

# KICK-OFF MEETING SUMMARY



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## 1. Agenda

<b>9:00</b>	<b>Opening of the Meeting</b> <ul style="list-style-type: none"> <li>▶ Introduction of partners</li> <li>▶ Context and reasons for leading this project</li> <li>▶ Aims of the project</li> </ul>
<b>10:15</b>	<b>Objectives, activities and expected results</b>
<b>11:00</b>	<i>Coffee break</i>
<b>11:45</b>	<b>Background information on Dual VET in the partners' countries</b> Overview of Dual VET in each partner country
<b>13:00</b>	<b>Topics and contents to address in the project</b>
<b>14:00</b>	<i>Networking Lunch</i>
<b>15:30</b>	<b>Coordination, management and communication</b>
<b>17:30</b>	<b>End of meeting</b>

## 2. Participants

Name/Surname	Organisation	Role	Country
Thomas Reichenbach	Austrian Federal Economic Chamber	Advisor, Educational Policy Department	Austria
Arnd Schultz	Bildungswerk der Baden-Württembergischen Wirtschaft e.V.	Mentor, Koordinator	Germany
Lucia Marmioli	IFOA	HR Training Support	Italy
Joana Klappert Franco	Camera di Commercio Italo-Germanica (AHK)	Project manager	Italy
Elísio Silva	German-Portuguese Chamber of Commerce and Industry	Director DUAL	Portugal
Fátima Pires	German-Portuguese Chamber of Commerce and Industry	Project Coordinator	Portugal
Pedro Correia Santos	IEFP - Instituto do Emprego e Formação Profissional	Diretor of Qualification Services	Portugal
Agustín F. Sigüenza	General Directorate of Vocational Education and Training of the Department of Education of the regional government of Castilla y León	General Director of Vocational Education and Training	Spain
María Altamira Hernando Lara	General Directorate of Vocational Education and Training of the Department of Education of the regional government of Castilla y León	Officer of the VET Service	Spain
Luis Castillo	Regional Council of Chambers of Commerce and Industry of Castilla y León	Head of Education and Training	Spain

### 3. Topics addressed

#### 3.1. Presentation of partners

##### **General Directorate of Vocational Education and Training of the Department of Education of the regional government of Castilla y León (PROJECT LEADER)**

The General Directorate is responsible for developing and applying basic regulations as well as regulating non-essential aspects of the VET, which account for 45% of the total programme (900 hours out of a total of 2000). Basic pedagogical aspects, objectives, core competencies, learning outcomes, content and assessment criteria, along with validity of diplomas are among the competencies of the Department.

Currently, there are 116 different degrees in vocational education (basic, intermediate and higher level) in Castilla y León (on-site and on-line) through 194 VET providers (public and private) with over 38.000 vocational training students and 3.264 teachers (private centres excluded).

During the last three years, the dual VET system has been developed in the region through two specific instruments: 1) the training and apprenticeship contract; 2) a scholarship and learning agreement. For the 2016/2017 academic year, 67 projects of DUAL VET are in progress over the nine provinces.

In addition, we also promote the “Aula-Empresa Castilla y León” programme that promotes the joint work between the educational centres and the businesses of the region with the aim of improving the quality of education in vocational training and employability. The programme attempts also to boost the innovation, the knowledge transfer and the specialization in vocational training.

Finally, according to the Vocational Education and Training Plan 2016-2020, a new regulation was adopted by the regional government that includes an implementation plan in compliance with the Decree 2/2017, of 12 January, that regulates the Dual Vocational Education and Training system of the region of Castilla y León.

##### **German-Portuguese Chamber of Commerce and Industry, Portugal (PARTNER)**

The German-Portuguese Chamber of Commerce and Industry (CCILA/AHK), was constituted in 8th March of 1954. It is the largest bilateral chamber in Portugal, with more than 1000 members that include companies in the field of industry, trade and services, which contribute significantly to its activities. This group includes the largest exporters of the country. Its headquarters is located in Lisbon, has a delegation in Porto, three Vocational Training Centers, located in Lisbon, Porto and Portimão. It has more than 40 employees.

