



WP2 - Best practices and Training Needs Assessment

Template for Best Practice Documentation (Case Study): SMEs in Apprenticeships with focus on role of intermediary organisations

Title	Dual VET education and apprenticeships, based on German and Switzerland module in Valmiera Glass group JTS.
Publication date	Ongoing since 2013.
Source of Information	German – Baltic chamber of commerce and industry
Location (Region / Country)	Latvia
Context (appr. 500 words)	<p>Valmiera Glass Group, with headquarters in Valmiera, Latvia, is one of the leading European manufacturers of glass fibre-based products. The Group companies are located on two continents in three countries: in Latvia, the United Kingdom and the United States.</p> <p>As a major international producer of glass fibre fabrics for many technical applications, Valmiera Glass Group operates a quality control system that fulfils strict international requirements for a variety of industrial markets including composites, thermal and technical insulation and construction industries. Valmiera Glass Group products benefit from innovative production and application technology plus the most up-to-date manufacturing facilities.</p> <p>Valmiera Glass Group is expanding and looking for skilled employees. As the production processes of Valmiera Glass Group are specific, <u>specialized training will be necessary</u>. Therefore Valmiera Glass Group is cooperating with Valmiera Technical School. The education programs are focused on work-based training and allow candidates to participate in practical training at the work place. During this training program students will get the necessary theoretical knowledge and practical skills for further work in a real work environment.</p>
Methodological Approach (appr. 500 words)	<p><i>What methodology has been used in order to address the initial issue and lead to a successful outcome and finally to the good practice?</i></p> <p>Valmiera Glass Group has more than 150 different-level positions that require professional and responsible employees. Expertise on some of the production processes at the basic level can be up to 3 to 6 months, but the middle and senior manufacturing professionals this unique skill acquisition requires 1 to 2 years.</p> <p>Project start-up stage are both perfected the profession and created a brand new professional standard, completely new educational program content, found in professional subjects teachers, create new training materials specifically for DVB learning processes and appropriate teaching methods.</p>

The company's employees, who alongside their duties, carried out training for both in VET school and in the company.

In addition to the practical learning process, there is involved more than 100 mentors. Thus providing a very practical and experience-based approach to all subjects.

Practical training shall take place in the whole group at the same time, thus ensuring all young people are equally high-quality training.

What was the process?

Valmiera Glass Group provides various levels of training: both internal training programs, which require the contracted requirements of the position. And the professional skill level increases.

Work-based education is a new vocational training system, which is based on the implementation of a real working environment. Such training emphasizes form directly undertaking the role of young professionals in the preparation.

Training in the work work-based education program is organized according to the following principle: the majority of learning takes place in a real working environment (occupational and skills), a smaller part - of the school (the specifics of theoretical subjects in future).

January 2017 is the opportunity to start training in one of the two professions: Textile manufacturing specialist and Glass fiber production operator. During the training students receive two scholarships: the European Social Fund (ESF) grant and JSC "Valmiera Glass Fibre" scholarship

Who are the beneficiaries or the target group of the good practice?

Young adults' from 18 -29 years from region.

Company

VET school

Who are the users of the good practice?

The company's goal is to provide companies with skilled workers who come into the work environment is not trained, but are ready to make high-quality work, understand the importance of the work carried out and interconnections, thus taking responsibility for the work done.

Educational institutions aimed at ensuring the quality of education, youth development and educational process. In addition, the state paid more targeted education meets the requirements of industry - qualification requirements involved, the proportion of skilled workers, and so on. Similarly, the ability of young people in a short period of time to adapt to any given work environment. So to ensure quality education for youth employment and competitiveness.

Students aim is sufficiently short time to gain practical application of knowledge that ensures competitiveness in the labor market as well as future career options. As well this educational process must take place in a maximum of attractive and interesting to a comprehensive and practical training would be possible to achieve the most appropriate result.

Impact and key success factors (appr. 500 words)

What are the lessons learned and the key success factors identified? What has been the impact compared to the initial situation / challenge addressed?

In order to obtain practical experience in the implementation process, both the company and educational institution representatives went to Germany and Switzerland, to learn about the whole learning process - actor's responsibilities, methods, as well as quite simple practical advice necessary for the successful implementation of education programs. These visits success lay in the fact that there participated both company representatives and educational institution representatives.

Stakeholders and Partners (appr. 500 words)

Valmiera Technical school - DVB training partner and implementer of the theoretical part. The current cooperation is very effective, in a short time has managed to produce new educational programs as well as currently being expanded cooperation with the United States, where JSC "Valmiera Glass Fibre" is a subsidiary company. Also in this model of cooperation Valmiera Technical school successfully transfers the experience gained a new educational program development and implementation.

German – Baltic chamber (AHK). In cooperation with the AHK implemented training of youth workers, which has been successfully proven their efficiency and attractiveness in adult education. This training is planned for all mentors more intense rhythm.

Regular participation AHK VET-NET discussion forum.

Council of industry experts - an active partner in building occupational standards, curriculum alignment, exchange of experience with similar companies.

Other companies involved in the project as a platform for exchange of experience, particularly in drawing up the documents and regulatory documents in the application.

Ministry of Education of the Republic of Latvia and the German Embassy as dissemination partner.

Conditions (appr. 500 words)

	<i>Planning</i>	<i>Implementation</i>
Company's Personal department	X	
Company's training coordinator		X
VET school teachers		X
Local Municipalities and governmental institutions	X	
Researchers, research institutions	N/A	N/A
International experts	N/A	N/A
Others	X	X

Please mention funding and subsidies that were provided!

Company's funds
EU funds

Materials / Tools	<p>New profession standards Dual – VET tools based on company needs Training programme</p>
Replicability and/or up-scaling (appr. 500 words)	<p>Project design and implementation regularly attracts media (television, newspapers, etc.) As well as take part in various seminars, exhibitions, discussions and presentations. For instance: Regular participation in various youth career guidance events such as career weekly Valmiera municipality, career and open days, informative lectures and tours for young people Participation in the Exhibition SKOLA 2015 and 2016 with the aim of informing young people of the opportunity to teach the work environment; Presentations at various conferences, such as AHK, LCCI, Latvian Employers' Confederation organized conferences.</p> <p>There are plans to develop couple of new professions with Dual VET trainings, what are necessary for company based on developed system. Most of persons, who have finished existing Dual-VET trainings, work in the company. Most of them will be used also for preparing new persons in future.</p>
Conclusion (appr. 500 words)	<p>Staff development / planning Valmiera Glass Group project works as a successful system and at least the company is no longer defined as a project. The company's staff development includes not only the quality of youth training and integration in the work environment, but also adult education and professional advancement. As a result of the training systems and modules implementing the company it employs specialists competitive in all age groups and professions that can adapt to the working environment, the latest technology and modern working methods.</p> <p>The company's financial stability Former employee classification company meant basic job skills training for additional company resources. Creating DVB training systems company gains in the long run, since fewer and fewer will have to take the missing vocational training provision and retraining of the labor market do not comply with the professions, so it will allow the company to concentrate financial resources personnel in continuing vocational training.</p> <p>In other areas (eg., Social processes influencing the country) Education and work in the long term can no longer be overlooked, as separate fields, but as a coherent whole, in which education is the path to a qualified and well-paid job. Overall, the training system produces high value-added labor market players - professional education graduates.</p>
Other remarks:	<p>Valmiera Glass group was listed as final nominates for AHG organized competition between best practices in Latvia in 2016.</p>