**Integrated strategy Initiative for Strengthening the supply of APPrenticeships in TEXtile sector**

**TEXAPP- WP3.7& WP3.8**

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| **TASK** | **3.7 – Piloting of the Company Training Course**  **3.8 – Report on piloting of the Company Training Course** |

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| **Work Package:** | WP3.7 – 3.8 |
| **Date:** | 15-06-2018 |

**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, HCIA adapted the contents of the training course in order to better suit the current apprenticeship legislation status in Greece. HCIA proceeded also to the translation of the various forms and presentations into Greek and stared working closely with the Hellenic Manpower Employment Organization (OAED), which is the main Apprenticeship provider at national level and also, the host of EPAS – the vocational training organisations that manage the apprenticeship programmes.

The training of the Greek companies was organised in two stages, one in Thessaloniki, where the EPAS for fashion is based, and one in Athens at the central offices of HCIA. This way HCIA achieved extended geographical coverage as it managed to cover almost the whole country be providing training to companies based on the North and South Greece.

In Thessaloniki, HCIA’s representatives had the opportunity to present and disseminateTEXAPP project during a special event organised by OAED’s fashion school, where also an exhibition booth was used for the wider promotion of the project. Overall, more than 40 individuals passed through the booth, while Mr. Aslanidis from HCIA had the opportunity to make a brief presentation of the project to both students and companies that attended this event and fashion show organised in its frame.





Following the event, HCIA organised the specialised pilot activity for the pilot of the Company Training Course with the participation 6 attendees – representatives of clothing companies. The event took place at the offices in Thessaloniki on the 23rd May 2018.

The Companies that participated in the pilot event showed their interest for the results of the TEXAPP project and committed to cooperate further with the Association to the exploitation of the results and their usage within companies.



Furthermore, HCIA organised a specific event with 4companies’representatives in Athens on the 13th June 2018.



Overall, 10 companies were trained during these 2 day 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.

**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 3,5 hours.

**Workshop trainers:**

In Thessaloniki the main trainer was Mr. Theofilos Aslanidis, while in Athens was Mr. Meletis Karabinis, HCIA’s director in cooperation Mr. Takis Lybereas.

**Target group:**

Senior managers or owners of clothing SMEs who are planning to engaged or currently involved with apprenticeship training.

**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.

To ensure that HCIA’s Trainers were also aware of the development work that the Standard and the training workshops entailed, we had also run an internal workshop. During this workshop the learning content and expectations of a company’s staff while they are working towards meeting TEXAPP Standard, were presented. Moreover,it was clarified what are the results we are expecting from the companies as they develop better working relationships with their staff in order to support the development of the apprenticeship programmes.

