The ILO Quality Apprenticeships Recommendation (No.208) provides guidance to reform apprenticeships.

A summary of its 7 chapters

1. **Definition, scope and means of implementation**: An apprenticeship is a form of education and training governed by a written agreement, to acquire competencies required to work in an occupation through structured and remunerated or otherwise financially compensated training, with both on-the-job and off-the-job learning, leading to a recognized qualification.

2. **Regulatory Framework**: R208 outlines measures for establishing a comprehensive regulatory framework for apprenticeships, including through establishing standards.

3. **Protection of Apprentices**: R208 calls for protection of apprentices in terms of adequate remuneration, working hours, leave, social security, and fundamental workers' rights like freedom of association and non-discrimination.

4. **Apprenticeship Agreement**: R208 requires written agreements for apprenticeships, with specified elements. It aims for consistency, uniformity and compliance through national model agreements.

5. **Equality and Diversity**: R208 promotes equality, diversity, and social inclusion in apprenticeships, including gender balance and adult apprenticeships while combating discrimination, violence, harassment, and exploitation.

6. **Promotion of Quality Apprenticeships**: R208 contains measures to create an enabling environment for apprenticeships including establishing skills bodies, sustainable financing, incentives, support services, and raising awareness of apprentices’ rights.

7. **International, regional and national cooperation**: R208 emphasizes the need for international, regional, and national cooperation for quality apprenticeships: sharing good practices, forming partnerships, promoting the recognition of apprenticeship qualifications, etc.