

## MINUTES

### SSD E&T working group, 28 June 2018

The meeting was chaired by Ms. Rudelli for Ceemet and Ms. Conchon for industriAll Europe.

#### ITEM 1 Welcome & approval of the minutes

The minutes of the last SSD E&T working group of 22 June 2017 were formally approved.

#### ITEM 2 Follow-up to the joint event of 27 June 2018

The chairs of the meeting pointed out that it is positive and of added value to have events showcasing the good social dialogue that Ceemet and industriAll Europe have on E&T issues.

**Arto Helenius (Teollisuusliitto, FI)** said that it is positive to show the good cooperation between employers and workers. The next steps, within the social dialogue education and training, should be to focus on adult learning and on how we (re-)train adult workers, amongst others.

He also referred to the low participation in the event, and to the low number of outsiders.

**Stephane Martegoute (FO Métaux, FR)** said that we should be careful with the message we send and stressed the following:

- E&T is not just a matter of highly qualified workers. Our aim is not to turn everyone into an engineer. What about no or low skilled workers?
- It is not just a matter of skills shortage. It is hard to hear that there are not enough trained workers. In his opinion, there are enough trained workers but they are not employed.
- Anticipation and adaptation of skills needs should be thought throughout the whole value chain.
- Anticipation of skills needs should become more systematic.

**Frédéric Touboul (CGT FTM, FR)** said that E&T is not the solution to all our problems. It is not a panacea. There is still a huge gap between E&T of white / blue collars and “cadres”/managerial and professional staff. In his opinion, the right to training must be implemented (and used, by employer, when it exists).

**Sabina Dross (Gesamtmetall, DE)** pointed out that even though more participation would have been nice the event itself was a very good mix between abstract/political discourse coming from the Brussels bubble and concrete (in this case German) experiences. She further stressed that it is positive that industriAll Europe and Ceemet have signed a joint pledge. She also underlined the interest there is to dedicate some time for discussions such as that which took place at the event (including exchange of experiences) prior to social dialogue meetings.

**Anja Trier Wang (Dansk industri, DK)** stressed the fact that the participation at the event was mostly industriAll Europe and Ceemet members (and not all of us), and that there were few outsiders. She pointed out that we should question ourselves about the aim/objective of the event if we do not reach outsiders. The MET social partners should reconsider what is it that we want to achieve: if it is only internal discussion, we can have it in our SD MET. If it is reaching out to outsiders, we should rethink our approach.

**Delphine Rudelli (UIMM/Ceemet, FR)** also referred to the low level of participants and to the possible reasons for it: June is a month with a lot of events; end of June is too close to summer holidays; location of the event plays a role, (we got MEPs when we had the event at EP); timing: end of the day is better to attract people too.

**Follow-up: Social dialogue chairs and Ceemet and industriAll Europe secretariats to discuss other forms of promoting joint initiatives on education and training issues for 2019. This may be another event, or participating as speakers into events organised by 3rd parties etc.**

### ITEM 3 Apprenticeships

**Aline Conchon (industriAll Europe):** industriAll Europe and Ceemet signed a pledge under the European Alliance for Apprenticeships (EAFA). By signing this pledge, industriAll Europe and Ceemet and their members commit to a series of initiatives to implement it. In this context, the Chairs of the Social Dialogue kindly requested industriAll Europe affiliated organisations and Ceemet members to regularly report to secretariats on actions/initiatives they took to follow-up on different initiatives on the pledge.

The European Commission has suggested to dedicate a session of the next vocational skills week (planned in November in Austria) to pledges which have been jointly signed by sectoral social partners. industriAll Europe and Ceemet should see how to contribute and participate jointly as speakers.

**Jeff Bridgford** delivered a presentation on “Apprenticeships in manufacturing”, including by recalling the main points of the newly adopted Council Recommendation.

One of the objectives of the research was also to provide an analytical overview of apprenticeship in the manufacturing in five EU Member States and 2 world competing regions: Denmark, France, Germany, Ireland, Italy, Australia and the USA.

He stressed the fact that apprenticeships systems need continuous adjustments, which may often require some time (while it may take only a few months in Germany , it may take at least take 2 years to adapt to changes in Italy and France).

