



Erasmus+

Support for Policy Reform (KA3)

Compendium 2014

National Authorities for Apprenticeships

Introduction

Every year the Education, Audiovisual and Culture Executive Agency (the 'Agency') publishes Compendia of all projects selected for funding under the annual Call for proposals of the Erasmus+ Programme. The present publication is dedicated to the projects awarded in 2014 under the centralised actions of Key Action 3: National Authorities for Apprenticeships.

The Compendia are part of the Agency's contribution to a better dissemination of information about on-going projects and networking among project coordinators. In this document you will find a short description of each project, the contact details of the beneficiary and coordinating organisations and a list of partners initially involved in the project.

Please note the Compendium reflects the state of projects at the end of the selection stage (October 2014), which means that data such as duration, composition of the partnership or contact details may change during the lifetime of the project. Please also note that project descriptions included in this Compendium are provided by the applicants at the application stage.

In order to complete the picture, you will find below a brief overview of the aims and objectives of the KA3, National Authorities for Apprenticeships subprogramme.

The objective of the Call is to support the introduction or modernisation of apprenticeships within initial VET systems. The Call encourages the development of high-quality apprenticeship-type training and excellence in work-based learning in VET through partnerships between National Authorities responsible for education, employment and economic affairs, social partners, relevant intermediary bodies (such as chambers of commerce, industry and crafts, professional and sectoral organisations), VET providers and other relevant stakeholders.

It addresses National Authorities in charge of apprenticeship systems, embedded in the initial vocational education and training (VET) systems and seeking their reform in each Erasmus+ programme country.

This Call constitutes one of the actions in support of the European Alliance for Apprenticeships and supports Member States' policy reform efforts in this respect.

Of the 21 proposals submitted, 10 were selected for funding.

November 2014

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TITLE: National Authorities for Apprenticeships: Development of Apprenticeship Learning in IVET in Romania (DAL – IVET)

DESCRIPTION: The on-going changing society marked by demanding expectations and challenges raised the policy-makers awareness that only joint efforts provide appropriate measures and actions for sustainable economic growth and fair competitiveness. The Lisbon declaration, the Bruges Communiqué emphasized the role of education and training as main instrument that stand as basis for an enforced human capital, “Rethinking Education” urges European Member States to take immediate action and “re-think”, adapt education and training systems to the labour market real needs. The Recommendations of July 9, 2013 of the Council of the European Union on the National Reform Programme 2013 of Romania and on the Convergence Programme for 2012-2016 also emphasise the need to increase the employment rate, the youth employment and activity. They all form overarching issues that are acknowledged at both European and national levels, being assumed by the EU Member States through ET 2020 Strategy.

The needs identified in the initial VET system refer mainly to better matching the training offer and the competencies of the graduates to the labour market needs and the improvement of the social partner and employers’ participation and accountability in initial education and training.

The project general aim is to create the starting point for the development and introduction of a more flexible, work-based learning and training opportunity for young people who want to train for a labour-market relevant qualification by enrolling in an apprenticeship pathway in initial VET in Romania.

The specific objectives of the project are also developing the basis of a legal framework for introducing apprenticeship in IVET, improving the skills and competencies of the teachers and trainers involved in work-based learning, through a pilot training programme, enhancing the accountability of the key actors involved in IVET and raising awareness of all relevant stakeholders that could contribute to this new pathway.

The results envisaged in general terms consist in the feasibility study, a master plan for the implementation of the feasibility recommendations, a training programme, two conferences and dissemination materials and tools, two visits of exchange of good practices.

The target group will include different categories of public: policy makers, stakeholders and social partners, representatives of the inspectorates and of regional / county authorities.

The project activity will have an important impact at system level first of all by creating the premises of the introduction and implementation of a flexible and attractive apprenticeship pathway in IVET, then at regional and local level by better addressing the needs of the companies, increasing IVET graduates employability and raising their and the public’s confidence in the new form of training and in the end, improving IVET the and relevancy credibility and image of IVET in Romania.

