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# 1. Initial Status

Following the Joint Declaration on the European Alliance for Apprenticeships, the DGB has submitted concrete commitments via ETUC:

- To support the alliance
- To reform, develop and enhance apprenticeship systems
- To raise awareness on the added value of apprenticeships among employers and youth
- To disseminate information and take action on more attractive conditions for corporations and apprentices

# 1. Initial Status

ETUC's recommendation on apprenticeship and work-based learning

Apprenticeship schemes should be clearly defined on the basis of the proposal made by CEDEFOP, the European Centre for the Development of Vocational Training:

*'....systematic, long-term training alternating periods at the workplace and in an educational institution or training institutions. The apprentice is contractually linked to the employer and receives remuneration (wage or allowance). The employer assumes responsibility for providing the trainee with training leading to a specific occupation'*

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## 2. Objectives

- To strengthen the cooperation of trade unions with partner organisations in Portugal, Italy, Greece, Slovakia and Latvia in the field of vocational education and training (apprenticeships)
- Active involvement of social partners in the existing and planned initiatives for vocational training cooperation
- Strengthening and consolidating cooperation with the partner trade unions and expansion of networking with relevant organisations in the countries
- Initiation of learning processes and training dialogues to create a quality framework and provide minimum standards

### 3. Approach

The project initiative has been set up to promote sustainable trade union cooperation in vocational training and to integrate them into dialogue processes of the relevant actors on the ground.

- Networking and promoting cooperation in the field of vocational education and training (apprenticeships) with trade unions in partner countries
- Specification of pilot projects and the exchange of peer review based on the results achieved with all partners
- Preparation and transfer of results

## 4. Implementation – Inception

- VET (apprenticeship) training dialogue with trade unions and partner organisations
- Identification of experts for VET (apprenticeship) training and networking with trade union stakeholders
- Identification of German experts for VET (apprenticeship) training seminars in Italy and Portugal (trade unions, employers, chambers)
- Building networks and support structures
- Identification of needs on the ground and possible future pilot projects
- seminar planning

## 5. Implementation – Piloting

### Strategic Issues

#### Involvement of the trade union

- What role do the trade unions play in supporting apprenticeships in your country?
- What are the key issues for trade unions around apprenticeships in your country?
- Are any strategies on apprenticeships planned by the trade union

#### Current training situation

- What are the most important challenges in terms of cooperation between trade unions, and other bodies (e.g. public institutions, companies and educational institutions) on apprenticeships?
- To which extent are training programs in line with the actual professional needs?
- To which extent are practical training designed?
- How do employers' associations support apprenticeship policy?
- Which quality standards are applicable?
- What kind of reforms are planned



## 5. Implementation – Piloting

### Development of instruments and tools

- Minimum standards: duration of trainings, place of cooperation, legal status of trainees (apprentices), quality, training personnel, apprenticeship as the foundation for further education
- Steering the dual apprenticeship system: legal regulations and planning procedures, inclusion of social partners, vocational education schools and science, vocational training dialogue at national, regional and local level, sector dialogue
- "Train-the-Trainer": development and implementation of training modules
- Development and proposition of own training modules for tutors and trainers in enterprises
- Seminars in Italy and Portugal

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## 6. Delivery and transfer of results

- Formulation of recommended actions (integration European Alliance for Apprenticeships)
- Preparation and dissemination of results to the German Federal Ministry of Education and Science, ETUC and public
- Closing Conference

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## 7. Project references

- European Project sponsored by the German Federal Ministry of Education and Science
- Duration: 1.6.2015 – 31.5.2017
- Project management: Bfw in close cooperation with DGB
- Partner countries: Portugal, Italy, Greece, Slovakia and Latvia

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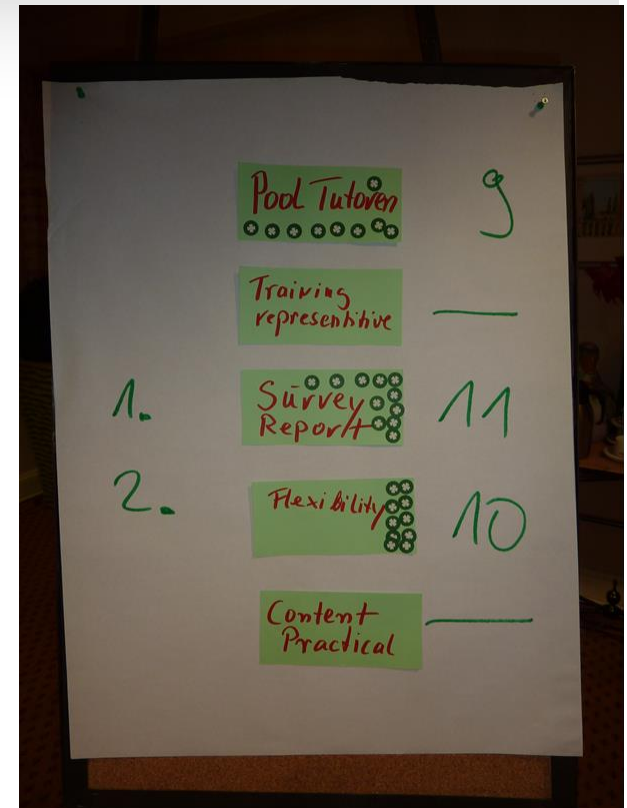
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## 8. Current status of the Project Implementation

- ✓ Presentation of the project at the European Trade Union Confederation's working group „lifelong learning“
- ✓ Initial meetings and discussions in Portugal, Italy and Latvia
- ✓ Participation at an international conference on education policy organised by the Association of German Chambers of Commerce and Industry (DIHK; VETnet-project) in June in Lisbon. Presentation of the project at this conference and in the bilateral working group in Portugal
- ✓ Joint conference on VET together with Italian trade unions CISL, CGIL and UIL in Torino end of October
- ✓ Project's kick-off event with partners and stakeholders in November in Berlin

## 9. Ideas for pilot projects in Portugal

- ✓ Certification for tutors. Support of a pool of tutors in enterprises
- ✓ Trade union for apprenticeship (training representative, cf.: UK)
- ✓ **Survey Report – questionnaire for apprentices** (similar to the yearly questionnaires of the German Trade Union Youth)
- ✓ Flexibility – external tutors in rural areas
- ✓ Content Practical – catalogue of training content for enterprises



## 9. Ideas for pilot projects in Italy

Development of qualification modules for members of trade unions

1. Comparative analysis in the field of VET (bis 12/2015):
  - Role, competencies, tasks, profiles of members in VET panels and committees (Germany)
  - Description of roles and tasks in committees in Italy
2. Development of qualification modules for members of trade unions with the support of existing material
3. Coordination of the pilot project with partners (Workshop 03/2016)
4. Pilot projects' kick-off: 04/2016 with approx. 25 members

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## 10. Planned activities

- ✓ Initial meetings and discussions in Slovakia
- ✓ Website „Unions4VET“ will be online soon
- ✓ Intended pilot project in Portugal
- ✓ Meeting in Torino with trade unions and relevant VET organisation at the end of March (conclusion on a draft training programme)
- ✓ Workshop in Torino at the end of April with all relevant stakeholders (comparative analysis GER-IT, presentation of the training programme)
- ✓ Internal training programme for 25 members of Italian trade unions in the field of VET and apprenticeship)
- ✓ Additional pilot project in Slovakia. To be discussed and evaluated!
- ✓ Presentation of results at national and international events.
- ✓ Closing event with all partners and relevant stakeholders in spring 2017

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