It is part of a global network with a total of 120 Chambers of Commerce and Industry Abroad, Representations and Delegations of the Federal Republic of Germany in 80 countries. Its main objective is to promote and facilitate economic exchanges between Portugal and Germany, support German companies wishing to establish businesses and investments in Portugal and Portuguese companies wishing to export or establish contacts with companies in Germany

The Vocational Training is an activity promoted and supported by the CCILA/AHK members for 30 years. To meet the needs of companies that could not recruit skilled employees in the labour

market, in 1983 the CCILA/AHK created the Department of Vocational Training in collaboration with prestigious German multinational companies. In 2007 this Department was renamed DUAL (registered trademark).

The DUAL team consists of qualified employees in various areas, management, engineering, modern languages and literatures, social sciences, pedagogy, project management among others, and with several years of professional experience. It started more than 30 years ago with the support of German and Portuguese companies in our dual vocational training.

From the start, all qualifications have been inspired by the philosophy of the German dual vocational and education. Since 1983, DUAL carries out this type of courses. In 2016, DUAL conducted 63 training activities in several areas involving around 1157 students.

### **IFOA, Italy (PARTNER)**

IFOA is a not-for-profit private body appointed since 1999 as a national VET centre, with 10 sites all over Italy and 170 staff. IFOA delivers traditional and b-learning post-diploma and post-graduate programmes for young unemployed, lifelong training, consultancy and technical assistance to individuals, businesses and public bodies. Training courses and services are certified according to EN ISO 9001.

Our key figures in 2016:

- ▶ VET Trainees > 14.000
- ▶ Internships > 3.400
- ▶ Apprentices trained > 5.800
- ▶ Placement rate after 6/12 months: 72.5%.

### **Region of Emilia Romagna, Italy (PARTNER)**

Emilia-Romagna Region is a public authority responsible for the government of its territory. It is responsible for the General Directorate of Knowledge Economy, Labour and Enterprise, that is in charge of.

- ▶ Defining EU Operational Programs for social and economic development (e.g.: ESF, EFRD, Community Initiatives);
- ▶ Defining systems for monitoring and evaluating the ESF projects;
- ▶ Defining European and national policies for social development, labour market improvement and vocational training programs.

In 2010, Emilia-Romagna Region launched the educative platform "ER-Emilia Romagna Education and Research" followed by the Regional Law "Regulation of the regional system of educational and vocational training" adopted in 2011. The aim of these two initiatives is to build a VET system, addressed to young people, highly qualified, attractive and inclusive, to develop a more comprehensive plan that includes post-secondary education.

This is implemented through the creation of a strong network between education and VET institutions to make the educational paths shared and reversible. This system is based on the idea that it is necessary to push the whole community to be innovative, through a systematic and systemic action on skills, to enhance the ability, to critically evaluate and define the roles and the

expectations in a new open context and to allow a significant broadening of businesses that can operate and compete globally.

The Plan for young people's access to the labour market, continuity of employment, support and promotion of entrepreneurship is designed to meet these requirements.

#### **Camera di Commercio Italo-Germanica (AHK), Italy (PARTNER)**

The aim of the German-Italian Chamber of Commerce (AHK Italien) is to support the economic activities between Germany and Italy. With around 600 members in Germany and Italy, the German-Italian Chamber of Commerce is a bilateral business association and a platform for networking, enjoying high consideration in the political and economic environment in both countries.

In 2015, the German-Italian Chamber of Commerce founded its service company for vocational education Dual.Concept Srl. The aim of the company is to promote dual vocational training in Italy and to support the development and implementation of this system in Italian companies. As a result of various pilot projects for the dual system and train-the trainer courses, the Dual.Concept Srl has practice knowledge in the vocational and academic field.

Since 2013, the AHK Italy is hosting a German (Ministry of Education) funded VET project "VETnet".