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Ministerul Educatiei Nationale (RO)

**MAXIMUM
EU GRANT:** 224.291,25 €

**CONTRACT
DURATION:** 24 months

REFERENCE:	557378-EPP-1-2014-1-HU-EPPKA3-APPREN
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TITLE:	VET: Support for Apprenticeship Take-up
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DESCRIPTION: The proposed project plan builds on a vivid, interactive and dynamic knowledge transfer aiming tangible results on the field of enhancing the apprenticeships system in Hungary with view of broader European usage, between Austria, Hungary, and between as a strategic associated partner, Switzerland.

As there are a limited number of impact evaluation studies on apprenticeships, and most of the studies relate to countries with strong apprenticeship-based VET systems (e.g. Austria, Germany, Switzerland, Denmark, the Netherlands), this project would like to, serve those countries, like Hungary, where such data is still missing. The general aims of this project are closely meeting the policy objectives of EU 2020, ET 2020 and the Bruges Communiqué of tackling the youth unemployment and the early school leaving phenomena. Through the proposed activities, the project would like to justify, that due to proper data, there will be a better chance to increase the number of the actual contracts between students in VET and companies on the labour market.

The overall objective of the proposal is to engage a 24 month long, but sustainable partnership, to support work based apprenticeships system in all three countries.

Concise description of the outputs:

- Needs Analysis of the situation of apprenticeships system in Hungary, review of the costs and benefits on the level of an enterprise.
- Study visits and combined transfer seminars in Austria, Hungary and Switzerland to collect the necessary data to have a thorough understanding of the existing systems.
- Development and use of a tool for the cost-benefit-analysis of work-based apprenticeships: The three phases are: (i) to develop an adapted tool for the empirical measurement of cost and benefits based on the latest scientific models, (ii) collecting national empirical data through a survey of limited scope. (iii) If feasible, the tool will be refined and adapted for online use as an interactive calculator.
- Dissemination activities will support a better communication, collecting the best possible resources for further learning. The project would like build on the already existing European VET networks and institutions.
- More Apprenticeships in Hungary Action Plan for scaling-up and strengthening the system of apprenticeships in Hungary.

The project will be supported by the tools of Quality Management and an on-going project management, based on the method of Results Based Management.

The target groups: Primary target groups: Interested companies on the labour market, VET stakeholders. Secondary target groups: Policy makers, institutions, networks of VET.

The impact envisaged: The project enables the National Authorities of Apprenticeships and especially the Hungarian system to increase the number of contracts between companies and apprentices with the help of the practical tools to be developed, thus support the targets of the Bruges Communiqué.

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ASSOCIATED PARTNERS:	Ministry for National Economy (NGM), Dep. of Vocational Training and Adult Education (Budapest – HU) Federal Ministry of Science, Research and Economy (BMWF) (Wien - Austria) Federal Department of Economic Affairs, Education and Research - State Secretariat for Education, Research and Innovation (SERI) (Berne - Switzerland)
MAXIMUM EU GRANT:	192.057,00 €
CONTRACT DURATION:	24 months

REFERENCE:	557161-EPP-1-2014-1-IT-EPPKA3-APPREN
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TITLE: Forma il Tuo fuTuro! increasing the quality of apprenticeship for vocational qualifications in Italy

DESCRIPTION: The Project “FITT: Forma il tuo Futuro”, is embedded in the recent Italian Reform of the Apprenticeship, the Decree n. 167/2011, that identifies apprenticeship as the primary tool for promoting the work of young people in order to create an inclusive and dynamic labour market. However, like in any major reform, the implementation of such changes has not proven easy, even though the economic crisis has undoubtedly had a role in the sharp decrease of apprentices. In Italy, and more acutely in the Regions of the North East (such as in the Veneto, where this project intends to test improvements) the contraction of apprentices – in some case the number has halved in the last three years – has been recorded by regional and national statistics.

