A background image showing a group of people in a meeting. They are standing around a table with a laptop, papers, and a pen holder. The image is partially obscured by yellow text boxes.

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

Typology of Apprenticeships

APP -
REN -
TICE -
SHIP -
Q

Project ApprenticeshipQ

2019

SHORT DESCRIPTION OF THE APPRENTICESHIPQ PROJECT

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

INTRODUCTION

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

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

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

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

Austria

Type of Apprenticeship / Characteristics	Dual Study Programme, Cooperative and Work Integrated Higher Education	Full time Dual/Cooperative Education	Full time program (regular)	Full time program (work enabling)	Full time program (health sciences)
Education programme (EQF-Level)	6 / 7	6 / 7	6 / 7	6 / 7	6 / 7
Type of programme (HVET,PHE, HE)	HE	HVET	HE	HVET	HVET
Time Average Length of programme	Six Semesters / 3 years	Six Semesters / 3 years	Six Semesters / 3 years	Six Semesters / 3 years	Six Semesters / 3 years
Balance between education in institution & company	60-70 % university, different models in Austria (3 months, ½ week, combinations), six programmes in operation / preparation	50% + 50% (4 x 12 weeks; 40 hours working week)	1 internship between fourth and sixth semester)	Working full time, study program at weekends	Short placements in hospitals (non-paid)
curriculum-integrated, work-related, work-based, work-integrated	Work-integrated	Work-integrated	Curriculum integrated	Work-based	Work-integrated
Formal contract	Employment contract (+educational part)	Employment contract (+educational part)	Internship contract	Employment contract	Placement without payment

Germany

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

Slovenia

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

Spain

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

Portugal

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

United Kingdom

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

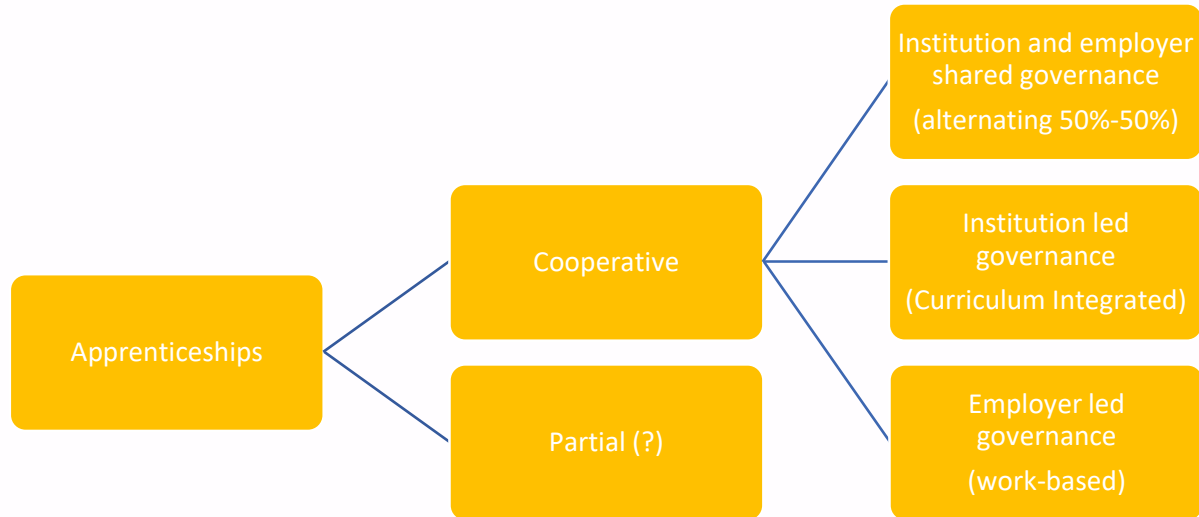
Typology of Apprenticeships

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

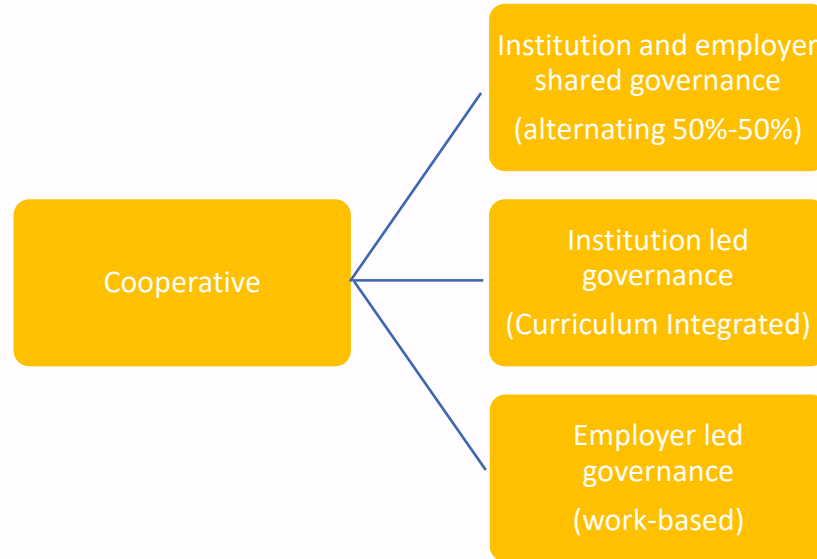
The process of education, which takes place in shared responsibility between actors from the world of work and education institutions in a learning/education partnership.