#### **Regional Council of Chambers of Commerce and Industry of Castilla y León (PARTNER)**

The Regional Council of Chambers of Commerce and Industry of Castilla y León is an advisory body of collaboration, which represents and coordinates the network of 14 Chambers of Commerce and Industry operating in the region.

The Council, located in Valladolid, aims to promote the general interests of trade and industry and provides quality services to businesses. It plays an active role in improving the competitiveness, innovation and internationalization, particularly of small and medium companies, to encourage and coordinate the fostering of technology transfer, the implementation of the digital economy, energy efficiency and access to financing and the improvement of different factors of business competitiveness.

As an intermediary body between businesses and regional institutions, it plays an important part in implementing and promoting the Dual Vocational Training in the region. 12 out of 14 chambers of the region, along with the Regional Council, are included in the official register of entities promoting Dual VET.

#### **IEFP – Institute of Employment and VET, Portugal (PARTNER)**

The Employment and Vocational Training Institute (IEFP, I.P.), created in 1979, is the national public employment Service responsible for implementing active employment policies, defined and approved by the Government, including those related to vocational training. Its aim is to promote the creation and quality of jobs and to fight against unemployment, through the implementation of active employment measures, including vocational training.

IEFP as the organism responsible for the execution of the employment and vocational training policies develops its activity through:

- ▶ Central Services
- ▶ 5 Regional Services
- ▶ 30 Employment and Vocational Centres
- ▶ 23 Employment Centres
- ▶ 1 Rehabilitation VT Centre
- ▶ 23 Jointly Managed VET Centres (created by protocols between IEFP and the social partners – sectoral oriented)

### **WKO (Economic Chamber Organisation), Austria (PARTNER)**

The Economic Chamber Organisation consists of the following autonomous bodies: the Federal Chamber (Austrian Federal Economic Chamber – WKÖ), nine regional chambers, Representative Professional Organisations, Specialised Professional Groups. All the chambers and representative professional organisations are self-governing bodies by public law and represent their members' interests.

Apprenticeship offices at the regional Economic Chambers act on delegated authority from the Ministry of Economics in the following areas:

- ▶ Accreditation of training companies
- ▶ Approval and registration of apprenticeship contracts
- ▶ Organisation of examinations (the examination boards consist of representatives of the social partners)
- ▶ Awarding of the qualification
- ▶ Administration of financial incentives for training companies

### **Bildungswerk der Baden-Württembergischen Wirtschaft e.V., Germany (PARTNER)**

The Bildungswerk der Baden-Württembergischen Wirtschaft e.V. (BiWe) has been the strategic education service provider for companies and their associations, schools, universities, politicians and administration since 1971. As a provider of professional further education courses, qualifications, re-training, career preparation and training, the educational centre is an important partner in local economic development.

BiWe has competences in the following areas:

- ▶ Early age technical education
- ▶ Vocational education
- ▶ Pre-vocational training and Dual VET
- ▶ Further training (modular VET, ...)
- ▶ HR and Organizational development
- ▶ HR services (Outplacement, software solutions)

It also manages the Centre for European Trainees (CET) that offers:

- ▶ Information and advice on securing and supervising trainees from Italy and Spain
- ▶ Information and training sessions on cooperative vocational training in Italy and Spain
- ▶ Development of cooperative and practical forms of training
- ▶ Qualification of personnel and training managers
- ▶ Networking for companies in Baden-Württemberg and young adults from Italy and Spain interested in training

- ▶ Exchange platform for companies, chambers of commerce, associations, educational organizations and institutions in Italy, Spain and Baden-Württemberg

In addition, it is also responsible for the European project moVET.europe = Mobility for VET-Learners in Europe.