In this context, FITT focuses on improving of the pathways that can benefit from the school-work alternance, by providing new pilot initiatives focused at promoting traineeships and apprenticeship opportunities for students enrolled in the final year of lower secondary schools and introducing the most performing elements and best experiences coming from the dual systems in countries such as Germany where the system has a very good performance and positive impact on education and employment.

To create a greater impact on policy and transferability of results the project insists on a relevant sector, namely the food and hospitality sector, where VET has a great role in creating qualifications and competences and it is significant because it refers to the services and tourism sectors, which are important tenets of the Italian economy.

The Ministry of Labour, Health and Social Affairs has delegated the Veneto Region and its technical agency Veneto Lavoro to cooperate with the German partners in a project that intends:

- a. to bring together a number of relevant stakeholders to learn from successful approaches and schemes, to the aim of integrating them in the on-going reform;
- b. to design and test a pilot scheme – embedded in the reform and improved with elements of successful dual vocational training practice – providing an initial assessment and recommendations with a view to integrating the added-value elements into the general reform;
- c. to contribute to the improvement of the National and EU apprenticeship policy, by promoting the project at the National and EU level, the European Alliance for Apprenticeship and other platforms.

The pilot will focus on: in-company trainer's qualification; company quality assurance apprenticeship brand; excellence sectoral VET centres; experimental multi-company apprenticeship for qualification.

The target groups of the project and the pilot scheme are: VET bodies and professionals, to build their capacity to deliver quality training and effective support to SMEs; social partners to strengthen their role and facilitate transfer to other sectors and/or regions; SMEs, to support them in playing a more robust educational role and quality of their contribution to development of young human capital.

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MAXIMUM EU GRANT:	299.577,00 €
CONTRACT DURATION:	24 months

REFERENCE:	557044-EPP-1-2014-1-SK-EPPKA3-APPREN
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TITLE: National Authorities for Apprenticeships: Introduction of Elements Dual VET Slovak Republic

DESCRIPTION: The Slovak Republic is facing an increasing demand for and shortage of skilled workforce in the manufacturing and automotive industries. Due to demographic developments as well as the discontinuation work-based training models during the transformation period, there is no replacement for qualified workers leaving the labour market. This trend is accompanied by disturbingly high youth unemployment up to 34% in 2012. This is a clear indication of a skills mismatch, pointing to the need to improve relevance and quality of the VET system.

Aims and objectives

The project wants to respond to this unsatisfactory situation. It wants to contribute to modernise VET in Slovakia and with it to give a stimulus to the countries of the Danube Region. Due to the current difficult labour market situation the countries are looking for ideas for sustainable, work-based dual VET in order to reduce the unemployment rates of young people and to be able to strengthen the economic performance.

To achieve these goals, the project aims to

1. Promote a national VET system reform.
2. Set-up of a competence center for dual VET (Danube Academy).
3. Mobilize SMEs and companies for dual apprenticeships.
4. Implement an experience exchange for apprenticeships.

The main outputs, results and/or products of the project will be:

1. 1 report containing the results of an employer survey among companies in order to identify the labour market needs for technical apprenticeships,
2. 1 report containing a review of Slovak legislation and VET pilot activities, especially an analysis and review of the new Slovakian TVET law and implications for technical apprenticeships and an analysis and review of Slovakian VET pilot schemes as well,
3. 1 action plan for setting up a Danube Academy.

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MAXIMUM EU GRANT:	243.916,00 €
CONTRACT DURATION:	24 months

REFERENCE:	556911-EPP-1-2014-1-AL-EPPKA3-APPREN
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TITLE: Apprenticeship Schemes for Youth Employability in Albania

DESCRIPTION: In Albania, unemployment in the 15-25 years age bracket is twice that of the general working aged population (youth unemployment rate of 28.1% according to INSTAT official data, but 40.3% according to ILO standards for labour market statistics revised in 2013). Among young women and men willing to enter the labour market, those with lower levels of schooling are facing the highest risk of being unemployed.

