

TTT4WBL –Testing New Approaches to Training VET and Workplace Tutors for Work Based Learning

WEB: TTT4WBL-PROJECT.EU

The project supports an innovative approach – tandem training – for the training of trainers in work-based learning (WBL) of the Baltic countries – Latvia, Lithuania and Estonia. It develops and pilots a sample training program for in-company and vocational education and training (VET) institutions' trainers.

A common competence profile of WBL trainers in the Baltics will promote a common Baltic vision while respecting the needs of each particular country in developing the training programs for WBL trainers. At a later stage each Baltic country develops its own training program in relation to the national priorities, legal framework and the interests and opinions of involved stakeholders in the particular country and based on a common agreed competence profile of a WBL trainer.

A Finnish research institute is providing a methodological support based on the analysis of the opinions of involved stakeholders from all the Baltic countries.

PROJECT PARTNERS:

- National Centre for Education (Latvia)
- The Ministry of Education and Science of Latvia
- The Latvian Chamber of Commerce and Industry
- Baltic Bright (Latvia)
- Qualifications and Vocational Education and Training Development Centre (Lithuania)
- Vilnius Car Mechanics and Business school
- Kaunas Chamber of Commerce, Industry and Crafts (Lithuania)
- Tartu Vocational Education Centre (Estonia)
- JAMK University of Applied Sciences (Finland)

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The second newsletter of the TTT4WBL project presents feedback of tandem training participants - tutors from VET schools and WBL trainers in companies from Estonia, Latvia and Lithuania. Further follows an overview of the latest project activities implemented within the TTT4WBL project from November 2018 till March 2019.

Viewpoint of tandem training participants - tutors from VET schools and WBL trainers in companies

Lithuania



Gerda Švabienė
 The director of Baltasis pegasas UAB

I am pleased that not only representatives from schools but also business representatives have been invited to the training. In my opinion, that should contribute to effective development of WBL in Lithuania. **For me as a business representative, the normative documents, systematic approach, information about WBL from the education process perspective were very useful.** I also liked the

detailed presentation how businesses can cooperate with educational institutions.

It was an advantage that the staff of the vocational training institutions and the representatives of the business as hosting companies could sit at one table. Dialogue between the two parts is very important for effective cooperation and implementation of WBL, and this is what we have been lacking. It is important to find out the needs and expectations of both sides. **The main purpose is to achieve common focus towards the student and the quality of training.** Thanks to the organizers of the training, and I hope that there will be more meetings and trainings on the topic in the future.



Aurelija Vaitonienė
Head of practical training
at Zarasai Vocational School

The topics of WBL training were relevant to the improvement of the quality of VET. Many questions were answered regarding the implementation of WBL in vocational training institutions, the documents regulating the WBL training, the stages of organization. Examples of contracts, individual training plans, and evaluation summaries were provided. The information was targeted and useful. Employers' participation together with the representatives of VET schools gave an opportunity of constructive discussion, as opinions, attitudes on WBL, relevance of training programs, documentation, training quality, working conditions often differ in VET institutions and business companies. In my opinion, **WBL is necessary in Lithuania, as students acquire practical competences and are better prepared for the specific jobs and the real working conditions.**



Žaneta Juchnevičienė
JSC Scapa Baltic, cutting
department manager

The WBL training surprised me and left a great impression, especially presentation of new opportunities for educational professionals, in tandem with employers. The training was very interesting, engaging, dynamic and valuable. I realised that through WBL students' competences can be developed in accordance with the employer's specialization. Therefore, I would like to name this as one of the main advantages and factors influencing the employment opportunities of the students of WBL and their socialization in our society.

From the manager's perspective I can say that in most companies it is very difficult to find suitably qualified employees. It should be emphasized that at present in most cases, the company recruits unskilled workers and the management takes care of their training. That requires considerable financial and time investments. Development of WBL could help to change the situation. Thank you for the excellent training!

Latvia



Inese Pūre
Riga Building College,
Head of in-company training section

The main benefit is that we can meet and talk to employers. It was really necessary, because both parties could meet and talk about the problems, what the needs of the school are and what are the needs of the employer. So we can cover the program and students can then successfully pass the practical part of the qualification exam. Thus we avoid unilateral approach. If the students haven't mastered particular things during the practical training, then the result will be weak. This is why the main benefit was to meet and understand better the situation, and also try to convince the employers who had the opportunity to meet our supervisors of practical training there. Everyone was really satisfied with the aims of the course and the method and had to participate actively. Especially I enjoyed the work in the groups.



Aleksandrs Vačiļa
JSC "Daugavpils Satiksme",
computer system administrator

I evaluate the training very positively. Everything was interesting, new contacts, new knowledge. I learned how to properly manage the practical training, what is most important. Different parties are involved - trainee, employer, parents. What the employer expects from the trainee, what the student expects from the employer. What parents wish the student to receive from the employer. In order to obtain a job, you need to have experience. During the practical training, it is important to give tasks according to the speciality that the students are learning. The group was composed of both schoolteachers and entrepreneurs. It was interesting to see the viewpoint of teachers. **Instead of simply listening to a lecture, we played out different situations, filled in some tests, and discussed things. We were acting out situations where one is a student and the other employer.** There were teachers as well, we heard their viewpoint, but company representatives said - we would do it differently, we would.... I think it was more interesting than having employers in one group and teachers in another. There you could see the different sides – the teacher's and the entrepreneur's side.



