



ICSAS  
-  
potentials of apprenticeship in  
Romania  
and  
Portugal

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# Agenda

- Background
- Aims/operationalization
- First results
- Next steps



## Background I

- Work-Based-Learning (WBL) as a promising approach to accelerate economic speed-up of south-Europe crisis states and post-socialist countries
- policies to foster (WBL) on different levels:
  - EU/CEDEFOP
  - National policies
  - Bilateral agreements between German-speaking countries and others
- Resulting in (too often): Memoranda of Understanding (MoU) or internships



## Background II

- ICSAS project focusses on industrial shoe maker
- ERASMUS+, DE (BiBB/NA) 3 years (10.2017-09.2020)
- Participating countries: DE, PT, RO, ES
- Partners: Companies & Shoe competence centres
- involvement of all stakeholders via Advisory Board



## Aims of project

- To develop the existing Vocational Education and Training (VET) systems of Romania and Portugal towards Work-based-learning (WBL), including a 1 year pilot.
- Methodology: Policy Learning
- To develop a sector qualification framework (SQF) in shoe industry and the referencing of national qualifications of Germany, Portugal, Romania, and Spain.



# Operationalization of Aims I

IO 1: Learning Station Analyses (LSA)

⇔ What can be learnt via work-based learning (WBL).

IO 2: Curriculum synopsis/design

⇔ What should be learnt via WBL.

IO 3: Train the tutor

⇔ How to learn via WBL.

Exemplarily education of trainers/tutors to adapt lessons learnt to RO resp. PT preconditions and to train tutors for each department (follow-up) in RO and PT.

Important: Do not copy DE approach!



## Operationalization of Aims II

IO 4: Quality assurance

⇔ How to assure a fair balance between learning and working.

Partly part of this training: Feedback sheets.

IO 5: Support of 1 year of work-based learning (WBL).

IO 6: Sector Qualification Framework (SQF)

IO 7: Dissemination



## First results I

- LSA reveal (not very surprisingly) that learning potential in companies are quite similar, independent of the country.
- Colleagues from PT and RO developed alternating learning for approx. 1 year inline with the respective national curricula
- Train the tutor/trainer events took place; quite positive resonance
- Feedback template developed (matrix):



# The matrix (excerpt)



LS Cutting							
	Assessment (estimation)				Place	Date	Signature
	supported	under instruction	under surveillance	independently			
Die cutting; including:							
reading & understanding work order							
providing & preparing the material [...]							
asking for support if needed							

# The matrix (excerpt)



**(last line)**

LS Cutting					
	Assessment (estimation)		Place	Date	Signature
	Needs further training	(almost) independently			
Cutting; including all work steps above					



## Next steps

- Piloting (just starting)
- Improving the material (hopefully not too much)
- Analysing (SWOT)
- Drafting of SQF



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Thank you for your attention,  
questions and comments!

Now

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or later:

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