Graduates from Vocational Secondary Education are often positioned in those risky corners of the labour market. Labour market studies point out that the mismatch between skills and labour market placement is high and has posed influence on unemployment. To tackle the problem of youth unemployment the new National Strategy for Employment and Skills Development 2014-2020 clearly states the government's commitment to generate more and better jobs for youth by helping them to become better prepared for the labour market.

Dual system based apprenticeship schemes have proven to be a successful way of bringing education closer to labour market, narrowing job mismatch and facilitating the placement of young people in jobs after training. Against this background, the aim of the project is to identify a sustainable way of implementing apprenticeship as a systematic and rigorous work-place based learning scheme in Vocational Secondary Education. The development of a *Roadmap* for introducing a dual system based apprenticeship schemes in Albania will be one important outcome of the project.

The project targets: (i) Youngsters, studying at Vocational Secondary Schools, (ii) Teachers and trainers, (iii) Businesses, (iv) Policy makers on education, employment, and tourism, and (v) International partners. The methodological approach for the project consists of three milestones, (1) in-depth analyses and feasibility study in order to support evidence-based policy making, (2) participatory policy making process, and (3) piloting as a validation method of policy measures' absorption.

The project will raise awareness on the role of apprenticeship in generating skills for labour and also *build adequate know how to transmit and replicate this initiative in the system*. The dual system based apprenticeship schemes as applied in Germany or other EU countries urge for a sustainable partnership between education and industry. The project actively involves businesses in the process of designing and piloting this policy with the aim that a *sustainable partnership between schools and industry* will be initiated. In the pilot phase the hospitality and tourism sector will be in the focus. The project will deliver a *set of guiding documents, occupational standards, revised curricula as well as teaching and training materials* in order to facilitate the implementation of apprenticeship schemes during the pilot phase, which will place 100 students as apprentices in companies.

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**AFFILIATED
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 Albanian Tourism Association, Business association, Tirana-Albania
 Hessisches Kultusministerium (DGVT), Public body, Wiesbaden-Germany
 Vocational High School of Hospitality and Tourism, Public school, Tirana-Albania
 Multifunctional Center of Kamza, Public school, Kamza-Albania
 Vocational School (No.11) for Gastronomy and Nutrition, Vocational School, Hamburg-Germany

**MAXIMUM
 EU GRANT:**

225.000,00 €

**CONTRACT
 DURATION:**

24 months

REFERENCE:	557282-EPP-1-2014-1-BE-EPPKA3-APPREN
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TITLE: National Authorities for Apprenticeships: a fresh approach to on-the-job training

DESCRIPTION: French-speaking Belgium has decided to conduct a reform of its apprenticeship schemes. The overall objective of this reform is to guarantee the quality of training schemes, harmonise their status and improve the reception given to young people in order to reduce drop-outs and failures, while also bringing about a real permeability between the schemes. To achieve this, a single management tool and a harmonisation of practices will be established via the creation of an umbrella body with responsibility for coordinating apprenticeship providers and providing direction to the French-speaking Office for On-the-Job Training (OFFA) (established at the end of 2014 with work due to start in 2015). The objective of this project is to support the reforms already underway by implementing actions that will help to:

1. Reduce the rate of failure and the difficulties in finding apprenticeship training. For this it will be a question of:

- comparing the current best practices of each project partner;
- defining the terms and conditions of a coherent future mechanism for getting young people into apprenticeships and supporting them once there.

2. Develop the tools that will enable a trusted environment to be created between apprenticeship providers. This space is crucial in order to ensure that the skills gained by all apprentices are recognised, thereby enabling real mobility on the part of young people and the building of bridges between the different pathways. For this it will be a question of establishing exchanges of experience and analysis on:

- learning pathways;
- mechanisms for evaluating the training obtained.

