

LLP LDV Transfer of Innovation Project VET-Enterprise Cooperation for Quality Assurance of VET  
Placements and Apprenticeships: Introducing Q-Placements Model

Project Number: 2013-1-LV1-LEO05-05342

## **WP 4**

### **Joint Training Workshops for Introduction Q-Placements Model in Partner Countries**

## **FINAL REPORT**

## Latvia

### P0 LATVIAN CHAMBER OF COMMERCE AND INDUSTRY

### P1 BALTIC BRIGHT Ltd.

### P3 NATIONAL CENTRE FOR EDUCATION

1. The place and dates of the trainings;

#### **5 workshops**

##### **1st. - Jelgava city**

Place: Zemgale Region Human Resource and Competences Development Centre

Date: 01.12.2014.-02.12.2014.

##### **2nd. – Liepaja city**

Place: Liepaja State Vocational school

Date: 08.12.2014.-09.12.2014.

##### **3rd. – Valmiera city**

Place: Valmiera Vocational school

Date: 15.12.2014. - 16.12.2014.

##### **4th. – Rezekne city**

Place: Rezekne Design and Art school

Date: 05.01.2015. - 06.01.2015.

##### **5th. – Riga city**

Place: Riga State Vocational school

Date: 19.01.2015. - 20.01.2015.

2. Trainers and their topics. Please, include the training material in national language - presentations, group works, situation analyses etc.

#### **All 5 WORKSHOPS**

Trainers:

Tatjana Volkova, Lecturer of School of Business and Finance, Latvia. Topics responsible: Qualitative placement, preparation, implementation and evaluation phases of placement.

Mareks Dombrovskis, trainee/coach, founder of training center Saliedēt, „www.saliedet.lv”, Latvia. Topic responsible: Coaching

3. Amount of participants. Please, include the scanned copies of participation lists.

**1st.WORKSHOP:** 17 participants

**2nd.WORKSHOP:** 14 participants

**3rd.WORKSHOP:** 16 participants

**4th.WORKSHOP:** 16 participants

**5th.WORKSHOP** 34 participants

**Total 97 participants**

4. What was learned about this seminar, the point of view of participants? If you described the national topics, please, include in the description. You are welcome to share the results from individual evaluation forms.

**1. Challenges:**

➤ Companies:

- Differences between trainee knowledge, skills and employer needs both theoretical and professional;
- Communication between VET, trainee, employer;
- Realization of practice tasks in apprenticeships;
- Responsible mentor for trainee from employer side;
- Financial investments of employer for trainee, work place;
- Motivation of trainee.

➤ VET:

- Corporation with employer – to find common view about apprentice, motivation of employer;
- Motivation of students to choose use full apprenticeship without salary vs low qualified “practice” with minimal salary;
- Geographical differences between employer and home place of trainee;
- Problems with mentors in apprenticeships.

➤ Trainees:

- To choose profession what is interesting and supported by family;
- To solve financial problems during studies;
- To solve living problems connected with apprenticeship place what mostly is not close to home;
- To solve self-motivation problems.

## 2. Possible solutions for mentioned challenges:

- Dual education – based of labour market needs;
- Long Term Corporation and dialogue between all sides: employer, trainee, VET, stakeholders. Regular evaluation:
  - of corporation between all involved sides – challenges, solutions, action;
  - of professional program accordance to labour market needs;
  - of student knowledge and skills level.
  - New system: successful trainee = long term investment for new employee in corporation company – mentoring, couching;
  - Motivation system both employer and trainee, based on corporation with VET. System can be based on long term corporation, financial support, also law work support to employer – concrete law, what facilitate employer’s legal requirements to trainee as part of company’s personnel;
  - Clear corporation system in problem solving, when trainee doesn’t fulfil tasks or are unpredictable problems between involved sides.

## 5. Add the photos from trainings.





## Spain

### P2 CHAMBER OF COMMERCE AND INDUSTRY OF TERRASSA

1. The place and dates of the trainings;

#### **1st.WORKSHOP**

Place: Salesians Terrassa (VETraining Center)

Date: 11th. December 2014

#### **2nd.WORKSHOP**

Place: Chamber of Commerce and Industry of Terrassa

Date: 4th. February 2015

2. Trainers and their topics. Please, include the training material in national language - presentations, group works, situation analyses etc.

#### **1st.WORKSHOP**

Trainers:

Maria Angels Casdesús, Cap departament administració i comerç. Salesians Terrassa

Jose Maria Palacín, Tutor Escola-Empresa. Salesians Terrassa

Jordi Lleixà, Titular de Salesian Terrassa.

#### **2nd.WORKSHOP**

Trainers:

Ferran Castrillo, Cap de Servei de Programes i Projectes. Dpt.Ensenyament.Generalitat de Catalunya

Montse Sala, Programa E+E. Consell General de Cambres de Comerç de Catalunya

Roser Balagué, Responsable de RRHH empresa ESTAMP.

3. Amount of participants. Please, include the scanned copies of participation lists.

**1st.WORKSHOP:** 15 participants

**2nd.WORKSHOP:** 26 participants

4. What was learned about this seminar, the point of view of participants? If you described the national topics, please, include in the description. You are welcome to share the results from individual evaluation forms.

