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# European Alliance for Apprenticeships (EAfA)

Pledge Submission Form

## Section 1 – Your Organisation!

<b>Company/organisation name:</b>	<b>UNIFE - The European Rail Supply Industry Association</b>
Country	Brussels, Belgium
Contact person, title:	Ana Manuelito, Public Affairs Manager
Email:	ana.manuelito@unife.org <input checked="" type="checkbox"/> I agree to the provisions of <a href="#">this privacy statement</a>
Website:	<a href="http://www.unife.org">www.unife.org</a>
Logo:	<i>[If you would like to have the logo of your organisation displayed with the pledge on the EAfA website, please use this link to upload your logo and tick the checkbox below.]</i> <input checked="" type="checkbox"/> I have uploaded the logo

### Please indicate what type of organisation:

Business organisations

Other:

### Please indicate what sector(s) your organisation operates in:

Accommodation and Food Service Activities

Agriculture, Forestry and Fishing

Arts, Entertainment and Recreation

Other:

Construction

Education and training

Information and Communication

Manufacturing

Professional, Scientific and Technical Activities

Other service activities, please specify

Other sector(s), please specify

### Give a short description of your company / organisation

UNIFE represents the European Rail Supply Industry, operating in Brussels since 1992. The association gathers and advocates for more than 100 of Europe's leading large and medium-sized rail supply companies active in the design, manufacture, maintenance, and refurbishment of rail transport systems, subsystems and related equipment. UNIFE also brings together 12 national rail industry associations of European countries.

UNIFE's members are committed to collaborating on common challenges facing the rail supply industry sector and providing the innovative technology needed to meet the growing demand for sustainable transport. UNIFE has big ideas, ambitions and unique research to share to consolidate the role of the Rail industry in fast-tracking Europe's tech and green future to achieve sustainable transport, innovative jobs and a lifetime of opportunity.

## Section 2 – Your Pledge!

Pledge Name

*Hop On For The Planet together with the European Rail Supply Industry.*

Give a short description of your pledge

In the face of the skills shortage and urgent need for increased digital capacities experienced by the European Rail Supply Industry, we and our members are devoted to ensuring that young people and transitioning professionals have the necessary vocational training, educational pathways and job opportunities to successfully build the next generation of sustainable and smart mobility.

After launching [the Hop On for Our Planet! campaign](#) in 2019 and participating in the [ERASMUS+-funded STAFFER Blueprint for Skills in Rail](#) since 2020, we are joining the European Alliance for Apprenticeships to continue this commitment.

We are proud to collaborate with the EAfA to ensure access to rewarding careers in the European Rail Supply Industry. Improving skills acquisition through VET programmes is essential to equip young people with the STEM capabilities required to design, implement and deploy the rail products needed to spur a digital and green transition and facilitate robust economic development.

Pledge starting date

9/12/2021

Pledge indicative end date

26/7/2024

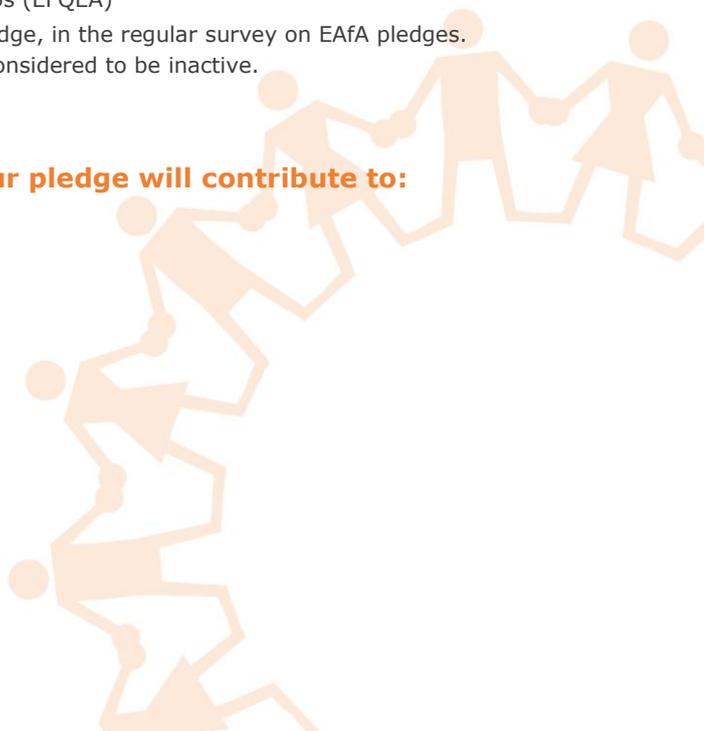
### Confirm your understanding of the EAfA principles – by ticking all 3 boxes. By ticking the boxes, you:

- Agree with the understanding of apprenticeships<sup>1</sup>, as set out in the European Framework for Quality and Effective Apprenticeships (EFQEA) and to contribute to the implementation of this Framework
- For the supply of apprenticeships, commit to apply the learning and working conditions set out in the European Framework for Quality and Effective Apprenticeships (EFQEA)<sup>2</sup>
- Commit to provide updates on activities related to this pledge, in the regular survey on EAfA pledges. If there is no participation in the survey, the pledge will be considered to be inactive.

