



EUROPEAN MONITORING CONFERENCE

Work Based Learning and Apprenticeships

Brussels, 11-12 February 2014



AGENDA

11 February 2014

Moderator Tamsin ROSE, Progress Works

09.00 – 10.00

REGISTRATION AND REFRESHMENTS

10.00 – 10.30

WELCOME SPEECHES

António SILVA MENDES, Director, European Commission, DG EAC

Ute HALLER-BLOCK, Head of Unit, EACEA

Klaus FAHLE, Director, BIBB, NA DE

10.30 – 11.00

KEYNOTE

Work-based Learning (WBL) and Apprenticeships in Europe

Joachim James CALLEJA, Director, Cedefop

11.00 – 11.15

EVALUATING AND MONITORING APPRENTICESHIP AND
TRAINEESHIP SCHEMES

Results of the conference (4-5 February 2014, Brussels)

Ulrike STOROST, European Commission, DG EMPL

11.15 – 11.30

COFFEE BREAK

11.30 – 13.15

PARALLEL MORNING WORKSHOPS

WORKSHOP 1 - Room EF **Guidance and support of SMEs**

Ida KARNER, NA Austria
Project presentations and discussion

WORKSHOP 2 - Room Workgroup **Attractiveness of VET, WBL and Apprenticeships**

Lars MØLLER BENTSEN, NA Denmark
Project presentations and discussion

WORKSHOP 3 - Room A/B **Cooperation training centers/VET schools – companies and involvement of social partners**

José Antonio LOPEZ ÁLVAREZ, NA Spain
Project presentations and discussion

WORKSHOP 4 - Room G **Curriculum development**

Jetske TUINSTRA, NA Netherlands
Project presentations and discussion

WORKSHOP 5 - Room CD **Work-based Learning and Higher Education**

José LARA SANCHEZ, NA Spain
Project presentations and discussion

WORKSHOP 6 - Room H **Work-based Learning – the role of mentors, teachers and trainers**

Marc DE VLIEGER, NA Belgium (Flemish)
Project presentations and discussion

13.15 – 14.15

LUNCH

14.15 – 15.15

MARKET PLACE FOR PROJECTS: PROJECTS VIEWING
- DISCUSSION - ACTIVE PRESENTATION
COFFEE BREAK

15.15 -17.00

PARALLEL AFTERNOON WORKSHOPS - CONTINUED

17.00 – 17.30

CLOSING OF THE DAY

17.30 - 19.00

COCKTAIL HOUR

12 February 2014

09.00 – 09.30

WELCOME COFFEE

Moderator Tamsin ROSE, Progress Works

09.30 – 12.00

PLENARY SESSION

09.30 – 10.30

KEY MESSAGES FROM THE WORKSHOPS

Presentations rapporteurs

Isabelle LE MOUILLOUR, BIBB, DE, comments

10.30 – 11.00

COFFEE BREAK

11.00 – 12.00

PANEL DISCUSSION: ACHIEVEMENTS, NEEDS AND CHALLENGES IN WBL
WHERE DO WE STAND? – WHAT DO WE NEED? – WHAT'S AHEAD?

Jeff BRIDGFORD, European Trade Union Confederation (ETUC)

Philippe PERFETTI, European Association of Craft, Small and Medium-sized Enterprises (UEAPME)

Olafur KRISTIANSSON, Ministry of Education, Science and Culture, IS

Peter THIELE, Federal Ministry of Education and Research, DE

Wilhelm VUKOVICH, European Commission, DG EAC

Helmut ZELLOTH, European Training Foundation (ETF)

12.00

CONCLUSIONS

Alison CRABB, Deputy Head of unit, European Commission, DG EAC

12.15 – 13.30

SOCIAL NETWORKING BUFFET

13.30

CLOSURE OF THE CONFERENCE

INTRODUCTION

The contribution of work-based learning to supporting youth employment and economic competitiveness is widely recognised. Countries with strong and attractive VET systems, and notably those with well-established apprenticeship systems, tend to perform better in terms of youth employment.

