

International Apprenticeships Meeting 2016

Washington, D.C.



Summary of the October 6 GAN Board and International Apprenticeship Meeting



On October 6, the Global Apprenticeship Network (GAN) held its Annual Board Meeting in Washington, D.C. bringing together **CEOs of GAN Member Companies, International Organizations and Business & Employer Organizations**, with the **US Secretary of Labor, Thomas Perez**, high-level officials from the US Department of Labor (DOL) and government, delegates from the G20 and emerging markets, NGOs and Associations, to find both domestic and global solutions in bringing youth to jobs and skills to companies. According to US Secretary Perez, “the United States is investing in apprenticeship for one very simple reason – because it works. Over the last two years we’ve announced the availability of more than 250 million USD to help expand apprenticeship in America, and another 10 million USD to build lasting apprenticeship models abroad. Together with partners like the Global Apprenticeship Network, we’re building a movement that changes people’s assumptions about apprenticeship – especially when it comes to whom and where they might be.”

The morning roundtable discussion was followed by an **International Apprenticeship Meeting**, bringing together more than 100 high level participants engaging in thought leadership on **skills development, apprenticeships and innovative solutions**. Keynote speakers included CEO of the Adecco Group and GAN Chair, Alain Dehaze, US Deputy Secretary of Labor, Christopher Lu, ILO Director-General, Guy Ryder and Joe Berger, Executive Vice President & President, Americas of Hilton Worldwide. The speakers reiterated the **business case and positive return on investment (ROI)** for companies who take on apprentices and spend on skills. As a backdrop to the following panel discussions, the GAN’s role as an important **business and thought leader on innovative apprenticeships** both domestically and internationally to provide jobs for youth, skills for business and as an effective instrument of public policy was highlighted as a **win-win for all three stakeholders – people, companies and governments**.

Panel discussions between business leaders, practitioners and industry experts took place around the following themes

Expanding Apprenticeships and Ensuring Quality Programs

Moderator: Sarah Ayres
Steinberg, JP Morgan Chase & Co.

Panelists: Robin Boggs (Accenture), Stefano Scarpetta (OECD), Daniel Marschall (AFL-CIO, Working for America Institute)

This panel highlighted expanding apprenticeships to non-traditional industries and sectors such as, IT, hospitality, and SMEs. Participants discussed the ecosystem needed to support expansion and gave examples of both short and long-term training programs to extend reach to a variety of target groups.

Inclusive Apprenticeship Opportunities for Youth, Women and Vulnerable Populations

Moderator: Kathy Mannes, Jobs for the Future

Panelists: José Manuel Salazar (ILO), Ned McCulloch (IBM), Jen Mishory (Young Invincibles)

Examining the barriers that may hinder certain groups from accessing apprenticeship opportunities, panelists discussed how to address these obstacles through global and collaborative efforts. Reaching out to the informal sector in Latin America was particularly highlighted and the challenge of perception as many groups perceive apprenticeship as low-paid and limited to certain sectors.

Building Public Private Partnerships (PPPs) and Working with Intermediaries Including GAN National Networks

Moderator: Kelly Field, The Chronicle of Higher Education

Panelists: Eric Seleznow (USDOL), Linda Kromjong (IOE), Ellen Golombek, (Colorado Department of Labor and Employment, CareerWise) Mary Alice McCarthy (New America)

Exploring the effectiveness of partnerships and the benefits of collaborating and learning from one another, this panel provided discussions on how effective PPPs can spark a Global Apprenticeship Movement, to leverage support and commitments.

Youth Testimonials

"I joined Hilton Worldwide right after college as an apprentice, where my goal was to move into Human Resources. The apprenticeship allowed me to learn hands on as there are so many roles in the hospitality industry. . . . I learned from mentors and had offers in human resources after my apprenticeship. I am now a Human Resources Manager, with more credibility due to my experience as an apprentice."

Anastasia Weeks, Hilton Worldwide

"As the CEO for One Month, I have the opportunity to shadow the CEO in all meetings, so the position requires a great deal of trust. The biggest challenge for young people today is breaking into the job market, which can be a vicious cycle. We need companies to help us break this cycle and to think out of the box. The use of social media is very important as I would not have found out about this position if it were not for Facebook. This is a great way to reach out instantaneously to new networks.

Camille Clément, the Adecco Group

With GAN companies setting a path toward improving and growing work-based training as a route to viable jobs for youth and vulnerable groups, the GAN aims to advance a coordinated global movement on apprenticeships as a solution to a number of workforce challenges. Spearheading this movement, the US Department of Labor and GAN companies announced the following pledges and commitments on both domestic and international opportunities for youth and vulnerable groups

ADECCO

By 2020, Adecco North America pledges to facilitate 10,000 work-based learning opportunities, with an emphasis on apprenticeships



HILTON

Setting-up the first US apprenticeship system in tourism, Hilton will launch with an initial 370 apprenticeship positions over 5 years



IBM

Working with North Carolina AT&T, IBM will increase the diversity of workers entering and successfully completing Registered Apprenticeship programs



US Department of Labor

Support to the GAN with 1.4 million USD and 9 million USD to projects in Costa Rica, Argentina and Kenya with grant winners to be announced soon



APINDO

Indonesian Apprenticeship Movement to begin with an Apprenticeship Fair in 2016/17, with 2,000 companies



GAN Partners & Collaborators

(BIAC, ILO, IOE, New America, OECD, USCIB): Capacity-building activities, access to global and regional platforms, and, advocacy

The event culminated with a **Call to Action** for the next President of the United States by Alain Dehaze, Adecco Group CEO and GAN Chair. Mr Dehaze urges the future President to continue the efforts triggered by the current Administration and to address the issue of employment by taking stock of countries that have succeeded by investing in workers through apprenticeships. In support of the GAN's initiatives, a reception dinner was hosted by the Swiss Ambassador H.E Martin Dahinden at his residence.

The GAN continued the movement the following day with a brainstorming session on the potential of synergies between the GAN and US states, already riding the apprenticeship wave.

Thank you for contributing to the Global Apprenticeship Movement on 6 October.

First row, from left to right: John Ladd (USDOL), Eric Seleznow (USDOL), Hariyadi B. Sukamdani (APINDO), David Moskovitz (Accenture), Beyani Munthali (ECAM), Stefano Scarpetta (OECD), David Barnes (IBM), Alberto Echavarria Saldarriaga (ANDI), Alfredo Timermans (Telefónica), Mark Mittelhauser (USDOL-ILAB), Bernhard Welschke (BIAC), Agung Pambudhi (APINDO), Simon Marti (Swiss Embassy in Washington, DC)

Second row, from left to right: Azita Berar (ILO), Matthew Colangelo (NEC), Yağız Eyüboğlu (TISK), Shea Gopaul (GAN), Secretary of Labor Thomas Perez (USDOL), Alain Dehaze (Adecco Group), Joe Berger (Hilton Worldwide), Linda Kromjong (IOE), Peter Robinson (IOE)



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