

EUROPEAN ALLIANCE FOR APPRENTICESHIPS PLEDGE

Joint EFFAT-HOTREC Pledge to enhance quality and attractiveness of apprenticeships schemes in the European hotel and restaurant sector

Please provide contact details :	
Company/organisation name:	EFFAT (European Federation of Food, Agriculture and Tourism Trade Unions) HOTREC (European umbrella association of national trade associations representing the hotels, restaurants, cafés and similar establishments in Europe) EFFAT and HOTREC are the recognised social partners in the European hotel and restaurant sector
Contact person(s), title(s):	Kerstin Howald EFFAT Tourism Sector Secretary Marta Machado HOTREC EU Public Affairs Manager
Email(s):	Kerstin HOWALD: k.howald@effat.org Marta MACHADO: marta.machado@hotrec.eu
Website:	EFFAT: www.effat.org HOTREC: www.hotrec.eu
Please indicate what type of organisation – tick relevant box(es)	
<input type="checkbox"/> Companies and business organisations	<input checked="" type="checkbox"/> Social partners
<input type="checkbox"/> Chambers of industry, commerce and crafts	<input type="checkbox"/> Education and training providers
<input type="checkbox"/> Regional authorities	<input type="checkbox"/> Non-profit/youth organisations
<input type="checkbox"/> Research and think tanks	<input type="checkbox"/> Other:
Give a short description of your company / organisation	
EFFAT EFFAT, the European Federation of Trade Unions in the Food, Agriculture and Tourism sectors, is representing 120 national trade unions from 35 European countries. EFFAT defends the interests of more than 22 million workers in its sectors towards the European Institutions, European employers' associations and transnational companies. EFFAT is an autonomous European trade union federation. As a member of the ETUC, EFFAT promotes its members' interests in all European interprofessional issues jointly and with strength. As a regional organisation within the IUF, EFFAT also defends its members' interests world- and sector-wide.	

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.

In recent years EFFAT has set up European Works Councils in more than 100 transnational companies and has successful social dialogues underway in the agriculture, hotel & restaurant, contract catering, sugar and tobacco sectors.

EFFAT supports its member organisations in Central and Eastern Europe to develop free and solid trade unions. For many years EFFAT has given its support to the sustainable development of agro-food and tourism policy in which ethical, social and ecological aspects are considered.

HOTREC

HOTREC is the umbrella association of hotels, restaurants, cafés and similar establishments in Europe that brings together 43 national associations in 29 European countries.

HOTREC's mission is to promote the hospitality industry's contributions to European society and represent, protect and defend its interests before the European Institutions. It also enhances the cooperation between the national hospitality associations.

EFFAT and HOTREC

As recognised social partners before the EU institutions (pursuant to article 154 TFEU), HOTREC and EFFAT have been engaged since more than 30 years in a sectoral social dialogue (SSD) at EU level. HOTREC and EFFAT have worked together on a number of common issues that impact the hospitality sector including: qualification & skills, youth employment, undeclared work, Corporate Social Responsibility, health & safety at the workplace, etc.

Indicate the **focus of your pledge** – tick relevant box(es)

Supply

Quality

Image

Mobility

Give a **short description** of your pledge

Please include information on your objectives and key activities.

By filling-in this pledge, EFFAT and HOTREC commit themselves to improve the quality and the image/attractiveness of the apprenticeships schemes by:

- Including the issue in the EFFAT-HOTREC work-programme;
- Promoting discussion and exchange of experiences on apprenticeships schemes at the SSD steering committee and plenary meetings in order to raise awareness amongst the HORECA social partners;
- Presenting the benefits of apprenticeships schemes at HOTREC and EFFAT General Assemblies and encouraging national associations / member organisations to join the Alliance and to promote it to their own members;
- Raising awareness of the value and benefits of apprenticeships amongst HOTREC and EFFAT members through websites, newsletters, meetings and social media tools;
- Encouraging the European hotel and restaurant sector to provide high quality apprenticeships.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

- Encourage EFFAT and HOTREC members to promote the quality and the attractiveness of apprenticeships schemes amongst their members, as a way of fighting youth employment

,facilitating the entrance of young employees into to the labour market and assuring a qualified workforce for the sector;

- HOTREC will encourage its national associations to enhance the attractiveness of apprenticeships schemes in hotels and restaurants in order for companies to make available high quality apprenticeship opportunities across Europe;
- EFFAT and HOTREC will use their General Assemblies and communication tools to facilitate the exchange of best practices on apprenticeships schemes developed at national level;
- EFFAT and HOTREC will present the indicators of success on the enhanced quality and attractiveness of apprenticeships schemes at the SSD Plenary meeting in December 2016.

What **partners** will be involved in the initiative?

- EFFAT and its national member organisations
- HOTREC and its national associations

Guidelines for completing the template

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**

Pledges should not be funding applications or project proposals.

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

Commitment

By making a pledge and joining the Alliance your organisation commits to:

- **Promoting** – Promote the value and benefits of apprenticeships
- **Sharing** – Share learning and practices within the Alliance network and other stakeholders
- **Informing** – Provide information on your activities, results and next steps through an annual online survey

Definition of apprenticeships:

1. Apprenticeships are **formal vocational education and training programmes**;
2. Apprenticeships combine **company-based training** (periods of practical work experience at a workplace) with **school-based education** (periods of theoretical/ practical education in a school or training centre);
3. Apprenticeships **lead to a nationally recognised qualification**.

Most often there is a contractual relationship between the employer and the apprentice, with the apprentice being paid for his/her work.