Basic information

2020/2005(INL) INL - Legislative initiative procedure	Procedure completed
Quality traineeships in the EU **Subject** 4.40.01 European area for education, training and lifelong learning 4.40.10 Youth 4.40.15 Vocational education and training	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	SEMEDO Monica (Renew)	25/02/2020
	Shadow rapporteur DUDA-LATOSZEWSKI Jarosław (EPP) HOMS GINEL Alicia (S&D) D'AMATO Rosa (Greens /EFA) ZALEWSKA Anna (ECR) LIZZI Elena (ID)	

Committee for opinion	Rapporteur for opinion	Appointed
CULT Culture and Education	KIZILYÜREK Niyazi (GUE /NGL)	12/12/2019

European Commission

Commission DG	Commissioner
Education, Youth, Sport and Culture	GABRIEL Mariya

Key events

Date	Event	Reference	Summary
16/01/2020	Committee referral announced in Parliament		
08/05/2023	Vote in committee		
23/05/2023	Committee report tabled for plenary	A9-0186/2023	Summary

13/06/2023	Debate in Parliament		
14/06/2023	Decision by Parliament	T9-0239/2023	Summary
14/06/2023	Results of vote in Parliament		

Technical information

Procedure reference	2020/2005(INL)
Procedure type	INL - Legislative initiative procedure
Procedure subtype	Request for legislative proposal
Legal basis	Rules of Procedure EP 47
Other legal basis	Rules of Procedure EP 165
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/9/01682

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee opinion	CULT	PE648.619	29/10/2020	
Committee draft report		PE739.586	06/01/2023	
Amendments tabled in committee		PE742.416	10/02/2023	
Amendments tabled in committee		PE746.998	08/05/2023	
Committee report tabled for plenary, single reading		A9-0186/2023	23/05/2023	Summary
Text adopted by Parliament, single reading		T9-0239/2023	14/06/2023	Summary

Additional information

Source	Document	Date
European Commission	EUR-Lex	

Meetings with interest representatives published in line with the Rules of Procedure

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Transparency

Name	Role	Committee	Date	Interest representatives
HOMS GINEL Alicia	Shadow rapporteur	EMPL	24/04/2023	EUROPEAN TRADE UNION CONFEDERATION European Youth Forum

HOMS GINEL Alicia	Shadow rapporteur	EMPL	13/04/2023	European Youth Forum
HOMS GINEL Alicia	Shadow rapporteur	EMPL	22/03/2023	Council of European Employers of the Metal, Engineering and Technology-based Industries
HOMS GINEL Alicia	Shadow rapporteur	EMPL	02/02/2023	European Youth Forum
HOMS GINEL Alicia	Shadow rapporteur	EMPL	01/02/2023	EUROPEAN TRADE UNION CONFEDERATION
HOMS GINEL Alicia	Shadow rapporteur	EMPL	09/11/2022	European Youth Forum

Quality traineeships in the EU

2020/2005(INL) - 14/06/2023 - Text adopted by Parliament, single reading

The European Parliament adopted by 404 votes to 78, with 130 abstentions, a resolution containing recommendations to the Commission on quality traineeships in the European Union.

Parliament called on the Commission to submit a **proposal for a directive** of the European Parliament and of the Council on a framework for quality traineeships, and a proposal for a decision of the European Parliament and of the Council on a quality framework for traineeships undertaken with the aim of obtaining educational qualifications.

According to Members, the new directive will set **minimum quality standards**, including rules on the duration of traineeships, as well as on compensation and access to social protection, in accordance with national schemes. Trainees covered by the Decision should have access to adequate compensation determined by each Member State on the basis of national socio-economic conditions and the cost of living. It should cover at least **basic living needs** such as food, accommodation and transport. It should be financial or otherwise complemented by in kind benefits.

High-quality traineeships

Members called on the Commission and the Member States to facilitate and improve access for young people to high-quality, **paid, inclusive traineeships**, particularly for those coming from vulnerable backgrounds, with a view to achieving the Union's objective of social cohesion and inclusion. Stressing the need for high-quality traineeships to enhance the skills and employability of young people, Members stressed the need to offer traineeships in areas linked to **skills needs**, labour shortages and future oriented sectors in view of both the green and digital transitions.

To avoid supporting poor-quality and unpaid traineeships, Parliament stressed that employers should only receive public support and be able to use it if they comply with **quality criteria, legislation and collective agreements**. It is also necessary to prevent young people from doing several consecutive traineeships by strictly monitoring the use of contracts aimed at ensuring the transition between education and the labour market.

Revision of the current framework

Parliament called on the Commission to **update and strengthen the 2014 Council Recommendation** and to turn it into a stronger legislative instrument. The Commission should also include the following additional principles in an updated quality framework for traineeships:

- access to adequate compensation in line with the cost of living;

- access to social protection by trainees in accordance with national schemes,

- increased access to traineeships for trainees from vulnerable backgrounds, including trainees with disabilities, using an intersectional approach;

- accessible workplaces

- compliance of any remote part of a traineeship with quality criteria;

- clear learning objectives and access to adequate mentorship and to the guidance of trained mentors to ensure intergenerational transfers of skills;

- in cooperation with the national labour inspectorates and relevant authorities, report malpractice and poor conditions during the traineeship period by means of established channels.

Assistance and awareness-raising

Parliament condemned the **use of traineeship status for contracting highly skilled and specialised workers**, when in reality they are employees and their employment relationship should be recognised as such. It considered that such abusive practice often results in job insecurity, lower pay and a lack of social protection, in particular no paid holidays, sickness protection or parental leave, and also no end-of-year bonuses. The importance of not allowing such practices to be formalised and legitimised is stressed.

