



EaFA

European Alliance for Apprenticeships (EAfA) and European Training Foundation (ETF)

Morning Session: Tuesday, 7 October 2025

Chair: Floriana Folisi, ETF

Time	Title / Description
09:00 – 09:30	Arrival and registration of participants
09:30 – 10:00	Welcome and Opening (<i>Crystal A</i>) <ul style="list-style-type: none">• Tatjana Čalasan, State Secretary, Ministry of Education, Science and Innovation of Montenegro• Mario Nava, Director-General, DG EMPL, European Commission (video)• Georgios Zisimos, Head of the Policy advice and EU Programme Unit, European Training Foundation• Anna Banczyk, DG EMPL B.3, European Commission (online)• Brigitte Kuchar, Program Manager, EU Delegation in Montenegro
10:00 – 10:10	Objectives of the seminar (<i>Crystal A</i>) <ul style="list-style-type: none">• Floriana Folisi, Human Capital Development Expert, European Training Foundation (ETF)
10:10 - 10:30	Key messages from EU Social partners (<i>Crystal A</i>) <ul style="list-style-type: none">• Ludovic Voet, Confederal Secretary, European Trade Union Confederation (ETUC)• Robert Plummer, Senior Adviser, Business Europe (online)• Guillaume Afellat, Head of Social Affairs at SGI Europe (online)• Natacha Pernas, Social Affairs and Training Team, SMEunited (online)

10:30 – 11:00

EAfA and latest developments (*Crystal A*)

- Beatrice Biolcati Rinaldi, DG EMPL B.3, European Commission
- Welcoming Newcomers in EAfA:
 - Kosovo*
 - Ukraine
 - New pledgers

** This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence*

11:00 – 11:30

Coffee break

11:30 – 12:30

Learn from and exchange with new and old EAfA Members (two parallel groups)

Speakers from Partner Countries and Member States will present the latest developments in their countries and have a discussion with the participants.

Parallel Group 1: facilitated by Lisa Rustico, ETF (*Crystal A*)

- Sirma Ilijoska Trifunovska, Chamber of Craft (North Macedonia)
- Tatjana Babrauskiene, Head of International Relations, Lithuanian Education and Science Trade Union (LESTU)

Parallel Group 2: facilitated by Floriana Folisi, ETF (*Princess Jelena*)

- Burak Öztemel, Unit Manager, Istanbul Chamber of Commerce, Project and Business Development Department, State Support and Vocational Education Unit, Türkiye
- Tom Muller, Director, Vocational Education and Training, Ministry of Education, Children and Youth of Luxembourg

12:30 – 13:00

WBL in Montenegro: overview and latest developments (*Crystal A*)

Facilitation: Emmanuelle Roure, Team Leader, DG EMPL E.3, European Commission

- Marko Vukašinović, Director General, Ministry of Education, Science and Innovation
- Mladen Perazic, Head of Sector for Education and Quality, Chamber of Economy
- Aleksandra Lalevic, Director of VET Centre

Introduction to site visits (Master of Ceremony)

Family Picture

13:00 – 14:00

Lunch



Afternoon Session

Time	Title / Description
14:00 – 17:00	Site visit <ul style="list-style-type: none">• Group 1: Secondary vocational school "Spasoje Raspopović"• Group 2: "La Parisienne" factory• Group 3: Junior High School of Electrical Engineering "Vaso Aligrudić"
19:30 - 22:00	<ul style="list-style-type: none">• Networking dinner Restoran Porto, Ul. Stanka Dragojevica br. 40, Podgorica, Podgorica Municipality 81000 Montenegro
13:00 – 14:00	<i>Lunch</i>

Morning Session: Wednesday, 8 October 2025

Chair: **Floriana Folisi**

Time	Title / Description
09:00 – 09:30	Welcome and Feedback from the site visits (<i>Crystal A</i>) Moderator: Christian Wagner, EU4Youth
09.30 – 10:30	Thematic focus 1: Financial and non-financial incentives in Apprenticeships (<i>Crystal A</i>) Facilitation: Floriana Folisi, ETF Financial and non-financial incentives play a crucial role in shaping effective and inclusive apprenticeship systems. This panel will provide an EU-level overview of how such incentives are used to support apprenticeships through two specific country cases: Serbia and France. <ul style="list-style-type: none">• Dr. Katharina Jaik, Expert, DC dVET• Ludovic Voet, Confederal Secretary, European Trade Union Confederation (ETUC)• Mirjana Kovačević, Head of Centre/Director of Academy, Chamber of Commerce and Industry of Serbia• Marie Turlan, Expert in Apprenticeship Development, Mobility and Cross-border Cooperation, Ministry of Labour - France
10:30 – 11:00	<i>Coffee Break</i>



11:00 – 12:00 **Thematic focus 2: Matching of companies and Learners (*Crystal A*)**

Facilitation: Stefan Thomas, ETF

In many ETF Partner Countries, apprentices start training before securing a company placement, with vocational schools playing a key role in the matching process. This session will explore the challenges and implications of this approach.

- Antonio Mota Cosano, Ministry of Education, Vocational Training and Sports (MEFPD) - Spain
- Gergely Pálmai, Deputy State Secretary for Vocational Education and Training at the Ministry of Culture and Innovation - Hungary
- Marija Gošović, Director General, Ministry of Education, Science and Innovation – Montenegro
- Albert Philip Hendrik Janssens, Board Member of the Organising Bureau of European School Student Unions (OBESSU) and Member of the European Apprentices Network (EAN)

12:00 – 12:30 **Conclusions and closing of the seminar**

- Beatrice Biolcati Rinaldi, DG EMPL B.3, European Commission
- Floriana Folisi, Human Capital Development Expert & Country Liaison for Algeria, ETF

12:30 – 13:30 **Lunch and departures**

