Catalogue of Best Practices and Action by Member Companies

May 2015 – October 2016
Introduction

This publication showcases a diverse range of best practice of GAN Members. These examples highlight the GAN companies’ various approaches to apprenticeships, internships, or other forms of work-based training as well as to tackling youth unemployment within local contexts and initiatives.

GAN companies are actively making an impact through their innovative programs or initiatives, which often span multiple sectors and national borders. These efforts are applauded as pillars to a Global Apprenticeships Movement.

We would like to note that the space per company has been limited to two pages for this Catalogue of Best Practices. Many of our companies are doing much more than what can be found in these pages. This report serves merely as a few key best practices.

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Letter from the Executive Director

Dear Partners, Collaborators and Supporters of the GAN,

The last year has been an industrious and invigorating time for the GAN. With your support, we have made tremendous strides in opening more doors to promote skills for business and jobs for youth. Growing our network across the continents of Asia, the Americas, Europe, and Africa, we bring together leaders from several sectors to pledge their support in achieving our unified goal.

We have been diligently working on measuring our coalition’s impact and through our GAN Global companies alone - who represent about a dozen multinationals - we have reached over 9 million youth! This figure is only a conservative count of the youth who have participated in advocacy events and have been offered training, apprenticeships, internships, traineeships, or jobs. The number is much higher when we count the training programs offered to vulnerable groups or consider the opportunities offered through our GNNs. These activities are worthy of mention and we hope that these efforts will one day lead to more systematic reforms that encourage the adoption of “quality apprenticeships”.

In this Catalogue of Best Practices, we would like to highlight our global member’s and partners’ inspiring efforts through some of their initiatives. The aim of this collection of best practices is to inspire and assist other companies in setting up similar work-readiness programs to tackle the youth unemployment and skills mismatch crises.

I would like to encourage you in supporting our efforts for sparking a Global Apprenticeship Movement.

Best regards,

[Signature]
The 9,382,712 opportunities for youth consist of opportunities that will have been offered up to 2020 by GAN member companies. The GAN calculated this number after thorough research of members’ Annual Reports and CSR Reports. Some of these initiatives have been ongoing, some have been recently launched. Opportunities include different types of education and training activities such as, advice on CV writing, job interviews, work-readiness programs, traineeships, internships, employment, and apprenticeships. Please note: Youth is defined differently by every company.

GAN Members’ Youth Workforce

Together, the GAN global members on an average have almost 40% of youth in their workforce.

This data has again been collected by the GAN through the Annual Reports and CSR Reports of its members. Please note: not all members include the same age to define “youth”. Whereas some companies include employees up to age 25, others count people aged up to 35. For our members Adecco, Gi Group and Randstad, their numbers include internal employees as well as clients’ employees.
Accenture’s **Skills to Succeed** corporate citizenship initiative advances employment and entrepreneurship opportunities for individuals around the globe, leveraging technology to drive impact at scale.

Together with its strategic partners, Accenture will equip more than 3 million people by 2020 with the skills to get a job or build a business; to enable their successful transition to employment; and create large-scale, lasting solutions aimed at closing global employment gaps. The company is collaborating across sectors, with a diverse set of organizations, to create sustainable employment opportunities, including technology apprenticeships as software engineers and digital marketing professionals.

Additionally, Accenture is a founding partner of **Solutions for Youth Employment (S4YE)**, a global coalition aimed at increasing the number of young people engaged in productive work by 2030.

Accenture is also a founding partner of **Movement to Work**, collaborating with clients, suppliers and fellow employers to offer young people in the United Kingdom access to high-quality digital training, work experience and a path to entry-level jobs. To date, Accenture has offered more than 160 in-house apprenticeships, and more than 80 of its trainees have gone on to find full-time employment, 30 of them at Accenture. In addition, the company has engaged its UK-based suppliers in pledging approximately 1,000 apprenticeships of their own. Throughout the United Kingdom, more than 30,000 young people have been placed in apprenticeships with participating employers through Movement to Work, and more than 50 percent of those youth have gone on to find permanent employment.

