# Integrated strategy Initiative for

**Strengthening the supply of**

**APPrenticeships in TEXtile sector TEXAPP- WP3.7& WP3.8**

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| **TASK** | * 1. **– Piloting of the Company Training Course**   2. **– Report on piloting of the**   **Company Training Course** |

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| **Prepared by:** | BAATPE & PIRIN-TEX |
| **Contributors:** | Anastasiya Simeonova  Nikolay Uzunov |
| **Work**  **Package:** | WP3.7 – 3.8 |
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## The pilot phase of the Company Training Course

Following the development of the TEXAPP ‘Standard’ and the provision of guidelines for the setting up of a training course by TCoE, BAATPE, in collaboration with Pirin-Tex, prepared the contents of the training course after translating the original documents and adapting them to the national specifities in Bulgaria. The training materials were elaborated in the context of the dual system of vocational training which has recently been implemented into the Bulgarian educational system and which is currently the only viable form of conducting vocational training/apprenticeships in the country. The elaboration of the training course was also supported by the practical experience of the project’s industrial partner Pirin-Tex which has been practicing dual vocational training for 8 years and is the only such company in the T&C sector in Bulgaria.

The training seminar was deliberately organized at the Pirin-Tex premises in the town of Gotse Delchev, where the participants could have the opportunity to visit the company’s in-house vocational training center that is specially equipped for the purposes of providing trainings to youngsters. Thus, beside the theoretical part, they could see how the training is organized in practice.

The contents of the training materials were prepared in a way taking into account the very little (if any) experience of the companies on the topic of apprenticeships/vocational training. Therefore, the training lasted for almost an entire working day in order for it to convey as much as possible information in an easy to comprehend way. The main goal was to acquaint the company representatives (managers, HR staff, potential mentors) with the basics of the matter and the essential prerequisites (based on the TEXAPP “Standard”) for companies willing to engage in apprenticeships/vocational training during this or next year.

Beside the one-day training seminar at Pirin-Tex, the contents of the training course were also presented to companies in individual one-to-one meetings. This applies to companies that could not participate at the training seminar but still wished to be acquainted with the project and the training materials.







Representatives from 11 companies took part at the training event at Pirin-Tex. In addition to them, there were also representatives from a trade union and a professional school. The training content was furthermore presented to 3 other companies which did not participate at the event.

## Report on piloting of the Company Training Course Aim of the training course:

To develop the capacity and practice of company staff to ensure they understand and demonstrate the appropriate commitment to meet the requirements of the TEXAPP Standard. To develop their skills, abilities, behaviours and competencies to ensure effective collaborative working and successful apprenticeship training. All this was meant to be in the context of the “dual” system which is for the time being the only attractive form for companies to engage in apprenticeships/vocational training.

## Duration of the training course:

6 working hours

## Target group:

Managers/owners, HR managers, future mentors of clothing SMEs planning to engage in apprenticeship schemes.

## Methodology and agenda:

The workshop was an interactive learning session based on the principles of knowledge transfer. The workshop includes active learning sessions – professional discussion – shared good practice – detailed course content and guidance – working through supporting documentation.

In order to adapt the structure and contents of the Standard to the national reality, a couple of internal meetings were held so that the agenda and contents of the training be prepared in the most comprehensible for the local companies way. It was clarified what results are to be expected from the companies as they develop better working relationships with their staff in order to support the development of the apprenticeship programmes.

The structure/agenda of the training was:

* Welcome and Introduction speeches
* Basics of apprenticeships & dual vocational training
* The advantages of apprenticeships & dual vocational training
* The role of the mentor/supervisor
* Lunch break combined with a visit to the practical training facilities of Pirin-Tex
* Profile and tasks of the mentor/supervisor
* Conditions to be met by companies in order to provide quality apprenticeships/trainings
* Questions and answers
* Free discussion

## Main findings and action points:

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| **Post Workshop Evaluation** | **Main Findings** | **Further actions - impact** |
| Course content | * The course was well generally structured and provided a complete overview of the situation of apprenticeships/dual VET in Bulgaria as well as concrete useful information for interested companies. * The participants received hard copies (training pack) of the training   contents | * The contents could be made even more practical (not so theoretical) * More focus could be put on the legislative/administrative side of the topic. |
| Duration of course | * The workshops are designed to be a 6 hours long, including a visit to an existing training center. | * The course could possibly be split into 2 parts in order not to overburden the participants with too much information that is new to them. |
| Methodology | * The course was organized into a one-day single event, deliberately at the premises of Pirin-Tex, since the latter has an in-house training center which the participants were keen to see on the spot. * Additional one-to-one meetings with interested companies (which were not able to come for the event) were held in order to present them the training contents. | * The training materials were provided to all participants on paper copies. * The general response in the feedback forms were quite positive, as the companies stated the course was useful for them in their further actions regarding apprenticeships/vocational training. |
| Improved levels of understanding about the   * aims of the Standard * the commitments required * the role of all company staff in the apprenticeship   programme | * Feedback from the workshop course demonstrates a high level of awareness and understanding about the aims of the Standard and the requirements for the companies, as well as the expected roles of the staff. | * Follow-up monitoring needs to be undertaken in the months following the training in order   to check the companies’ progress. This should be done individually with each company through informal interviews in person/via telephone. |

 