learning and training component, undertaken in order to gain practical and professional experience with a view to improving employability and facilitating transition to regular employment*

# Quality Traineeships - Definition

- A **limited** period,
- **work practice**,
- **paid or not**,
- a **learning** and **training** component,
- to gain **practical and professional experience**
- improving **employability**
- facilitating **transition** to **regular** employment

# Traineeships – EU wide picture

Estimated share of young people doing a traineeship across EU Member States in 2014 and 2020(%)



# The “typical” trainee profile?

- More **women** than men
- **Tertiary** education
- Sectors:
  - business administration/services
  - banking/accountancy,
  - **unpaid/low paid** traineeships in the creative (e.g. culture, art, design, publishing, etc.) and media/journalism sectors

# What is done at EU level to improve traineeships?

- **Council Recommendation** of 10 March 2014 on a Quality Framework for Traineeships
  - Applies to open market and Active Labour Market Policy (ALMP) traineeships
  - **Not:** traineeships that are part of curricula of formal education or vocational education and training.
  - **Not:** Traineeships regulated under national law and whose completion is a mandatory requirement to access a specific profession (e.g. medicine, architecture, etc.)

# What is done at EU level to improve traineeships?

## Objectives:

- Smooth transition from education to employment: *employability*
- Traineeships should lead to but *not replace* regular jobs
- Inclusiveness
- Better working conditions
- Improved learning content
- Transparency
- Cross-border mobility

# Quality Framework for Traineeships (QFT)

Quality principles:

- a **written agreement** setting out the rights and obligations of the trainee and the traineeship provider
- clear **learning and training objectives** throughout the traineeship
- respecting **working conditions**, in line with EU and national law
- Clear **rights** and **obligations**
- a **reasonable duration** (in principle max 6 months)
- a **proper recognition and validation** of knowledge, including a **certificate**
- **transparency** requirements
- the facilitation of **cross-border traineeships** in the EU (incl through EURES)



# Review of the current Quality Framework for Traineeships (1/3)

- Announced in **European Pillar of Social Rights** Action Plan (March 2021)
- Public debate on traineeships and their quality: **Pay! Social Protection!**
  - Calls from EP, EESC, Youth Organisations, Conference on the Future of Europe.
- 12-month evaluation study ongoing
- Contributing to the 2022 **European Year of Youth**

# Review of the current Quality Framework for Traineeships (2/3)

- Aims of the review/evaluation :
  - Implementation?
  - Still fit for purpose?
  - Are new elements needed?
  - Do traineeships (QFT) help young people enter (stable) employment?

# Review of the current Quality Framework for Traineeships (3/3)

- Wide consultation of stakeholders:
  - Targeted consultations at national and EU level (interviews, online meetings/workshops with groups of experts and national authorities)
  - Survey of trainees (February-March)
  - Public Consultation survey (March - June)

# Reality check – what is happening on the ground?

- Unregulated in some countries
- If regulated, regulation is very diverse across countries
- In some cases, trainees “used” as cheap or even unpaid labour

# Reality check – what is happening on the ground?

Degree of legal implementation	Member State
Fully/mostly implemented	BE, BG, ES, LT, LU, RO, SI
Partially implemented	AT, CZ, DE, HU, NL, PL, PT
Modestly implemented	CY, DK, EL, HR, IE, LV
Not implemented at all	EE, FI, FR, IT, MT, SE, SK