**3.2. Presentation of DVET models in each country**

**3.3. Topics to be addressed in the project**

Each partner proposed the topics that according to their situation and context as well as their strengths and areas for improvement where considered a priority:

TOPICS	
PT	<ol style="list-style-type: none"> <li>1. Attractiveness of the system and how to get companies involved (engagement)</li> <li>2. Criteria for quality assurance (companies)</li> <li>3. Training of tutors (who, content, financing...)</li> </ol>
IT	<ol style="list-style-type: none"> <li>1. Attractiveness of DVET</li> <li>2. Collaboration between business/VET providers</li> <li>3. Training of tutors</li> <li>4. Evaluation of the system</li> </ol>
ES	<ol style="list-style-type: none"> <li>1. Quality assurance</li> <li>2. Validity and accreditation</li> <li>3. The role of stakeholders and social partners</li> <li>4. Engagement of SMEs</li> </ol>
AT and DE	<ol style="list-style-type: none"> <li>1. Mobility of students</li> <li>2. Governance and competences “how to run the system”: role of public and private actors. The different roles of education and employment departments and how to improve dialogue and collaboration</li> <li>3. Motivation and attractiveness for business (cost effectiveness), in particular the role of information in school and families (public information).</li> <li>4. Tools to support business to train apprentices</li> <li>5. How to integrate apprenticeship programmes: adapted solutions for disadvantaged groups</li> </ol>

Based on these proposals, the partners agreed on the following topics, to be addressed in the different project’s learning activities:

**TOPIC 1. How to ensure better quality, accreditation and evaluation systems**

This topic is mainly related to the learning and working conditions set in the Proposal for a Council recommendation on a European Framework for Quality and Effective Apprenticeships. Through this topic, the project will promote learning and transfer of knowledge on:

- Quality assurance and graduate tracking: who should guarantee it and what should be the instrument to do it adequately; who is at the best position to measure the learning of students in the workplace.
- Pedagogical support: how to improve the training of tutors and ensure they have an adequate accreditation.
- Evaluation of the DVET systems: define evaluation objectives, processes and methods.





This topic will be addressed at the learning activity planned in Oporto in March 2018.

### **TOPIC 2. Attractiveness of DVET among stakeholders**

This topic is mainly related to framework conditions set in the Proposal for a Council recommendation on a European Framework for Quality and Effective Apprenticeships. Through this topic, the project will promote learning and transfer of knowledge on how to improve career guidance and awareness-raising so that DVET is more attractive among stakeholders, focusing especially on the engagement of the following actors:

- Business, especially SMEs.
- Students and families focusing on specific profiles: young people, adults and disadvantaged groups
- Schools

This topic will be addressed at the learning activity planned in Valladolid in October 2018.

### **TOPIC 3. How to improve the governance mechanisms**

This topic is mainly related to the framework conditions set in the Proposal for a Council recommendation on a European Framework for Quality and Effective Apprenticeships. Through this topic, the project will promote learning and transfer of knowledge on how to improve dialogue and coordination between the following actors:

- VET providers, chambers of commerce and businesses.
- Departments responsible of education and employment policies.
- Social partners
- Other key stakeholders

This topic will be addressed at the learning activity planned in Emilia Romagna in April 2019.

### **Crosscutting topics**

In addition to the above topics, partners agreed to share knowledge and experience on two other issues to address in all activities foreseen in the project:

- Improving the current processes and systems and strengthen networks between the project's partners so as to increase student and staff mobilities.
- Sharing existing tools based on good experiences.

## **4. Agreements on the project's timetable**

The project foresees the following activities:

- **4 transnational coordination meetings (1 day) - TCM**
  - **3 learning workshops (3 days): activities C1 (Portugal), C2 (Castilla y León) and C3 (Italy)**
  - **2 study visits (3 days): activities C4 (Germany) and C5 (Austria)**
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These activities are foreseen to be organised according to the following calendar:

2018					
January	February	March	April	May	June
TCM 1 (CyL)		C1 (Portugal)		C4 (Germany)	TCM 2 (Italy)
July	August	September	October	November	December
			C2 (CyL)	TCM 3 (Portugal)	

2019					
January	February	March	April	May	June
	C5 (Austria)		C3 (Italy)		
July	August	September			
		TCM 1 (CyL)			

In addition, it was agreed to change the logo from the partner of Austria and resend the new compilation of logos to all partners.

