**Integrated strategy Initiative for**

**Strengthening the supply of**

**APPrenticeships in TEXtile sector TEXAPP - WP3.5**

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| **Deliverable** | **WP 3.5 - Action Plan TEXAPP HUB** |

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| **Work Package (Tasks):** | WP3   * + 1. Development of the Action Plan for the TEXAPP HUB     2. Institutional Setup     3. Mobilisation of sector’s SME’S, to   participate in TEXAPP Hub |
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# Introduction

The Action Plan is a competence centre for apprentice and was designed as pilot for engaging SME's and micro companies in implementing apprenticeship schemes in line with corresponding national VET systems. The Action Plan include the development of a business and organisational model for the Hub and an approach for further training in-company trainers in the Hub.

The TEXAPP Hub are organised in European level and in National level (Bulgaria, Greece, Hungary, Italy, UK, Portugal) guaranteeing the differences among countries, in legislation considering the Apprenticeship system.

The TEXAPP Hub will boost companies to work together and motivate them for help each other out with different aspects of apprenticeship programme delivery. In summary, SME’s can exchange ideas and knowledge.

Before the development of this document each partner filled a survey were was described the main contents that each partner would like to integrate in the Action Plan. In short, the Action Plan is the result of the partner’s information (survey template in annex).

The Action plan TEXAPP Hub are composed by:

Institutional Setup

(How each partner’s organisation proposes to facilitate information exchange)

Adaptation of each

partner’s national

legal framework

Mobilization of the

sector’s SME’s

# Institutional Setup

The Institutional Setup specify how each partner country propose to facilitate the information exchange. The institutional Setup integrate three fundamental principles:

Design of

the TEXAPP HUB

Definition

of the contents

Definition

of the country roles

Design of the Hub:

TEXAPP HUB

Bulgaria Greece Hungary United

Overview

Kingdom

Portugal Italy



   

National training programme

Eligibility rules for national training programme Funding details of national training programme National provider details

Link(s) to sources of information on national training programme Case Studies and good practices examples

Training Courses for Supervisors/Mentors/Managers

Specifically, we adopt a coherent and a common structure and it was defined the contents that each partner will collect and share in the Hub.

The Hub will have a front page with general information about project and the aim of the Hub, and then it will be divide in six pages (one per each partner country). Each partner country will provide national information and follow a similar structure to feed your own page. In concrete, the partner’s role are:

Translation of the main page of the TEXAPP Hub in the different partners languages Desk research about national apprenticeship programmes

Provide national information about apprenticeship programmes Be in charge and update information

Monitoring of the national page information

Roadmap adoted by partners for definition of the Institutional Setup:

Provide companies with information about training programme/s

Identify and share good practice on training (operations and delivery) with companies

Improve the supply of young people to the sector, including new company approaches to training

## Provide companies with information about training programme/s

Partners will adopt an active and integrative strategy that include different ways for provide the best information on training programmes to companies.

The strategy include:

* Cooperation with National Authority for Apprenticeship;
* Promote services to members and other companies in the sector - Face-to-face sessions in the companies, Face-to-face sessions in partners facilities, Fairs/seminars/workshops;
* Provide general information on apprenticeship and training programmes - through partners webpage, newsletters, news on the journals (regionals and national, textile journals); social media, conferences and workshops.

Promotional activities

* Flyers, booklet, banner

## Identify and share good practice on training (operations and delivery) with companies

Partners will use different communication channels to share good practice on training, the strategy of communication integrate social contact and face-to-face contact.

Sharing ideas, and learning from best practices from the experts in the field is one of the best way to put in common ideas and experience.

Methods used by partners for sharing best practices:

Write about it - Write clearly, concisely, and professionally about apprenticeship programmes experience undertaken;

* 1. Speak about it - Use all opportunities to share specific examples via webinars or face-to-face engagements (e.g. Exploitation of the TEXAPP HUB through the events organized by partners);

Mentor about it - Assist companies and staff to understand our experiences by sharing and being open to learning from those you share. This type of collaboration not only helps capture essential organisational knowledge, it also keeps this intrinsic knowledge.

The best practice must:

Demonstrate evidence of apprenticeship programmes success;

Affect something important (e.g., contribute to the organisation's work); Have the potential to be replicated or adapted.

Key step in identifying and sharing best practices:

Document best practices1: Write a short description of national best practice in apprenticeship programmes. Share knowledge about best practice with the potential users who can most benefit from it. Direct companies to the developers of a practice and to related communities of practice so they can learn from other people's hands-on experiences.

1 document - Case Studies and good practices examples

**Improve the supply of young people to the sector, including new company approaches to training** Improve the contact, analysing and evaluate the communication resources described above to achieve companies.

Different mechanisms adopted by partners to achieve the young people:

Participate in ‘open days’ in the schools;

Create ‘open day or textile days’ for young people and provide active and interactive information (labs, tests, etc);

Work with teachers and career advisors;

Develop new learning materials that can be accessed online;

Collaborate with other VET providers and develop an integrated strategy to provide the best information and training for young people;

Links and cooperation of the sector with National Authority for Apprenticeship in order to set apprenticeships in the sector and sector related specialties more attractive;

Collaborate in national strategy in the creation and validation of professional profiles, courses and training units for the National Qualification Framework - this way we are giving important inputs for the development of the best and attractive textile and clothing qualification profiles.

# Adaptation of each partner’s national legal framework

The competence centre for apprentice will be in line with national VET system. The TEXAPP Hub are organised in European level and in National level because of the differences among countries, in legislation considering the apprenticeship system. Partners will provide the information in national language in order to facilitate the communication with companies.