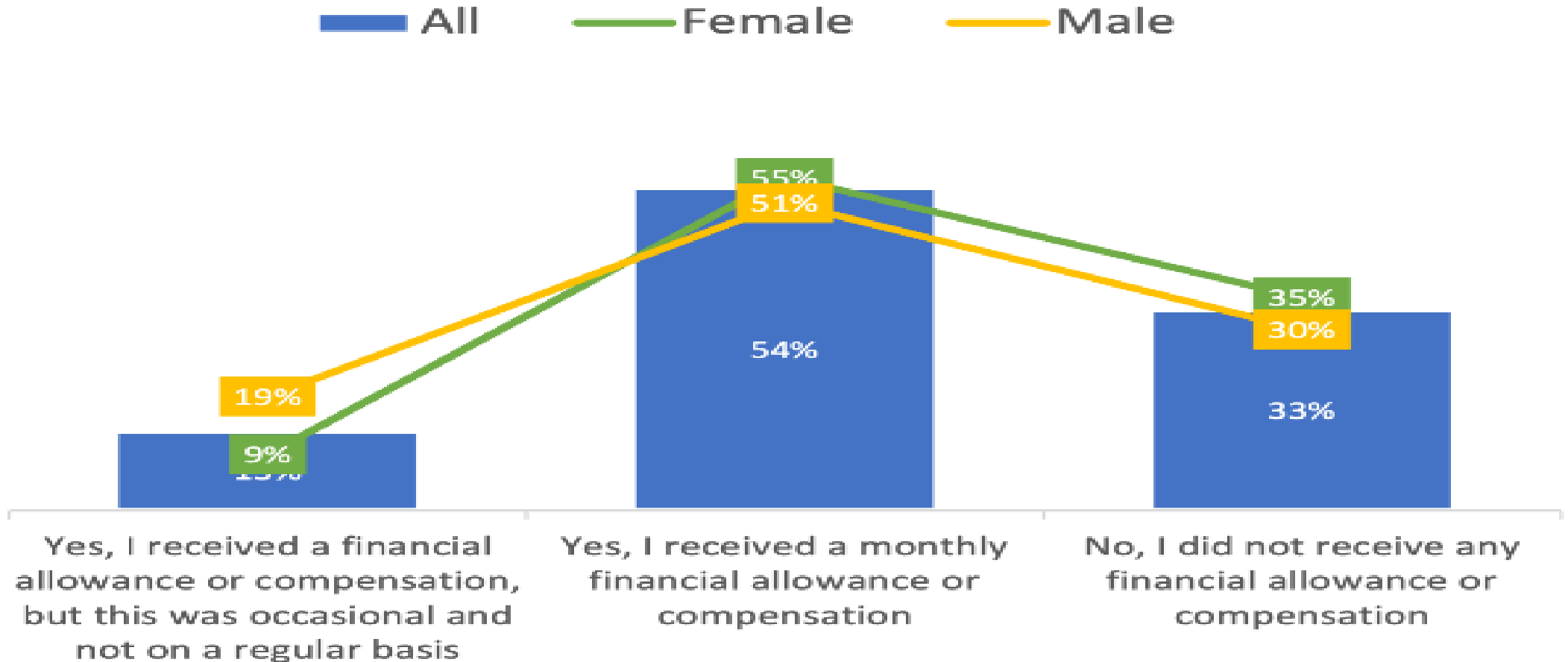
# Reality check – what is happening on the ground?

## Obstacles for employers:

- Limited human and financial resources
- The lack of awareness among both trainees and employers about the QFT quality principles
- The lack or the complexity of existing relevant legislative frameworks
- Organisational changes due to the outbreak of COVID-19 pandemic
- Limited resources for traineeship promotion and communication

# What do young people tell us?

## Financial allowance



# What do young people tell us?

## Working conditions compared to other employees

- 46% - working conditions were equivalent to those of regular employees
- 21% - working conditions were worse or much worse
- 18% - working conditions were somewhat or much better



# What do young people tell us?

## Traineeship outcomes (I)

### Recognition of skills:

- About **70%** received a certificate, a letter of reference or both

### Acquired skills and experience:

- **Nearly 8 in 10** agree they acquired skills and real-life work experience

### Easing the transition from school to work:

- **62%** said that traineeship(s) made transitioning from school to work easier

# What do young people tell us?

## Traineeship outcomes (II)

### Supporting professional development

- **80%** - traineeship contributed to the **overall professional development**
- **75%** - traineeship supported in their **personal development**