3. In order to ensure that the tools developed through the project are truly put into practice, there will be a broad sharing and dissemination of results event organised before the end of the project.

The end beneficiaries of the outputs are all those involved in learning about work-based training, in-house mentors and trainers. The target groups are all those stakeholders affected by the apprenticeship reforms in French-speaking Belgium.

At this stage, and in light of the objectives pursued by the project and the actions and outcomes that will be achieved, we can reasonably expect the following impacts:

- an acceleration of the reform process being implemented by the French-speaking Belgian authorities;

- an impact on the practices of actors on the ground in terms of welcoming the public and supporting them in their training process.

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ASSOCIATED PARTNERS:	Ifapme, BE Forem Noël Scherer DGVET, public, charleroi-belgique FREREF (NGO), Bruxelles-Belgique
MAXIMUM EU GRANT:	249.410,00 €
CONTRACT DURATION:	24 months

REFERENCE:	557308-EPP-1-2014-1-EL-EPPKA3-APPREN
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TITLE: National Authorities for Apprenticeship: companies as sustainable partners for apprenticeship in Greece and Cyprus

DESCRIPTION: In line with its National Reforms Programme, Greece has embarked on a series of reforms to modernise the scheme of apprenticeship and to make it more attractive and accessible for all, such as the Youth Employment Action Plan and Law n. 4186/2013 which has reformed the role of apprenticeship by widening its scope across the entire Vocational Education & Training sphere. It is expected that these policy reforms will increase the attractiveness of apprenticeship, which today still remains quite low for the Greek society.

However, it is necessary to raise awareness among secondary-level education students on the benefits of apprenticeship by providing targeted professional orientation services that will adequately prepare them for their entry into the labour market. Additionally, it is equally essential to inform businesses (and stakeholders) on the new role of apprenticeship in order to improve its attractiveness, widen its impact and ultimately, to create new apprenticeships and new jobs. Finally, it is also important to establish modern tools and mechanisms that will bridge the supply and demand of apprenticeship efficiently and effectively.

In this context, the main scope of the proposed project is to encourage the implementation of the planned modernization of apprenticeship, embedded in the Dual VET system in Greece through a complementary, experienced and far-reaching partnership. More specifically, the project aims to set up establish an integrated network of schools, businesses and apprenticeship actors that reinforce the modernisation and deployment of apprenticeship schemes through the use of an innovative ICT platform bridging the supply and demand of apprenticeship.

Hence, the proposed project focuses on the following target groups:

- Secondary-level schools, Vocational training schools and students (supply side of apprenticeship).
- Businesses (especially SMEs) (demand side of apprenticeship).
- Stakeholders (social actors, business organisations, public local authorities etc.) for horizontal support.

In order to achieve its purpose, the project will set up an innovative ICT platform for connecting at least 100 schools and 5.000 students with businesses and stakeholders efficient and effectively and will pilot test apprenticeship schemes, bridging the supply and demand of apprenticeship through the ICT platform. Moreover, the project will improve the professional orientation services for secondary-level students and will implement targeted campaigns to raise awareness on the new apprenticeship. Relevant dissemination actions for businesses will be organised in order to improve the attractiveness of

apprenticeship and to secure the creation of apprenticeship opportunities. Finally, actions of knowledge transfer between stakeholders will be organised to boost national policy dialogue on the on-going and planned reforms.

The project is expected to generate wide and high quality impact on multiple levels: it will put in practice and pilot test an innovative ICT-based apprenticeship platform, on the basis of the ongoing reforms in Greece. Moreover, it will contribute to modernisation of apprenticeship in terms of both implementation but also in terms of attractiveness for businesses and students. The project activities will demonstrate in practice that new apprenticeship scheme is more attractive, easier to implement, modern and accessible to all and will contribute to the success of the on-going reforms.

