



Ar Eiropas Savienības
Erasmus+ programmas atbalstu



LATVIJAS DARBA DEVĒJU KONFEDERĀCIJA

Projekts "Nacionālās iestādes mācekļībai: Darba vidē balstītas mācīšanās ieviešana Latvijā, Lietuvā un Igaunijā" ("National Authorities for Apprenticeships: Implementing Work Based learning in Latvia, Lithuania and Estonia", (WBL-Balt)),
Nr. 557236-EPP-1-LV-EPKA3-APREN

SEMINĀRS LATVIJAS UZŅĒMĒJU IESAISTEI EIROPAS MĀCEKLĪBAS ALIANSEĒ DARBA KĀRTĪBA

2017.gada 24.februāris

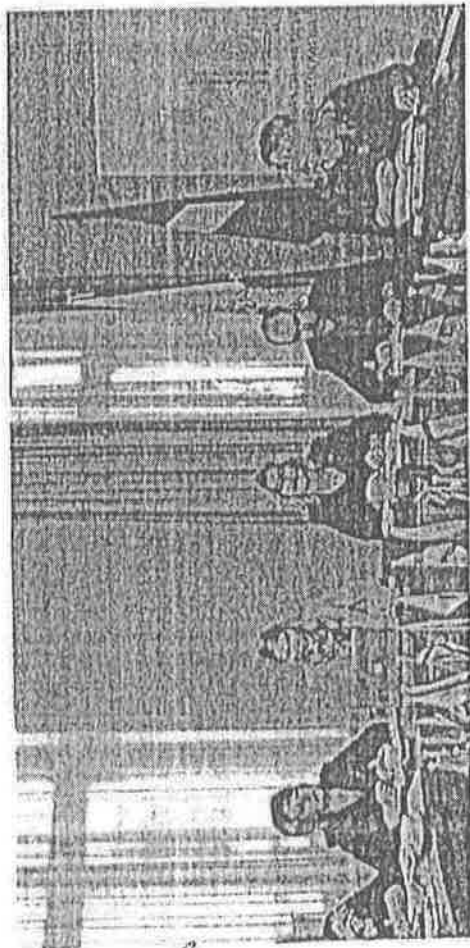
Norises vieta: Latvijas Darba devēju konfederācija (LDDK), Baznīcas iela 25-3

9.00 - 9.30	Reģistrācija un kafija
9.30 – 10.10	Informācija par projektu "Nacionālās iestādes mācekļībai: Darba vidē balstītas mācīšanās ieviešana Latvijā, Lietuvā un Igaunijā" un sasniegtajiem rezultātiem (projekta "Nacionālās iestādes mācekļībai: Darba vidē balstītas mācīšanās ieviešana Latvijā, Lietuvā un Igaunijā" asistente Sana Stūre)
10.10 – 10.30	Informācija par Baltijas mācekļības aliansi un Eiropas mācekļības aliansi (Sana Stūre projekta "Nacionālās iestādes mācekļībai: Darba vidē balstītas mācīšanās ieviešana Latvijā, Lietuvā un Igaunijā" asistente)
10.30	LDDK apņemšanās parakstīšana par LDDK iesaisti Eiropas Mācekļības alianses īstenošanā (<i>European Alliance for Apprenticeships pledge</i>)
10.30 – 11.30	Diskusija pie kafijas pauzes
11.30 – 13.00	Informācija par LDDK plānoto iesaisti darba vidē balstītu mācību (DVB) īstenošanā (ESF projekta "Profesionālo izglītības iestāžu audzēkņu dalība darba vidē balstītās mācībās un mācību praksēs uzņēmumos" projekta vadītāja Jolanta Vjaksē)
13.00 – 14.00	Diskusija par uzņēmumu iesaisti DVB un Eiropas Mācekļības alianses īstenošanā
14.00 – 14.30	Noslēgums, secinājumi