**Other Activities**

- **With Accenture in the Future, a Rede Cidadã and Instituto Ser Mais** initiative in Brazil, the company is providing technical training to high school graduates from low-income communities. To date, the program has trained more than 160 young people and over 100 are now employed full time by Accenture.

- Accenture runs the **Philippine Business for Social Progress Initiative**, equipping underprivileged youth with business skills to find employment in the outsourcing industry. Of the more than 110 trained to date, 47 have been hired by Accenture or other business process outsourcing companies.

- In the United States, Accenture supports **Upwardly Global** — which helps eliminate employment barriers and integrates skilled immigrants into the professional workforce —by expanding its online and in-person training programs to reach more job seekers. Last year, more than 500 participants secured professional positions, and Accenture has now hired nearly 20 Upwardly Global alumni.
The Groupe Adecco France launches the 1st Apprenticeship School

With around 10% of the population unemployed despite some 500,000 job vacancies in France, Groupe Adecco France took action to better equip young people with the much needed skills companies are looking for. In September 2015, the Groupe launched the first apprenticeship school in the country, ‘La Grande Ecole de l’Altéranance’ in order to create a stronger link between educational institutions and the business world. An ambitious three-year target was set: to train 10,000 apprentices, 100% of whom will be placed into jobs after completing their apprenticeship.

Groupe Adecco France is working closely with educational institutions such as AFPA (Association Formation Professionelle Adultes), the Montpellier Business School, EM Lyon Business School, IESEG School of Management and Groupe IGS.

17 apprenticeship profiles were identified in consultation with some of our clients in the following sectors: industrial, logistics, IT, transportation, telecommunications, aerospace and finance.

Other Activities

The Adecco Group’s flagship youth employability program, the Adecco Way to Work™, was run in more than 50 countries in 2016.

In its 4th year, this year the initiative successfully built upon each one of its three pillars: Adecco Street Day, the Internships Experience, and the Adecco “CEO for One Month”.

Launched in 2014, the CEO for One Month has proven to be a gateway to future professional success. In 2016, the program elicited a record 54,600 applications. 50 ‘CEOs for One Month’ worked alongside the Adecco Country Manager in their country of residence, learning from client meetings, business cases, as well as public events - a unique experience to boost their skills, confidence and employability. All the 50 will be offered additional professional opportunities.

The Adecco Street Day is an annual Adecco Way to Work™ happening. Held this year on 17 March in 53 countries and 670 cities, it spanned 6 continents, with over 6,700 Adecco Group employees sharing their expertise, tips and tools during around 3,500 workshops and coaching sessions. More than 3 million people have been supported through Adecco Street Day since its launch in 2013.

The Adecco Experience focuses on facilitating internship opportunities within Adecco Group as well as with clients to support young people’s first steps in the world of employment. In 2015, over 3,000 internships were allocated around the world, and the Group aims at 5,000 by the end of 2016.
Hilton Worldwide continues two front running programs called Open Doors and Passport to Success.

The Open Doors program has a three-pillar strategy, to connect youth to the world of travel, to prepare youth for success in the working world and travel industry, and employing youth across all divisions of the supply chain.

As part of the Open Doors program preparation pillar, Hilton started a careers awareness program called Careers@HiltonLive; which involves a Youth in Hospitality Month – to showcase and highlight opportunities available for young people in the hospitality industry. In 2015, Hilton joined the 100,000 Opportunities Initiative, an employer-led coalition committed to creating pathways to meaningful employment for America’s young people who face barriers to education and jobs.

In 2015, Hilton Worldwide continued partnership with the International Youth Foundation (IYF) to customize a life skills program called the Passport to Success for Hospitality (PTS).

PTS equips young people aged 15 to 29 with the skills that are in high demand by employers. At the core of the program is an 80-module curriculum developed and refined by IYF over the past decade. The module is available in 19 languages and in 30 countries as a training resource. In collaboration with the Youth Career Initiative (a program of the International Tourism Partnership) Hilton establishes apprenticeship programs within hotels. Furthermore, Hilton Worldwide is a member of the Initiative Solutions for Youth Employment (S4YE) that aims to provide leadership and resources for catalytic action to increase the number of young people engaged in productive work.

