

Chapter 1 : Apprenticeship - Wikipedia

is that apprentice is to be an apprentice to while graduate is to change gradually. As nouns the difference between apprentice and graduate is that apprentice is a trainee, especially in a skilled trade while graduate is (senseid) a person who is recognized by a university as having completed the requirements of a degree studied at the.

Development[edit] A medieval baker with his apprentice. The Bodleian Library, Oxford. The system of apprenticeship first developed in the later Middle Ages and came to be supervised by craft guilds and town governments. A master craftsman was entitled to employ young people as an inexpensive form of labour in exchange for providing food, lodging and formal training in the craft. Most apprentices were males, but female apprentices were found in crafts such as seamstress , [1] tailor , cordwainer , baker and stationer. Most apprentices aspired to becoming master craftsmen themselves on completion of their contract usually a term of seven years , but some would spend time as a journeyman and a significant proportion would never acquire their own workshop. Subsequently, governmental regulation and the licensing of technical colleges and vocational education formalized and bureaucratized the details of apprenticeship. There were , Australian Apprentices in-training as at 31 March , an increase of 2. Australian Government employer and employee incentives may be applicable, while State and Territory Governments may provide public funding support for the training element of the initiative. Australian Apprenticeships combine time at work with formal training and can be full-time, part-time or school-based. The Australian government uses Australian Apprenticeships Centres to administer and facilitate Australian Apprenticeships so that funding can be disseminated to eligible businesses and apprentices and trainees and to support the whole process as it underpins the future skills of Australian industry. Australia also has a fairly unusual safety net in place for businesses and Australian Apprentices with its Group Training scheme. This is where businesses that are not able to employ the Australian Apprentice for the full period until they qualify, are able to lease or hire the Australian Apprentice from a Group Training Organisation. It is a safety net, because the Group Training Organisation is the employer and provides continuity of employment and training for the Australian Apprentice. About 40 percent of all Austrian teenagers enter apprenticeship training upon completion of compulsory education at age This number has been stable since the s. On the one hand, it is a prerequisite for the admission to the Master Craftsman Exam and for qualification tests, and on the other hand it gives access to higher education via the TVE-Exam or the Higher Education Entrance Exam which are prerequisites for taking up studies at colleges, universities, "Fachhochschulen", post-secondary courses and post-secondary colleges. An Ausbilder must prove that he has the professional qualifications needed to educate another person, has no criminal record and is an otherwise-respectable person. The law states that "the person wanting to educate a young apprentice must prove that he has an ethical way of living and the civic qualities of a good citizen". Euroinstitut vocational school, Czech Republic. Depending on the profession, they may work for two to three days a week in the company and then spend two or three days at a vocational school. Ninety percent of them are in the dual education system [14]. Switzerland has an apprenticeship similarly to Germany and Austria. The educational system is ternar, which is basically dual education system with mandatory practical courses. The length of an apprenticeship can be 2, 3 or 4 years. Length[edit] Apprenticeships with a length of 2 years are for persons with weaker school results. Apprenticeship with a length of 3 or 4 years are the most common ones. Some crafts, such as electrician , are educated in lengths of 3 and 4 years. In this case, an Electrician with 4 years apprenticeship gets more theoretical background than one with 3 years apprenticeship. Also, but that is easily lost in translation, the profession has a different name. Each of the over nationwide defined vocational profiles has defined framework " conditions as length of education, theoretical and practical learning goals and certification conditions. Age of the apprentices[edit] Typically an apprenticeship is started at age of 15 and 18 after finishing general education. Some apprenticeships have a recommend or required age of 18, which obviously leads to a higher average age. There is formally no maximum age, however, for persons above 21 it is hard to find a company due to companies preferring younger ages due to the lower cost of labour. In Canada, each province has its own apprenticeship program, which may be the only route into jobs within

