



## WORKSHOP 1

# Return on Investment (ROI) of Work Based Learning (WBL) and Apprenticeships

## Quality Framework for Business Participation in Work-Based Learning Programs



Co-funded by the  
Erasmus+ Programme  
of the European Union

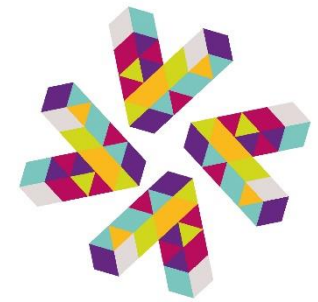


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# Objectives of the quality framework for WBL

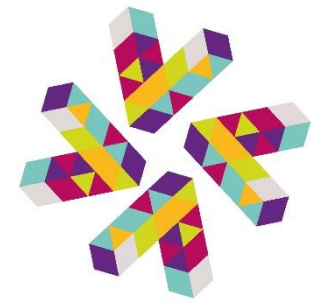


ROI

- **to increase the engagement of companies in the provision of WBL**
- **to provide guidelines and principles of best practices**
- **based on our research during the two-year project**
- **based on the indicators of the digital tool**
- **using numbers (range) of ROI**



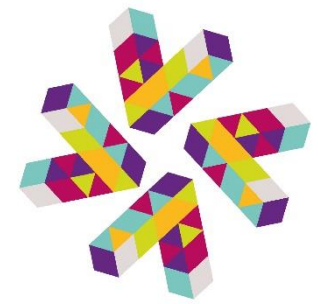
# Key enablers and success factors



ROI

- ✓ apprenticeships need to be embedded in the planning HR and workforce process
- ✓ alignment of the HR policy and tools to effectively manage young apprentices
- ✓ clarity about the role that apprentices play in the organization
- ✓ a shared understanding of how apprentices will be supported and by whom: trainers and mentors
- ✓ support of the senior and middle management, and the employees
- ✓ recruiting apprentices differ from the usual recruitment process and procedures should be in place





ROI

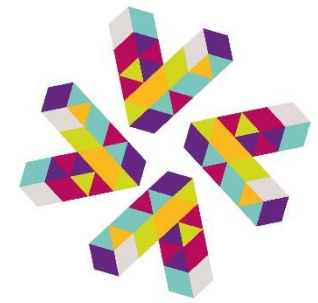


Source: <https://blog.uin.org>

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# Companies who excel at apprenticeships and WBL



ROI

- ✓ a significant increase in employee retention
- ✓ more competitive SMEs
- ✓ more productive workplace
- ✓ choice of customers and clients
- ✓ more motivated and satisfied workforce
- ✓ provide the skilled workers they will need in the future



# Apprenticeship process

**Develop and design workforce plan and strategy for apprentices aligned with the company HR strategy and policy**

**Have the commitment and support by the senior and middle management**

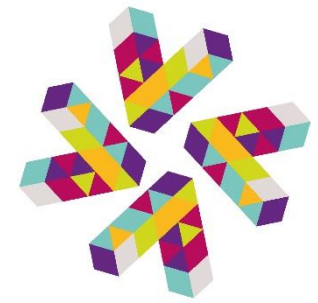
**Build strategic partnerships with schools, training providers and other partners in the dual system, work-based learning and apprenticeships fields**

**Implement apprenticeship recruitment process and have HR leader and staff prepared to execute and support the process**

**Prepare the necessary procedures, documents, agreement and legal aspects according to the employment law**

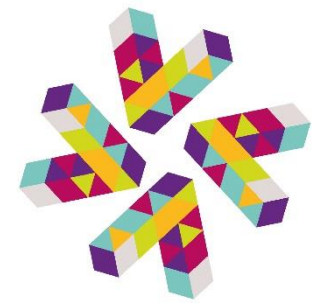
**Follow internal practices and procedures to mentor and train the apprentices**

**Create a good practice and unified process to monitor and manage the apprenticeship program**



ROI





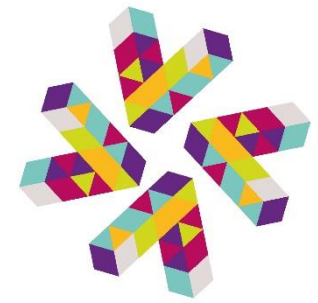
ROI

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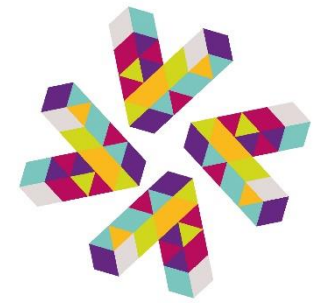
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# Key advantages and conclusions



ROI

- ✓ access to next generation/future **skills and experience**
- ✓ wider **talent pool**
- ✓ has a positive impact on **performance**
- ✓ higher **productivity**
- ✓ exchange of **knowledge and new ideas** between employees and apprentices
- ✓ enhances **profitability**
- ✓ **reducing the cost** of external recruitment and internal induction
- ✓ enhances **company image**

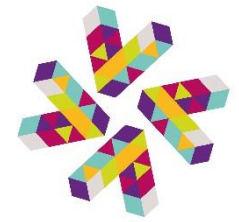


RETURN ON  
INVESTMENT





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