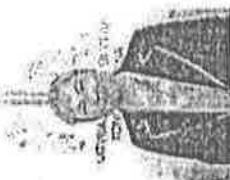


Sākums / Aktualitātes / LDDK paraksta apņemšanos

LDDK paraksta apņemšanos par iesaisti Eiropas mācekļības alianšē



Pasākuma kontaktpersona no LDDK



Ruta Porniece

☎ 28383021

☑ Ruta Porniece

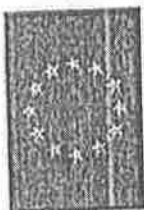
Izglītība un zinātne

Pornice

2017. gada 24.februārī



LATVIJAS DARBA DEVĒJU KONFEDERĀCIJA



Ar Eiropas Savienības
Erasmus+ programmas atbalstu

Latvijas Darba devēju konfederācijā (LDDK) piektdien, 24. februārī norisinājās seminārs par Latvijas uzņēmēju iesaisti Eiropas mācekļības alianšē un tā laikā LDDK parakstīja apņemšanos par Latvijas uzņēmumu iesaistīšanos kvalitatīvu mācību praksi un darba vidē balstītu mācību īstenošanā.

Eiropas mācekļības aliansei 24. februārī pievienojās arī Mašīnbūves un Metālapstrādes Rūpniecības asociācija (MASOC), Lauksaimnieku organizāciju sadarbības padome (LOSP), Latvijas Elektroenerģētiku un Energobūvnieku asociācija, Latvijas Viesnīcu un restorānu asociācija (LVRA), AS "HansaMatrix", SIA "Bucher Municipal", SIA "Empower", SIA "Malevss", SIA "Kuehne+Nagel", AS "Rīgas Siltums", "Skonto Group", AS "Valmieras Stikla Šķiedra", AS "Latvenego" un AS "Sadales tīkls".

Seminārā, kura mērķis bija apliecināt Latvijas uzņēmumu atbalstu kvalitatīvu mācību praksi un darba vidē balstītām mācību īstenošanai un apņemšanos līdz 2023.gadam mācību praksē iesaistīt 11 025 profesionālās izglītības iestāžu audzēkņus un darba vidē balstītās mācībās - 3 150 audzēkņus, piedalījās nozaru asociāciju, nozaru ekspertu padomju un reģionālo darba devēju pārstāvji.

Eiropas mācekļības alianse ir 2013. gadā izveidota platforma, kurā satiekas valdības, uzņēmēju, sociālo partneru, izglītības nozares pārstāvji un citas iesaistītās puses. Tā veidota Eiropas sociāliem partneriem, Eiropas Komisijai un Eiropas Padomei parakstot kopīgu deklarāciju ar kopēju mērķi – spēcīnāt profesionālās izglītības kvalitāti, praksi un darba vidē balstītu mācību pievēršību un piedāvājumu Eiropā.

[Signature]

Baltijas līmenī Latvijas Prezidentūras ES Padomē ietvaros 2015. gada 22. jūnijā izglītības ministri vienojās par Baltijas alianses darba vidē balstītu mācību veicināšanai izveidi, veicinot sadarbību un informācijas apmaiņu starp Latviju, Lietuvu un Igauniju.

Darba vidē balstītas (DVB) mācības Eiropā kļūst aizvien populārākas, tās tiek atzītas par labāko veidu, kā motivēt jauniešus iesaistīties profesionālajā izglītībā, veicināt jauniešu nodarbinātību un nodrošināt izglītības atbilstību darba tirgus prasībām.

Mācību process paredz, ka audzēklis praktiskās iemaņas un zinības āpgūst darba vidē – uzņēmumā, ikdienā iepazīstot savu nākotnes profesiju un darba specifiku. Darba devējiem iesaistīšanās DVB mācību procesā, piedāvājot jauniešiem prakses un darba vietas, palīdz kvalitatīvi sagatavot topošos speciālistus un piesaistīt attiecīgajā uzņēmumā un nozarē.

Seminārs tika organizēts projekta "Nacionālās iestādes mācekļbait: Darba vidē balstītas mācīšanās ieviešana Latvijā, Lietuvā un Igaunijā" ("National Authorities for Apprenticeships: Implementing Work Based learning in Latvia, Lithuania and Estonia", (WBL-Balt)) Nr. 557236-EPP-1-LV-EPKA3-APREN ietvaros.