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ASSOCIATED PARTNERS:	Hellenic ministry of education & religious affairs, Athens-Greece Cypriot ministry of education & culture, Nicosia-Cyprus
MAXIMUM EU GRANT:	300.000,00 €
CONTRACT DURATION:	24 months

REFERENCE:	557236-EPP-1-2014-1-LV-EPPKA3-APPREN
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TITLE: National Authorities for Apprenticeships: Implementing Work Based Learning in Latvia, Lithuania and Estonia

DESCRIPTION: During the last years in the Baltic States development of Work Based Learning (WBL) is a priority topic within education policy. It derives from the need to bring closer vocational education and training (VET) to the world of work to ensure preparation of the skilled workforce with skills, knowledge and competences relevant to the labour market needs and the national economy, to enhance attractiveness of VET, to increase number of skilled graduates with VET qualifications and to improve youth employment overall.

This project will act as a facilitator for national reforms in the 3 Baltic States, and as a tool for enhanced cooperation, exchange of information and experience, as well as for peer learning on implementing VET reforms, and especially developing further and promoting WBL and apprenticeships. Latvia, Lithuania and Estonia each will implement their own activities, and within this project mutual cooperation and coordination will be ensured.

The main problems addressed in this project are incomplete legal framework to accommodate WBL needs, insufficient WBL availability due to tradition of school-based VET, insufficient involvement and awareness of stakeholders, in particular employers. At the same time, there is increasing pressure from the social partners and policy makers to improve quality and labour market relevance of VET.

In particular, the following activities and results have been planned:

In Latvia, background research will be carried out, moderated discussion of all key stakeholders will be organised, in order to agree on evidence-based development of legal framework to accommodate WBL needs. The national campaign will be organised to promote WBL and to collect and share examples of good practices. The final international conference will be organised in Latvia to agree on common Baltic challenges, solutions and areas for cooperation to develop WBL;

In Lithuania, objectives of activities are: elaboration and agreement among all key stakeholders on concrete immediate key actions; improving awareness about benefits of WBL/apprenticeship; ensuring participation of all key stakeholders to raise their awareness, involvement and commitment. The main outputs will be: country background report and action plan, round tables, awareness raising campaign and a conference. The envisaged impact - national agreement on concrete key actions and procedures for strengthening of WBL;

In Estonia, it is planned to analyse existing practices among different employers and VET institutions and different local project outcomes to identify best practices and possible motivation schemes for employers. Also to improve awareness about the benefits and possibilities of participating in WBL among employers by

organizing international conference for WBL and study trips for employers for peer learning from enterprises in different EU countries who have a long term experience in implementing WBL.

In all three Baltic countries, the social partners will be strongly involved in these activities.

National activities will be coordinated between the three Baltic countries through the Policy dialogue of the ministry representatives. The project aims also at launching the Baltic Alliance of Apprenticeships in order to set concrete actions for Baltic cooperation in the field of VET.

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MAXIMUM EU GRANT:	225.000,00 €
CONTRACT DURATION:	24 months

REFERENCE:	557331-EPP-1-2014-1-PT-EPPKA3-APPREN
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TITLE: National Authorities for Apprenticeships: Development of Strategies for Dual Vocational Education and Training

DESCRIPTION: Portugal has been promoting a strategy that aims to strengthen the dual vocational education and training systems. The promotion of a dual certification is due to two main factors: the persistence of high levels of early school leaving in the EU context (% of young people aged 18-24 with at most the secondary education and not in education or training in 2013 = 19.2%, and 11.9% in UE28 - EUROSTAT), despite clear progress in recent years (2003 = 41.2%) and the country a goal for 2020 to reach 10%; the high rate of youth unemployment (36.1% in April 2014, 13.6 percentage points above the average UE28 - EUROSTAT), often with a high proportion of young people (15-24) who are neither employees, nor in education or training (NEET young = 14.2% in 2013, Eurostat).