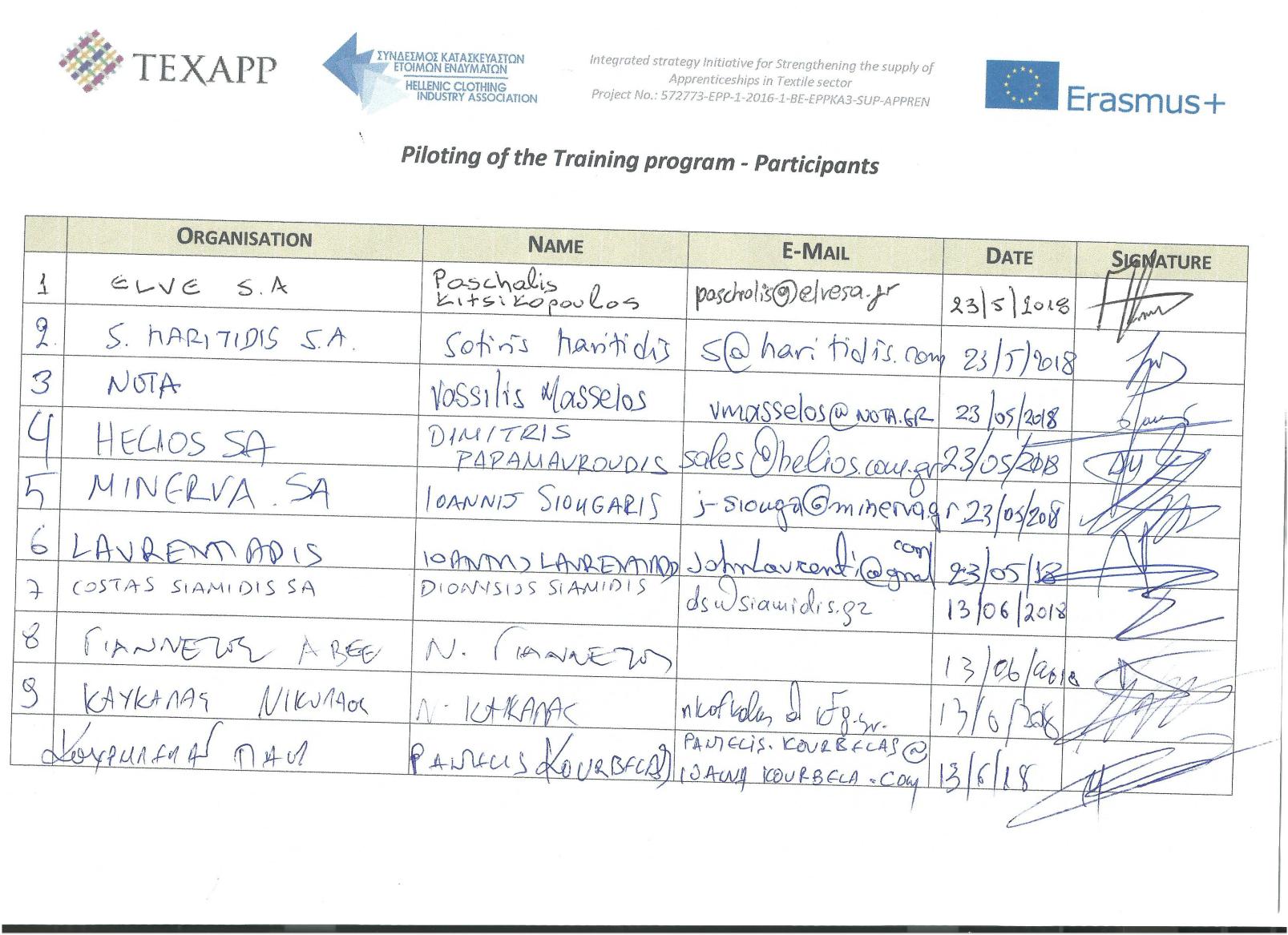
The agenda of both meetings was the following:

* Welcome and Introduction Speeches
* Introduction to the concept of apprenticeships
* The current situation in Greece
* The role of OAED and the vocational training offered in Greece
* 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 HCIA
* 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 well structured and provided a complete overview of the situation of apprenticeships in Greece as well as specific tools for monitoring the progress of the apprenticeships in SMEs. * All participants received an electronic copy of the monitoring templates. | * Could include more specific information on the technical / managerial / organizational courses that are currently offered in Greece (and abroad) * Could make the course content more interactive. * Provide a training pack for each person with examples of all the course content |
| Duration of course | * The workshops are designed to be a half day - there is sufficient time for professional discussion and shared good practice | * Half day workshop/course is the minimum (3 to 4 hours) |
| Methodology | * The course was organised into two rounds with about 5-6 participants each. This way the participants could also exchange views about their experiences regarding apprenticeships. More interactivity was evident. * We also introduced a session where attendees could work through the monitoring and company learning plan templates with support from the course tutors | * The Greek version of the training course material was provided to the participants electronically * We have an interesting and interactive workshop/course that is supportive and developmental |
| 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 | * A follow up ‘Inspection’ of the companies that will undertake apprenticeships in the forthcoming period will be necessary in order to monitor progress. |

**TRAINING COURCES: ATTENDANCE LIST**

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