Apprenticeship in a Globalised World
Premises, Promises and Pitfalls

edited by

Salim Akoojee, Philipp Gonon, Ursel Hauschildt, and Christine Hofmann
# TABLE OF CONTENTS

## INTRODUCTIONS

<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philipp Gonon &amp; Erica Smith</td>
<td>11</td>
</tr>
<tr>
<td>Raymond Patel</td>
<td>13</td>
</tr>
<tr>
<td>Rouksana Osman</td>
<td>14</td>
</tr>
</tbody>
</table>

## KEYNOTES

Overcoming the work-inexperience gap through quality apprenticeships – the ILO’s contribution
*Michael Axmann & Christine Hofmann* ........................................ 17

Apprenticeship in global, national and local contexts: Can INAP bridge the gaps?
*Robert I. Lerman* .................................................................. 28

Rearranging the furniture? Shifting discourses on skills development and apprenticeship in South Africa
*Volker Wedekind* .................................................................. 37

## CHAPTER I

**INTRODUCING APPRENTICESHIP:**
**BACKGROUNDS CHANGES AND DIFFICULTIES**

Between an inglorious past and precarious future: South African apprenticeship in transition!
*Salim Akoojee* .................................................................. 49

Artisanal development without a clear demand: What about the public economy?
*Lolwana Peliwe* ................................................................ 53

Indonesia’s efforts to implement modern apprenticeship
*Joachim Dittrich* ................................................................. 57

Development of a further education and research network for VET professional pedagogues in Sub-Saharan Africa (VET-Net)
*Friedhelm Eicker & Team of the VET-Net Project* .................. 61

Globalising the apprenticeship concept: How far can apprenticeship systems be compared across countries and what can be gained?
*Erica Smith & Ros Brennan Kemmis* ........................................ 65

Progress with the English apprenticeship
*Richard Marsh* .................................................................. 69
CHAPTER II
ENABLING WORKPLACE LEARNING

Improving the quality of apprenticeships as learning environment
Jeroen Onstenk ........................................................................................................87

To what extent do facets of the learning environment influence apprentices’
motivation and learning success?
Annalisa Schnitzler & Stefanie Velten ................................................................91

Correlates and predictors of apprentices’ perception of their workplace as learning
place. An analysis of the first three years in apprenticeship
Christof Nägele ..................................................................................................95

An assessment of the effectiveness of VET workplace learning via the VET-WL
factor model. A study in the Barcelona area
Pilar Pineda-Herrero, Anna Ciraso-Cali, Berta Espona-Barcons &
Carla Quesada-Pallarès ......................................................................................99

A typical experiment of cooperation between a vocational college and enterprises
– a case study of Guangzhou Electromechanical Technician College
Ke’an Zhang & Caifeng Chen ............................................................................103

COMET learning tasks in practice - how to make use of learning tasks at
vocational schools
Thomas Scholz & Lars Heinemann .....................................................................107

CHAPTER III
APPRENTICESHIPS IN INFORMAL CONTEXTS

Lessons learnt from informal apprenticeship initiatives in Southern and
Eastern Africa
Ashwani Aggarwal ..............................................................................................113

Linking informal apprenticeship and formal education in South-Eastern Nigeria
through market/mechanic village schools
Benjamin Ogwo ..................................................................................................117

Benin: Expériences avec deux certificats formels
Roger Adanhounzo .............................................................................................121
"Upgrading informal apprenticeship in Egypt - a formalized approach with off-the-job learning"
Mohamed F. El Fateh Moussa ................................................................. 125

Policy options for improving informal apprenticeship - Experiences from Ghana
Dan Baffour-Awuah ............................................................................. 129

Vocational skills formation in the informal economy in Tanzania
Gunilla Höjlund .................................................................................. 133

Informal collaborative learning opportunities at Mozambique’s TVET institutions and industry
Daniel Dinis da Costa & Brigida O. Singo ........................................... 137

Youths between urbanisation and poverty: Livelihood opportunities and challenges of informal apprenticeships in Ghana
Benjamin Schraven ........................................................................... 141