Valentīna Saulīte
Daugavpils Technical School,
hairdressing teacher

The major benefit is a better understanding of WBL and practical training at the company, why it is needed, how to better organize it. It was great that there were together participants from schools and companies. There was one hairdresser from Riga, she has finished the hairdressing programme of the company. They teach in a different way, and she was interested in how we teach, and I wanted to know how they implement WBL. I really liked it. We were 16 people who were all so actively involved all the time that the time really flew by. The group work was also very interesting. We worked in groups and in pairs. Then people changed the group. It was very productive and constructive. Very different age groups and the cooperation was really good, I was absolutely surprised. Tasks were very interesting, the cooperative learning method is effective. We also acted out situations that might happen at practical training. The cooperation between both trainers was excellent, they were feeling each other perfectly.

For future work, probably the analysis of the evaluation system will be the most useful. **The employer looks from a different perspective – whether these students will be valuable at work and what their skills are.** For the employers WBL means more responsibility since the employers know they will also have to explain or report at the end of the training. The courses are very useful, you should continue.

Estonia



Ismail Mirzojev
Tartu Vocational Education Centre,
teacher of automobile repair

I have been a vocational supervisor of the car department for three years now. I came to this training to evolve myself in this field and get acquainted with people who have done this for a longer time. I got to meet new people, new ideas and I also mapped out the narrow points of tutoring practical training at the car department. **I received useful information to go forward and expand apprenticeship coordination in our department.** The fact that the participants included teachers from the school as well as tutors from companies was a great plus, since the school tutors and company trainers often see the practice from different perspectives and

their cooperation is necessary. The training gave me a lot of new information, new acquaintances and ideas. Now it is time to expand these ideas and make changes come true.



Ulvi Noor
Tallinn Construction School,
coordinator of student work placements

I manage the organization of the apprenticeships, and I keep an eye on the whole school's apprenticeship management. I felt very pleased at the tutor training course. The atmosphere was good and positive, we had conversation circles and joint discussions. **The fact that the participants included teachers from the school as well as practice supervisors from companies was a true extra value.** Our school's vocational teachers, who supervise a group in practical training, often cannot make it to companies due to their workload. Now they got together at one table and quite a few prejudices were broken (from both sides). The entrepreneurs realized that the school does a proper job and there is no escape from the fact that students come in all varieties. Some tutors from companies planned to stay for only one day, but decided otherwise during the training. Cooperation and mutual understanding increased. We also discussed problems of some particular trainings.



Kuldar Lillo
Veho Eesti, WBL tutor

I work at Veho Eesti Tartu office as a manager and have been a practice supervisor for 12 years. I have tutored tens of trainees and I have managed to do that very well. A clear sign of it is that today, three of those trainees are working for us. The expectation for the tutor training was to improve the communication between the employer and the school and to promote cooperation. During the training, I got assurance that I have been "on the right track" so far and that gave me the encouragement and enthusiasm to keep going. **Thanks to the fact that the participants included teachers from the school as well as tutors from companies, we were able to communicate with each other, and this resulted in ideas how to maintain our communication and make it better.** Regarding the assessment system, I received a clarification on what the school expects from the employer and we as tutors also learned what kind of expectations we should have for the trainees.

Review of the TTT4WBL project activities / November 2018 - March 2019

The **TTT4WBL tandem trainings** were organised in three phases – the last round of field trials was implemented from August 2018 till January 2019. Altogether 50 tandem trainings were organized during the three phases. The total number of trained WBL tutors is 820 (Latvia – 300, Lithuania – 312, and Estonia – 208) involving around 80 VET schools and 250 companies across most regions of the three Baltic countries.

During the field trials, quantitative and qualitative research data was collected through surveys and group interviews to study the impact of tandem training on tutor competences and the quality of WBL. Based on participants' feedback and researchers' proposals the tandem training programme was reviewed and improved after each round of national trainings.

The **Baltic WBL Tutor Trainers' Workshop** was held on 19 and 20 February 2019 in Riga. Latvian, Lithuanian and Estonian lead trainers gathered to share their experiences from tandem trainings for WBL tutors from companies and VET schools after completing the project field trial phase. The workshop participants shared the training programmes and training materials developed within the project. Each country team compared their programmes to those of other countries and discussed the similarities and differences in them. There was also a session for sharing insights from the peer learning visits to observe training events in other countries.

Project partners discussed the possibility of developing a joint Baltic competence profile for WBL tutors. The first phase of elaborating it was part of the Needs Analysis stage. Each of the Baltic countries prepared a list of skills and requirements for WBL tutors. Based on a summary from this stage and the list of competencies from the questionnaires elaborated by the Finnish researchers country teams outlined drafts of a common competence profile for WBL tutors.

The researchers from Jiveskila University of Applied Sciences reported on data collected so far from surveys of participants in the trainings – VET schools and company tutors, students with WBL experience, representatives of the involved companies and VET schools. The data collection continues till the end of March and the final data analysis will follow.

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The Baltic WBL Tutor Trainers' Workshop

The dissemination of the TTT4WBL project was continued at different levels, in this period the tandem training approach was also presented at several high-level international events as:

- ▶ Cedefop 2nd Policy Learning Forum on teachers and trainers professional development "Unlocking the potential of learning at workplace by, and for, teachers and trainers in VET" (Thessaloniki, 9-10.04.2019, presented by Ministry of Education and Sciences (MoES) and Baltic Bright)
- ▶ Workshop on WBL approaches organized by the Swedish Ministry of Education and Research and the Swedish National Agency for Education (Stockholm, 25-26.03.2019, presented by MoES)
- ▶ Webinar on Innovations in Teaching and Learning in Vocational Education and Training organized by the Central Asia Education Platform (25.01.2019, presented by MoES)