



Créer des Formations collaboratives

Creating collaborative training

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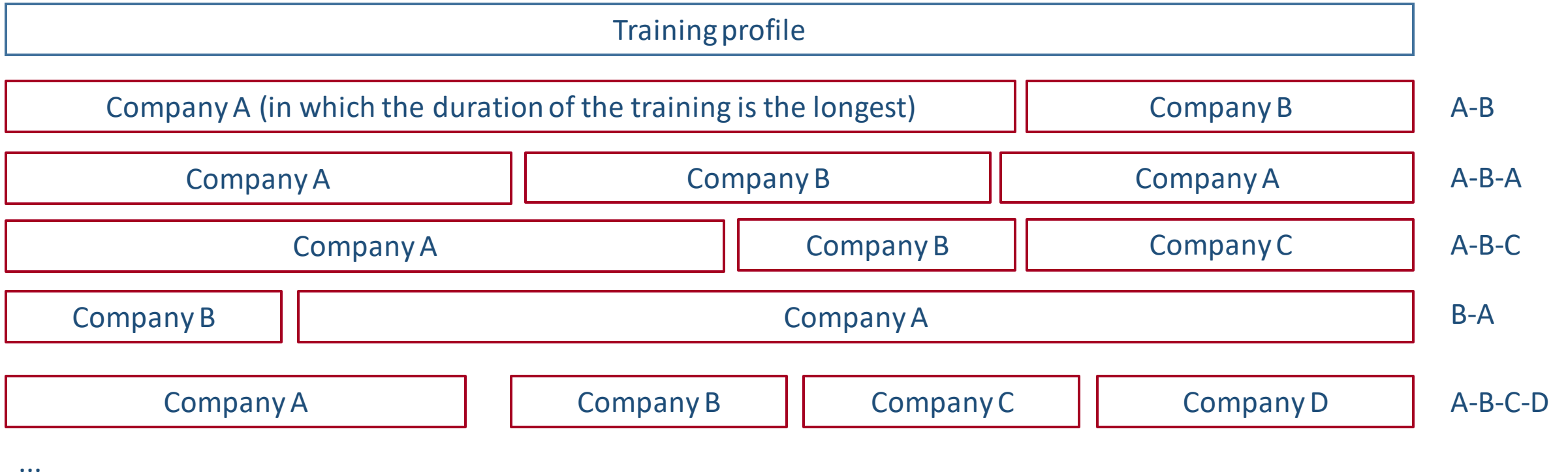
Erasmus+ - Partenariat stratégique, 01/09/2016 – 31/08/2019
Avec le soutien de la Commission européenne

SYNTRA 2020

A collaborative training (cotrain)...

- A cotrain means a company provides vocational training with one or more other firm(s). *One training/qualification, two or more companies.*
- In a cotrain, companies (big companies, SMEs, single entrepreneurs...) are connected to work on the complementarity of their activities.



Cotrain models



The model follows the added-value of the complementarity of the companies considering the objectives of the training profile.

Cotrain, when gaps between the LO/activities of the training profile and the activities of the company

CEFA CST, Be

 Optical shop	Administrative assistant and front office worker - General overview of the training plan	 Real estate company
●	Answering telephone calls	●
●	Receiving and directing customers	
	Managing incoming mails and parcels	●
●	Using sources of information (catalogues, prices....), searching for information regarding suppliers...	
	Managing electronic agenda and sending e-mails	●
●	Identifying customer needs	
●	Recording, organizing, storing, using the computer and retrieving information: invoices, orders, sales and rent-files...	●
	Using word-processing, spreadsheet; typing texts, mails... (leases and compromises, records of gas, water and electricity ...)	●
	Using professional real estate software, updating database...	●
	Ordering office supplies, maintaining the office facilities running smoothly	●
	...	

