

2019 joint Cedefop and OECD symposium: The next steps for apprenticeship
7 Octobre 2019, Paris

Creating collaborative training

*Learning and working in a network of companies
to meet training requirements more adequately*



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COTRAIN, the project

- Erasmus+ project, KA2, 2016-2019
- Qualitative study:
 - action-research,
 - implementation of cotrain pilotes from the German and Austrian cotrain models
- Production: why and how creating collaborative training
 - methodological guide and video
- Partnership:
 - Cotrain coaching partners: inab (Germany), öibf (Austria);
 - Pilot partners: Centoform (Italy), IFAPME (Belgium), CEFA Court St Etienne (Belgium)
 - Coordinator: Cepag (Belgium)



First part: a collaborative training (cotrain)

- ... means a company provides vocational training with one or more other firm(s).
- In a cotrain, companies (big companies, SMEs, single entrepreneurs...) are connected to work on the complementarity of their activities.

Second part: policy issue on the transferability of a model



- Implementation of cotrain pilots based on the Austrian and German models
- Are dual training mature systems too specific to their countries to be copied elsewhere?

First part: a collaborative training

- *a collaborative training means a company provides vocational training with one or more other firm(s).*
- *in a cotrain, companies (big companies, SMEs, single entrepreneurs...) work on the complementarity of their activities, in order to increase the quality of the training.*
- Many benefits for employers, youngsters, VET centres, policy makers, social partners...

If gaps between the LO/activities of the training profile and the activities of the company

CEFA CST

 Optical shop	Administrative assistant and front office worker - General overview of the training plan	 Real estate company
●	Answering telephone calls	●
●	Receiving and directing customers	
	Managing incoming mails and parcels	●
●	Using sources of information (catalogues, prices....), searching for information regarding suppliers...	
	Managing electronic agenda and sending e-mails	●
●	Identifying customer needs	
●	Recording, organizing, storing, using the computer and retrieving information: invoices, orders, sales and rent-files...	●
	Using word-processing, spreadsheet; typing texts, mails... (leases and compromises, records of gas, water and electricity ...)	●
	Using professional real estate software, updating database...	●
	Ordering office supplies, maintaining the office facilities running smoothly	●
	...	

If one company model, gaps

With two companies (cotrain), no/less gaps

Tailored-made exercise

- Matching the training profile and the companies' activities:
 - a step-by-step and tailor-made exercise
 - based on the expertise of the mentors (training center based systems, It, BeFr)
- Occupation characteristics:
 - tasks in different companies (from different sectors) vary according to field of activity, size, legal status...
 - training profiles activities relatively similar from one company to another
 - but each business with its specificities -> added-value: flexibility, adaptability...
- Cotrain benefits: higher quality
 - better understanding of the training plan by the youngsters (incl. LO phrasing « able to... ») and the employers
 - experiences at least in two different professional settings
 - self-confidence of youngsters, virtuous circle
 - more companies can get involved in the dual training:
 - Ex. carpenter training profile = doors, stairs, window frames; SMEs = 3 distinct activities or 2 on 3...

If gaps between the activities and/or the level of complexity of the skills inside the company

IFAPME

Small hairdressing salon

Franchised hairdresser, with its own products, training, shows, magazine and software for the cash register and management of appointments

3 levels of training (A-B-C), 3 years

Levels A and B of the training profile. For example, coloration:

- *level A (year 1)* is to know the *basic* colours and to make semi-permanent or tone-to-tone coloration.
- *level B (year 2)* is to achieve mixes that are *more complex*.

Level C of the training profile.

- *level C (year 3)* is to apply hair highlights, with a covering level that fits the customer's expectations and hair type

If one company model, level C skills in the training centre.

Cotrain model, 3 levels completed.

Sector characteristics - specificities and similarities

Hairdressing:

