



VENHANS

VET European Networking Enhancement

VENHANS GO&LEARN

Learning, Training, Growing: Partnerships between Companies and Educational Institutions

Bruxelles

September 21, 2022

h. 14.00 – 17.00



INTRODUCTION

Giulia Meschino
EVTA



THE GO&LEARN MODEL

Partnerships between Companies
and the Educational System

Andrea Giacomelli
ENAIP NET



A SUCCESS CASE OF LOCAL/REGIONAL COOPERATION: EPPAS

Juraj Varga
EPPAS





- Non governmental organisation (NGO).
- Founded in 2010.
- Education and training.
 - Traineeships.
 - Teacher training programs (Digital Education, Teaching strategies and formative assessment).
- EfVET member since 2018.





Como, Italy,
2018

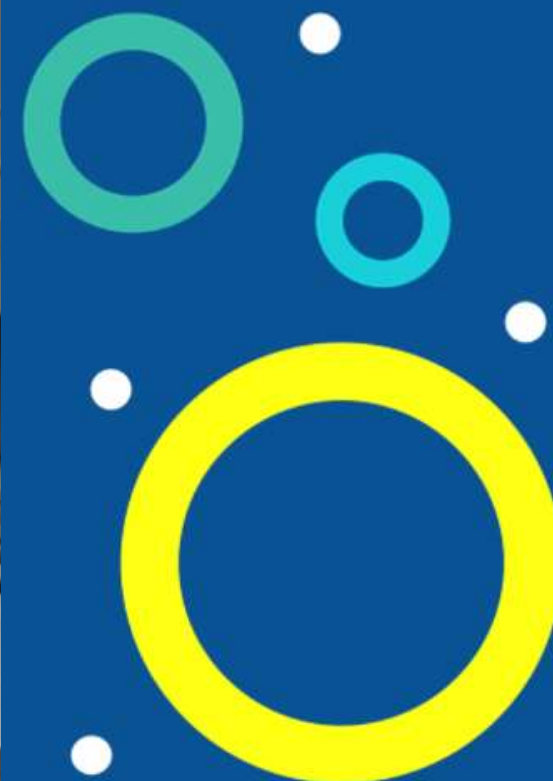


Prague, Czechia,
2020





Azores, Portugal,
2019





- Around 200 trainees per year.
- 30 teachers per year.
- Strategic partners in 12 countries.
- Consortium of schools: Arts & Crafts in Motion

