**Integrated strategy Initiative for**

**Strengthening the supply of**

**APPrenticeships in TEXtile sector TEXAPP - WP3**

**3.10 - Community of Practice**

**Deliverable**

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# Introduction

The Community of Practice (CoP) aim to create an active pool of different stakeholders interested in apprenticeships programs. The relevant stakeholders will contribute to steering, planning, implementing and evaluating of apprenticeship together.

Partners will develop and sign a Memorandum of Understanding for close cooperation and support of the TEXAPP Hub in each partner country.

# Community of Practice

According to Etienne Wenger (2011), *the term "community of practice" is of relatively recent coinage, even though the phenomenon it refers to is age-old. The concept has turned out to provide a useful perspective on knowing and learning.*

The CoP for dialogue for apprenticeships in the Sector will complement the project. This will be a tool for the exchange of information and experience amongst sectorial stakeholders from different EU countries.

Our CoP is an active network of industry employees, and potential employers (including supervisors, mentors, learners, etc.) which interact with each other for their pursuit of a common practice as a group of professionals bound to one another through exposure of situations related with apprenticeship programs, common pursuit of solutions, and thereby themselves embodying an exchange of knowledge and expertise. The CoP act as a part of organisational development, in sense that boost the knowledge management and help members to nurturing new knowledge, stimulating innovation, or sharing existing tacit knowledge within an organization.

Etienne Wenger (2011) refer three crucial characteristics for implement a CoP:

**The domain:** A community of practice is not merely a club of friends or a network of connections between people. It has an identity defined by a shared domain of interest. Membership therefore implies a commitment to the domain, and therefore a shared competence that distinguishes members from other people.

**The community:** In pursuing their interest in their domain, members engage in joint activities and discussions, help each other, and share information. They build relationships that enable them to learn from each other.

**The practice:** A community of practice is not merely a community of interest. Members of a community of practice are practitioners. They develop a shared repertoire of resources: experiences, stories, tools, ways of addressing recurring problems—in short a shared practice. This takes time and sustained interaction.

The combination of these three elements constitutes a community of practice. Moreover, it is by developing these three elements in parallel that one cultivates such a community.

# 2.1 Setting Up a Community of Practice

**Communication**

**Benefits for members**

**Target Group**

* Companies from the textile sector
* Training providers
* Business Associations
* Public authorities
* Sector groups
* Career advisors/teachers/studen ts/learners
* Exchange of information and experience
* a platform for continual professional development and sharing good practice
* It will offer up-to-date information of training courses and funding
* It will give an understanding of each others’ business operations
* It will provide opportunities for continuation of apprenticeships where companies have faced difficulties
* It will give the opportunity to influence development of future training programmes
* it will be self-organized, practical and a network of peers with skills and experience in this area
* Online through the HUB
* Regular meetings facilitated by the partners
* e-mail, telephone and face-to-face

# Memorandum of understanding

This Agreement is made between:

* European Apparel and Textile Confederation, established in Belgium (Herein after ‘EURATEX’)
* The Huddersfield and District Textile Training Company, established in the UK (Herein after ‘TCoE’)
* Pirin – Tex EOOD, established in Bulgaria (Herein after ‘Pirin-Tex’)
* CITEVE – Centro Tecnológico das Indústrias Têxtil e do Vestuário, established in Portugal (Herein after

‘CITEVE’)

* Textilipari Muszaki es Tudomanyos Egyesulet, established in Hungary (Herein after ‘TMTE’)
* TEXCLUBTEC, established in Italy (Herein after ‘TEXCLUBTEC’)
* Balgarska Asotsiatsia na Proizvoditelite i Iznositelite na Obleklo i Textil, established in Bulgaria (Herein after ‘BAATPE’
* Hellenic Clothing Industry Association, established in Greece (Herein after ‘HCIA’).

Herein after referred to jointly as ‘the Parties’

### WHEREAS

The ERASMUS+ Project entitled *TEXAPP – A Strategic Initiative for Strengthening the Supply of Apprenticeships in the European Textile and Clothing Sector* addresses the issue of apprenticeships delivery in the textile and clothing sector dominated by Small, Medium and micro Enterprises (SMEs).

The objective of TEXAPP is to foster and strengthen the supply of apprenticeships for SMEs and micro enterprises active in the sector through the close cooperation between [EURATEX](http://euratex.eu/) (project coordinator), the National Associations (partners at national level) and its members and affiliates.

The TEXAPP project partners created and provided a structure and tools oriented towards the T&C sector considering the SMEs needs and obstacles they face in this regard.

The sectoral tool package aims at assisting SMEs in setting up, planning, delivering and ensuring the quality of their apprenticeships, including apprentice assessment.

TEXAPP project will act and produce targeted tools for pooling resources, sharing information, exchanging knowledge, developing ideas and learning from each other’ experiences.

The parties acknowledge the need for a closer cooperation in relation to the management and availability of the TEXAPP tools to the targeted audience after the end of the project, especially in what regards the TEXAPP

Hub. Therefore, the parties have developed the TEXAAP Action Plan (annex 1) comprising: a) the institutional set up how each partner propose to facilitate the information exchange; 2) the mobilization of sector SMEs, referring to all activities involved, including new and additional resources to reach the targeted audience and making better use of the TEXAAP Hub; 3) the community of practice framework, including the present Memorandum of Understanding.

### IT IS HERBY AGREED AS FOLLOWS

### Scope and Terms of the Agreement

* 1. The Parties shall collaborate to support managing the TEXAPP Hub according to its Action Plan which was previously agreed;
  2. The Parties will have direct access to the TEXAPP Hub <http://texapp.eu/home/texapp-hub/>through editorial credentials given by EURATEX;
  3. The Parties shall keep, after the end of the project, the promotion of the TEXAPP tools, the TEXAPP Hub, the TEXAPP website and any other related-information based on the targeted audience previously defined;
  4. The Parties shall maintain their contacts as much updated as possible, especially in what regards the TEXAPP Hub sub-section ‘Contacts’ <http://texapp.eu/home/texapp-hub/contacts/>

### Funding and resources

* 1. The set-up of this agreement does not entail any financial contribution of activities by the Parties.

### Divergences of Interpretation or Implementation

* 1. The Parties undertake to make the best efforts with a view to resolving any divergence that might arise from this Memorandum of Understanding or in its implementation. Should this fail, any further dispute shall be governed and construed in accordance with the laws of Belgium and subject to courts of law in Brussels.

### Amendments

* 1. This Memorandum of Understanding may be amended by the mutual written consent of the Parties at any time.

Signed in Brussels in 8 originals on 24 September 2018, each Party having received an original.

FOR EURATEX

FOR TCoE

FOR PIRIN TEX

FOR CITEVE

FOR TMTE

FOR TEXCLUBTEC

FOR BAATPE

FOR HCIA