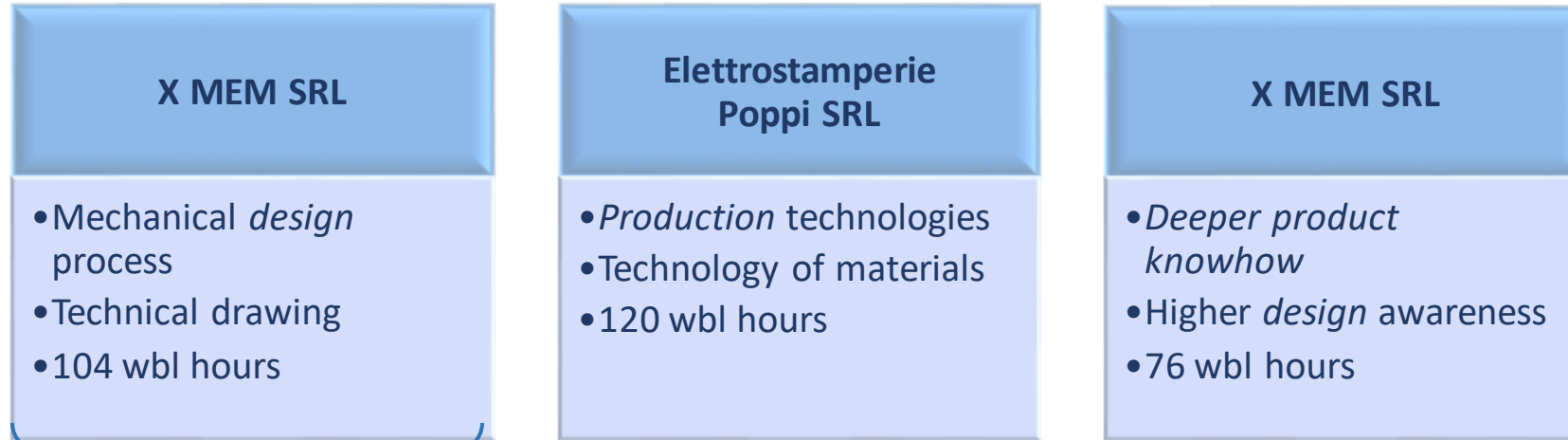
If one company model, gaps

With two companies (cotrain), no/less gaps

A-B model

Cotrain, to improve the learning of hard and soft skills

Centoform, It.



A-B-A model

If one company model, design only.

Cotrain, possibility to produce what has been designed in real production line.

Cotrain, integration of design/production skills in the design.

Cotrain networks – *Centofarm It., same companies for two different training profiles – 15 companies, 12 cotrain*

Training profile – *mechanical design*

Company A *design*

Company B *production line*

A *design*

B *production line*

C *specific software*

...

The company A for mechanical design training is the company B for management and maintenance of automated-system.

Training profile – *management and maintenance of automated systems*

Company A *production line*

Company B *design*

A *production line*

B *design*

A *production and design dept*

...

Cotrain networks – *CEFA Be, variety of models*

Training profile – *restauration*

Company B – catering, fish

Company A *restaurant x*

Company A *restaurant y*

Company A *restaurant z*

A restaurant

B pastry

A

Some simultaneous models:

A catering

B restaurant

...

COTRAIN quantitatives results (end August 2019)

- 4 cotrain networks, 51 cotrain conventions, 88 enterprises, 7 sectors
 - 8 - management and maintenance of automated systems
 - 4 - mechanical design
 - 10 - restauration
 - 17 - office work
 - 1 - bakery-pastry
 - 7 - hairdressing
 - 4 – sales
- 51 youngsters in dual VET, secondary level and post-secondary level

(Better) completion of the training profile:

- The activities of the training profile make *necessary or valuable* to work with different companies, so youngsters are trained to a higher number of tasks in the field of work.

Restoration, sales, carpentry...