In this context, the number of young people covered by this measure has been growing and is now around 45%, at the secondary level. However, it has not yet reached the threshold of at least 50%, which is the target for this purpose.

The project will have the following key objectives and main expected outputs:

- Create a mechanism for continuous adjustment of training provision to the needs of the productive sector, mobilizing employers to a digital, systematic interaction with the providers, public and private, through an online portal;
- Promote a device for adjusting the assessment of the quality of training, both at the level of the development of young people competences (technical and transversal or non-cognitive (soft skills)), as at the employability level;
- Train and certify trainers and tutors, in particular through the mobilization and participation of more companies of national and international reference operating in Portugal.

And but not least, it is important to predict the impact of the social reinforcement of the image of this type of education / training: At the orientation and vocational reorientation of young people in the school context (scientific-humanistic education) or NEET (Not currently engaged in Employment, Education or Training) through earlier interventions and, to index this offer as a 1st choice since; in combating failure, school dropout and absenteeism as well as enhancing the skills and employability of young people, given that unemployment in this age group in Portugal is situated approximately 12% above the average UE28.

The target groups of this proposal are the young people in apprenticeship systems. There are also expected benefits for all the technicians and trainers involved, specially the training tutors in the enterprises.

This project intends to contribute, on the one hand, to increase the number of youths and employers involved in the apprenticeship process, contributing to the prevention of early school leaving and increasing the proportion of young people opting for this type of training, as well as to reduce youth unemployment and NEET young people in the context of the National Implementation Plan for the youth Guarantee (PNI-GJ). On the other hand, it will contribute to the extension of this method by promoting an increase on quality, in terms of skills development and, in particular, the skills that meet the needs and expectations of the labor market and young people and their families.

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MAXIMUM EU GRANT:	227.496,00 €
CONTRACT DURATION:	24 months

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TITLE: National Authorities for Apprenticeships: Policy learning and support to promoting apprenticeship systems and VET policy experimentation under the European Alliance for Apprenticeship

DESCRIPTION: In order that vocational education and training systems can deliver the foundations for a job-rich recovery there is a shared recognition among Member States and at the EU policy level that there is a need to modernise VET systems and learn from best practices in dual based VET systems and approaches.

At a Conference held in May 2014 – organized by CEDEFOP, countries were invited to consider what type of support they can bring to the EAFA. At the conference, it was underlined that support should not be considered in the form of copying another country's system, but rather to explore how the essential features of dual education models can be developed within another system. To support the EAFA national authorities from Austria, Denmark, Germany, Luxemburg and Switzerland have formed a partnership, which is offering a structured and evidence based approach promoting the development of work based VET systems in Europe.

The aim of the project is to create a rich resource base conducive to policy learning, policy experimentation and practice development by collecting and combining apprenticeship systems building blocks from the five countries. In that sense the focus is not on one specific system with all its features, it is rather the proposal to offer a rich and structured resource base, which can be combined in different ways depending upon the socio-economic characteristics of a particular country and their policy needs.

The key outputs from the project will be:

- Policy Learning among partners in the project through country workshops where particular topics are covered more in depth based on materials developed where practices are presented, analysed and contrasted to improve the foundation for policy improvements and policy learning.
- Policy Sharing: The aim of this activity is to develop an integrative digital toolbox (resource base), which is analytical and provides a horizontal thematic coverage of key features of the involved countries apprentice based systems. The intent is that the materials can be accessed through a digital toolbox.
- Promoting policy Partnerships: A European dissemination and partnership seminar including all countries supporting the EAFA will be held including stakeholders at

European level to present the tool box and to facilitate partnerships future joint collaboration.

The main stakeholders and institutions etc. target by this project are: Key actors the national VET system level covering national VET authorities, social partner organizations and institutions, VET college organization, VET research bodies and at international level institution's, organizations and networks working with VET-policy.

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