

# Upgrading informal apprenticeships in Jordan: Key findings from a pilot study

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In developed economies, formal apprenticeship systems have proven to ease young people's transitions from school to work. In most informal economies, meanwhile, informal apprenticeships remain the chief mode of skills transfer for young workers. In these informal systems, young learners or apprentices acquire the skills for a specific trade in a micro or small business by learning and working side-by-side with an experienced craftsperson. These apprenticeships are based on an informal agreement embedded in local norms and traditions, rather than on a contractual relationship, leaving room for misunderstandings and low standards. ILO interventions in Africa have demonstrated that well designed approaches can enhance informal apprenticeship practices by introducing improvements and upgrades negotiated between the master craftsperson, the apprentice and a vocational training centre. Projects that were piloted in Jordan, Egypt and Tunisia in 2013 serve as a basis for Arab version of this approach. This report summarizes the findings and results from the Jordan pilot carried out between April 2013 and March 2014.

**Subject Tags:** apprenticeships

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