Members recalled the central role that the **European Social Fund Plus** (ESF+), the Recovery and Resilience Facility and its associated scoreboard linking funding to policies for the NextGenerationEU instrument, and the Youth Guarantee can play in contributing to an increase in the number of high-quality traineeships including those that are accessible to disadvantaged groups.

The Commission is invited to: (i) raise awareness at national, regional and local level of available **Union funds** to ensure the accessibility by all to high-quality traineeships; (ii) support the exchange of **best practices** between the Members States in the area of high-quality traineeships that are accessible to all; (iii) convey **guidelines** for adequate monitoring schemes to ensure uniformity of data collection.

Parliament called on the Member States to put in place **adequate monitoring systems** to ensure the quality of trainees' first work experience. It also asked **national labour market inspectorates** to ensure compliance with existing regulations on quality traineeships.

Accessibility

The resolution stressed that quality traineeships must be **inclusive and accessible to all**. In particular, it stressed the need to help people with disabilities gain access to quality traineeships while ensuring that the recruitment process is inclusive.

Members called for traineeships to be accessible to people of all ages, while stressing the need to provide opportunities for young people from disadvantaged backgrounds, in particular young persons who are neither in employment nor in education or training (NEETs). They called on the Member States to do more to encourage traineeships abroad and, in this respect, highlighted the potential of EURES as a tool for matching training and placement.

Quality traineeships in the EU

2020/2005(INL) - 23/05/2023 - Committee report tabled for plenary, single reading

The Committee on Employment and Social Affairs adopted a legislative initiative report by Monica SEMEDO (Renew, LU) containing recommendations to the Commission on quality traineeships in the EU.

Members stressed that traineeships are primarily a learning experience that should not replace entry-level jobs. They called on the Commission and the Member States, in close cooperation with the social partners, to facilitate and improve access for young people to **high-quality, paid, inclusive traineeships**, particularly for those coming from vulnerable backgrounds.

The report highlighted the need for quality traineeships to improve young people's skills and employability, as well as the need to properly educate and train young people for the needs of the labour market in order to tackle skills mismatches. There is a need to offer traineeships in areas linked to skills needs, labour shortages and future oriented sectors in view of both the green and the digital transition.

To avoid supporting poor-quality and unpaid traineeships, employers should only receive public support and be able to use it if they comply with quality criteria, legislation and collective agreements. It is also necessary to prevent young people from doing several consecutive traineeships by strictly monitoring the use of contracts aimed at ensuring the transition between education and the labour market.

Revision of the current framework

The report called on the Commission to **update and strengthen the 2014 Council Recommendation** and to turn it into a stronger legislative instrument. The Commission should also include the following additional principles in an updated quality framework for traineeships:

- access to adequate compensation in line with the cost of living;

- access to social protection by trainees in accordance with national schemes,

- increased access to traineeships for trainees from vulnerable backgrounds, including trainees with disabilities, using an intersectional approach;

- accessible workplaces

- compliance of any remote part of a traineeship with quality criteria;

- clear learning objectives and access to adequate mentorship and to the guidance of trained mentors to ensure intergenerational transfers of skills;

- in cooperation with the national labour inspectorates and relevant authorities, report malpractice and poor conditions during the traineeship period by means of established channels.

The Commission is called on the Commission to **propose a directive** on open labour market traineeships, traineeships in the context of active labour market policies (ALMPs) and traineeships that are a mandatory part of professional training, in order to ensure minimum quality standards, including rules on the duration of the traineeships, access to social protection in accordance with national law and practice as well as remuneration that ensures a decent standard of living in order to avoid exploitative practices.

Assistance, awareness-raising, good practice

While condemning the use of trainee status for contracting highly skilled and specialised workers, the report highlighted the central role that the **European Social Fund Plus** (ESF+), the Recovery and Resilience Facility and its Scoreboard, which links funding to Next Generation EU measures, and the Youth Guarantee can play in increasing the number of high-quality traineeships, including for disadvantaged groups.

The Commission is invited to: (i) raise awareness at national, regional and local level of the EU funds available to ensure access to quality traineeships for all; (ii) support the exchange of best practice between Member States on quality traineeships for all; and (iii) provide assistance to Member States on legal issues related to the implementation of a quality framework for traineeships.

The report called on Member States to put in place **adequate monitoring systems** to ensure the quality of trainees' first work experience, and invited the Commission to convey guidelines for adequate monitoring systems to ensure uniformity of data collection. It called on national labour market inspectorates to ensure compliance with existing regulations on quality traineeships. It also called for better and more comparable data on traineeships to be collected at Member State and EU level.

Accessibility

The report stressed that quality traineeships must be **inclusive and accessible to all**. In particular, it stressed the need to help people with disabilities gain access to quality traineeships while ensuring that the recruitment process is inclusive. It called for traineeships to be accessible to people of all ages, while stressing the need to provide opportunities for young people from disadvantaged backgrounds, in particular young NEETs. It called on the Member States to do more to encourage traineeships abroad and, in this respect, highlighted the potential of EURES as a tool for matching training and placement.

In conclusion, the Commission is asked to:

- present a **proposal for a Directive** of the European Parliament and of the Council, based on Article 153(2)(b) TFEU, in conjunction with paragraph 1(b) thereof, on a framework for quality traineeships;

- submit a **proposal for a Decision** of the European Parliament and of the Council, based on Article 166(4) TFEU, on a quality framework for traineeships.