#### **1st.WORKSHOP: 11th.December 2014**

Enclose individual evaluation questionnaires and tabulation of them. As you can see, the most interested issues for the participants were:

- Connecting the themes and objectives
- The intention of approach companies with education.
- The quality of the assistants

## 2nd. WORKSHOP: 4th. Febrery 2015

Enclose individual evaluation questionnaires and tabulation of them. As you can see, the most interested issues for the participants were:

- Presentation of Estamp Company and questions and discussion made by companies.
- The experience of companies and institutes. See it for real.
- The clarifications to questions that arise.
- All
- I liked the intervention of Fernando Castillo and the other speakers.
- The different point of view that we can know with the different experts.

5. Add the photos from trainings.





## The Netherlands

### P4 MBO Raad

1. The place and dates of the trainings;

There were **two workshop** sessions held in Hoofddorp, The Netherlands.  
These sessions were held on **30 March 2015** and **20 April 2015**

2. Trainers and their topics. Please, include the training material in national language

Please find attached the ppt, shown at the meetings.

3. Amount of participants. Please, include the scanned copies of participation lists.

See participants list.

4. What was learned about this seminar, the point of view of participants? If you described the national topics, please, include in the description. You are welcome to share the results from individual evaluation forms.

#### Situation:

The target group in The Netherlands are teachers from the VET schools and company tutors from the hairdressers branch. In this branch there is a rather high drop out rate, which mainly occurs during the periods of the workplacement.

Both groups agreed upon the necessity of closer co-operation. The idea from the Q-placements project to bring both groups together in a joint training was in that respect exactly the strategy where both groups were looking for.

The focus of the training was mainly on the guidance of the pupils and the way of communicating, as the tutors from the companies (often the owner of the hairdressers salon) are in many cases not satisfied with the attitude of the pupils. Comments on their attitude is rather often experienced as a kind of attack on their personality with the result, that they will stay away and finally drop out.

#### Emerging messages from the participants on the workshop

- Many participants started realizing the gap between schools and companies only after this training. They were generally convinced, that it should become beneficial for all involved parties to have a joint training and to intensify the co-operation.
- Many company tutors are not used to work with young people, as teachers do in their daily life. The instructions and short exercises about communication skills with youngsters were



valued very high. Company tutors felt, that the course was very helpful in order to help them explaining their ideas and vision towards the pupils.

- The checklist, that was demonstrated was a kind of eye-opener in order to come to a structural monitoring system with a fixed frequency.
- Also the importance of synchronising the subjects at school with the work on the floor was emphasised
- All participants agreed on the added value of bringing the groups together and will continue doing this in the future.

5. Add the photos from trainings.



## Slovenia

### P5 Institute of the Republic of Slovenia for vocational education and training

1. The place and dates of the trainings;
  - **04. 12. 2014 (The Chamber of Craft and Small Business of Slovenia)**
  - **10. 12. 2014 (School Centre Ptuj)**
2. Trainers and their topics. Please, include the training material in national language - presentations, group works, situation analyses etc.

#### **1. workshop on the 4th of December 2014:**

Presentations were conducted by:

- Boštjan Košorok (National VET Institute); topic: general presentation of the project
- Mitja Korunovski (The Chamber of Craft and Small Business of Slovenia); topic: legislative point of view on the WBL in Slovenia
- Branko Polanec (School centre PTUJ); topic: characteristics of WBL in School environment
- Marko Gale (Secondary Vocational and Technical School Bežigrad – Ljubljana); topic: example of best practice

#### **2. workshop on the 10th of December 2014:**

Presentations were conducted by:

- Boštjan Košorok (National VET Institute); topic: general presentation of the project
- Mitja Korunovski (The Chamber of Craft and Small Business of Slovenia); topic: legislative point of view on the WBL in Slovenia
- Branko Polanec (School centre PTUJ); topic: characteristics of WBL in School environment

3. Amount of participants. Please, include the scanned copies of participation lists.

**Workshop on the 04. 12. 2014** – 19 participants

**Workshop on the 10. 12. 2014** – 20 participants

4. What was learned about this seminar, the point of view of participants? If you described the national topics, please, include in the description. You are welcome to share the results from individual evaluation forms.

Workshops were designed as round tables of equal partners involved in the process of WBL. Participants were representatives of school coordinators for WBL as well as company mentors on the other side. Governing position was taken by the representative of Chamber

who executes verification of learning placements in companies.

Noteworthy emphasis was laid on the issues of motivation among students for conducting WBL. Another problem, which emerged during the discussions, tackled the core of contents, which should be covered during the practical learning. Namely, guarantee of personal information is jeopardized in some cases of vocational programme, i.e. field of economics with bookkeeping programme.

Discussions also attempted to give answers to topics of accessing the students, especially the roles and jurisdictions over the final examination of the student. Deriving from assessment part, participants in both workshops agreed that the last part of WBL period i.e. evaluation presents a burden as it is accompanied with too much bureaucracy.

#### 5. Add the photos from trainings.