*The **European Alliance for Apprenticeships**¹ was launched in Leipzig on 2 July 2013. On 15 October 2013 the Council of the European Union adopted the Declaration on the European Alliance for Apprenticeships². As one of the key elements Member States declare that, where appropriate, they will “... Undertake VET system reforms, in cooperation with social partners and other relevant stakeholders, by introducing an apprenticeship pathway or improving existing schemes „...„ in order to increase the number, quality and attractiveness of apprenticeships.”*

*This **European Monitoring Conference** constitutes the official launch event of the **Thematic Network Work-based Learning and Apprenticeships (NetWBL)**³, which is one of the actions in support of the European Alliance for Apprenticeships.*

NetWBL will make visible the results of Lifelong Learning Programme (LLP) projects on work-based learning and will support VET reforms by providing an on-line toolbox for use by policy makers, social partners and VET providers. At the same time, it will identify gaps which could usefully be filled by new products developed by Erasmus+, the new EU programme in the fields of education, training, youth and sport.

¹ http://ec.europa.eu/education/policy/vocational-policy/alliance_en.htm

² http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139011.pdf

³ <http://www.na-bibb.de/index.php?id=2071>

WORKSHOPS

WORKSHOP 1 Guidance and Support of smaller and medium-sized enterprises (SMEs)

School or apprenticeship, studies or job? What options does the European education and job market offer?

The aim of the workshop 1 is to highlight good practice examples of vocational guidance projects both inside and outside the LLP programme which support SMEs to offer work placements and assist people in learning on the job in a structured way.

The participation of SMEs in work based learning is crucial for a successful recovery of the European labour market. Offering training opportunities for VET at the work place would contribute to raising the youth employment rate and to decreasing the rate of permanently unemployed persons.

New project ideas that assist in the transfer from school, unemployment or the second labour market to the first labour market could also be a good result of this workshop.

Moreover, needs and gaps in the area of vocational guidance should be identified and will serve as input for recommendations for policy-making and EU programmes.

The themes we would like to work on are:

- Support of the professionalization of the career guidance sector (national and international level)
- Detect needs and gaps in the field of guidance within the context of WBL
- Identify the benefits for enterprises (SMEs) participating in the process of work based learning
- Detect needs and gaps - ideas for new projects in the Erasmus+ programme

Moderator:

Ida KARNER, AT, National Agency

Rapporteur & facilitators:

Martina JERICHOVA, CZ, National Agency

Franziska RIEDER, LUX, National Agency

Kristina KUZMAITE, LT, National Agency

Speakers:

Reina FERRANDEZ-BERRUJECO, ES, Universitat Jaume I, WBLIC - Work-Based Learning as an Integrated Curriculum: Partnership Delivery by HE and the Labour Market

Wolfgang BLIEM, AT, ibw, ECGC – European Career Guidance Certificate

Karin STEINER, AT, abif, NAVIGIUDE - International Data Base for Guidance Methods in Group Settings & GuideMe! Quality Measures for Guidance of Job-Seekers in Group Settings

Emmanouela STEFANI, GR, Technopolis Manpower Development SA, AGROTATE – Job Rotation e-service enhancing lifelong learning for the Agriculture Sector

WORKSHOP 2

Attractiveness of VET, WBL and Apprenticeships

Despite the fact that work based learning (WBL) in VET has proven effective in terms of providing students and apprentices with skills applicable at the labour market and helping to reduce the risk of youth unemployment, VET and WBL in many cases does not have a very good reputation among students, enterprises and the public in general.

For young people (and their families) VET and WBL are often seen as the second choice in comparison with general education pointing directly towards higher education (HE). It is regarded as less intellectually challenging, with vague or unattractive job and career opportunities and in addition burdened by the fact that often not enough training places are available to make WBL a real choice.

