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health care
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AIBA
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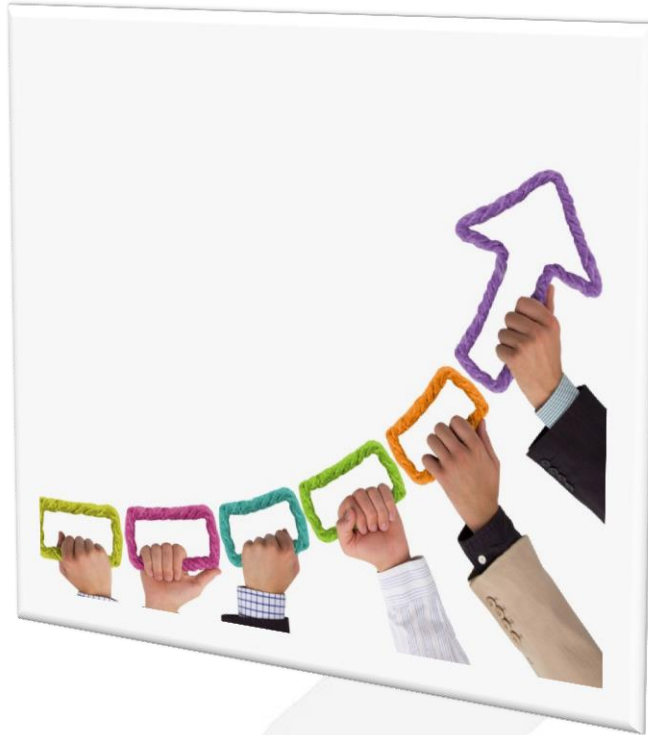
OUR MEMBERS



Project n. 1



Qualification project
for Ferrero workers



Grow along with your company...
... Get the Qualification working!

Target group

15 workers of Ferrero with a lower secondary school diploma aged from 45 to 55 years

Selection upon 80 applicants:

- By responsables of company sectors
- By spontaneous applications
- By entry test



The course will issue a **Certificate of Professional Qualification (EQF 3)** valid nationwide, recognized by the Piedmont Region, even to get through any subsequent modules to:

- The technical diploma (EQF 4)
- The professional diploma (EQF 4)

The course aims at developing the following competences:

- ✓ Realize bakery and pastry products
- ✓ Perform the procurement, storage, preservation and packaging of raw materials
- ✓ Operate according to the criteria of quality and hygiene established for the specific processing operations
- ✓ Manage and control maintenance activities



Didactic methods



- Inside the course will be used **active** and **engaging** training methods, **practical** exercises and **multimedia** teaching materials;
- participants will be able to refer to a training **Tutor** for information and educational support.

Didactic methods

- The teaching methods will not be based on the formal learning, but on the direct experience at work / laboratory / internship.

(Work Based Learning)



Didactic methods

Within the course, particular attention will be paid to the **personalization** and **contextualization** of the teaching activities and contents in the professional and personal experience of the participants, to the **motivational** dimension and to the acquisition of a study method.

Didactic methods

Such attention will be realized through:

- a **strong tutorship**, the presence of periodic moments of verification, feedback, educational and motivational support
- the adoption of **interdisciplinary learning units** and **project work**
- the acquisition of a **structured and customized study approach**
- the use of **practical exercises and simulations**
- the use of **multimedia courseware**, it can also be used remotely by participants
- the **internship** will take place within the company and will be aimed at understanding the entire production cycle

Organization of the course

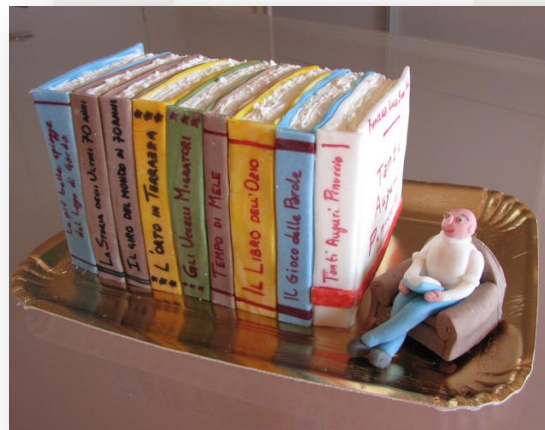
Duration of the course: 1.000 hours (*compared with the 3.150 hours of the standard VET course*)

Attendance: Monday/Thursday (8 hours) + 2 Saturday morning each month

Start: September 2015

End: December 2016

Premises: theory at Ferrero; practice at APRO Formazione



Analysis of participants entry requirements & credits recognition

- Work experience;
- Titles of study;
- Frequency of interrupted studies courses;
- Company and extra company training courses;
- Extra work experiences;
- IT certifications, foreign languages, licenses and authorizations.

→ RECOGNITION of formal, non formal and informal competences

A large, light gray decorative graphic is centered in the background. It consists of two large, stylized right-pointing arrows. The left arrow is larger and points towards the right. The right arrow is smaller and is positioned behind the first one, also pointing right. They are both composed of two chevron-like shapes meeting at a point.

Italian language	70
Matematichs	70
English language	60
History and geography	40
Education to citizenship	20
Science	60
Economy and company organization	20
Equal opportunities	8
Environment sustainability	16

TRANSVESAL COMPETENCES

28 HOURS

Guidance

12

Key competences of citizenship

16

COMMON PROFESSIONAL COMPETENCES

80 HOURS


Information Technologies

72

Quality

8

SPECIFIC PROFESSIONAL COMPETENCES 388 HOURS

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Hygiene and food safety	8
Legislation and quality systems	8
Food Ingredients	40
Storage and conservation	60
Transformation	180
Packaging	60
Tourism and territory	16
Marketing and sales	16

Stage 120

Final exam 20

TOTAL HOURS OF TRAINING: 1000



Internal stage

120 hours of stage at Ferrero in August 2016 in a different sector of their workplace.