Other Activities

Startup365 aims to equip Chinese youth with business skills and an entrepreneurial mind-set, the program was delivered by T Foundation (China) and the International Youth Foundation, with funding and program development support from Hilton Worldwide. The initiative delivered a two-day training boot camp, enabling participants to experience starting, and managing a business, as well as how to understand a market, differentiate a product and turn a profit. Hilton spearheaded a job-shadowing program for 300 girls to help them complete secondary school education.

“Hilton Worldwide recognizes that investing in our future workforce, meets both business and societal needs.” – Youth in Hospitality Month Video from Hilton Worldwide website.
Huawei has an ongoing flagship program called Seeds for the Future. It is a work experience scheme, which facilitates knowledge transfer, supports local training and increases digital inclusion.

Thus far, Huawei has partnered with more than 150 universities to implement the program in 67 countries. About 15,000 students from 5 different continents have benefited from the program.

Of these students, 1,700 had the opportunity to train and intern at Huawei’s Headquarters in China, get direct insight into the working world of Huawei and get to experience Chinese culture. The most outstanding participants have since joined the ICT industry, and are actively contributing to its development.

Other Activities

- Huawei organizes various activities such as the Maker Lecture Room, the Maker Carnival, and the Maker Competition, which provides a platform for young people to create ideas. The company funds ICT knowledge contests and provides scholarships to promote inclusive education in the realm of technology.

- In other news, in 2014 Huawei launched a mobile education program in partnership with the UNHCR, among others, that provided internet to 18,000 students in a refugee camp for education.

- In 2014, Huawei organized the Leading the LTE Era program to provide students with internship and training opportunities at Huawei.

- Huawei established the Huawei Authorized Information and Network Academies (HAINAs) with over 140 colleges and universities around the world, providing high practical training.
IBM has invested in its own employer-driven education initiatives, including its own IBM University as well as an initiative called the Future Skills Project. Over 500 students join IBM every year on the various programs offered.

IBM has increased its focus on recruiting young people, with new programs to make apprenticeships an equal choice as a pathway to quality jobs. IBM continues the IBM University Relations Future Skills Project, which engages 1st-year university students in a cooperative, Problem-Based Learning (PBL) curriculum. IBM offers a three-year apprenticeship training program as business or technical specialists, where apprentices are considered permanent employees.

IBM offers the Extreme Blue Summer Internship Program that lasts for 12 weeks and puts youth in teams of four students. Students work together on specific projects. IBM is a driving force, both in the STEM-alliance and the European Pact for Youth. The company organizes workshops for more than 22,000 students, through more than 1,000 sessions, or one-to-one mentoring sessions with about 1,500 teachers. IBM also organizes STEM camps for skills. IBM created Teachers TryScience, a global resource for science lessons and support for front-line educators; the Teachers TryScience website offers 589 lessons in 15 languages (including 116 new lessons in four new languages added in 2015 alone), along with 69 pedagogical videos and tutorials. IBM UK also maintains a working Apprenticeships Blog, a platform for their youth apprentices to write.

Other Activities

- In the UK, in 2011, IBM introduced a new Degree Apprenticeship program where most students receive job offers at IBM upon program completion.

- IBM initiated an IBM Bluemix development platform curriculum at the National Taiwan University of Science and Technology; the program offered students hands-on opportunities to create web applications, mobile apps and Internet of Things (IoT) solutions using Bluemix. A second program united IBM in Taiwan with National Cheng-Chi University to teach Bluemix development for mobile applications. The IBM team plans to combine the lectures and exercises from the various engagements into Taiwan’s first Bluemix Textbook.