In the ensuing discussion, it was stressed that attractiveness is not an issue in sectors which are doing well from an economic perspective. For instance, there is fewer difficulties to attract apprentices in the aerospace sector. The challenge remains how to bridge pathways between the sectors and how to support sectors with ambitious industrial policies.

*Tour de table on national developments:*

**Sabrina de Santis (Federmeccanica, IT)** pointed out that in order to increase the attractiveness of apprentices, we should also work on the motivation of students. During the educational process, learning models should be closely linked to evaluation models in order to guide students on the basis of their attitude, way of learning, real needs.

In Italy, a school-based system is in place, as opposed to the dual system which exists in Germany. For this reason, social partners do not define apprenticeships’ curricula.

The recent reforms of the Italian labour market and labour law tried to introduce some form of dual system in Italy. The national collective agreement (signed end 2016) fixed further rules on apprenticeships for first and third level qualifications. The apprenticeship contract is an open-ended contract: i.e. you stay in the company after the apprenticeship phase is finished, except if notified otherwise by the employer.

**Anja Trier Wang** said that in Denmark companies do not have places to offer to apprentices. Hence, there is not enough qualified people: this is a vicious circle. A cross-industry tripartite agreement on apprenticeship was signed a year and a half ago. It targets 8,000 to 10,000 more apprenticeships by

2025. Employers' organisations pushed hard for implementing this target by cascading the message. In Denmark, they are in a reflection process on whether to reform the education/VET system, e.g. by having just one secondary education (comprising both general and vocational education).

**Arto Helenius** said that if there is not enough students (also because of low birth rate/demographic changes in Europe), we should rely on migrants.

**Sabina Dross** explained that what has been done for the MET sector to adapt occupational profiles and work-related training programmes to better match the needs of the digital era is currently also being done for the IT occupations under an accelerated procedure until the end of 2018.

She further pointed out that there are plans to introduce a minimum wage for apprenticeships across all sectors in Germany and that this might hinder the willingness of companies in some sectors to provide apprenticeships.

**Follow-up:** Ceemet and industriAll Europe members to report about any initiative they take in the area of apprenticeships (Reporting about the alliance/pledge/apprenticeships in newsletters; including the apprenticeships topic for discussion on specific working groups; promoting the pledge/alliance/benefits of apprenticeships amongst members via website, General Assemblies; exchange of best practices on the issue of apprenticeships etc.)

#### ITEM 4 Education Package

**Digital Education Action Plan.** Presentation by **Anusca Ferrari** (DG EAC, European Commission)

Tour de table:

**Arto Helenius** said that we do not need skills to use tools which have been existing already for a while (e.g. smartphone). We should get ready for adapting to digital tools which are under development and coming in the near future.

**Stéphane Martegoute** stressed the importance of basic education and basic skills. In the metal industry they have had CNC lathes for years. We do not need training on how CNC lathes are designed and developed, but on how to use them.

**Alberto Simoes** (SIMA, PT): said that there is a lot of debate with employer associations, beyond the metal industry sector on digital skills. The ICT sector is, however, a priority for the Portuguese government.

**Sabina Dross** said that the public discussions and focus on digitalisation/digital skills has calmed down in Germany, after the work 4.0 initiative of the labour ministry was presented.

DG EMPL has set up a working/reflection group on the impact of digitalization on the labour market, to mirror similar initiatives being taken at ILO, IMF and so on.

**Sabrina de Santis** said that Federmeccanica is running a project aimed at informing companies about industry 4.0 (Technologies, Skills, Labour Organization and Financial Instruments). Another important project developed thanks to the National Industry 4.0 Plan is linked to Competence Centres, a cooperation between companies and universities for implementing innovation projects (industrial R&D).

**Key competences for lifelong learning.**

**Ivana Vrhovsi** (DG EAC, European Commission), delivered a presentation on “Key competences for life-long learning”.

Some Member States are still in the process of implementing the 2006 Recommendation. Reforms are in progress in many countries. All in all, the situation is diverging very much from one country to another.