- Specific activities of different companies operating within the same main production chain
- Requested soft skills of autonomy impossible to reach without a cotrain model

Mechanical design, management and maintenance of automated systems

- Training to similar competences in different contexts increases the level of competences, self confidence (virtuous circle), autonomy and flexibility:
 - Tasks in different companies (from different sectors) vary according to field of activity, size, legal status, IT tools, customers...
 - Training profiles activities relatively similar from one company to another but each business with its specificities

Office work, restoration, sales, hairdressing

- Employers/tutors and youngsters better understand the objectives of the training:
 - Thanks to the work on the training profile with the mentors:
 - Better understanding of LO phrasing « I am able to... »
 - Better results to the assessment

All cotrain

- ↘ drop-out, ↗ interest for school (accrochage scolaire)

Other benefits:

- Continuing VET at a higher level or specialised training:
 - *saler -> sale manager*
- Positive vocational guidance:
 - *preference for restauration than catering*
- Creativity, innovation:
 - *a cotrain trainee in computer aided design created a new product when back to the first company*
- At least two positive vocational experiences on the CV: *asset*
- Good reputation of the VET centers:
 - *quality of the training first*
- Higher number of companies allowed to train, to be linked with accreditation system
- ...

More numerous benefits for all stakeholders (cfr the Guide)

Benefits for policy makers/social partners

- Emilia Romagna region (IT): the regional authority supports innovation and excellence in a very competitive global market; cotrain model is considered to be innovative and to support innovation through a better quality of the training
- Targetting higher quality training means to decrease risks of skill gaps/mismatches, which occurs even with dual training
- Budget austerity...
 - Networking for creating collaborative trainings is not expensive: no new infrastructure, no new equipment...
 - Creating cotrain requires
 - to mobilise existing expertise in VET centers, sectoral funds and local/regional VET structures **to better use the existing expertise and equipment within companies**
 - to make a clear, easy and secure administrative/legal framework:
 - Cotrain package: duties for employers (labor law, social security, VET regulation...), cotrain convention... **see the Guide.**
- There is room for development in AT and DE too...

Enablers-disablers

- Model with a return in the first company
 - Gentleman agreement
 - A cotrain package:
 - training profile,
 - administrative issues
 - legal issues,
 - written convention between employers, youngster, VET centre/institution...
 - Speak with each stakeholders and involve social partners (= experts in sectors' needs)
 - Policy makers
 - make the model workable (and secure)
 - know why before how
 - no cotrain high costs
 - emulation...
- ↔ • Employers who hire an apprentice as a future worker
 - ↔ • Fear of administrative burden or decreasing of cost effectiveness
 - ↔ • Need to secure a cotrain framework

The COTRAIN Erasmus+ project (2016-2019)