Maija Pētemane

LDDK Komunikācijas un korporatīvās
sociālās atbildības politikas vadītāja

Tālrunis: + 371 29272365

E-pasts: maija.petemane@lddk.lv

Fotogrāfijas no semināra

Pētemane

ITALIJA UN LATVIJA



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SEMINĀRS LATVIJAS UZNĒMĒJU IESAISTEI
EIROPAS MĀCEKLĪBAS ALIANSE

Latvian Chamber of Commerce in the EU



EUROPEAN ALLIANCE FOR APPRENTICESHIPS
PLEDGE

Please provide **contact details**:

Company/organisation name:	JSC "Valmieras stikla šķiedra"
Contact person(s), title(s):	Guna Zvirgzda, HR development specialist
Email(s):	guna.zvirgzda@valmiera-glass.com
Website:	www.valmiera-glass.com

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Valmiera Glass Group, with headquarters in Valmiera, Latvia, is one of the leading European manufacturers of glass fibre-based products. The Group companies are located on two continents in three countries: in Latvia, the United Kingdom and the United States.

Indicate the **focus of your pledge** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
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Give a **short description** of your pledge

*Please include information on your **objectives and key activities**.*

"Valmiera stikla šķiedra" aims to improve the image of work based learning and specially to improve the image of professional qualification related to textile and chemistry product manufacturing. As well as the recognition of textile and chemistry related professions among youngsters.

The key activities:

- Company member visits in primary- and high schools
- Cooperation with students and their parents in career choice activities
- Offering professional training for VET students and apprenticeship for professional studies in universities and colleges.

Describe the **added value** of the pledge

*Please include clear **targets, indicators of success and timeline** if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).*

- "Open door days" about carrier development 2 times each year
- School visits in the company (individual classes) 6-8 times each year
- Taking part in the largest Career fair in Latvia "SKOLA" and the Job fairs for Riga Technical University
- Cooperation with organisations like AHK (*German-Baltic Trade Chamber*) and LDDK (*Employer's Confederation of Latvia*) improve the work passed learning process
- Taking part in Sectoral Expert Councils for chemistry and textile fields

What **partners** will be involved in the initiative?

Professional secondary schools and Competence Centres for professional education

Professional Colleges

Non-academic Universities

AHK (*German-Baltic Trade Chamber*)

LDDK (*Employer's Confederation of Latvia*)

Sectoral Expert Councils

The European Alliance for Apprenticeships (EaFA) is a multi-stakeholder initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EaFA webpage, and may be used for communication purposes.

Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS
PLEDGE

Please provide **contact details**:

Company/organisation name:	Empower Ltd.
Contact person(s), title(s):	Girts Galzons, Chairman of the Board
Email(s):	empower@empower.lv
Website:	www.empower.eu

Please indicate what **type of organisation** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Empower SIA is electroenergetics, telecommunications and construction company, who are performing works in accordance with international quality standards. The business areas of company are high-voltage network construction, low voltage and medium voltage network construction, telecommunication network construction, energo industry and construction- design, construction, installation, mounting, electric installation, maintenance, modernization.

Indicate the **focus of your pledge** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
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Give a **short description** of your pledge

Please include information on your objectives and key activities.

Empower Ltd. *will be actively involved in promoting work based learning (WBL) in electroenergetics, telecommunications and construction sectors by increasing visibility of benefits of WBL at national level and for sectoral enterprises.*

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

Empower Ltd. during 2017 until August 2023 plan to involve **about 35 VET students** in the WBL and about **35 VET students** – in practical trainings at more than 2 VET schools.

What **partners** will be involved in the initiative?

Technical College in Riga, State Technical School in Riga, State Technical School in Liepaja.

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Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Latvenergo JSC
Contact person(s), title(s):	Ina Kleva, HR Development Manager Santa Ustrisova, Baltic Personnel Manager
Email(s):	ina.kleva@latvenergo.lv, santa.ustrisova@latvenergo.lv
Website:	

Please indicate what **type of organisation** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Latvenergo Group is a vertically integrated power supply utility operating in electricity and thermal energy generation and supply, electricity distribution services and transmission system asset management.