UPS: Unità Prodotti Speciali



Strenghts

- Participants are motivated and satisfied by the project
- Participants got back to learning after 30 years from the end of lower secondary school
- Low number of absences of participants
- Strong company committment and tutoring
- Active involvement of social parts
- Effectiveness of WBL methods

Weaknesses

- Difficulty to plan the work schedule for the enterprise
- Difficulty of participants to organize their work, learning and family schedules
- The qualification does not have a direct link with their professional career development (by now)
- Participants found difficult to learn key competences

Project n. 2



Dual apprenticeship experimentation for the
Professional Qualification

Abstract

Target Group: young people aged between 15 and 24 years in possession of lower secondary diploma

Legal framework: The D.Lgs. 16/2011

Objective: The project objective is to give the **Professional Qualification – EQF 3** – in apprenticeship to young people that abandoned education, to support the enterprises to become learning environments and to increase the cooperation between VET providers and companies.

Credits & Recognition

The program include the possibility to recognize as **credits** the skills acquired by the participants in **non-formal / informal** experience or in relation to the frequency of **formal** training courses.



Participants & Duration

The WBL course under experimentation lasts **3 years** and involves **5 apprentices** under 18:

- 3 Mechanic operator
- 1 Electric operator
- 1 Sales operator

1° year: 2014/2015

2° year: 2015/2016

3° year: 2016/2017

Training programme

Training programme for participants under 18

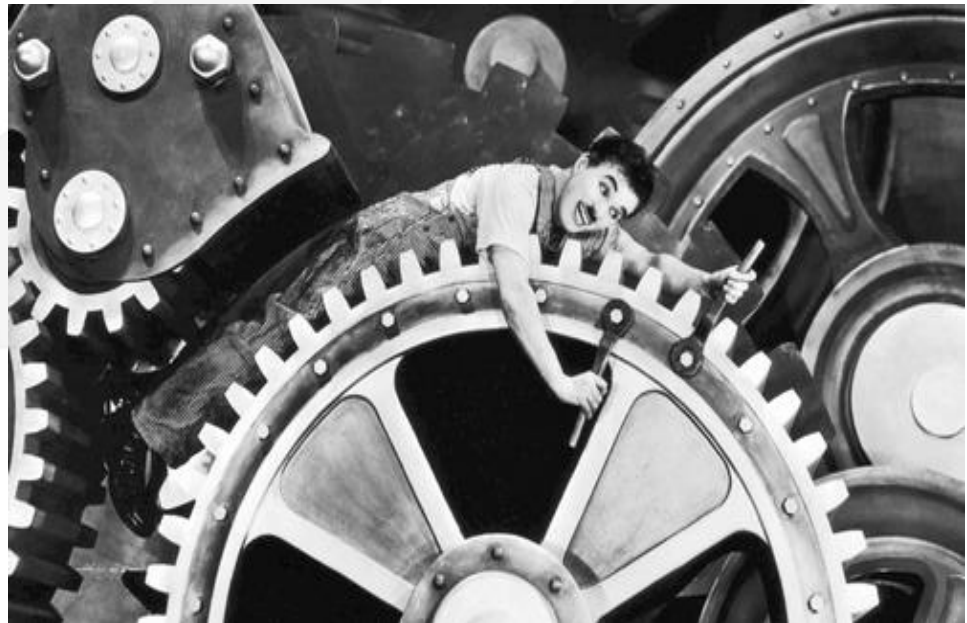
990 hours per year (500 structured and 490 not structured):

- 320 in the VET provider
- 670 in the enterprise

Competences	VET provider	Enterprise	
Type of training	Structured	Structured	Not structured
Key competences	250 hours		
Common professional competences	70 hours		
Specific professional competences		180 hours	490 hours

Key point

The training on professional competences in the enterprise must allow the apprentice to achieve the training standards included in the national qualification.



Process

Within 30 days from the employment of the apprentice the enterprise set up the **Individual training contract** (PFI contrattuale)

- Identification of the target qualification
- Identification of competences to be acquired
- Set up of the contract duration (1, 2 or 3 years)

The VET provider set up a **detailed individual training contract** (PFI di dettaglio)

- Description of training organized in modules for each year
- Description of Training Units of each module

Process

The VET provider identify the **training coordinator**

- Support the enterprise tutor in the development of the training in the enterprise
- Evaluate the training carried out in the enterprise
- Carry out at least 3 monitoring visits in the enterprise

The apprentices receives **1500,00 euros** at the end of each year as incentive (3/4 of attendance of the structured training)

Didactic methods

The project aims at qualify young people thanks to a WBL program based on:

- strong tutorship;
- use of active, inductive and practical methods;
- Personalization and contextualization of the key competences training and contents;
- training on the job and coaching.

Strenghts

- The enterprise becomes a learning environment in cooperation with the VET provider
- The enterprise evaluate and validate the competences acquired by the apprentices
- Apprentices are better prepared for the labour market; they know what enterprises needs
- Development of a consolidated relationship between VET provider and enterprises

Weaknesses

- The training made in the enterprise might not cover all the competences/tasks required by the qualification
- The hours of structured training about professional competences in the VET provider are too low
- The apprentice has difficulties of learning theory subjects