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INTEGRATING COMPANIES IN A SUSTAINABLE APPRENTICESHIP SYSTEM



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

APPROACH:

The ICSAS project ("Integrating companies in a Sustainable Apprenticeship System") aims to give countries with no experience in work-based learning 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 long enough duration 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 one year pilot phase. During the pilot, footwear producing companies and the selected trainees in Portugal and Romania are given the opportunity to gather practical experience how to organise 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 (WBL) and improve the tutors performance in Spain and Germany based on mutual learning from the German apprenticeship system.

To develop a sector qualification framework 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, focussing 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 (SQF) for industrial shoe production.

Transfer handbook and additional material to assure sustainability and to facilitate comparable projects in other sectors or regions.