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WP4 Formation and Work of Apprenticeships Partnerships

1st Apprenticeship Partnership Formation Workshop

Feedback report

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1st Apprenticeship Partnership Formation Workshop – Partners feedback Report

Partner	Regional Development Agency Senec-Pezinok
Country	Slovakia
1st Apprenticeship Partnership Formation Workshop dates	23.11.2017
Number of participants	32
Participant's profiles	representatives of Slovak Chamber of Crafts (SZK), Slovak Design Center (SDC), Slovak Chamber of Commerce and Industry, Employers Council for System of Dual Education, director of the Slovak Institute for Vocational Training, directors of secondary vocational schools for artistic crafts, unions, associations as well as employers / SMEs, responsible for education at Ministry of Culture, organisations supporting promotion of crafts

Part one – Planning of the 1st Apprenticeship Partnership Formation Workshop

Explain how your organisation planned the delivery of your country's 1st Apprenticeship Partnership Formation Workshop?

In preparation of the Country Workshop, RDA SP decided to team up with SZK and SDC and create an event of specific interest to them, since the discussions in Slovakia on apprenticeships and Dual System are already taking place on national and general level. There are working groups established by the State Institute of Vocational Education, where the stakeholders regularly meet and discuss. Therefore we decided to reach out to stakeholders that are not directly involved and gain their insight about collaboration between VET schools and employers, and who need and appreciate more information. From the VET study fields in the creative sector, there is no VET school participating in the Dual System yet. We decided to explore why is that and how that could be changed. Gained insight could be used also in other study fields that have also low participation in the Dual System. 2 preparatory meetings with SDC were held in order to discuss the event, rest of the communication was done via email and telephone. Based on this, a Memorandum of Cooperation was signed between the SDC and RDA SP, and also between SDC and SZK.

All 3 partners agreed to approach their own networks for speakers and invitations, agreed on joining the event with currently running process of National Design Prize, to prepare a common design invitation and co-create a common event on Facebook. Decision to open space also to speakers upon registration was taken, as a strategy to attract more participation.

Folders with EP4A information and promotional materials were prepared for distribution at the event registration.

During the preparation we used the communication and negotiation skills gained during the WP3, we have also be able to use when explaining the apprenticeship approach and Dual System principles to SDC, who had no previous knowledge.

The lack of knowledge about the concept of the Dual System by the SDC and also the creative sector in general made it difficult to explain them their role in it, but in the end we have found common ground.

Part two – Delivery of the 1st Apprenticeship Partnership Formation Workshop

Following the planning in preparation for the Workshop, explain how your organisation approached the delivery of your country's 1st Apprenticeship Partnership Formation Workshop?

The Country Workshop took place on 23 November 2017 in the premises of the Slovak Design Center. It was a



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platform for stakeholders from various sides to meet and discuss their approaches towards cooperation between VET schools and employers, Dual Education in general, and in rising creative sector in particular. Policy makers, VET school directors, SME associations and SMEs themselves could exchange their experience, opinions, prepared changes in the Act on VET and possible routes to more robust participation of students in the Dual System. At the registration they had an opportunity to get materials prepared within the EP4A project and SZK. The event started at 10:00 with welcome address by the host SDC, and the organizers SZK and RDA SP. Then followed the presentation of the EP4A project, its aims, activities, results so far and plans for the next period, including the aims and objectives of the Country Workshop. The participants were addressed by the representative of the Employers Council, who shared his experience with the Dual System implementation and assured participants about support of the Employers Council also to SMEs in artistic crafts in their cooperation with VET schools. Best practice example of cooperation between VET school and employers was introduced by director of Private Secondary School of Design in Bratislava, who regularly initiates short term and long term collaborations with employers, both from the creative sector (PR agencies, graphic design studios etc) and outside the creative sector (e.g. chemical-technological company). After the best practice example followed a very vivid discussion about current provisions in Act on VET touching the artistic crafts in secondary VET schools. The participants raised the issue that rigid rules of the Act on VET do not enable the artistic crafts VET schools reflect the reality of the creative sector, and that prevents them from effective collaboration with the SMEs. The representative of the Ministry of Education responsible for education assured the participants that the prepared changes in the Act on VET, that should be approved soon, will partially reflect the concerns of present VET schools. The outcome of the discussion was that the whole system should be made more quality oriented in order to enable effective collaboration school-employer, and at the current moment the Dual System does not bring the solution, from the point of view of VET schools and SMEs. The representatives of the SMEs associations confirmed that they are negotiating within the working groups established by the State Institute of Vocational Education and Ministry of Education to make the system more transparent and effective. After the break, the director of the State Institute of Vocational Education presented the views of the institution and its plans towards reforms. There was another engaged discussion with the participants about the specificities of the creative sector within the VET. The director confirmed that their requests to have a special provision for artistic crafts VET schools will be brought back to the Act on VET. The responsibilities of all the actors in VET will be defined more clearly and effectively in the amended Act, reflecting the experience of implementation of the novelized Act including Dual System since 2015. The presentations by pre-registered speakers featured an SME/trainer in woodwork, representative of Centre for Folk Art Production (who associates folk artists and runs VET activities as well) and an alternative education provider.

During the Country Workshop we have used the communication skills and strategies learned during the WP3, especially when moderating the discussions, but also by introducing the examples from other countries learned during the Study Visit in London.

The prepared the poster “Defining roles and responsibilities” and post-its were not used, since the participants preferred to express their opinions orally and didn’t want to use it. The template will be filled by RDA SP based on notes taken. The decision to open space also to speakers upon registration proved ineffective during the delivery, since the pre-registered speakers misunderstood their role and used the event for their self-promotion instead of addressing the topic directly.