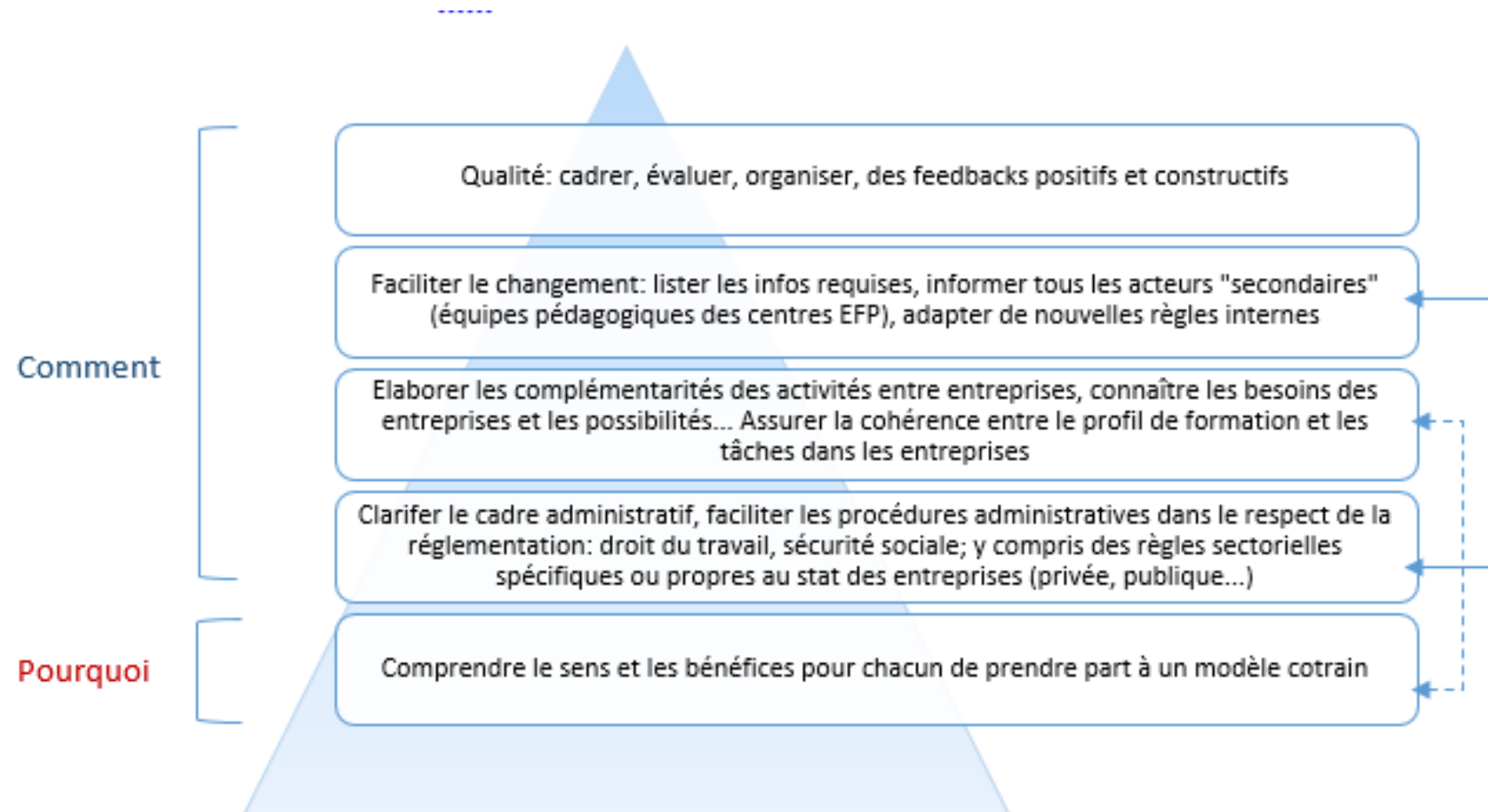
- The methodology of the COTRAIN project:
 - German and Austria models (inab, DE; öibf, AT)
 - Action-research (Cepag, BE) with pilots (Centofrom, IT; CEFA CST, IFAPME, BE)
 - Methodological tools in French, English, German and Italian:
 - A COTRAIN Guide
 - A COTRAIN video
- Partners succeeded to understand the basics of the cotrain in company based VET systems (DE, AT) and to implement these basics in very different training center based VET systems (IT, BeFr).
 - IT/BeFr VET systems are very different compared to DE/AT VET systems;
 - IT and BeFR systems are very different too (I-VET in BeFr is regulated);
 - BeFr providers have similar regulation frameworks but not exactly (vocational training and education providers)
 - *Cfr Guide, conclusion of the national contexts' part.*

The COTRAIN methodological Guide

- Creating cotrain =
 - A progressive tailored made exercise
 - Good expertise, company networks and relations of the mentors (in training center based VET system)...
 - Good knowledge of the VET center company portfolio, sector (activities, needs...)
 - To reflect on potential complementarities of the activities
 - on the production line
 - considering sectoral structure (very small companies, SMEs...)
 - considering the diversity of settings for a same « occupation »; ex. restauration...
 - considering new technologies; ex. new plants of electric engines (automotive sector)
 - ...
 - To propose a cotrain package on training, administrative and legal aspects

Structure of the COTRAIN guide – in brief

- For all stakeholders at their own level, know **why** before beginning to work on how:



The COTRAIN Guide:

[https://www.cepag.be/sites/default/files/pages/cotrain - guide methodologique - version finale.pdf](https://www.cepag.be/sites/default/files/pages/cotrain_-_guide_methodologique_-_version_finale.pdf)

The COTRAIN video:

https://www.youtube.com/watch?v=ll9i37XP0_M

The COTRAIN Newsletter nr 7 resumes the characteristics of the 4 COTRAIN networks, with benefits at larger levels : <https://www.cepag.be/node/3572>

Thank you for your attention
Comments? Questions? Suggestions?...