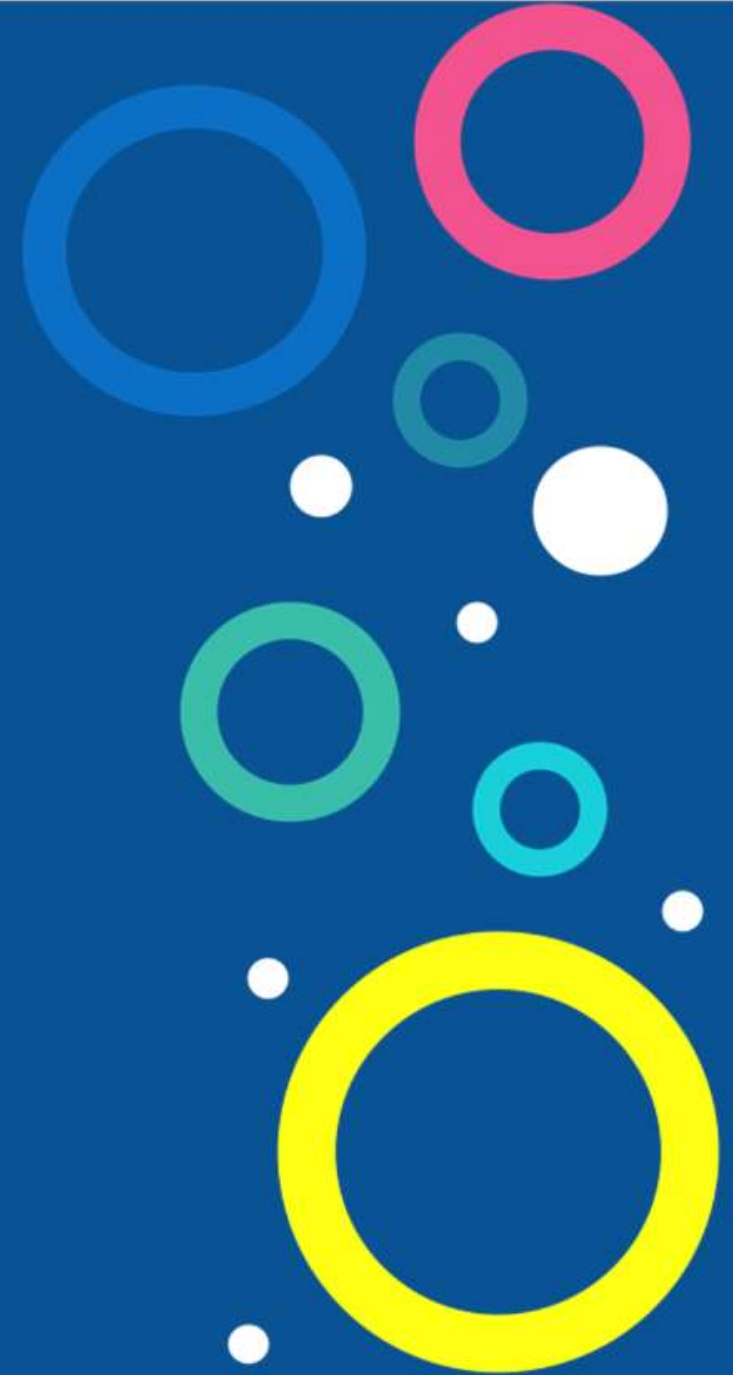




- Go+Learn Network Regional Node Czechia.
- School. Post secondary and secondary of applied arts, Prague.
- Technological company. BeiT
- Coordinator. Eppas.



- BeiT.
- Smart Property Management.
- Cooperating with Eppas from 2018.





Děkuju za pozornost.
Thank you for your attention
and thank you Stefano.

Our contacts:

juraj@eppas.cz

martin@eppas.cz

COFFEE BREAK

15.00 – 15.15



INTERACTIVE SESSION

The LDJ Problem Solving method

Marco Angeli
ENAIP NET



THE IMPORTANCE OF ESTABLISHING REGIONAL COOPERATION FOR INTERNATIONAL MOBILITY

José-Manuel Galvin Arribas
ETF *ENE NETWORK*



THE VENHANS PEER LEARNING EXPERIENCE IN THE BALKAN COUNTRIES

Silvia Belotto, Emanuela Vizzarro
ENAIP NET



LITERATURE RESEARCH

on the topics of
NETWORKING,
REPRESENTATIVENESS,
INTERNATIONALISATION

IDENTIFICATION

of countries having low-
performances/ being less
represented in EU networking
contexts

COLLECTION

of qualitative and quantitative
data about VET networking
performances at local,
national and EU level

