



BARRIERS FACED BY SMES AND STRATEGIES TO OVERCOME THEM

BARRIERS	DESCRIPTION	POSSIBLE SOLUTIONS
Additional workload	Bureaucratic procedures that require time and effort Managing apprentices' training processes can increase the workload for SMEs.	Use simple, low-cost project management tools (like Trello or Asana) to streamline administrative tasks and track apprentices' progress with minimal paperwork.
Financial Constraints	Limited resources to invest in training and development.	European Social Fund offer support SMEs to hire apprentices Explore small business grants or training-specific funds available locally Collaborate with educational institutions to co-fund apprenticeships.
Lack of infrastructure	Lack of adequate equipment for hands-on training.	Collaborate with other SMEs or training schools to share equipment.
Lack of specialized staff	Difficulty finding experienced professionals to guide apprentices.	Invest in short, intensive upskilling sessions for current employees.
External reasons	Candidates are not willing to get involved, to accept the work challenges that arise.	Develop clear, structured training plans that outline the skills that the apprentices need to learn and the timeline for learning them.