### Networking opportunities

- **67%** - traineeship provided them with **networking opportunities**

# What do young people tell us?

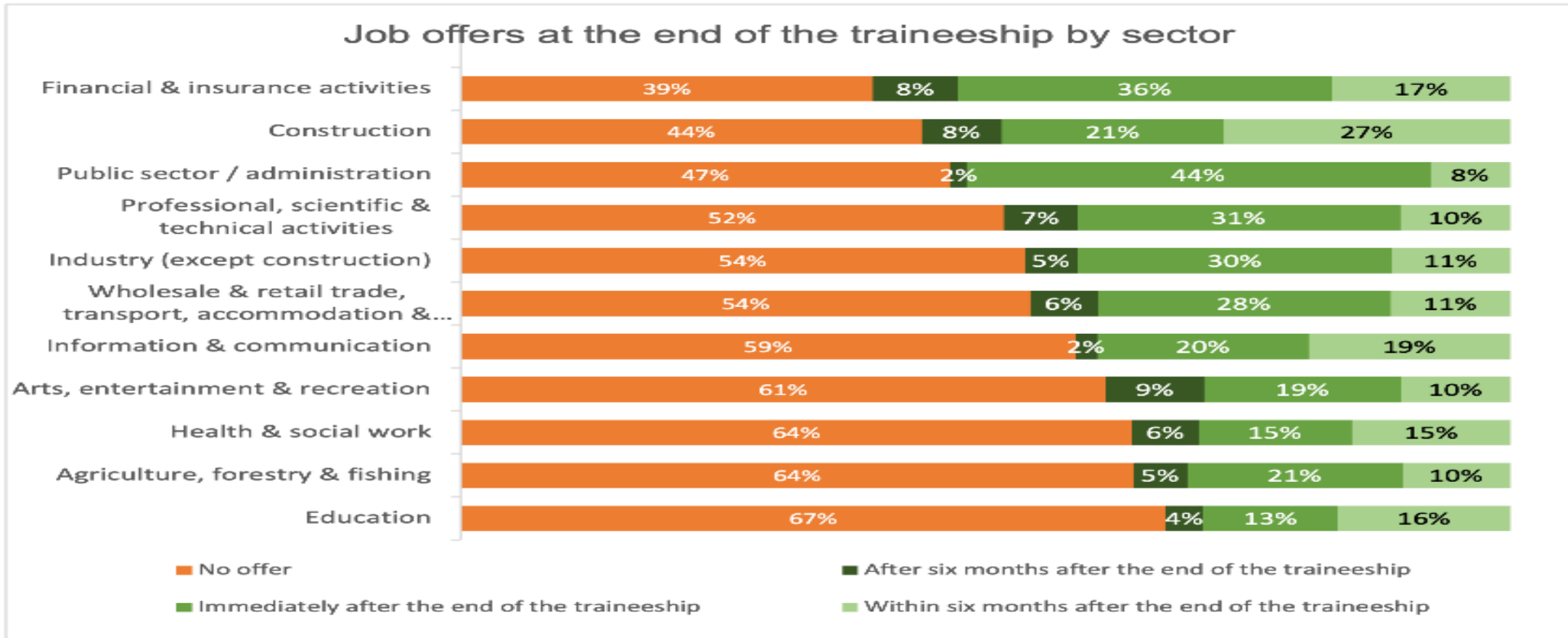
## Traineeship outcomes (III)

### Job prospects

- **54% of respondents were not offered a job** at the end of their traineeships.
- The remaining **46% were**. Of these:
  - 6 in 10 immediately at the end of their traineeship
  - 3 in 10 within 6 months and
  - 1 in 10 after 6 months after their traineeship end