Indicate the **focus of your pledge** – tick relevant box(es)

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Give a **short description** of your pledge

*Please include information on your **objectives and key activities**.*

Latvenergo JSC will be actively involved in promoting work based learning (WBL) in Electricity and Thermal Energy Sectors by increasing visibility of benefits of WBL at national level and for sectoral enterprises. *Latvenergo JSC will support Energy Sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.*

Describe the **added value** of the pledge

*Please include clear **targets, indicators of success and timeline** if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).*

Latvenergo JSC during 2017 until August 2023 plans to involve **15 VET students** in the WBL and **20 VET students** – in practical trainings at more than 3 VET schools.

What **partners** will be involved in the initiative?

VET schools from all regions of Latvia.

The European Alliance for Apprenticeships (EAfA) is a multi-stakeholder Initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EAfA webpage, and may be used for communication purposes.

Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Association of Hotels and restaurants of Latvia
Contact person(s), title(s):	Ms.Santa Graikste, CEO
Email(s):	Santa.Graikste@hotel.lv
Website:	Www.hotels-restaurants.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Association of Hotels and Restaurants of Latvia:

- is an association representing the professional interests of national institutions and other organizations;
- participates in staff training, including training systems and programming, it being;
- collects and analyzes statistical information about the hotels, guest houses, motels and restaurant customers;
- represents the hotel and restaurant business of Latvia in the world (regular participation in international tourism exhibitions - fairs);
- develops proposals for legislation and the perfection of standards and their approximation to national and EU standards.

The AHRL currently has 300 members, among them - hotels, guest houses, motels, restaurants, as well as "independent" restaurants, educational institutions, which are preparing tourism and hospitality industry professionals and the services companies.

Indicate the **focus of your pledge** – tick relevant box(es)

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Give a **short description** of your pledge

Please include information on your objectives and key activities.

Association of Hotels and restaurants of Latvia will be actively involved in promoting work based learning (WBL) in the hospitality and tourism sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises, supporting Tourism and Beauty Sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

Association of Hotels and restaurants of Latvia during 2017 until August 2023 plans to involve **200 VET students** in the WBL and **1000 VET students** – in practical trainings at more than 50 enterprises and 10 VET schools.

What **partners** will be involved in the initiative?

Tourism and Beauty sector enterprises and 10 VET schools from all regions of Latvia.

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EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Sadales tīkls JSC
Contact person(s), title(s):	Inga Bukovska, HR Management and Administrative Director
Email(s):	inga.bukovska@sadalestikls.lv
Website:	www.sadalestikls.lv

Please indicate what **type of organisation** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Sadales tīkls JSC is a power company (distribution system operator) in Latvia whose core business is the supply of electricity, a product necessary to the user, to each specific customer within the area covered by the company's license, ensuring the operation, upgrading and planned development of distribution networks. Sadales tīkls JSC ensures the supply of electricity to over one million electricity users objects, with its services covering 99% of the country's territory, as well as performs monitoring of electricity use, activities aimed at reducing losses, electricity metering, and creation of new connections where necessary. Sadales tīkls JSC commenced legally independent operation on 1 July 2007. Sadales tīkls AS employs 2 500 people.

Indicate the **focus of your pledge** – tick relevant box(es)

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Give a **short description** of your pledge

*Please include information on your **objectives and key activities**.*

*Sadales tīkls JSC is running apprenticeship program/practical training since 2007. The goal is to improve the practical knowledge of young people in electricity sector to be a better workforce. Sadales tīkls JSC will continue to provide practical training for at least **120 electricity sector students per year**. The main focus will be laid on quality of training, thus there are strong criteria laid for students to receive the practical training. Sadales tīkls JSC offers job opportunities for best students.*

Sadales tīkls JSC will educate its supervisors to know how to work with young people to get them interested in the sphere.