A VET JOURNEY IN EUROPE

event with the engagement of
experts + follow-up survey

ONLINE SURVEY

addressed to VET umbrella
organisations

DIALOGUE

with ETF to collect further
information on VET
performances in EU

SWOT ANALYSIS

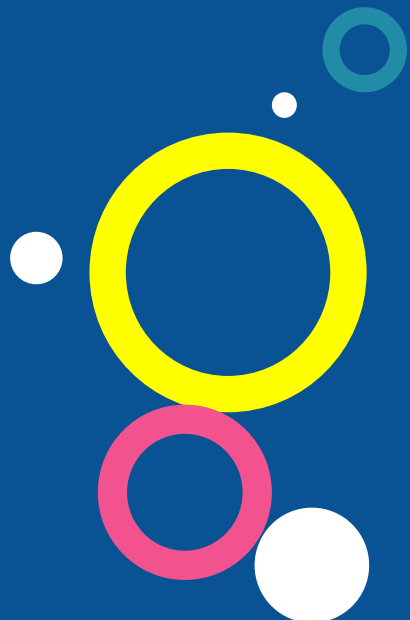
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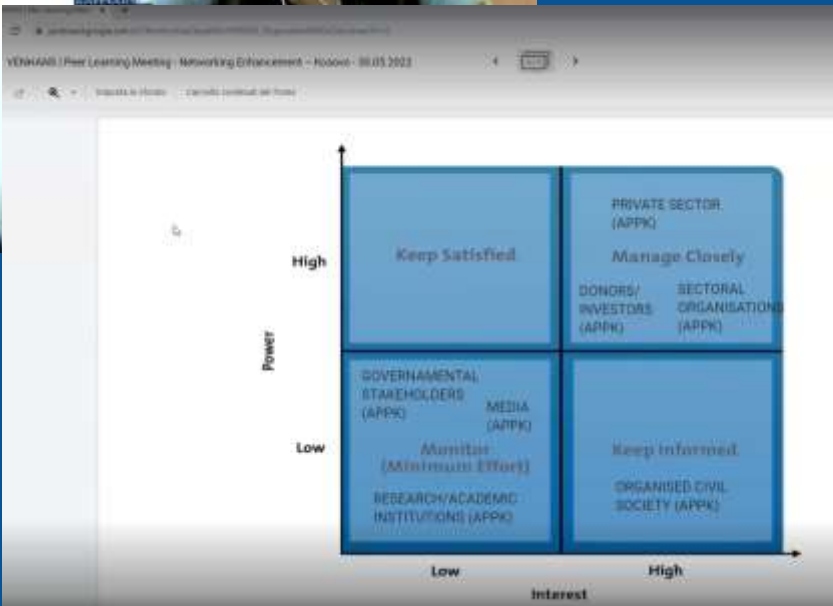
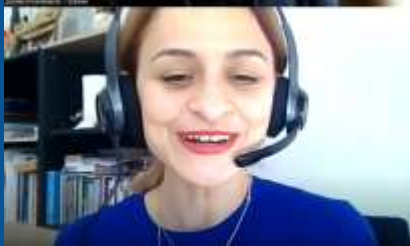
VENHANS Networking Roadmap

delivered with PLR
proposal

VIRTUAL PEER LEARNING REVIEWS

in Montenegro, Albania,
Kosovo





INTERNATIONALISATION PROCESS: YOUR STATE OF T

(source: MOVET Research Questionnaire)

ONGOING INTERNATIONAL PROJECTS:

- 2 international projects (MONTour & MOVET)
- Many local project (22 since 2016 – some of them funded with EU funds). Main targets: Roma population, PWD, women and young people from underdeveloped areas (hard-to-employ people)

DEDICATED STAFF TO INTERNATIONAL ACTIVITY?:

- No (staff involved according to the sector and field of expertise) – 3 people with proficient English skills at the moment

PERCEIVED BENEFITS in internationalisation:

- Increase international partnerships
- Be recognised at international level & share innovative methodologies (esp. to train hard-to-employ people)
- Capacity building/capacity development

PERCEIVED CHALLENGES:

- Bureaucratic obstacles
- Limited resources

FOCUS ON MONTENEGRO

Ahmat Murić
ZOPT



**“ZOPT” doo Podgorica,
Center for Employment, Adult Education,
Organizing and Conducting Psychosocial Vocational Rehabilitation**



ZOPT

Center for Education and Training on the way to internationalization



Who we are, what we do, and where we are?



- ❑ **ZOPT** LTD: Center for employment, adult education, organization and performance of vocational rehabilitation.
- ❑ ZOPT was founded in 2006, with the goal to implement adult education and training programs, acquisition of key skills and competencies,
- ❑ Realization of the program of vocational rehabilitation of PWD,
- ❑ Implementation of active employment policy programs for hard-to-employ persons,
- ❑ Performing professional jobs from of health and safety at work,
- ❑ and development of craft and hobby programs, social inclusion programs, social entrepreneurship and other support programs for adults.
- ❑ Zopt's headquarter is in **Podgorica**,
- ❑ but also realizes its activities in other Montenegrin cities.

What training programs do we implement?



- The center, as one of the largest adult education institutions in Montenegro, provides vocational training services in many areas of work: construction, traffic, transportation, tourism and hospitality, mining, agriculture, administrative activities, services etc.
- The Center most often organizes VET trainings for acquiring professional qualifications: construction machinery operators, forklift operators, explosives operators, tile installers, construction painters, welders, assistant installers, cooks, waiters, maids, gardeners, business administrators etc.
- The Center implements programs for acquiring key skills and competencies: IT, language, entrepreneurship, as well as other programs for personal and professional development.

Education and Training



One example of good practice



Especially, we are proud of our support program that encourages social inclusiveness of disadvantaged groups and increases their competitiveness on the labor market, and is based on their needs.