In this workshop speakers and participants will address 5 key questions:

- How can vocational guidance and counselling be improved to provide young people (and their families) with a better understanding of vocational education and job and career opportunities for VET graduates?
- How may recognition of vocational skills and more transparent and cohesive education pathways from VET to higher education help to raise the attractiveness of VET and WBL?
- How may international work placement opportunities help to lift the quality, status and esteem of vocational education and attract young people to the trades?
- What types of collaboration and support is needed to attract and engage more companies, and particular SMEs, in the task of training young people as future workforce in Europe?
- Where do we need to focus in the new Erasmus+ programme to raise the attractiveness of VET and WBL – where are the needs and gaps – ideas for new projects?

Moderator:

Lars MØLLER BENTSEN, DK, National Agency

Rapporteur & facilitators:

Carina HAMMER, SE, National Agency

Tina MATOVINA, HR, National Agency

Andrea VOJTKOVA, SK, National Agency

Margrét JOHANNSDOTTIR, IS, National Agency

Anna KOWALCZYK, PL, National Agency

Speakers:

Brigitte RIMBACH/Wolfgang REUTER, DE, Hauptstelle RAA Nord-Rhein-Westfalen, "GO4Job"

Susanne REIBER, AT, Steirische Wirtschaftsförderungsgesellschaft, "Take Tech"

Darija CUKELJ, Croatian Chamber of Trades and Crafts, Croatia, "Take a peek into VET promotion throughout Europe"

Beata JAŁOCHA, Jagiellonian University in Krakow, Poland, "University Recognition of Prior Learning Centres – Bridging HE with VET"

Andreas MÅRTENSSON, The Municipality of Kungsbacka, Sweden, "European Class in Industrial Automation"

Bjarne DYRBERG, Danish Insurance Academy, Denmark, "Vocational training in insurance industry across European Borders"

Bozica ILIJIC, die Berater, Austria, "Youth Employment Support (YES)"

WORKSHOP 3

Cooperation Training center/VET school – companies and involvement of social partners

Work based learning (WBL) is proving to be a successful model to improve the students' and apprentices' employability, which is especially relevant at this time in Europe with a dramatically high number of unemployed youths. Different sectors and stakeholders are demanding a more labour-market-oriented VET education combining practical and theoretical learning in order to qualify skilled workers in a practical way and better prepare them for the requirements of the labour market.

Bridges for cooperation between VET providers and world of work institutions (companies and social partners) need to be created or reinforced. The concept is not new and different approaches have already been tried in different countries with a diverse range of success.

In the workshop speakers and participants will address the following key questions:

- State of the art and detection of strong and weak points in the field of cooperation between VET schools and companies.
- Gaps and needs from the two points of view (school and company).
- Role of teachers / trainers in companies.
- Different interactions and approaches between the needs and company needs. What is / is not working?
- Mobility. A more relevant role of companies in VET might make mobility more difficult for learners?
- Erasmus +. What kind of projects might be helpful for this issue?

Moderator:

José Antonio LOPEZ, ES, National Agency

Rapporteur & facilitators:

Andrés AJO, ES, National Agency

Christophe BETTIN, CH, National Agency

Rachel DUIGOU, FR, National Agency

Özgür NURDOGAN, TR, National Agency

Signe REINUMÄGI, EE, National Agency

Speakers:

Joseba SAINZ DE BARANDA, ES, Metal Enterprises Association of Bizkaia, Project: "Metodología para la formalización y transferencia del conocimiento no formal en las PYMES del metal / Methodology for formalization and transfer of informal knowledge in metal sector SMEs – KIMET"

Aykut ENGIN, TR, MESS-Employers Association of Metal Industries, Project: "Mobility in Automotive Sector through ECVET"

Barbara PAULMANN, DE, Ministry of Education of Lower Saxony, Project: "European Regions Enhancing Internationalisation of Vocational Education and Training"

Albano RODRIGUES, PT, VET Centre for Wood and Furniture Industries, Project: "Wining a job through successful work placement – WIN"

WORKSHOP 4

Curriculum development

In many countries where WBL as part of VET is under transformation, VET providers and stakeholders need support on how to improve integration of WBL into school-based practices or how to innovate existing work-based learning practices. Beyond setting the requirements for WBL in legislation, governments can issue guidance and guidelines to serve this purpose.

