# 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:** | TexClubTec |
| **Contributors:** | Aldo Tempesti |
| **Work**  **Package:** | WP3.7 – 3.8 |
| **Date:** | 1-08-2018 |

After the development of the TEXAPP ‘Standard’ it was developed a pilot company training course, designed to evaluate if the guidelines for the implementation of the Standard meet the company needs in the field of apprenticeship. Working closely with Sistema Moda Italia, the Italian Federation of Textile and Clothing, TexClubTec proceeded to the translation into Italian language of the presentations and adapted the contents of the training course in order to better comply the current apprenticeship legislation in Italy.

We also ensured that the programme provided the necessary content needed to support the companies understanding of what responsibilities and commitments they have to demonstrate to run successful apprenticeship training programmes

## National Texapp Workshop.

Before starting the training courses, TexClubTec organised in Milano, on June 8th, , with Sistema Moda Italia, a specific workshop on apprenticeship in Italy. It was a one-day event, and the main aim of the meeting was involve all representatives of national and regional industrial textile and clothing associations in charge for apprenticeship, large company managers and VET providers presenting the TEXAPP project to them and disseminating results. 15 representatives of associations and large companies attended the event.

In the conference program there were planned three sessions: in the first, the results of the apprenticeship survey in Italy were presented, in the second, the regulatory context in which it is used, and in the third, it was presented the Texapp standard, as tool to make apprenticeship more efficient. At the conclusion an interesting debate took place among the experts with the presentation of various experiences, and some comments to help us to pilot the following training course were collected.



## The pilot phase of the Company Training Course

Following the national TEXAPP Workshop, TexClubTec organised the specialised pilot activity for the pilot of the Company Training Course with the participation of 8 companies. The training of the Italian companies was organised in three stages, one in Milano, where TexClubTec is based, one in Busto Arsizio in the Centrocot headquarters, and the third at the central offices of Radici Pietro Industries and Brands, near Bergamo. In this way TexClubTec achieved extended sector coverage as it was managed to cover almost the whole supply chain of textile materials ( fiber producers, yarn companies, weavers, dyeing and finishing companies, carpet producers)

Overall, 8 companies were trained during 3 events and informed in depth about the TEXAPP project, its activities and results so far. All the participants received project’s documentation and specific training on how to approach apprenticeships and monitor their progress in order to achieve a successful programme

In Milano, on July 19th, the guide lines for the implementation of the procedure of the standard were presented to 4 companies ( spinners, fiber and filament producer and VET provider



The second step of the Company training Course was held in Busto Arsizio, one of the main Italian textile area, on July 30th. 3 companies participated at the training course (weaver and finishing companies )

The last training course was held on July 31st in the offices of Radici Pietro Industries and Brands (carpet producer), very interested to improve the way to train new employees. The training course involved the staff of the company that showed interest for the project and committed to cooperate to the future implementation of the results

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**L'APPRENOISTATO NEL SETTORE** TESSILE **ABBIGLIAMENTO**

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Dott, Aldo Tempestl - Dlrettore TelCCl ub Tec

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VENERD'I 8 GIUGNO 2018

dalle ore 10,30 alle ore 13,00

presso CONFI NOUSTRIA MODA, VIA Albero Riva Vlllasanta n. 3, MILANO (Sala Consiglio, piano -1)

**CONFERMA** DI **PARTECIPAZIONE**

Per conto delrazienda ......... ............................................

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*Grazle*

**SEMINARIO APPRENDISTATO SMI** · TEXCLUBTEC

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TEXAPP COMPANY TRAINING COURSE

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## 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.

## Duration of the training course:

Each training course lasted about 3 hours.

## Workshop trainers:

The trainer was Aldo Tempesti, director of TexClubTec.

## Target group:

Senior managers or owners of fiber and filament producers, yarn producers, weaver, finishing companies, VET providers involved with apprenticeship training.

## Methodology and agenda:

Before starting the training course, to ensure to have a wide vision at national level of all aspects of the apprenticeship it was organized a national workshop with all representatives of national and regional industrial textile and clothing associations in charge for apprenticeship, large company managers and VET providers During this workshop the learning content and expectations of the companies were discussed

The following training courses with the companies were interactive learning sessions based on supporting documentation, with professional discussion on good practice

The agenda of the three meetings was the following:

* Welcome and Introduction Speeches
* Introduction to the concept of apprenticeships
* The current situation in Italy
* Introduction to the TEXAPP Standard
* Presentation of the roles of Supervisors / Mentors / Trainers (responsibilities and commitments)
* Examples of using forms for monitoring the progress of apprenticeships
* The role of TexClubTec
* Summary and close

## Main findings and action points:

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| **Post Workshop Evaluation** | **Main Findings** | **Further actions - impact** |
| Course content | * The course was structured to provide an overview of the situation of apprenticeships in Italy as well as specific tools for monitoring the progress of the apprenticeships in SMEs. * All participants received the paper documents. | * Could include more specific information on the technical / managerial / organizational courses that are currently offered in Italy * Provide all the course content electronically for all attendees |
| Duration of course | * The workshops are designed to be a half day, to have sufficient time for professional discussion and shared good practice | * 3 to 4 hours is the right duration for the course |
| Methodology | * The course was organised into two rounds with representatives of 4 companies each, and one round with the staff of a single company * Practical methodology included good practice examples, case studies, brainstorming | * Before training, carry out an analysis of company profile adapting the content to their expectations |
| 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:   + great sensitivity to the need to improve the methods of recruitment for the future   + a high level of awareness and understanding about the aims of the Standard | * A follow up ‘Inspection’ of the companies, that will undertake apprenticeships, will be necessary in order to monitor progress. |