
“Learning through experience is one of the fundamental rules of sustained learning.”



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Approach:

The ICSAS project (“Integrating companies in a Sustainable Apprenticeship System”) aims to give countries with no or short experience in Work-Based-Learning (WBL) the opportunity to get a first-hand practical impression how this training system works. The sector chosen for this project is the footwear industry.

Emphasis is placed on two aspects: Firstly, the apprentices and the participating companies will enroll in a piloting phase of one year, a duration long enough to make a profound and significant experience. A second focus is set on the role of tutors: How can this central figure in Work-Based-Learning be prepared and assisted?

ICSAS is rooted in precursor projects which particularly prepared the theoretical background. ICSAS now tackles the question of how to implement Work-Based-Learning respectively a dual training system in practice by proposing a pilot phase of one year. During the pilot, footwear producing companies and the selected trainees in Portugal and Romania are given the opportunity to gather practical experience on how to organize Work-Based-Learning in the workplace and on top of that – at least for a major part – in the running production process.

Objectives:

- To develop the existing Vocational Education and Training (VET) systems of Romania and Portugal towards Work-Based-Learning and improve the tutors performance in Spain and Germany based on mutual learning from the German apprenticeship system.
- To develop a Sector Qualification Framework (SQF) and the referencing of national qualifications of Germany, Portugal, Romania, and Spain.



Expected results:

- Analysis of what could be learnt conducted on the premises of participating companies via Learning Station Analyses (LSA) in all departments.
- Description of what should be learnt via Work-Based-Learning - being inline with the different national regulations and curricula.
- "Train the tutor" handbook, focusing on sector-specific and general (didactic) methods.
- Quality assurance guidelines for Work-Based-Learning in shoe industry.
- Experience reports on apprenticeship in Romania and Portugal (including SWOT analysis).
- Sector Qualification Framework for industrial shoe production.
- Transfer handbook and additional material to assure sustainability and to facilitate comparable projects in other sectors or regions.

Partners:

University Bremen (Coordinator)
Institute Technology and Education (ITB), DE



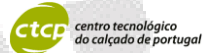
International Shoe Competence Center Pirmasens gGmbH (ISC), DE



Gabor Shoes AG, DE

Gabor

Centro Tecnológico do Calçado de Portugal (CTCP), PT



Carité Calçados Lda, PT



Centro de Formação Profissional da Indústria de Calçado (CFPIC), PT



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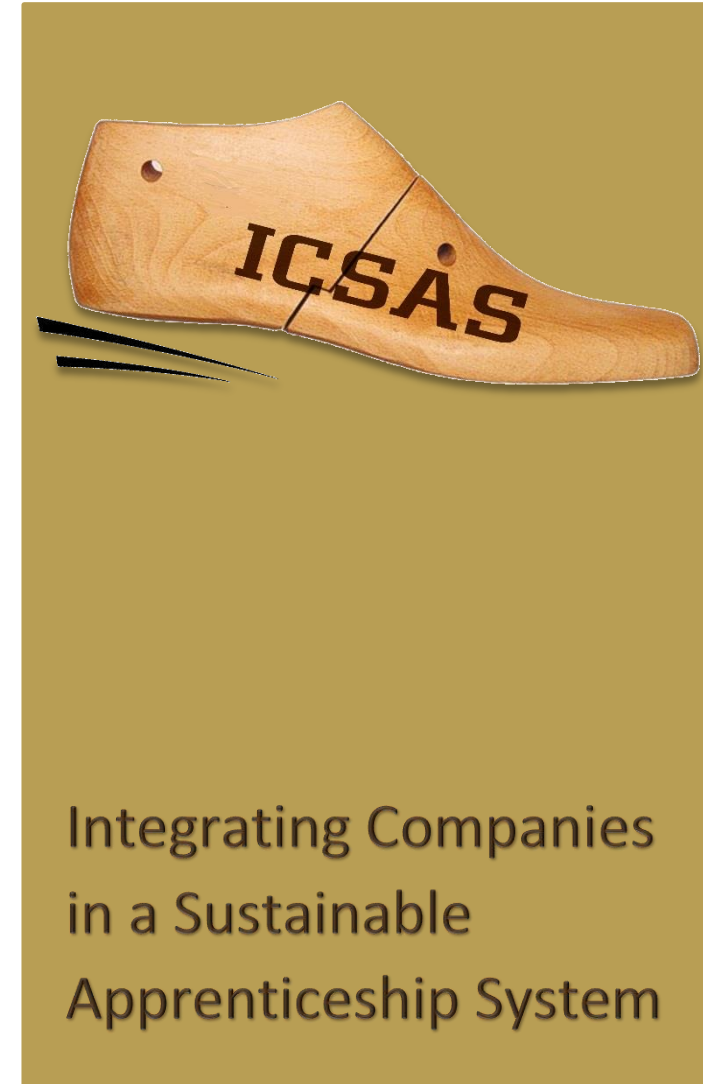
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