# What do young people tell us?

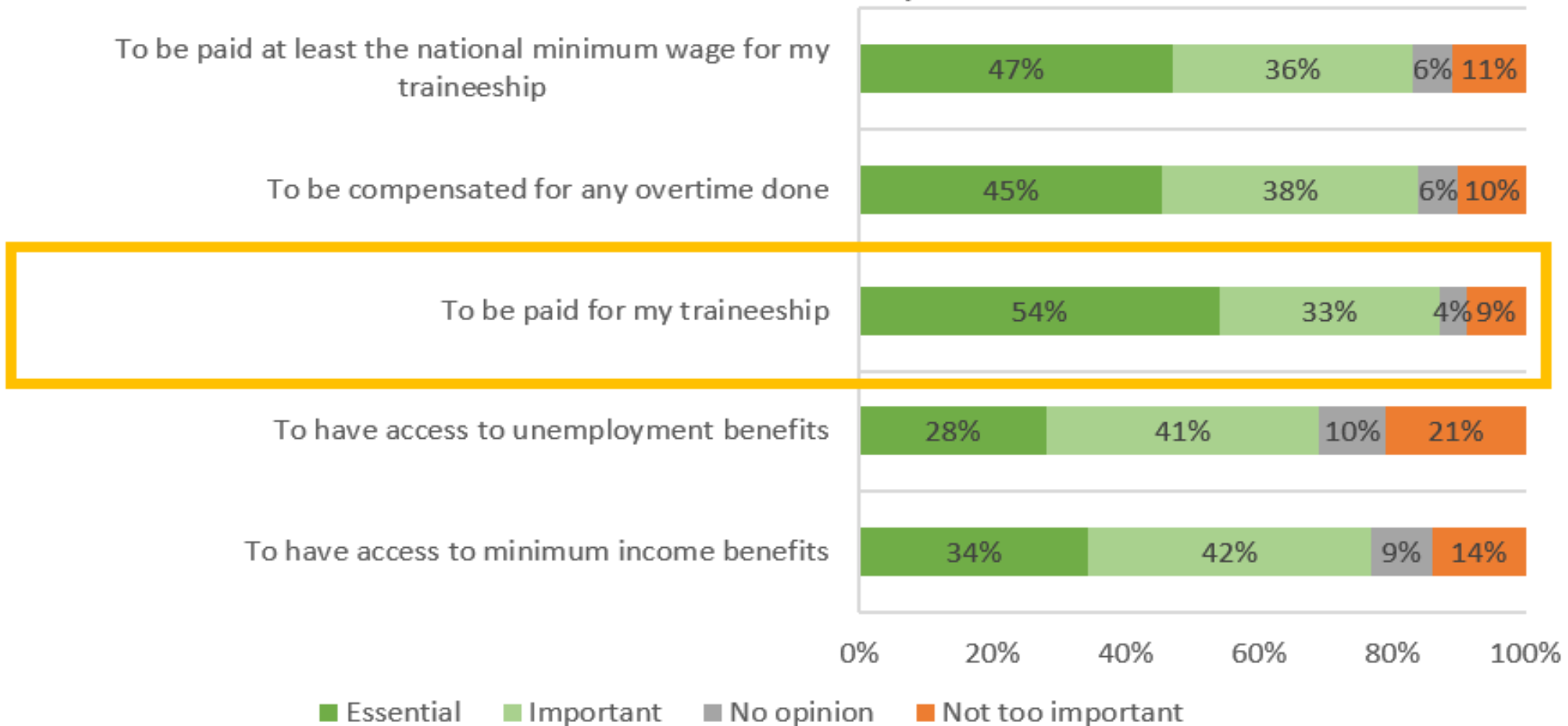
## Traineeship outcomes (IV)



# What do young people tell us?

## Important features of a traineeship:

### Income and compensation



# Questions for discussion (1/2):

## **Traineeships and employability:**

- Do you think that traineeships these day are a 'nice to have' or 'a must' on young people's CV?
- Do you think traineeships help young people find a (permanent) job?

# Questions for discussion (2/2):

## **Traineeship conditions:**

- What are « must have's » in a traineeship?
- What are « no go's » in a traineeship?
- What is your view on unpaid traineeships?
- Is it important to have social protection coverage, when applying for (or accepting) a traineeship?

# Thank you

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