

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Ceemet and industriAll Europe are the representative social partners recognised for social dialogue at European level in the metal industry. With this pledge, industriAll Europe and its 181 trade unions affiliates in 38 countries as well as Ceemet and its member organisations in 22 countries of which 20 are in Europe commit to promote the uptake of high-quality and effective apprenticeship in the MET sector throughout Europe.

Ceemet, industriAll Europe and their respective member organisations have long been advocating for first-class vocational education and training (VET) strategies to support the Metal, Engineering and Technology-based (MET) industries in thriving and adapting to a fast-evolving world. Anticipation of skills needs, continuous learning, retraining policies and work-based learning are all instrumental for MET sector companies and workers to cope with the major technological transformations in a socially responsible manner, thereby supporting jobs and growth. Therefore, Ceemet and industriAll Europe will continue to be strong promoters of a responsive VET system that supports the adaptability, autonomy and employability of workers and guarantees real opportunities to a qualifying professional experience and to access the labour market. Responsive VET systems are also key to helping overcome the current skills shortages that are occurring within the MET industries.

Against this background, Ceemet and industriAll Europe make the present pledge which is aimed at both encouraging quality apprenticeship schemes and improving the image and attractiveness of VET towards youth by:

- 1) Increasing awareness of the benefits of work-based learning and apprenticeships in the context of fast-evolving industries vis-à-vis Ceemet and industriAll Europe member organisations (via general assembly meetings, internal specific networks...);
- 2) Promoting the newly adopted Council Recommendation on a European framework for quality and effective apprenticeships, including at public events;
- 3) Making publicity for (national) social partners' initiatives in this area, be it at sectoral or company level via our devoted website (www.metindustry.eu), hence fostering the exchange of best practices and increasing attractiveness of apprenticeship schemes to all stakeholders (companies, potential apprentices...);
- 4) Continuing to promote and defend responsive VET systems including apprenticeship, especially within the framework of national and European social dialogue structures (including the European Sectoral Social Dialogue Committee of the metal industry), but also joint and individual industriAll Europe and Ceemet activities related to education and training;

- 5) Continuing to explore ways in which we can create an effective and attractive apprenticeship environment in the MET sector as part of our European level activities (such as the Blueprint for sectoral cooperation on skills in the automotive sector launched by the European Commission);
- 6) Including the apprenticeships topic for discussion in the work-programme (2019-2020) of the social dialogue education and training working group

The **EUROPEAN ALLIANCE FOR APPRENTICESHIPS** (EAfA) is a multi-stakeholder initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year.

The pledge and reported results will be published on the EAfA webpage and may be used for communication purposes.

Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

ABOUT

[Ceemet](#)

The **Council of European Employers of the Metal, Engineering and Technology-based industries** is the European employers' organisation representing the interests of the metal, engineering and technology-based industries. Through its national member organisations, it represents 200 000 companies across Europe. The vast majority of them are SMEs, providing over 35 million jobs of direct and indirect employment.



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[industriAll European Trade Union](#)

industriAll European Trade Union (industriAll Europe in short) is the European trade union federation of workers in the manufacturing, mining and energy sectors. Through its 181 affiliated trade union organisations in 38 countries, it defends the interests and rights of 7 million workers across supply chains.



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