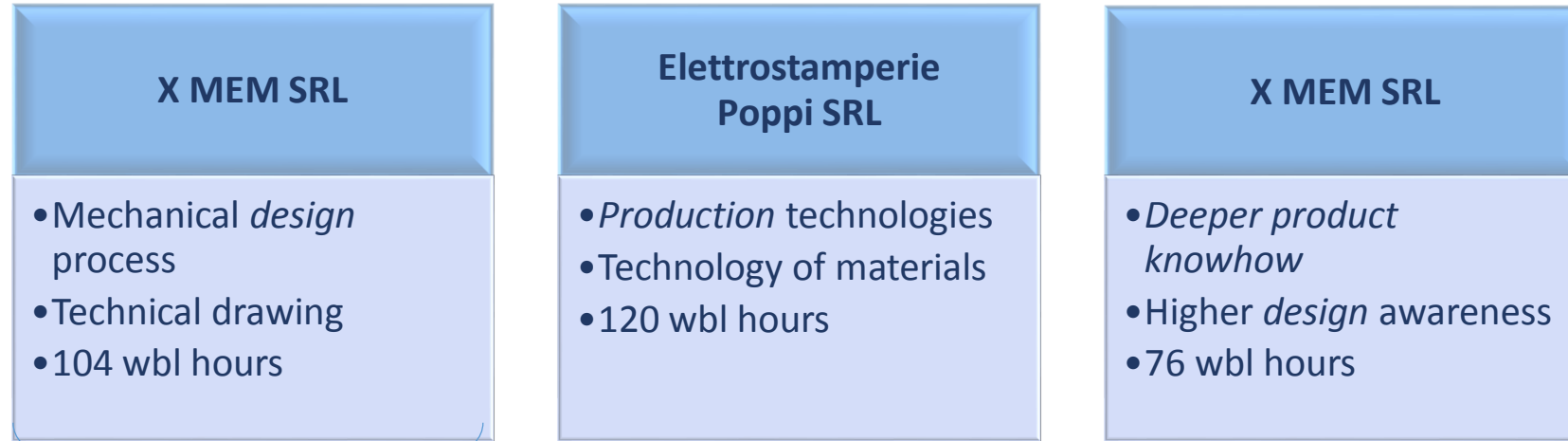
- steady evolution of products, techniques and fashion,
- with an important impact on the economic growth of this kind of company.
- for IFAPME, very small businesses afraid of giving away their knowledge in a very competitive market
- ...

Cotrain benefits:

- (new) collaboration between very small companies and « bigger » hairdressing salons.
- valid in other sectors when companies do not have all the equipment and machines required for teaching the occupation targeted
 - Automotive sector
 - Electric engines...
- Trainees better prepared to pass successfully the final assessment

Improving the learning of hard and soft skills

Centoform



If one company model, design only.

Cotrain, possibility to produce what has been designed in real production line.

Cotrain, integration of design/production skills in the design.

Sector characteristics - mechanic and mechatronic sector (Emilia Romagna, It.)

Cotrain benefits:

- need to improve soft skills and technical competences regarding design and production phases.
- the model allows the trainees:
 - to gain a complete knowledge and awareness regarding the entire work process, from design to production and maintenance;
 - to acquire competences necessary to autonomous interventions...

Often impossible to find within a one-company training model.

Training policy benefit:

- Cotrain supports the position of the Region: excellence in production, innovation, continuous development (globalization of the markets and digitalization of work processes)...

Enablers-disablers

- Model with a return in the first company
 - Gentleman agreement
 - A cotrain package:
 - training profile,
 - administrative issues
 - legal issues,
 - written convention between employers, youngster, VET centre/institution...
 - Speak with each stakeholders and involve social partners (= experts in sectors' needs)
 - Policy makers
 - make the model workable (and secure)
 - know why before how
 - no cotrain high costs
 - emulation...
 - Employers who hire an apprentice as a future worker
 - Fear of administrative burden or decreasing of cost effectiveness
 - Need to secure a cotrain framework
- Diagrammatic connections: A red double-headed arrow connects the first two items. Another red double-headed arrow connects the 'written convention...' item to the 'Need to secure a cotrain framework' item.

Second part: policy issue

- Implementation of cotrain pilots based on the Austrian and German models
- Are dual training mature systems too specific to their countries to be copied elsewhere? No...
 - Mature systems:
 - tradition,
 - training seen as an investment, not a cost,
 - strong and sustainable policy support;
 - The differences between the systems:
 - German and Austrian VET system are company based;
 - Accreditation by the Chambers of commerce; the first company pays the retribution for the complete training...
 - Italian and BeFr systems are training centre-based;
 - Accreditation of the companies by the BeFr VET centres/institution;
 - Accreditation of the It. VET centres
 - Specific cotrain regulation in Germany and in Austria...

Enablers

- Focus on the common elements of economy and training needs
 - lifelong learning issues similar in all systems
 - co-existence of big and small companies, specialized companies...
 - relatively similar evolution in occupations, as processes and products impact the market in a similar way
- Focus on the core elements of the cotrain models
 - adapt them in accordance with each institutional framework (flexibility)
 - identify how it can work in each country/region
- No (high) costs (no new infrastructure...)
- Emulation/promotion

Cotrain video: https://www.youtube.com/watch?v=II9i37XP0_M

Cotrain guide: https://www.cepag.be/sites/default/files/pages/methodological_guide_-_final_version_1.pdf

French and English (Cepag website), Italian (Centoform website), German (öibf website)

Thank you very much for your kind attention