- In June 2015, P-TECH’s first six graduates finished their “six-year” program two full years ahead of schedule. By June 2016, more than three dozen P-TECH students had finished their degrees either one or two years ahead of schedule. In August of 2016, IBM continued to link programs and support when the P-TECH students from the New York City schools became active participants in observing the project read-outs and poster sessions hosted by the Extreme Blue. These activities provide the students with insights into the future interview process they will soon participate in as they enter the workforce.

- In 2016, IBM continued its support of K-12 activities in under-served schools in the apprenticeship pipeline through many local technology camps offering hands-on science experiments and technology activities appropriate for younger students.
The YOUTH EMPLOYABILITY PROGRAM “EVERYONE INCLUDED” by Telefonica Foundation will provide during 2016 108,775 young people with training to develop their digital competencies needed for the digital economy through several initiatives across Spain, Germany, the United Kingdom and Latin America.

- **THINK BIG** offers young people between 15 and 30 years old the possibility of having an entrepreneurial experience starting from the development of a digital idea with social impact: 14,600 young people trained in 2016 and 1,035 projects funded.

- **DIGITAL EMPLOYMENT** a new project aimed at unemployed people between the ages of 18 and 35 who want to point their careers in the direction of the digital world. It offers free, specialized course in digital employment (web development with Java, LifeRay, Mobile APPS, etc.) and soft skills training program. In addition to the training there are partnerships with companies for recruiting staff trained in technology and web development. By the end of 2016 the program will train over 90,000 young people.

- **INTERNSHIPS PROGRAM IN TECHNOLOGICAL COMPANIES** for young people with middle-grade vocational training studies. They receive theoretical specialization of a technological nature, as well as the chance to, over a two-month period, develop the contents they have learnt in Telefonica’s partner companies.

- **VOCAIONAL TRAINING GRANTS** aimed at young people who cannot afford to cover the expenses of their studies. Specially focused on studies of a technological nature, one of the fields with the best career opportunities.

- **EMPLOYMENT AND SOLIDARY ENTREPRENEURSHIP CAREER BOOSTERS** New methodology in the social intervention of unemployment by creating groups of unemployed people guided by a coach. 3,625 participants in 2016 are being encouraged to work in teams in a proactive and committed way, in order to rebuild hope and discover all the competencies and skills that they have to find a job.

In regard to Telefonica professionals the company continues running the Talentum program that hires an average of 7,000 professionals under 30 yearly, which currently means that 20% of the total headcount is under that age.
UBS has a long-standing successful apprenticeship program. It is active in reaching youth through several programs and initiatives and also partners with other organizations for actions to benefit youth. The company also invests in its own training and accreditation education programs for banking and finance careers.

In 2015, UBS offered training programs to around 1,800 young people, including apprentices, high school students and university graduates. In Switzerland, the company employs apprentices on three-year limited contracts who receive equivalent benefits to permanent employees. The apprentices combine practice and theory through a program including both work and school and therefore learn a business from the ground up and enjoy an early integration into the labor market.

2015 was the third consecutive year in which UBS increased the number of new apprentices in conjunction with the UBS Education Initiative, hiring a total of 296 apprentices for business and information technology roles.

In 2015, UBS recruited 193 trainees into a Bank Entry Program for high school graduates in Switzerland.

UBS also supports Young Enterprise, Switzerland’s Company program, where more than 4,000 young students found and run real-life companies for a year through UBS volunteer, mentor, and financial support.

Besides running their own Graduate Training Programs, UBS partners with universities and schools to offer more opportunities for disadvantaged youth and/or to connect schools with business.

Examples of Other Activities

- UBS headed a global program that benefited 100,000+ young people and entrepreneurs across all regions.
- UBS also supports youth by providing training programs for young entrepreneurs, for example through the Junior Achievement program run in five European countries. The 15 to 19 year old program participants gain entrepreneurship experience through setting up mini-companies.
- In the US, UBS runs the The TalentED Project, a three-year partnership with Tennessee College Access and Success Network and Discovery Education to help increase the number of low-income, first-generation students going to and graduating from competitive four-year colleges.
- In Asia Pacific (APAC), UBS partnered with Yayasan Emmanuel in Indonesia to support international school teachers to raise the capacity of local elementary school teaching up to international standards. The program engages teachers in a process of experiential learning and reflection, ultimately benefiting school pupils by improving teacher quality.
Astra is particularly active for youth in Indonesia. Through its 9 foundations, Astra plays a central role in building and supporting education in Indonesia, creating skilled young workers, and building sustainability. In addition, Astra also creates public self-reliance through the mentoring and development of MSMEs (Micro, Small, and Medium Enterprises).