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Part three – Planning of the Follow up Apprenticeship Partnership Formation Workshop

Following the delivery of your country's 1st Apprenticeship Partnership Formation Workshop, please provide information on the future plans regarding the Follow up Workshop/ Round Table/ Meeting of Apprenticeship Partnership in line with the EP4A objectives?

Follow up Workshop

We starting to plan the event in May (latest early June) in Nitra – to go outside the capital. We plan to elaborate the topics of SMEs from the Country Workshop in order to help them to clarify their position towards their engagement in dual education system.

Round Table

We are negotiating with our colleagues from employers associations and with the Ministry of Economy to include it in the programme of the fair in April 2018 (where the EP4A Info Day will be). Until then we want to finalize formulation of the MoU and discuss it with our potential signatories.

Meeting of Apprenticeship Partnership

Will be fully depending on the developments with the Round Table.

Part four – Dissemination of the 1st Apprenticeship Partnership Formation Workshop

Types of dissemination utilised

Dissemination of the event was both offline and online. The event had 3 partners – RDA SP, SZK and SCD, all of them used their channels – website, Facebook, emails and personal contact. A special designer invitation was prepared for the event that was shared via the aforementioned channels. A special Facebook Event was created for people to reach out. For further outreach, the event was marked as accompanying event to the National Design Prize – product design, supported by the Ministry of Culture of the Slovak Republic. The participation rate was very satisfactory.

Part five – Quality Assurance and Evaluation of the 1st Apprenticeship Partnership Formation Workshop

Quality Assurance: Provide information on how you ensured the quality of your delivery of the 1st Apprenticeship Partnership Formation Workshop in your country.

Logistics of the event were carefully planned and implemented. 2 meetings took place with the partner organisation SDC in order to clarify all steps and a memorandum of cooperation was signed. Both sides ensured promotion of the event, invitation of its target groups.

Evaluation questionnaire for participants was prepared, distributed, and collected after the training. Summary evaluation was prepared in Slovak and English.

Evaluation: Provide information on how you evaluated your delivery of the 1st Apprenticeship Partnership Formation Workshop in your country.

Our evaluation

There is a lot of formats on discussing Dual Education in Slovakia already, especially through the NP Dual System. It makes sense to specialize the event and engage a relevant partner from the sector (in this case Slovak Design Center), much more people will attend. Participation of the director of the State Institute of Vocational Education was a strong driver for participation of stakeholders. The idea to let part of the speakers to sign up for the event and grant them space proved wrong.

Questionnaires summary

1. What do you think – fell the creative industries lack a skilled workforce?



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1 2 3 4 5 6 7 8 9 10
Not at all highly

Evaluation	1	2	3	4	5	6	7	8	9	10
No. of answers			2	1	1	6	2	3	1	

Comments:

- *self-earning person not, but developing production already yes;*
- *According to directors of art schools, they provide a sufficient number of pupils who are well qualified after the study*

2. Do the creative industries have an interest in entering education?

1 2 3 4 5 6 7 8 9 10
Not at all highly

Evaluation	1	2	3	4	5	6	7	8	9	10
No. of answers	1		1		4	3	3	4		

Comments:

- *I hope so! I act as a FASTO teacher and we are interested in learning;*
- *they do not want a classic dual, they have a model that employers walk directly to them and enter a campaign and the designers work on the design and implementation of the project*

3. How today event is helped you to perceive dual education in practice?

1 2 3 4 5 6 7 8 9 10
Not at all highly

Evaluation	1	2	3	4	5	6	7	8	9	10
No. of answers				1	6	2	3	2		2

Comments: - *I have revealed more problems that are related to why schools are against to dual and also employers why they are afraid!*

4. What form of support do you consider to be the most effective way to motivate learners to enter education? (choose one opinion)

- a. financial subsidy – direct payment
- b. reducing the administrative burden
- c. complex support, consultancy, information and help to networking
- d. other – write, please:

- *all three go hand in hand;*
- *Under no circumstances can a financial incentive or a direct payment be interested in the motivation! To be the most effective in creative crafts, I consider the support of the training activities of the masters of my craft by all means (reduction of administration, financial support, etc.);*



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	1	2	3	4	5	6	7	8	9	10
Useless										very useful
Evaluation	1	2	3	4	5	6	7	8	9	10
No. of answers					2	1	1	5	4	3

Comments:

9. You are interested in sending: 6

a. Summaries and materials from the event

b. Invitation for other (follow-up) meeting 5

To Email address: (write, please): (addresses are with RDA SP)

10. Do you have any other comments you would like to share?

- *Follow-up to the quality of basic education;*
- *Teaching at universities in this context - theory, graduate profile vs. practice and cooperation among the companies and schools;*
- *Yes. I have a training methodology in the form of courses (in cooperation with ABA International). This is the world premiere of European and international standards for the shaping of wood. The form of the course will acquire not only the knowledge but also the working experience and habits that will enable him to work not only at home but also abroad. Its application will increase many times and will have a significant preventive benefit from the point of view of occupational safety, as well as the organization of events (symposia, demonstration of working procedures, etc.). Part of the intention is to issue a methodological guide in Slovak and English language. The English version already has financial coverage and will be distributed through major education centres (universities) on several continents. In the Czech Republic, the Mendel University in Slovakia is still a National Forestry Centre, but for non-creative direction (forest extraction). For creative activity (carving), another umbrella institution would be more appropriate.*

List of documents to be delivered
<ul style="list-style-type: none"> - Invitation - Agenda - Attendance lists - Photos