#### ITEM 5 Continuous education and training

**Anja Trier Wang** explained that Continuous Education and Training (CET) is a key priority in the Danish system. Social partners run it, and it functions well. There is, however, a problem with motivation (of employees) to follow CET. She stressed the fact that the challenge is with motivation and not with having an individual right to training (which they have). Another tripartite agreement (at national level) was signed on CET, making links with higher education.

**Anja Trier Wang** also made reference to the BusinessEurope and ETUC joint report on employee training<sup>1</sup> which should be used as a basis for joint discussion between industriAll Europe and Ceemet.

**Sabina Dross** said that as an organization, Gesamtmetall does not conduct projects on CVET and that the organization does not monitor what member associations do in terms of individual projects. Member associations are informed however about EU-funding opportunities. She further stressed that there is no (federal) individual right to training in Germany, and that German employers would not support such a demand coming from EU level.

**Sabrina de Santis** said that the most critical issue is motivation. CET is like an invitation to wedding: if you receive invitation you say “pfff, another wedding”, if you do not get the invitation you wonder “how come?”. She is of the opinion that we should push for a new idea: that the involvement of workers is key, they have to be active, together with companies, in seeking the training that ensure their employability and the competitiveness of the company.

**Alberto Simões** said that the Portuguese government is talking about CET, especially on the need to increase the number of training hours. The challenge is not so much for large multinationals, but for SMEs. In the metal industry, SMEs are the majority and for that reason they always fight for increasing the number of hours, but employers stress that this would create difficulties in the functioning of SMEs.

**Stéphane Martegoute** said that we should question ourselves on what is it that we want to do/achieve with a joint position, and how it would be implemented if it is adopted only by a few Ceemet and industriAll Europe members. He further pointed out that we are not aware of the experience, existing right (to training leave) nor social partners’ views on VET and CET, in central eastern European countries. The question of funding and of who is ultimately responsible for CET (the State, companies?) has to be addressed also.

**Arto Helenius** said that social partners in Finland have their own schools and their own fingers in education systems. The Finnish government is currently cutting funds and closing VET schools as they would like learning to take place in companies. He also said that the problem with motivation comes also from parents.

**Decision:** CET will be put be part of the social dialogue education and training work-programme for 2019. Ceemet and industriAll Europe to potentially agree on a position on CET. The ETUC-BusinessEurope project on employee training to be taken as a basis for discussion.

#### ITEM 6 Website

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<sup>1</sup> The report is available online on ETUC (see [here](#)) and Business Europe (see [here](#)) websites.

**Sabina Dross** said that Gesamtmetall has gathered a lot of information on German initiatives but it requires English translation and also making sure that the information is updated regularly. This is a challenge for the website. However, she pointed out that she often refers to it.

**Aline Conchon** said that it is a pity we do not promote nor use the website more than we actually do. She proposed to involve colleagues in charge of communication at industriAll Europe and Ceemet to brainstorm on what can be done to improve the website and its promotion. (e.g. we may want to rather focus on more punctual communication action, incl. on using twitter etc).

**Anja Trier Wang**, in line with Sabina Dross message said that they also have lots of information but it is in Danish, and cannot, thus, be translated by DK. This is a challenge for the website.

**Sabrina de Santis** said that to shorten the investment demanded to keep updated the website we should think about having a short introduction, and then a link to national websites ( in order not to waste timing in translating contents etc.).

**Decision:** Ceemet and industriAll Europe secretariats will discuss if and how to rethink the website to increase its impact and added-value.

#### AOB

*First exchange of views on topics for the next social dialogue education and training work-programme (2018)*

- Follow-up on the EAfA pledge/ members reporting on apprenticeships
- Possible joint participation in the 2018 Vocational Skills Week which is taking place in Vienna (5-9 November)
- Working towards a joint position on Continuous education and training
- Promotion of SD MET on Education & Training issues at events/meetings organised by 3rd parties, including possible participation as speakers (if and how to be further discussed)
- Participation/ Promotion of SD MET E&T at events organised by 3<sup>rd</sup> parties(tbc)
- Website – next steps

#### Others:

industriAll Europe and Ceemet need to reflect on the low level of participation in the SD MET “E&T” meetings and the possible solutions to it. This is to be discussed at the plenary SD MET meeting in December.

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