Describe the **added value** of the pledge

*Please include clear **targets, indicators of success and timeline** if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).*

*Sadales tīkls JSC during 2017 until August 2023 plans to involve **410 VET students** in practical trainings within the enterprise. During practical trainings, students will see different working spheres, so they can make weighted decision on future career. As the enterprise is located all over the country, we can offer practical trainings in regions. Best students (25% of all) will receive a job offer within the company.*

What **partners** will be involved in the initiative?

VET schools from all regions of Latvia.

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Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS PLEDGE

Please provide **contact details**:

Company/organisation name:	Bucher Municipal Ltd.
Contact person(s), title(s):	Simona Groša, Personal specialist and DUAL education coordinator
Email(s):	Simona.grosa@buchermunicipal.com
Website:	www.buchermunicipal.com

Please indicate what **type of organisation** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

We are a Swiss group Bucher Industries subsidiary company whose main activity is communal equipment production, sale and development of the sector. Since its launch in Ventspils "Bucher Municipal" produces components and containers large and small sweeper trucks. The plant furnished modern workplace, and it currently employs more than 280 employees.

November 2015 from Bucher Municipal production line came first in the finished machine intended for street cleaning, with the least hold all manufactured in Ventspils - 1 m3. It was the first car that was completely assembled in Ventspils. Now fully we assemble not only 1 m3, but already from 1 m3 to 4 m3 cars.

Indicate the **focus of your pledge** – tick relevant box(es)

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Give a **short description** of your pledge

*Please include information on your **objectives and key activities**.*

Since the autumn 2013 we started to actively participate in the Dual pilot training, it means work based learning (WBL)

Our company "Bucher Municipal" successfully cooperates with Ventspils Vocational school. We have welding and machining apprentices.

Work based learning (WBL):

- ❖ - In the first academic year (2013/2014) were trained 7 welders and 4 machining apprentices;
- ❖ - In the second academic year (2014/2015) were trained 7 welders and 6 machining apprentices;
- ❖ - In the third academic year (2015/2016) were trained 5 welders and 6 machining apprentices;
- ❖ - This academic year (2016/2017) we train 5 welders and 6 machining apprentices;

From WBL currently working 11 employees.

Describe the **added value** of the pledge

*Please include clear **targets, indicators of success and timeline** if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).*

By ensuring WBL, company invests in youth development and work experience, and at the same time WBL is used as human resource management strategy. Bucher Municipal plans to be involved in systematic vocational teachers training system. Bucher Municipal will continue to provide WBL for average 10 apprentices per year. We will continue to cooperate with Ventspils Vocational school and with other vocational schools.

What **partners** will be involved in the initiative?

Ventspils Technical school and other VET schools.

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Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Employer's Confederation of Latvia (LDDK)
Contact person(s), title(s):	Ruta Porniece, Head of education and employment department
Email(s):	Ruta.porniece@lddk.lv
Website:	www.lddk.lv

Please indicate what **type of organisation** – tick relevant box(es)

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| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Employers' Confederation of Latvia (LDDK) is the largest organization that represents employers in Latvia. LDDK is national social partner for government. LDDK members employ 42% of Latvia's employees. The LDDK brings together and represents:

- ✓ 110 sector leaders – companies which employ more than 50 employees;
- ✓ 66 sector-based and regional business associations and federations;
- ✓ More than 5,000 companies, among which 3,036 are micro and small enterprises

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

LDDK will ensure the involvement of the enterprises in the provision of work based learning (WBL), matching enterprises, VET schools and students, as well as will be an administrator for the related costs transfers. Intensive information activities for enterprises, VET schools and students on attractiveness and promotion of WBL are also the part of the foreseen LDDK responsibilities.

From 2017 until August 2023 LDDK plans to involve **3150 VET students** in the WBL and **11025 VET students** – in practical trainings and training practices and provide financial support from ESF resources. Funding arrangements: *inter alia* ESF 18 646 580 EUR and state budget 3 290 573 EUR

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

From 2017 until August 2023 LDDK plans to involve **3150 VET students** in the WBL and **11025 VET students** – in practical trainings and training practices and provide financial support from ESF resources; work on provision of WBL by improving Sector Expert Councils cooperation with VET schools and involvement of WBL. Sectoral Expert Councils' responsibilities according legal framework for the organization and implementation of the WBL a– promotion of WBL, information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

What **partners** will be involved in the initiative?