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

Overview Typology Apprenticeships



Cooperative Type of Apprenticeships



Cooperative Type of Apprenticeships

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

Dimensions Cooperative Type – Institution and employer shared governance

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

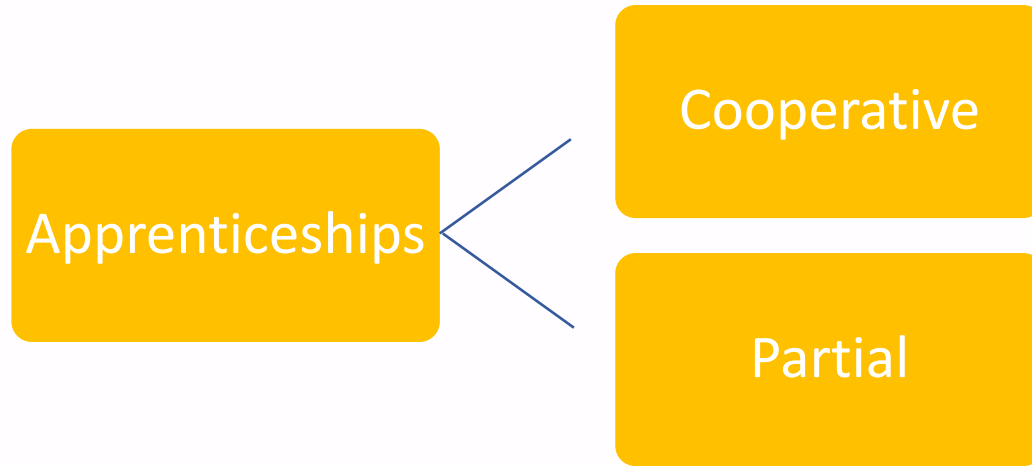
Dimensions Cooperative Type – Institution led governance

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

Dimensions Cooperative Type – Company led governance

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

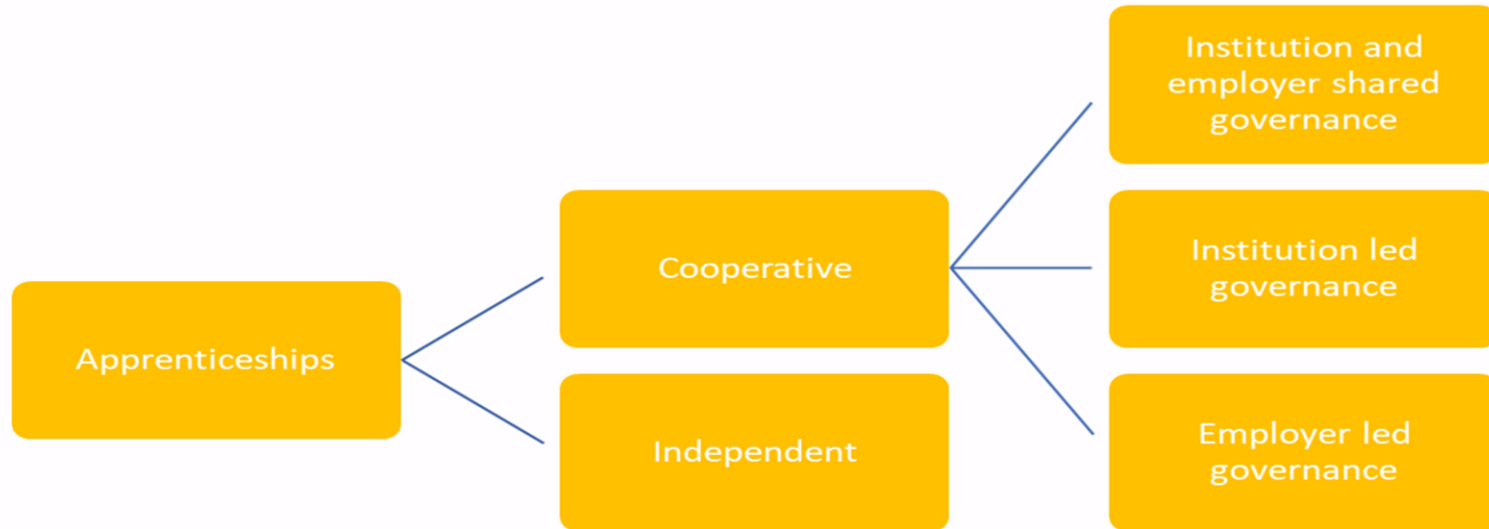
Single Work Term Type Apprenticeships



Single Work Term of Apprenticeships

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

Final Typologie of Apprenticeships



Final Typologie of Apprenticeships

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

THANK YOU FOR YOUR ATTENTION

Your ApprenticeshipQ project team!

You can download this presentation at:

<https://apprenticeshipq.eu/>

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

This work is licensed under a Creative Commons Attribution ShareAlike 4.0 International License.

You are free to:

Share — copy and redistribute the material in any medium or format

Adapt — remix, transform, and build upon the material

for any purpose, even commercially.

The licensor cannot revoke these freedoms as long as you follow the license terms.

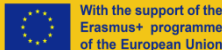
Under the following conditions:

Attribution — You must give appropriate credit, provide a link to the license, and indicate if changes were made.

You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use.

ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original.

No additional restrictions — You may not apply legal terms or technological



With the support of the
Erasmus+ programme
of the European Union