Transitions in informal apprenticeship: Results from ILO research in several African countries
Christine Hofmann & Wendy Okolo .................................................. 145

Les examens de fin d'apprentissage traditionnel (EFAT): un accélérateur d'amélioration de l'apprentissage traditionnel au Bénin
Cyr Davodoun .................................................................................... 149

CHAPTER IV
COMPETENCE ASSESSMENT AND DEVELOPMENT

“Between a rock and a hard place”– structural dilemmas of workplace trainers in German apprenticeship training
Anke Bahl ......................................................................................... 157

Competence development of pre-vocational and vocational teachers
Klaus Jenewein .................................................................................. 161

Creating matrices of learning situations as a didactical possibility to fabricate an internal differentiation for action-oriented vocational education
Ralph Dreher ..................................................................................... 165

The influence of work process oriented learning context on learning outcomes in VET
Yingyi Zhou & Zhiqun Zhao ............................................................... 169

The influence of apprenticeship systems on occupational-biographical orientations - findings of a qualitative comparative study of the VET in England and Germany
Erika Edith Gericke .......................................................................... 173

Competence measurement and development in TVET: Result of the first COMET test in South Africa
Ursel Hauschildt & Helen Brown ...................................................... 177

Applying the COMET competence measurement and development model for VET teachers and trainers
Felix Rauner ..................................................................................... 181
Changes to artisan status and identity: Implications for apprenticeship development
Angelique Wildschut & Salim Akoojee .................................................................185

A competence analysis and competence creation tool to integrate employees in subsidized contracts
Martin Kröll ........................................................................................................189

CHAPTER V
MANAGING TRANSITIONS FROM VET INTO THE WORLD OF WORK

Does promoting permeability decreases social inequality in VET? Promises and pitfalls of a widespread idea
Jakob Kost...........................................................................................................195

Why apprentices quit: A German case study
Ursel Hauschildt & Dorothea Piening ................................................................199

Successful educational outcomes after early apprenticeship contract terminations: The effect of learning experiences
Barbara E. Stalder .................................................................................................203

The application of COMET model in automobile maintenance technician personnel training
Donglian Gu & Changwen Cai ...............................................................................207

The transition from school world to authentic work world: A model of integrating work into learning in Chinese TVET colleges
Bin Bai ..................................................................................................................211

School-to-work transition: Explanatory and predictor variables for self-employability of high school pre-vocational agriculture graduates in Swaziland
B. S Mndebele, Mpendulo L Mngomezulu & Barnabas M. Dlamini ......................215

CHAPTER VI
CURRICULUM DESIGN, APPRENTICESHIPS AND NATIONAL QUALIFICATION FRAMEWORKS: DOES VET FIT INTO NQFS

‘Apprenticeship’ in contemporary Britain, Italy and Germany
Lisa Rustico .........................................................................................................221

National Qualification Frameworks (NQFs) as a foundation to gaining more transparency and a better international recognition of professional qualifications including VET qualifications
A. Willi Petersen .................................................................................................225

Connections between the recognition of non-formal and informal learning and National Qualification Frameworks – consequences for VET
Silvia Annen ......................................................................................................229
Apprenticeship and NQF – do they fit together or compete with each other? The case of Switzerland
Philipp Gonon .................................................................................................................. 233

CHAPTER VII
OPEN SESSION TOPICS

The connection of school improvement and school-intern further teacher education in the Canton of Zurich
Silke Pieneck .................................................................................................................. 239

The effect of labor market regulations on training behaviour and quality: The German labor market reform as a natural experiment
Anika Jansen, Mirjam Strupler Leiser, Felix Wenzelmann & Stefan C. Wolter ................. 243

Productivity of apprentices: The impact of school-developed key competencies
Anika Jansen & Harald Pfeifer ....................................................................................... 247

Case study on cost, benefit, and quality of apprenticeship in China
Junlan Chen, Zishi Luo, Haoyan Mai & Qiming Yang ...................................................... 251