More than 100 enterprises from all regions of Latvia that signed an intention agreement to participate in WBL in the frame of the project and 12 Sector expert councils, and more than 20 VET schools from all regions of Latvia.

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Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

**EUROPEAN ALLIANCE FOR APPRENTICESHIPS
PLEDGE**

Please provide **contact details**:

Company/organisation name:	Malevss Ltd.
Contact person(s), title(s):	Mr. Maris Legzdins
Email(s):	maris@malevs.lv
Website:	www.policijasakademija.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Malevss Ltd. is the biggest catering enterprise in Ogre city. Established in 1994 and employs around 60 employees. Enterprise owns cheese manufacturing, confectionery, café and restaurant.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

Malevss Ltd. is actively involved in promoting work based learning (WBL) and practical training in Food processing sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises. Supports Agricultural and Food processing sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

Malevss Ltd until August 2023 plans to involve on average 2 VET students in the WBL and 3 VET students – in practical trainings from Ogre technical school.

What **partners** will be involved in the initiative?

Ogre technical school.

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Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Skonto Group
Contact person(s), title(s):	Arturs Graudins, HR Manager
Email(s):	Arturs.graudins@grf.lv
Website:	www.skontogroup.com

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Skonto Group are a Latvia-based enterprise consisting of nine companies, each of which is a leader in its field. Our history of success is a result of 25 years of work. During this time we have gained great experience by completing thousands of projects in more than 20 countries worldwide. The annual turnover of the Group exceeds 250 million euros. The group employs more than 1500 people, more than 200 of them are engineers, and approximately 700 are construction workers.

Work safety is among our top priorities, both in our factories and on construction sites. Highly trained professionals in our safety and quality department are supervised by experienced safety officers. There are health, environmental and safety policies established in all the companies of Skonto Group. And it is not only 'on paper', we have implemented them in our daily routine. Skonto Group companies are certified and fully conforms to the international standards ISO 9001, OHSAS 18001 and ISO 14001.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> QualitySkonto |
| <input checked="" type="checkbox"/> Image | <input checked="" type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

Skonto Group will be actively involved in promoting work based learning (WBL) in Construction Sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises, supporting industrial sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

Skonto Group during 2017 until August 2023 plans to involve **75-100 VET students** in the WBL and **200 VET students** – in practical trainings at more than 9 enterprises and 8 VET schools.

What **partners** will be involved in the initiative?

Construction sector enterprises and VET schools from all regions of Latvia.

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EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	HansaMatrix JSC
Contact person(s), title(s):	Alvis Vagulis VPO
Email(s):	alvis.vagulis@hansamatrix.com
Website:	www.hansamatrix.com

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

HansaMatrix JSC is company who design, development and manufacture of electronic, mechanic and optical systems including final product assemblies for general use and medical sector.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

HansaMatrix JSC will be actively involved in promoting work based learning (WBL) in electronic and IT sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises. HansaMatrix will support *electronic and IT* sectoral Expert Council with information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

HansaMatrix JSC during 2017 until August 2023 plans to involve **70 VET students** in the WBL and **50 VET students** – in practical trainings at more than 2 VET schools.

What **partners** will be involved in the initiative?

Ogre technical school and Ventspils technical school.

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EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Latvian Association of Power Engineers and Energy Constructors
Contact person(s), title(s):	Kārlis Briņķis, Executive director
Email(s):	info@bleea.lv
Website:	www.bleea.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|---|--|
| <input type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input checked="" type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input checked="" type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input checked="" type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organization**

LEEA comprises 55 members, which are juridical persons and work in the branch of energy – electrical installation enterprises, construction enterprises, designing companies, engineering and planning enterprises. Members of LEEA represent major and most capable enterprises in the branch of energy construction in Latvia. Members of LEEA are from all regions of Latvia and the number of LEEA members continues to increase.

