



10 Good Reasons for Small-and Medium Sized Enterprises (SMEs) to Invest in Apprenticeships

- 1** Apprenticeships create a **win-win situation** for both apprentices and companies: Apprentices will gain highly relevant work-life experience and for companies apprenticeships are a future-proof investment opportunity.
- 2** Apprenticeships help businesses to develop a pool of highly skilled employees, tailored to the **specific needs of the enterprise**. Besides to this, apprenticeships provide a stable and reliable **source for qualified workers** and future executives or entrepreneurs.
- 3** Apprenticeships create loyal employees and increase the continuity of worker, reduce turnover rates, **increase productivity** in the medium and long run and **lower the cost of recruitment**.
- 4** Apprentices bring **new ideas and perspectives** to their learning workplace and contribute to an inspiring workplace culture.
- 5** The collaboration between the apprentice and the in-company trainer can **improve employee retention** and become a positive model for intergenerational cooperation.
- 6** Apprenticeships can boost the **diversity among staff**, contributing to a more open and inclusive work culture, to a better company image, and thus to a better job satisfaction of employees.
- 7** Apprentices can improve the company's **ability to innovate**, since they can bring in fresh ideas from attending local training centres or technical colleges.
- 8** Apprenticeship schemes have an emphasis on safety training and will therefore contribute to a **safer workplace**.
- 9** The initial **costs** of investing in new apprentices can be reduced by financial support coming from different sources (regional, national and EU level). In general, the costs of an apprenticeship are outweighed after the training programme by the **benefits** of a skilled workforce.
- 10** Many SMEs see an administrative burden in recruiting apprentices or the training of qualified workers to supervise the apprentices. However, it should be noted that public authorities, public employment services, chambers, other intermediary bodies and also social partners often offer **non-financial support** (e.g. guidelines, toolkits, matching apprentices to companies) to reduce this burden.

For questions: EMPL-EAfA@ec.europa.eu