School and business collaboration on the provision of WBL can also enhance cooperation in areas such as curriculum design, career guidance and mentoring and results in better value for money, as costs/resources/technology are shared with employers.

In alternance models, learners spend large proportions of their training pathway in the workplace. It is therefore crucial that the workplace offers diverse and rich learning opportunities that enable learners to develop the skills, knowledge and competences they need to become fully qualified professionals. Training which is too narrow and too company-specific limits opportunities for transferability and progression. Students need exposure to a range of situations and tasks, and the curriculum for WBL should define a sufficiently broad range of knowledge, skills and competences, including a range of key competences. (European Commission, 2013, Work Based Learning in Europe, Practices and Policy Pointers)

This workshop will focus on curriculum development for work based learning. The aim of the workshop is to identify common challenges and major barriers, share examples of interesting practices, develop practical solutions in WBL curriculum development, identify needs and gaps and outline the political relevance.

The workshop consists of two main parts:

1. Presentation of projects

- Microtraining is a learning method for structuring self-learning or group learning, developing learning materials, e-learning and other learning activities, while focusing on what is needed at the workplace, with a minimum of interruptions of the normal workflow. (Mariette OVERSCHIE, Technical University Delft)
- The development of ski resorts is an issue for the economic development of mountainous areas of Romania and Bulgaria. The project involves transferring the French certification in both recipient countries, adapting it to the specific context of these two countries. (Lenuta-Carmen GUGU-GRAMATOPOL, University of Brasou)
- VET PRO mobility's in BC Naklo are focussed on the acquiring of new, innovative and applicable knowledge, skills and qualifications of teachers, offering new possibilities of professional development. Mobility's gives concrete possibilities for teachers to integrate newly acquired knowledge and skills into the curriculum and thus to teaching process itself. The new knowledge and skills are based on the labour market demands and thus gives the graduate students better possibilities for employment. (Nuša ŽIBERT, BC Naklo)
- Based on sector-specific competence models and job profiles, we have developed a generic scheme and structure for competence-based vocational education and training. In the project 'ACT' we will combine it with pathways for identifying knowledge, skills and competence gaps and for linking them to fitting units and modules of vocational education and training. (Christian M. STRACKE, University of Duisburg-Essen)

2. Round table

- During the round table discussion, exchange of experiences between participants is facilitated.
- Below you will find a definition of what we propose to be a 'curriculum' in order to minimize the discussion about the definition:
- A curriculum is an inventory of activities implemented to design, organize and plan an education or training action, including definition of learning objectives, content, methods (including assessment) and material, as well as arrangements for training teachers and trainers. (European Centre for the Development of Vocational Training, 2011)

Moderator:

Jetske TUINSTRA, NL, National Agency

Rapporteur & facilitators:

Ana STANOVNIC, SI, National Agency

Ioana MERA, RO, National Agency

Maarten OOMS, NL, National Agency

Speakers:

Mariette OVERSCHIE, NL, Technical University Delft, Microtraining

Lenuta-Carmen GUGU-GRAMATOPOL, RO, University of Brasou, Transfer of Certificate for Ski Police

Nuša ŽIBERT, SI, BC Naklo, Fusion of knowledge

Christian M. STRACKE, DE, University of Duisburg-Essen, Agricultural Alliance for Competence and Skills based Training

WORKSHOP 5

Work-based learning and higher education

Under the topic of “Work-based learning and higher education”, we identified on going or completed LLP projects to be presented by a speaker who is involved in the project. These projects will:

- show pedagogical approaches to employability skills and promote employability,
- use and promote international work placements opportunities,
- promote cooperation between university and enterprise,
- involve a cross-sector approach that responds to the employability challenge,
- reinforce cooperation between different government departments at national/regional levels,
- show attractiveness.