The main tasks of activities of LEEA are:

- Develop and improve energy system of Latvia according to world standards, introduce them into the energy system on the basis of unitary technical policy.
- Participate in developing of concept of branch producing and as well as proposals of the strategy.
- Participate in developing of system and strategy of professional training courses for branch specialists.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

Latvian Association of Power Engineers and Energy Constructors will be actively involved in promoting work based learning (WBL) in electrical power engineering sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises. Latvian Association of Power Engineers and Energy Constructors will support electrical power engineering Sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

*Latvian Association of Power Engineers and Energy Constructors during 2017 until August 2023 plans to involve 150 **VET students** in the WBL and 600 **VET students** – in practical trainings at more than 35 enterprises and 8 VET schools.*

What **partners** will be involved in the initiative?

35 sector enterprises and 8 VET schools from all regions of Latvia.

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Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	Association of Mechanical Engineering and Metalworking Industries of Latvia (MASOC)
Contact person(s), title(s):	Andris Sekacis, Chairman of the Board
Email(s):	andris.sekacis@masoc.lv
Website:	www.masoc.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

MASOC – the Association of Mechanical Engineering and Metalworking Industries of Latvia is a voluntary non-governmental organization that was founded in 1994 as the industry-informative Advisory Centre to promote the development of the sector as well as to facilitate mutual cooperation and professional development of specialists in the sector. At present the Association brings together around 160 leading engineering and metal processing companies, as well as companies of related industries. MASOC companies together employ around 12 000 employees.

MASOC is the leading organization in organization and management of the Metalworking Sector Expert Council of Latvia.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|---|---|
| <input type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

MASOC will ensure the information activities for enterprises, VET schools and students on good practices as well as promotion of WBL.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

MASOC plans to establish permanent information source for small and medium size enterprises of the sector to attract more companies to the WBL education system.

What **partners** will be involved in the initiative?

MASOC member companies as well as other companies of the sectors.

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Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS
PLEDGE

Please provide **contact details**:

Company/organisation name:	Kuehne+Nagel Ltd.
Contact person(s), title(s):	Dace Dukate, Sales and Marketing manager
Email(s):	dace.dukate@kuehne-nagel.com
Website:	https://lv.kuehne-nagel.com/lv_lv/

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

Kuehne + Nagel International AG (or Kühne + Nagel) is a global transportation and logistics company based in Schindellegi, Switzerland. It was founded in 1890, in Bremen, Germany, by August Kühne and Friedrich Nagel. It provides sea freight and airfreight forwarding, contract logistics, and overland businesses with a focus on providing IT-based logistics solutions. In 2017, Kuehne + Nagel was the leading global freight forwarder, accounting for nearly 15% of the world's air and sea freight business by revenue, ahead of DHL Global Forwarding, DB Schenker Logistics, and Panalpina. As of 2017, it has more than 1,200 offices in over 100 countries, with over 70,000 employees. In Latvia company is present since 1992, having 74 employees, 2 offices.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

Kuehne + Nagel Ltd. is highly interested to employ high-level professionals and to take part in work based learning plays significant role into the process of preparing such professionals. Company is involved in work based learning and is ready to continue offering work based learning opportunities for VET students within its two offices in Latvia.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

Kuehne + Nagel Ltd. until August 2023 plans to involve about 2 VET students per year in the Work based learning.

What **partners** will be involved in the initiative?

Riga State technical school.

The European Alliance for Apprenticeships (EAfA) is a multi-stakeholder initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EAfA webpage, and may be used for communication purposes.

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Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS PLEDGE

Please provide **contact details**:

Company/organisation name:	Latvian Agricultural Organization Cooperation Council
Contact person(s), title(s):	Sarmite Babane, Project manager
Email(s):	sarmite.babane@losp.lv
Website:	www.losp.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input checked="" type="checkbox"/> Other: Non-governmental organization, which unites agricultural organisations |

Give a short description of **your company / organisation**

Latvian Agricultural Organization Cooperation Council (LAOCC) is an association, which unites 67 non-governmental organizations of agricultural production and processing across the country, covering all the sectors and in total represent more than 15000 producers. The Association formulates a common opinion in order to defend producers' interests and to discuss various issues with state administration institutions and foreign collaboration partners. The Association collaborates with territorial partners – district farmers' unions, which unite people from small towns, farmers and other socially active people. Annually the Association signs an agreement with the Ministry of Agriculture on participation of farmers in decision-making.

