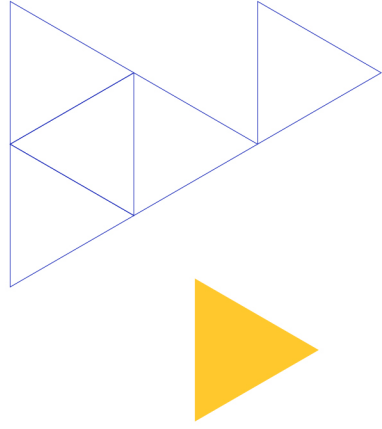




▶ How to organize a tripartite review of national apprenticeships frameworks



Goal

- ▶ To conduct a **tripartite review of regulatory and policy framework** on apprenticeships

Tools



- ▶ **Quality Apprenticeships Recommendation, 2023 (No. 208)**
- ▶ **R208 Checklist**

The R208 checklist is based on the elements contained in the Recommendation and is used as a basis for assessing the national framework. Based on this, government, workers and employers' organizations will be able to identify their priorities for change and potential reforms, and to enter into meaningful tripartite discussions.

Steps

1

▶ Delegations' members are selected

- ✓ Government shares its reform ambitions with workers and employers' organizations.
- ✓ Workers and employers select delegation members who will participate in tripartite dialogue, with technical understanding of apprenticeships and negotiations skills.



2

▶ Delegations conduct jointly or separately an assessment of the situation of apprenticeships in the country

- ✓ Review of R208.
- ✓ Assessment based on the R208 Checklist to identify priorities.



3

▶ Delegations organize separate meetings to decide

- ✓ What are the priorities for change and reform of the current apprenticeship framework.
- ✓ Who will be the spokesperson within the tripartite dialogue, ensuring adequate gender balance and allowing for the voices of employers and apprentices to be heard.
- ✓ What negotiation techniques will be adopted - what are the "red lines" and subjects that can be amended.



4

▶ National tripartite dialogue is conducted

- ✓ Either on a sub-set of R208, and/ or with separate tripartite working groups for specific chapters of R208 that then report in plenary.
- ✓ Each delegation has the possibility to hold separate meetings to consolidate their positions.
- ✓ Government facilitates discussions and identify areas of agreement.



5

▶ Final meeting between workers, employers and government

- ✓ Formally adopt an agreement, and agree on next steps (adoption of a decree, entering a legal process towards a piece of legislation, etc.).

