# 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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| **Work**  **Package:** | WP3.7 – 3.8 |
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## The pilot phase of the Company Training Course

Following the development of our ‘Standard’ and the Company Assessment Tool, we developed the pilot company training course. It was used to evaluate the purposefulness of the training material and how well it meets in-company supervisor/trainer needs. We ensured that the programme provided the necessary content to support the companies’ understanding of what responsibilities and commitments they needed to demonstrate to run successful apprenticeship and other training programmes.

In our definition, apprenticeship includes practical trainings for both middle and high school students or company in-house trainings. Therefore, when selecting the companies for training, TMTE did not perform a full inspection of whether a company fulfils the legal requirements of delivering apprenticeship. This is officially done by the local Chamber of Commerce. The Hungarian TEXAPP Standards support companies in the successful delivery of different schemes of apprenticeship and trainings, adapted to the national legislation and opportunities.

For the pilot phase of the Company Training Course, some companies were the same as those involved in the Company Assessment Tool, but we also involved and trained other companies. In total 14 persons were trained, including stakeholders, trainers, or appointed mentors and supervisors. Participants came from mainly TMTE member companies, from the Clothing sector.

During the project implementation, TMTE disseminated the project activities and it’s results among companies and stakeholders. With this procedure, we kept all possible end users informed and aware about project aims and resources.

Channels used to involve companies in the pilot phase:

Infomail

Direct

contact

TMTE

Conferences website information

**Infomail:** promoting the activities and the resources developed during the project. We informed our companies about the pilot phase and objectives.

**Direct contact:** we are always in permanent contact with companies, informing them directly about opportunities of participation.

**Conference:** during the yearly TMTE membership meeting and the TEXAPP conference, the project results and upcoming events, such as the pilot training were advertised.

**TMTE website / social media information:** information about the project and its events was uploaded to the TMTE website and shared via its social media channels.

## 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 Standard. To develop their skills, abilities, behaviours and competencies to ensure effective collaborative working and successful apprenticeship and other company trainings.

## Duration of the training course:

Half day (2 to 4 hours) workshop delivered in companies’ premises. Companies selected to host workshops were companies with experience in apprenticeship. Companies participating in these events were both with and without previous experiences. This helped to share and show best practices on the premises of the host companies. After trainings the participants had the chance to visit the operation and study good practices, which was appreciated by them.

## Target group:

Supervisory staff and senior managers from SME’s who are planning to or are currently involved in apprenticeship or other company trainings.

8 SME’s and 1 large company (to ensure half of the participants have experience with apprenticeship, one large company was also involved as host);

Some companies were the same as those involved in the Company Assessment Tool. However due to the scheduling of the pilot trainings (summer period) other companies were also admitted.

## Methodology:

We implemented an active methodology including an active learning session: beside the presentation and explanation of the Standards, we dedicated time to debate/share practical experience, good examples. During the 2 to 4 hours the participants were invited to participate actively and any dialogue or professional discussion among participants was promoted, feedback gathered.

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| **Contents** | Hungarian learning programs (Available national training programmes: eligibility rules, funding details, case studies and good practice examples, National provider details, comparison of different training programmes including apprenticeship, national qualification programmes or company in-house trainings);  Hungarian Standard (resources and tutor/mentor role);  Road map – how to implement the Hungarian Standard (called VKTR – Vállalati Képzés Támogató Rendszer)  TMTE role;  TEXAPP HUB: aims and resources/material. |
| **Learning activities** | Swot analysis (national training programmes and companies knowledge and experience)  Brainstorming |

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|  | Practical exercises Good practice examples  Quiz |
| **Resources/materials** | Training room Whiteboard  Computer and projector  Slide show |

## Main findings and action points:

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| **Post Workshop Evaluation** | **Main Findings** | **Further actions - impact** |
| **Course content** | * The pilot was focused on the common success factors of different trainings (national training programmes, qualification courses, in-house trainings), that is the Standards developed by the project (VKTR) * Reference to further materials on the funding, rules, qualifications and technical details of the national training programme was given; * We handed the companies a pen drive with all the contents of the workshop; * We also delivered a folder with the paper documents so they could take notes. | * Before / at the beginning of the training, carry out an analysis of companies expectations and/or previous experience in company provided trainings; * If necessary, adapt the contents to the company’s expectations and/or previous experience in company provided trainings. |
| **Duration of course** | * The workshops were designed to be a half day and following feedback from the pilots we have established this as the minimum requirement to ensure the learning content is covered and there is sufficient time for professional discussion and shared good practice. * Several companies participated in each pilot session that gave good results when sharing and discussing good practices * Companies hosted the training session, giving a “live” demonstration of good practices to all participants (knowledge   exchange) | * Half day workshop/course is now the minimum (4/5 hours) * The course should be organized at the company site (in-house) or hosted by a company (with the participation of several companies). This fosters knowledge exchange   between SME’s   * Based on the feedback, some companies would have preferred larger group (10-12 persons), others preferred in-house training. Before the training, an   analysis of expectations in |

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|  |  | this regard should be  carried out. |
| **Methodology** | * We used an active learning session, combining practical and theoretical contents; * Practical methodology included good practice examples, case studies, brainstorming, swot analysis and a quiz in the end of the workshop. | * Tips and tricks for good company practices (see Good Practice Guide) can and should be collected at workshops and published on the TEXAPP Hub continuously. Example is: provide separated area for students (not in the main production floor) and introduce them only gradually to production   line. |
| **Improved levels of understanding about the**  **aims of the Standard the**  **commitments required**  **the role of all company staff in the apprenticeship programme** | * Self-assessment document allows company to self-evaluate the 5 fundamental principles that underpin the 'Employee's Standard'. The document asks employers to provide the evidence. The self-assessment template is used to ensure that companies are ready for an inspection before signing the 'Employer's Standard'. The self-assessment document was handed out during the training; * Quiz was also handed out but brainstorming and knowledge exchange were more appreciated by the participants for analysing and promoting the understanding of the contents and resources addressed. The participants demonstrated a high level of awareness and understanding about the aims and purpose of the Standard; * Workshop evaluation questionnaire at the end of training. | * Companies filled out a questionnaire at the end of training evaluating the workshop and the contents covered. The questionnaire show a positive global evaluation and all companies considered the session useful and contents suitable; |

**Evidences**