The workshop will have three parts: Presentation of projects, round table & world cafe conversation, where all participants will take an active role, and workshop conclusions.

In the workshop, we will facilitate exchange of experiences between project actors and improve the quality and impact at individual project level, strengthening the networking between projects, practitioners and decision makers and facilitating exchange of experience between National Agencies.

The main aim of the debate is to identify common challenges and major barriers, share examples of interesting practice, develop practical solutions in WBL, identify needs and gaps and outline the political relevance.

Participants will get the opportunity to discuss transferability to their country and context conditions after the presentation of some best practise projects.

The themes we would like to work on are:

- the conceptual framework in order to develop a Work-based Learning Programme
- the cooperation between teachers and mentors to support the learning process
- to improve the quality of workplace training in industries in Europe
- specific training provision for mentors
- the role of supervisor during the training process
- the communication between the professionals and the learner
- the cooperation between regions in Europe

Presenting these projects outcomes to a relevant forum, we will try to identify gaps and describe needs which could be taken into consideration by the development of new products, identify practical solutions for the dissemination and further exploitation of project results and possible transfer strategies, contribute to policy cooperation in the field of WBL and apprenticeships and also influence activities in the proposed Erasmus+ programme and provide recommendations for the EU programmes and for policy-making in general.

NetWBL is a special opportunity to put all the different actors together so as to reinforce WBL and apprenticeship and to attract SMEs, showing them the benefits of WBL.

Moderator:

Jose LARA, ES, National Agency

Rapporteur & facilitators:

Diego ROJAS, ES, National Agency

Susanne Suhr ANDERSEN, DK, National Agency

Petra BEVEK, SI, National Agency

Hans GRÖNLUND, SE, National Agency

Anni KALLIO, FI, National Agency

Speakers:

David DEVINS, UK, Leeds Metropolitan University and Reina FERRÁNDEZ, ES, University Jaume I, Project: "Work Based Learning as an Integrated Curriculum: Partnership Delivery by HE and the Labour Market"

Ángeles GABELLA BARRO, ES, General Directorate for Vocational Education Training and Lifelong Learning. Junta de Andalucía. Project: "ERASMUS: Training in the workplace"

Magdalena RUDNICKA, PL, Wroclaw School of Banking, Project: "International Mass Event Organisation based on Recent Experience of Euro 2012"

Mojca MAHER PIRC, SI, University of Ljubljana, Project: "Summer School: How to do Business in South-East Europe"

WORKSHOP 6

Work-based learning - the role of mentors, teachers, trainers

This workshop will focus on the role teachers, trainers, mentors, job instructors play in achieving quality work based learning. In general, we could say that all professionals that are involved in implementing and organising WBL are at the core of this work package.

The themes we would like to work on are:

- the different roles of a mentor
- the competences / skills / qualities that are required to be a mentor in WBL
- the cooperation between teachers and mentors to support the learning process (when both are in the same country / when both are in a different country)
- the role of these professionals as key for quality assurance
- specific training provision for mentors
- recognition of skills
- the role of teachers and mentors in the ECVET-process
- the communication between the professionals and the learner

In this workshop 4 projects will be presented.

Moderator:

Marc DE VLIIEGER, BE, National Agency (Flemish)

Rapporteur & facilitators:

Elva DUGGAN, IE, National Agency

Svend RECHNAGEL, DK, National Agency

Ivana KRNJIC, HR, National Agency

Valentina VIOLI, IT, National Agency

Siv ANDERSEN, NO, National Agency

Speakers:

Annemie LAURYSENS, BE, Hivset Turnhout, Job Embedded Learning in the Social Sector

Marja ORPANA-NIITLAHTI, FI, Salpaus Further Education, European Workplace Tutor

Johannes ÁRNASSON, IS, Akureyri Technical College – VMA, Mentoring in the Work Place

Mats LÖF, FI, Kokkola Business Institute, Improving Quality in Work Based Learning