## Section 3 – Your Objectives!

Please select the EAfA objective(s) that your pledge will contribute to:

- Increase the supply of apprenticeships
- Improve the quality of apprenticeships
- Enhance the image of apprenticeships
- Promote European mobility of apprentices



### Supply of apprenticeships

<b>Key activities – Supply of apprenticeships:</b>
<i>Not applicable</i>

<b>Number of apprenticeship places you pledge to create:</b>

<b>Indicative date by which you intend to reach this target</b>
DD/MM/YY

### Quality of apprenticeships

<b>Key activities – Quality of apprenticeships</b>
<i>Not applicable</i>

<b>Indicative date by which you intend to complete this activity</b>
N/A

<b>Key activities – Digital and Green Skills</b>
<i>Not applicable</i>

<b>Indicative date by which you intend to complete this activity</b>
N/A

### Image of apprenticeships



### Key activities – Image of apprenticeships

We will promote our pledge via our social media channels, website, monthly newsletter and mailing campaign to our members. After joining EAfA's joint high-level conference in Vienna, we will organise the 2022 European Railway Award with the [Community of European Railway and Infrastructure Companies](#), attracting European high-level politicians and transport stakeholders; the 1<sup>st</sup> Women in Rail Award, aimed at increasing women's participation in rail; the STAFFER project, where we co-lead on Communication and Dissemination; the 2022 European Youth Year; and ad hoc initiatives and events in 2022.

### Indicative date by which you intend to complete this activity

DD/MM/YY

### European mobility of apprentices

#### Key activities – European mobility of apprentices

*Not applicable*

Number of foreign apprentices you pledge to send abroad

N/A

Number of foreign apprentices you pledge to host

N/A

Indicative date by which you intend to reach this target

DD/MM/YY

## Section 4 – Your Partners!

What partners will help you to deliver your pledge? Please list all the partners, the type of organisation they represent and their role in delivering your pledge.

Name of the partner	Type of partner organisation	Role of the partner under this pledge

## Section 5 – Your Alliance!

The Alliance supports its members through the Apprenticeship Support Services. Do you need support in the following areas:

Knowledge sharing,  
please specify

Networking

Other, please  
specify

In the possibility of organizing 1-2 trainings/webinars with UNIFE Members on the topic of apprenticeships, we will need the support of the EAfA's management team.

## Guidelines for completing the template

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.

Pledges are accepted from EU countries, EFTA countries and EU candidate countries.

The pledges should demonstrate concrete commitment and actions that will strengthen apprenticeships when it comes to one or more of the following aspects:

1. Increasing supply
2. Improving the quality
3. Improving the image
4. Enhancing mobility.

Description of commitments and actions should to the extent possible, include indicators (qualitative/quantitative) and target dates.

Pledges should not be funding applications or project proposals.

If you are an employer providing apprenticeships and/or other labour market integration activities for migrants and refugees, please consider also joining the **Employers together for Integration** initiative.

### Benefits

By making a pledge and joining the Alliance your organisation can benefit from:

- **Networking** – A European network of apprenticeship experts
- **Learning** – Sharing of experiences and best practices
- **Tools** – Access to guidelines, practical tools and resources
- **Information** – News, reports, funding information and invitations to workshops and events
- **Visibility** – Increased visibility and publicity around your initiatives

The **European Framework for Quality and Effective Apprenticeships**<sup>3</sup> was adopted by the Council 15 March 2018. It stipulates seven criteria for learning and working conditions and seven criteria for framework conditions:

#### Learning and working conditions:

1. Written agreement
2. Learning outcomes
3. Pedagogical support
4. Workplace component
5. Pay and/or compensation
6. Social protection
7. Work, health and safety conditions

#### Framework conditions:

8. Regulatory framework



9. *Involvement of social partners*
10. *Support for companies*
11. *Flexible pathways and mobility*
12. *Career guidance and awareness raising*
13. *Transparency*
14. *Quality assurance and tracking for apprentices*

The **Apprenticeship Support Services** aim to support Member States and other EAfA stakeholders in improving apprenticeship systems. The Support Services are built on three pillars:

- *A knowledge-hub to share information on apprenticeship design and delivery, in particular apprenticeships related studies, evidence or statistical data;*
- *A networking hub to facilitate the exchange of ideas and the development of cooperation amongst stakeholders;*
- *Benchlearning (combining benchmarking with peer learning) to provide a structured process and approach to mutual learning among Member States on improving their apprenticeship systems.*

While the first two pillars are open to all EAfA members, the benchlearning pillar targets governments of EU Member States.

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<sup>1</sup> **Apprenticeships** are understood as formal vocational education and training schemes that

- a) combine learning in education or training institutions with substantial work-based learning in companies and other workplaces,
- b) lead to nationally recognised qualifications,
- c) are based on an agreement defining the rights and obligations of the apprentice, the employer and, where appropriate, the vocational education and training institution, and
- d) with the apprentice being paid or otherwise compensated for the work based component.

<sup>2</sup> [Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships](#) (2018/C 153/01).

<sup>3</sup> [Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships](#) (2018/C 153/01).