The organization was registered in 2004, but it was established in 2000 and already at that time started to work in activating the civil society and involved it in decision-making.

The organisation aims are: to involve agricultural multi-sectional and professional non-governmental organisations in agricultural and rural development policy formation and implementation; promotion of competitive agricultural production, processing and export; to stimulate rural development; promotion of alternative types of occupation in rural areas.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

*Please include information on your **objectives and key activities**.*

LAOCC will be actively involved in promoting work based learning (WBL) in Agricultural and Food processing Sector by increasing visibility of benefits of WBL at national level and for sectoral enterprises. LAOCC will coordinate and support work of Agricultural and Food processing Sectoral Expert Council in information dissemination, advice and recommendation on implementation, assessment of the WBL implementation, as well as assistance regarding the choice of enterprises for WBL.

Describe the **added value** of the pledge

*Please include clear **targets, indicators of success and timeline** if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).*

LAOCC during year 2017 until August 2023 plans to involve **260 VET students** in the WBL and **2130 VET students** – in practical trainings at more than 150 enterprises and 9 VET schools.

What **partners** will be involved in the initiative?

About 150 Agricultural and Food processing sectors' enterprises and 9 VET schools from all regions of Latvia.

The European Alliance for Apprenticeships (EAFA) is a multi-stakeholder initiative to strengthen the supply, quality and image of apprenticeships. The originator of the pledge is solely responsible for implementing the actions outlined and commits to report on the implementation of the commitments at least once per year. The pledge and reported results will be published on the EAFA webpage, and may be used for communication purposes.

Web: ec.europa.eu/apprenticeships-alliance

Email: empl-eafa@ec.europa.eu

EUROPEAN ALLIANCE FOR APPRENTICESHIPS

PLEDGE

Please provide **contact details**:

Company/organisation name:	JSC "RĪGAS SILTUMS"
Contact person(s), title(s):	Valdis Vārvs, director of training center
Email(s):	valdis.varavs@rs.lv
Website:	http://www.rs.lv

Please indicate what **type of organisation** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Companies and business organisations | <input type="checkbox"/> Social partners |
| <input type="checkbox"/> Chambers of industry, commerce and crafts | <input type="checkbox"/> Education and training providers |
| <input type="checkbox"/> Regional authorities | <input type="checkbox"/> Non-profit/youth organisations |
| <input type="checkbox"/> Research and think tanks | <input type="checkbox"/> Professional organisations |
| | <input type="checkbox"/> Other: |

Give a short description of **your company / organisation**

JSC "RĪGAS SILTUMS", a joint stock company registered in Latvia, was founded on September 25, 1995. JSC "RĪGAS SILTUMS" is the main heat supplier of Riga. The Company is engaged in production, distribution and sale of thermal energy, and also ensures technical maintenance of inner heat supply systems in buildings.

Indicate the **focus of your pledge** – tick relevant box(es)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Supply | <input checked="" type="checkbox"/> Quality |
| <input checked="" type="checkbox"/> Image | <input type="checkbox"/> Mobility |

Give a **short description** of your pledge

Please include information on your objectives and key activities.

JSC "RĪGAS SILTUMS" will be actively involved in promoting quality of practical training and work-based learning at company's level and will share good practices within Eenergy sectoral Expert Council and society.

Describe the **added value** of the pledge

Please include clear targets, indicators of success and timeline if possible (e.g. increased numbers, qualitative improvements, enhanced attractiveness, increased mobility, tools developed, or other).

JSC "RĪGAS SILTUMS" during 2017 until August 2023 plans to involve average 10-12 students per year from higher professional education in company's practical training from more than 2 professional higher education institutions.

What **partners** will be involved in the initiative?

Riga Technical University and Riga construction college.

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