Astra has so far reached a total number of 11,223 youth through their programs and is committed to positively impact another 2,600 youth annually in the future.

The company is providing training to many youth through a variety of initiatives, such as

- The Astra Manufacturing Polytechnic organizes a Vocational Education and Development Program with 7 Study Programs: Equipment and Production Tools Construction, Production Engineering and Process Manufacturing, Mechatronics, Crops Processing Technology, Information Management, Automotive Engineering, and Heavy Equipment Engineering. 2,719 students have already graduated from those programs, and annually 300 graduates are expected for the future;

- The UT-School providing the needs of operators and mechanics by organizing Vocational Education in heavy equipment operations. This is an implementation of intensive education program to prepare professional mechanics for heavy equipment operation in accordance with the international standard. 4,468 students have already graduated and are now working in Astra Group member companies or other customers, with a future expectation of 200 annual graduates;

- Astra also takes care of drop-outs through the Yayasan Dharma Bakti Astra (YDBA). 588 youths have been certified as mechanics with another 1,100 youths are expected in the future;
Indirectly, Astra also supports students by granting scholarships for 133 vocational high school students and 870 university / college students. For the future, 1,000 students will benefit annually from scholarships.

Other Activities

Winners of SATU Indonesia Awards 2015 with Mr. Prijono Sugiarto (President Director)

Astra completed the annual program of the SATU Indonesia Awards 2015, giving appreciation to inspiring Indonesian youth who have creatively contributed towards the advancement of the people and environment in their region.
YOUng First is Gi Group’s program to help young people entering the labor market.

The YOUng First program consists of a variety of initiatives for youth aged under 30 years, with the aim of helping them with their first steps on the labor market.

During the so called Gi Day, job orientation is offered to youth and they can meet with employers for first-hand information. The Recruiting Day goes a step further, by providing youth the opportunity to participate in selection processes for recruitment. The Gi Talent Days are aimed to offer the children of participating companies the possibility to have an orientation day and to meet the HR staff of these companies.

Gi Group is part of the Youth Guarantee initiative, supporting the transition to the labor market. Youth Guarantee is a program created by the European Commission in 2013, aiming to help young people aged under 25 years get a good-quality, concrete offer for a job, apprenticeship, traineeship or continued education within four months of them leaving formal education or becoming unemployed. Recently graduated youth are also supported with their job search through the Servizio First initiative. Furthermore, Gi Group offers online training designed to prepare and support youth aged 16 to 30 with their job search.

Gi Group supports the implementation of the Italian government’s La Buona Scuola reforms addressing students aged 15 to 18. The aim is offering them internships in collaboration with schools and companies. Gi Group also dedicates a large portion of its activities to apprenticeships. On their website, detailed information on the apprenticeship scheme in Italy can be found.

“Since 2011, with the program “Young First”, we kicked off a set of initiatives designed to help young people enter the workforce — said Stefano Colli-Lanzi, Gi Group CEO — Furthermore, Gi Group has promoted events and publications about apprenticeship that we believe could represent the right way to help young people develop key skills so they'll be able to pursue a professional path based on employability.”

Other Activities

In 2015, more than 900 volunteers have offered advice, training and mentoring services to over 6,200 job seekers.

Gi Group pays apprentices, in return for work, not only a salary, but also training for professionalism and useful knowledge to achieve a qualification.
The Nestlé Global Youth Initiative was announced in 2014, following the successful launch in Europe in 2013 of the Nestlé Needs YOUth program. With the global expansion, Nestlé's aim is to hire talents for the future and help young people by providing them with skills and employment opportunities.

