



Country:	Estonia
Member/Company	Estonian Employers' Confederation
Initiative	Multiple Initiatives

Overview

The question of next generation of workers cannot be merely a public responsibility and employers are becoming more actively involved – it is part of the social responsibility which coincides with the interests of the employers themselves.

Our main role is to promote internship and apprenticeship to **employers**. We analyze internship and apprenticeship programs from the viewpoint of employers. In cooperation with employers and Ministry of Education and Research we improve the apprenticeship system We arrange seminars/briefings in different county halls/centers targeted for employers. We also attend business conferences and other events and share the information about work-based learning.

We also see as a target group **young people**, who haven't yet made decisions about their education, career or line/place of employment or who are prone to improve their education and acquire a (new) vocation/profession or to continue with their uncompleted studies. And of course - the groups who **influence** the youth the most are the parents, the teachers, the close ones.

We participate in **job fairs** which are organized by the unemployment insurance fund. We organize **study visits to companies**.

Recognition of companies providing best internship and workplace-based learning opportunities.

The Estonian Employers' Confederation is organizing the competition of the Best Internship Provider for the sixth year. The aim of the competition is to recognize companies that provide students and vocational students with internships and apprenticeships.

Recognition is beneficial for the company because of publicity, exclusivity and it is showing the exceptional nature of the company. The employer who has received the prize has the right to use the specially designed labels on his website, promotional materials, publications and products which makes their company more attractive for students.

More than 25 thousand vocational students and almost 43 thousand students study in Estonia, and they all have to complete an internship during their studies. Consistent co-operation between schools and employers is the only guarantee that the education provided meets the real needs of the labor market. An internship is actually a win-win situation and an opportunity for both the trainee and the workplace. A successful internship will hone the skills required in the position being studied, but it also brings novelty to the company and allows to notice excellent trainees, who will later be hired for the team.

The best internships are selected in four categories: the main prize, or recognition as the Best Internship Provider, is awarded to an employer who has systematically and consistently engaged in the provision of internship and workplace-based learning and has shared their knowledge with others. The award for Best Regional Internship Provider will be awarded to an employer whose activities have also benefitted the



local community. Recognition for the Best Small Business Internship will be given to an employer who, despite their smallness, addresses the topic systematically and consistently and sees it as an opportunity to grow their business. In addition, an award will be given to the Best Provider of Internships for Foreign Students.

Enterprises, vocational education institutions, universities of applied sciences, and universities are invited to nominate enterprises and foundations that have provided internship or apprenticeship opportunities during 2020.

In addition to the award, the employer receiving recognition as the Best Internship Provider will be presented with a special label to use on their website, in promotional materials, and publications. The competition is organized by the Estonian Employers' Confederation in cooperation with the Education and Youth Board and the Ministry of Education and Research. The competition is funded by the Republic of Estonia, the European Social Fund, and the Estonian Employers' Confederation.

Recognition of the best apprentices and interns – Praktik Cum Laude

Employers introduce their candidates with arguments and reasons why this particular student is the best. Applications will be evaluated by the prominent executives and professionals; candidates can also collect points from social media. <https://www.facebook.com/PraktikCumLaude>

This is followed by the award ceremony and the media coverage, where one can promote, talk about and share the views what makes the intern/apprentice valuable and issues the intern/apprentice must take into consideration.

Consistent information share

We issue a quarterly newsletter on internship and apprenticeship for CEOs and HR- managers (the newsletter can be subscribed by all other interested persons). We publish news about apprenticeship resp. news related to labor market, experience stories and other information on an ongoing basis in various mailing lists and on channels targeted for employers, as well as in the media. Special feature about experience stories of workplace-based learning published once per year as appendix of a national newspaper.

We have a subpage on the website of the Central Federation of Employers' which gathers all the necessary and practical information on workplace-based learning for the employer – FAQ, laws and regulations, good practices, the recommendations of the experts, etc.

Cooperation project

Estonian Employers' Confederation, Estonian Association of Construction Entrepreneurs and three vocational schools have founded a joint project to establish a new internship system for vocational training specialties in the field of construction. The latter brings together all major Estonian construction companies and is a professional in this field. The employers also proposed to co-operate with several schools so that both schools and entrepreneurs across Estonia would have a more uniform understanding of the practice and its goals in construction companies. The project envisages the training of a total of



one hundred construction practice supervisors from both schools and companies, network cooperation meetings and study visits to construction sites Ten top specialists from companies belonging to the Estonian Association of Construction Entrepreneurs are involved in the teaching, each of whom gives lectures or supervises practical training at the school for at least four hours, and 15 teachers do internships in construction companies. Before the start of the instructor training, the construction teachers and partners of the three schools will meet in order to agree on the organization of the internship. The goal is to make it easier and smoother for the company to accept a trainee, regardless of whether the young man or girl comes from Jõhvi, Tartu or Tallinn.

The project is funded by the European Social Fund through the Education and Youth Board (Harno: <https://harno.ee>) application round "Supporting cooperation between employers and educational institutions in developing the internship system". The project will end on June 30, 2022. A total of 32 projects from 16 vocational education institutions and 12 higher education institutions were received in this application round.

Key Messages

N/A