

Towards a Shared Vision of Apprenticeships

Bratislava, 2018



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The Project – Unions4VET

- The project Unions4VET is **funded** by the German Federal Ministry of Education and Research (**BMBF**). Start: 6/ 2015, end: 9/2018.
- Trade unions from 6 European countries are cooperating. The aim to establish **networks** and develop a **shared vision for quality training across Europe**.
- The partner countries in Europe are **Germany, Greece, Italy, Latvia, Portugal and Slovakia**.
- **South Africa and Costa Rica**: initial meetings are starting
- Coordination: **German Confederation of Trade Unions (DGB)** in cooperation with the **bfw – Unternehmen für Bildung**.

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bfw – Enterprise for education

- provides **consulting and educational services** for adults, young people, employees (e.g. modular trainings, higher vocational qualifications)
- About **1.800 employees** nationwide in Germany
- is represented by about **200 branch offices** all over Germany
- around **45.000 participants** listed per year
- about **30 projects** are carried out annually with national and international partners to develop innovative products and services

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Objectives

Establish networks and dialogues

Increase cooperation among European trade unions

Create a strong common position in VET

Develop minimum VET quality standards

Realize pilot projects

Enhance attractiveness of VET

Improve skills of trainers, trade unionists

Exchange best practice



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Implementation

- Identification of **experts for VET** (apprenticeship) **training** (e.g. VET-trainings for trade unions, employers, chambers)
- Building **networks** and supporting **structures**
- Analysis of **needs** and identification of possible future **pilot projects**
- Developing and implementing of **trainings**, e.g.
 - “Train-the-trainer”
 - for VET-staff in companies, trade unions
- Planning of **conferences**, **workshops** in cooperation with trade unions and partner organizations

Status of Activities

- Planning and implementing of several workshops and conferences in all European partner countries,
 - Focussing on **quality factors** for VET and
 - Reflecting upon the **present situation** and
 - Defining of **pilot projects** (Greece, Italy – Piemont)
- Since May 2017: further focus on **good governance in VET** by trade unions / social partners
- 9/2017: **conference in Riga** with trade union representatives of all project countries and relevant stakeholders. Subject:
 - Good governance in VET + reflecting upon **ideas and policies** for a better involvement of trade unions in VET
 - **Bilateral workshops** and study visits followed

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Transfer of Activities and Results

- **Initial meetings** in South Africa and Costa Rica
- **Review workshops** in all partner countries in order to evaluate and reflect upon good practices
- **Experiences and good practices** will be transferred to other countries
- **Reports** of the partner countries focusing on the trade union roles, activities, policies in VET will be drafted
- Summer 2018: **closing conference** in Berlin, setting up the next steps

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Pilot Projects in Greece

- 11/2016: Workshop with Italy and Portugal: Discussing ideas and policies to enhance VET in **small sized companies**
- Since 3/2017: **Mentoring Project**: Developing and testing a training concept for in-company mentors together with the trade union partner INE-GSEE
- 11/2017: 2 workshops (Athen, Crete) with apprentices, in-company trainers / tutors and trade union representatives of the hotel sector. Main subject:
 - Developing possibilities to **enhance apprenticeship** and **support apprentices and their interests** by the trade union



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Pilot Projects in Italy

- 10/2015 + 5/2017: 2 conferences in Torino:
 - Developing ideas and policies for better VET and apprenticeship in 3 regions (Piemond, Tuscany, Lombardy)
 - Improving the involvement of trade unions in VET
- 6/2016: Training of 24 trade union representatives to improve their abilities in negotiating collective VET agreements with employers
- study visits in Germany



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Objectives

- **Active involvement of the social partners** in existing and planned VET cooperation initiatives under the responsibility of the German Federal Ministry of Education and Research (BMBF)
- **Increasing the cooperation between European trade unions** with regard to creating a strong common position in VET
- Establishing a **dialogue** among VET-system partners in order to develop **minimum quality standards** and to increase the **attractiveness** of VET
- Further **improving the skills and abilities** of trainers, trade unionists and employers
- Exchanging of **best-practice examples**, developing and testing of **pilot projects**, evaluation of experiences through peer review workshops
- **Sharing of results** within events and by Public Relations