Today, the global initiative is making a real difference in young people’s lives:

- **Get Support** Markets are actively engaging in readiness for work activities through digital media and live events such as job fairs and workshops on CV writing and interview preparation.

- **Get Skilled** Nestlé has provided apprenticeship and traineeship opportunities to around 16,300 people in Europe and the Americas, and many more in the Middle East, Asia, Oceania and Africa.

- **Get Hired** To date, in Europe, Middle East, North Africa (EMENA) and the Americas, Nestlé has provided employment to over 24,200 young people.

- **Get More Opportunities** Nestlé is continuously working to expand its partnerships with other companies and organizations through the Alliance for Youth and the Global Apprenticeships Network.

**Other Activities**

In May 2016, Nestlé joined forces with the Pacific Alliance at the first Youth Summit in Lima, Peru to promote youth employment.

In June 2015, CEOs of the Alliance for YOUth partners along with 20 young people held a live webcast debate, with the participation of Nestlé’s head of Zone EMENA, Luis Cantarell, and the European Commissioner.

Nestlé opened a training centre at its factory in Agbarra in 2013 to help local students and employees develop their skills in different areas of manufacturing engineering; selected trainees from this program are sent to Switzerland for a 3-month internship in a Nestlé facility.
The MasterCard Foundation has reached 1.3 million out-of-school and unemployed young Africans through entrepreneurship and workforce skills development projects.

The MasterCard Foundation's Youth Livelihoods program prepares young people for entry-level employment or entrepreneurship opportunities in fields as diverse as agribusiness, health, hospitality and construction through a holistic, youth-centric approach. This includes a mix of technical knowledge and soft skills to ensure job readiness; a demand-driven approach to ensure programs are adapted to the needs of local growth sectors of the economy; and access to relevant financial services. To date, the Foundation has committed US$377 million to projects within this initiative.

Most recently, The MasterCard Foundation and Harambee have partnered to provide pathways for 71,300 economically disadvantaged youth to formal, entry-level private and public sector jobs in South Africa. This innovative job placement model focuses on both the supply and demand side of youth employment. It builds on the success of an initial project, where more than 17,000 youth were placed into entry-level jobs with 223 employers.

On average, 95 percent of youth who participated in the Foundation’s projects have completed their training. Of those, 75 percent have transitioned into jobs, entrepreneurship or additional education or training.

The MasterCard Foundation is also committed to ensuring that at least 50 percent of project participants are women and girls. To date, this goal has been exceeded, with women and girls representing 67 percent of all participants.

Source of the picture: Jennifer Huxta for The MasterCard Foundation

Other Activities

- The MasterCard Foundation’s partners work with local training institutions to improve their ability to provide effective skills training, apprenticeship programs and employment and enterprise opportunities to economically disadvantaged young people at scale.

- The Foundation regularly conducts research on youth employment in collaboration with partners. This includes the International Labour Organization’s Global Employment Trends for Youth reports and a youth-led research report in partnership with Restless Development, Insights Into Youth Economic Opportunities in East Africa.

- The Foundation uses its convening role with governments, employers, practitioners, educators and funders to showcase emerging models that offer solutions to youth employment, including its annual Young Africa Works Summit.
Randstad implemented a youth work readiness program titled Youth@Work.

Randstad globally implemented several youth programs of which Youth@Work is a Dutch initiative that started in 2013 and allows Randstad to contribute to solving this issue. Since then the program evolved and has been implemented in amongst others Australia, Greece, Poland, Italy, Germany and Switzerland. Each national program has been adapted to the needs of the national labor market. The program is especially designed to support youngsters getting access to the labor market through all sorts of activities such as e.g. Randstad’s futuristic mobile lab where youth could try out the oculus rift (vr-glasses) discovering their skills and capabilities, popup branches at railway stations in large cities where youth could get tips on how to get dressed for an interview and how to prepare for an interview, having professional pictures taken for LinkedIn profiles. Results differ per country however, research shows that 80% of the youngsters who participated in the first Youth@Work programs are still in work one year later.