The documents created by partners, for sharing the national apprenticeship programmes must have the following information:

Learning outcomes

Educational offer

European Qualification Framework Level

National Qualification Framework Level

URL for further information

# Mobilization of the sector’s SME’s

The mobilization concept refers to all activities involving new and additional resources and making better use of, and maximizing the existing ones.

According to the European Centre for the Development of the Vocational Training (CEDEFOP) 2015, the *SME`s employ two thirds of the European workforce one out of three creates new products and processes. They need to secure qualified workers to be competitive. But an unfavourable business environment, burdensome legislation and internal shortfalls make many of them reluctant to engage in training apprentices.*

The *SME`s are the main driver of economic growth and job creation*, the process of the apprenticeship is fundamental for the successful work, their workers and for development of the companies. Many companies refers *that making apprenticeships more attractive to employers is urgent and is importance to have the information aggregated with easily access.*

Following this sentence we pretend to aggregate the information on “virtual space” where the access to information is accessible to all, the main objective is to try to mobilize the Small and medium-sized enterprises (SME´s) to participate in TEXAPP Hub.

## Target group

The main target will be companies from textile and clothing sector.

However, we expect that other organisation’s use the Hub, for example: Training providers, Business Associations, Public authorities, etc. (detailed information in the Community of Practice deliverable)

## Why TEXAPP hub is important for companies?

The use of this resource will allow companies to:

Access to update information that they could not easily find at one place

Easily find information about rules and conditions of the different EU programs; know the reality of the National and European apprenticeship programs; Allows users to know what resources are available;

Know the institutions that provides apprenticeships (VET providers, Schools, Polytechnic

Institutes; Universities…);

Find some Case studies & Good Practices around Europe; Free access to training material;

Easily find contacts of local, national and European support providers; Provision of local support to local companies

## How companies can use the TEXAPP Hub?

The TEXAPP Hub will be allocated on the project website <http://texapp.eu/>, in the section TEXAPP HUB. The information is free-of-charge access to be used, adapted and shared. Each country partner will have a specific page in the HUB and companies will find information about apprenticeship programs available in their national language.

The users of the TEXAPP Hub will find all contacts and links with information, and in case of questions or doubts contact national partner.

## What companies can find in the TEXAPP Hub?

In short, TEXAPP Hub is a Competence Center for Apprenticeship - “*virtual center”* that aggregate information about apprenticeship systems in each partner country. The information is aggregate in the systematic way and divided by:

National training programme

Eligibility rules for national training programme Funding details of national training programme National provider details

Link(s) to sources of information on national training programme Case Studies and good practices examples

Training Courses for Supervisors/Mentors/Managers

Other specific national information that partner consider relevant.

# Annex – HUB partner survey template

This survey will help TexApp partners to develop their approach to delivering project tasks associated with the establishment and maintenance of the TexApp Hub.

Partners have agreed that the TexApp Hub content will include details of:

* What the Hub is
* The European Apprenticeship Framework: links to studies, publications and actions
* National training programme
* The eligibility rules for the national training programme
* The funding details of the national training programme
* National provider details
* Link(s) to sources of information on their national training programme
* Case Studies and good practices
* Contacts
* ?

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| Q1. What additional information/content would you want the Hub to include? For example:   * Peer Group (E-Forum)? * Information on employer engagement, initial assessment, programme design * Training Courses for Supervisors/Mentors/Managers * Funding Sources * News | A. |
| **Task 3.5 Institutional Setup**  (A description of how each partner’s organisation proposes to facilitate information exchange, the adoption of good practice and TexApp delivery during and after the project). | |
| Q2. What does your organisation do to provide companies with information about your training programme/s What will you do in the future? | A. |
| Q3: How do you identify and share good practice on training (operations and delivery) with companies? What will you do in the future through the TexApp project? | A. |
| Q4: What work do you propose in the future to improve the supply of young people to the sector, including new company approaches to training? | A. |

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| **Task 3.7 Memorandum Of Understanding**  (Details of each Partners’ commitment to creating and maintaining the Hub. Compiling, posting and updating information and engaging proactively in exchange activities, in line with agreed Business and Organisational models). | |
| Q5: What is your organisation's role in creating and posting information on the TexApp Hub? What specific benefits do you expect that will bring to your organisation? | A. |
| Q6: How will your organisation create, update and maintain information on the TexApp Hub after the project completes? | A. |
| **Task 3.6 Mobilization of the Sector’s SME’s**  (How Partners will identify and collect evidence of companies/associations/chambers/sector groups engaging in apprenticeships and using the services of the Hub). | |
| Q7: Which individuals and organisation's do you expect to use the Hub? | A. |
| Q8: How will you identify who accessed and used  the Hub? | A. |
| Q9: How will you identify the information accessed  on the Hub? | A. |
| Q10: Why TEXAPP HUB is important for companies? | A. |
| Q11: How companies can use the Texapp HUB? | A. |
| Q12: What companies can find in the Texapp HUB? | A. |
| **Task 3.10 Setting Up a Community of Practice**  (Mechanisms for user registration on the Hub platform. Proposals for establishing mechanisms for communications with and between members of the Community of Practice.) | |
| Q13: Who will you target to get involved in the Hub? | A. |
| Q14: What will your Community of Practice look like? | A. |
| Q15: What benefits will members of your Community of Practice gain by being part of it? | A. |
| Q16: How will they communicate with each other? | A. |