compulsory trades. In Canada, apprenticeships tend to be formalized for craft trades and technician level qualifications. At the completion of the provincial exam, they may write the Provincial Standard exam. British Columbia is one province that uses these exams as the provincial exam. This means a qualification for the province will satisfy the whole country. The inter-provincial exam questions are agreed upon by all provinces of the time. France[edit] In France, apprenticeships also developed between the ninth and thirteenth centuries, with guilds structured around apprentices, journeymen and master craftsmen , continuing in this way until , when the guilds were suppressed. The first laws regarding apprenticeships were passed in From , young people had to take hours of theory and general lessons in their subject a year. This minimum training time rose to hours a year in , then in In the age limit for beginning an apprenticeship was raised from 20 to On January 18, , President Jacques Chirac announced the introduction of a law on a programme for social cohesion comprising the three pillars of employment, housing and equal opportunities. The French government pledged to further develop apprenticeship as a path to success at school and to employment, based on its success: In France, the term apprenticeship often denotes manual labor but it also includes other jobs like secretary, manager, engineer, shop assistant The plan aimed to raise the number of apprentices from , in to , in To achieve this aim, the government is, for example, granting tax relief for companies when they take on apprentices. Since a tax has been levied to pay for apprenticeships. The minister in charge of the campaign, Jean-Louis Borloo , also hoped to improve the image of apprenticeships with an information campaign, as they are often connected with academic failure at school and an ability to grasp only practical skills and not theory. After the civil unrest end of , the government, led by prime minister Dominique de Villepin , announced a new law. Dubbed "law on equality of chances", it created the First Employment Contract as well as manual apprenticeship from as early as 14 years of age. From this age, students are allowed to quit the compulsory school system in order to quickly learn a vocation. This measure has long been a policy of conservative French political parties, and was met by tough opposition from trade unions and students. Finding employment without having completed an apprenticeship is almost impossible. For some particular technical university professions, such as food technology , a completed apprenticeship is often recommended; for some, such as marine engineering it may even be mandatory. In Germany, there are recognized trades Ausbildungsberufe where an apprenticeship can be completed. Depending on the profession, they may work for three to four days a week in the company and then spend one or two days at a vocational school Berufsschule. This is usually the case for trade and craftspeople. For other professions, usually which require more theoretical learning, the working and school times take place blockwise e. These Berufsschulen have been part of the education system since the 19th century. The latent decrease of the German population due to low birth rates is now causing a lack of young people available to start an apprenticeship. Realschule and Gymnasium graduates usually have better chances for being accepted as an apprentice for sophisticated craft professions or apprenticeships in white-collar jobs in finance or administration. An apprenticeship takes between 2. This is frequently the case for immigrants from countries without a compatible professional training system. History[edit] In , a law the Berufsbildungsgesetz was passed which regulated and unified the vocational training system and codified the shared responsibility of the state, the unions, associations and the chambers of trade and industry. The dual system was successful in both parts of the divided Germany. In the GDR , three-quarters of the working population had completed apprenticeships. Business and administrative professions[edit] The precise skills and theory taught on German apprenticeships are strictly regulated. The employer is responsible for the entire education programme coordinated by the German chamber of commerce. Apprentices obtain a special apprenticeship contract until the end of the education programme. During the programme it is not allowed to assign the apprentice to regular employment and he is well protected from abrupt dismissal until the programme ends. The defined content and skill set of the apprentice profession must be fully provided and taught by the employer. The time taken is also regulated. Each profession takes a different time, usually between 24 and 36 months. Thus, everyone who had completed an apprenticeship e. Someone who has not taken this apprenticeship or did not pass the final examinations at the chamber of industry and commerce is not allowed to call himself an Industriekaufmann. Most job titles are legally standardized and restricted. An employment in such function in any company would require this

completed degree. Trade and craft professions[edit] The rules and laws for the trade and craftwork apprentices such as mechanics , bakers , joiners , etc. The involved procedures, titles and traditions still strongly reflect the medieval origin of the system. Here, the average duration is about 36 months, some specialized crafts even take up to 42 months. After completion of the dual education, e. A master craftsman is allowed to employ and to train new apprentices. In some mostly safety-related professions, e. License for educating apprentices[edit] To employ and to educate apprentices requires a specific license. The AdA "Ausbildung der Ausbilder" "Education of the Educators" license needs to be acquired by a training at the chamber of industry and commerce. The training and examination of new masters is only possible for masters who have been working several years in their profession and who have been accepted by the chambers as a trainer and examiner. The holder of the license is only allowed to train apprentices within his own field of expertise. For example, a mechanical engineer would be able to educate industrial mechanics, but not e. After the apprenticeship of trade and craft professions[edit] When the apprenticeship is ended, the former apprentice now is considered a journeyman. He may choose to go on his journeyman years -travels. India[edit] In India, the Apprentices Act was enacted in 1961. The Apprentices Act enacted in 1961 and was implemented effectively in 1962. Initially, the Act envisaged training of trade apprentices. It regulates apprenticeship programs in industry and a TVET institute for theoretical instructions. It is obligatory for industry having fifty or more workers in an apprenticeable trade to operate apprenticeship training in the industry.

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Chapter 7 : Graduate Instructional Apprentice

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The recent graduates of SVEC's apprentice lineworker program are, from left, Derek Fillyaw, James Humphrey and Doug Wynn.

Chapter 9 : Graduate Accounts Apprentice jobs in Rempstone, Loughborough (LE12) | Milkround

While tactics like graduate fairs and tailored assessment days are established and proven methods when applied to graduates, effective apprentice attraction, assessment and demands a whole new rulebook.