Other Activities

- Randstad signed the ‘Code pact’ which is an initiative of Neelie Kroes, the Dutch government and Dutch companies. The aim of the pact is to start a dialogue about the future of education. The reason for this is the changing labor market and the digital skills that become more important on this future labor market. Randstad, during the ‘Codeweek 2015’, was:
  1. sponsoring a ‘CodeUur (= Coding Hour)’ to 55 elementary schools
  2. organizing the congress CodingInEducation
  3. training teachers of ‘Randstad Education’ to give program lessons
  4. provide rooms in Randstad buildings for program lessons

- Randstad supports students through a variety of projects in Greece, Germany, Belgium and China. Examples are Champs on Stage, U can do it, You’ve got Talent, Boostez votre orientation, Campus Talks, etc. These include career-counselling, help with finding apprenticeships, provide coaching, part-time jobs and positions during and after graduation as well as interview skills trainings.

- Randstad was one of the co-creators of this mutual engagement of business and EU leaders, drafting it jointly with, among others, CSR Europe and the European Commission. The European Pact4Youth is a pledge from EU and business leaders on the joint delivery of jobs, growth, and investment for the benefit of young people in Europe. The main goal of the European Pact4Youth is to prepare youth for quality jobs and decrease the current skills mismatch.

- Randstad is also involved in other initiatives in collaboration with a variety of partners, which are not listed in this catalogue due to space constraints. More information can be found on Randstad.com.
Samsung created the Samsung Tech Institute on a worldwide scale, helping youth in their transition from education to work.

Worldwide, there are 188 Tech Institutes, supporting 39,659 beneficiaries. The program is designed to meet the needs of local employers, customized to the country where it operates. It provides technical training in subjects such as software development, computer programming and employment support such as career counselling, mentorship programs and internship opportunities. All training rooms are equipped with the latest Samsung products.

To show some European examples, the opening of a two-year web designer training program in France back in 2014, trains over 50 students each year. The students also receive marketing education and can participate in mentoring programs with Employees of the French subsidiary. The same year in Poland, the company opened two Samsung Labs providing software development training and marketing education.

Source of picture: ChinaDaily USA

The Middle East/Africa Tech Institutes were launched in 2014 and provide training for electronics product installation and after-sales service to nurture service engineers. In South Africa, Samsung also offers training for service jobs such as air conditioner installation and provides young job seekers with employment opportunities after completion of the Tech Institute.

Other Activities

- Samsung has various initiatives related to education, such as providing computer programming courses or scholarships. For example, the Samsung Smart School is an initiative to provide classrooms with the latest technology to schools with disadvantaged students.

- Samsung also provides on-the-job training through internships or by providing labs for practical training. Furthermore, students are invited to Samsung to check out different jobs and they receive mentoring regarding on their possible future careers.

- Samsung also brings together job seekers and employers through job fairs, and held a series of roundtable stakeholder events in Brussels on the topic of youth employment and digital skills, in 2014 and 2015.
GAN Partners | International Organizations

Awareness, evidence and advocacy for apprenticeships


**Global Employment Trends for Youth 2015:** Update on key youth labour market indicators and trends. Data on 9 Regions

**Global Initiative on Decent Jobs for Youth**

Skills for Employment Knowledge Sharing Platform

2016 World Employment Social Outlook on Youth

**Better Skills, Better Jobs, Better Lives, a Strategic Approach** to skills policies, 2012


1st International Conference on Quality Apprenticeships for Giving Youth a Better Start in the Labour Market, G20-OECD-EC, Paris, April 2014

Country information on Paris Conference. Data on 33 countries

Background Paper on Paris Conference

2nd International Conference on Quality Apprenticeships for Giving Youth a Better Start in the Labour Market, G20-OECD, Antalya, February 2015
The Secretariat of the GAN is located at the International Organisation of Employers (IOE) Secretariat in Geneva, Switzerland.

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