The support program includes:

- ❑ Informing, motivating and determining work abilities of disadvantaged people
- ❑ Psychosocial support, soft skills development and help when looking for a suitable job
- ❑ Analysis of the workplace, development of a plan and adaptation of the workplace
- ❑ Training for work at a specific workplace and providing professional support
- ❑ Informing the employer about the programme for the employee during employment
- ❑ **The mobility of these categories represents a special challenge for us**

Who are our target groups?



The Adult education programs, training programs and support program our Center performs are intended for:

- ❑ employees for the purpose of professional training, additional training, retraining,
- ❑ unemployed persons for the purpose of training for a job, acquiring the first occupation,
- ❑ vulnerable groups and their integration: persons with disabilities, Roma/migrants, women, prisoners, addicts during rehabilitation
- ❑ young people, adults,
- ❑ and the elderly.

What do we want?



The **vision** for the future of ZOPT is that our center becomes:

- CONTEMPORARY,
- INTERNATIONAL,
- INCLUSIVE VET CENTER

Our first steps to internationalization



- In order to create an internationalization strategy, we conducted a survey of employees, in order to determine the challenges (barriers) on the way to the internationalization of our organization;
- Based on the analysis of our internal research and Internal Operating Environment, using the Canvas method, time machine and design thinking workshops (within the MoVET project), the needs and challenges of stakeholders were analyzed, a SWOT analysis was made, a vision and mission were formulated, priorities were set on our the way of internationalization;
- During the workshops within VENHANSof the project map the stakeholders by category and the goals of internationalization were preliminarily defined.

Our challenges on the path of internationalization



When planning the priorities and strategic goals of our organization, we started from the identified challenges (related to different groups of stakeholders);

- When it comes to **employed** these challenges were identified: language barriers, insufficient understanding of the concept of internationalization, low motivation of staff to participate in mobility programs;
- **Company challenges** are: insufficient connection with international partners, undeveloped capacities for internationalization, lack of finances and human resources;
- Challenges related to **VET students**: low level of formal education and language skills, lack of motivation of trainees, lack of information about mobility programs, uncertainty, unclear administrative procedures, procedures of recognition of acquired knowledge abroad, health and protection of participants, especially PwD.

Our strategic goals and objectives



1. Strengthening the capacity of staff, trainers and management for internationalization
 - Improving staff skills through training
 - Realization of mobility of staff
2. Development and promotion cooperation and networking
 - Improvement of the domestic network
 - Creation of support networks abroad
3. Realization of mobilities for VET students
 - Creation of preconditions for VET student mobilities
 - Implementation of mobilities for VET students, monitoring and evaluation

Realized activities and achieved results



- ❑ Realized staff trainings (MoVET)
- ❑ Realized mobilities of staff (MoVET)
- ❑ Membership in ENE with the help of EVTA.
- ❑ Promoted project in cooperation with ERASMUS+ office MNE
- ❑ Promoted project on the EPALE platform;
- ❑ A draft internationalization strategy was prepared



Thank you for your attention!

www.facebook.com/obrazovanje.eu

<https://zopt.me/>

FOCUS ON ALBANIA

Diana Biba
KPT



FOCUS ON KOSOVO

Jetmir Berisha
AVETAE





Republika e Kosovës
Republika Kosova - Republic of Kosovo
Qeveria - Vlada - Government

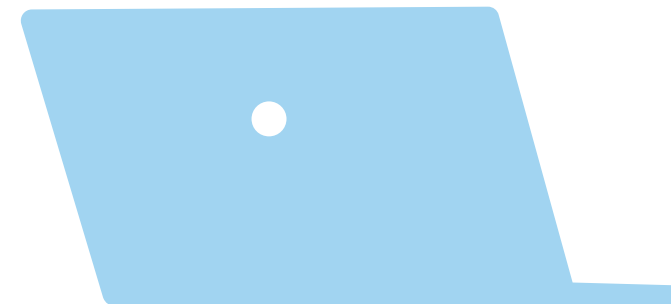
AGJENCIA PËR ARSIM DHE AFTËSIM PROFESIONAL DHE ARSIM PËR TË RRITUR
AGENCIA ZA PROFESIONALNO OBRAZOVANJE I OSPOSOBLAVANJE I OBRAZOVANJE ZA ODRASLE
AGENCY FOR VOCATIONAL EDUCATION AND TRAINING AND ADULT EDUCATION



AGENCY FOR VOCATIONAL EDUCATION AND TRAINING AND ADULT EDUCATION Kosovo



VENHANS



Jetmir Berisha

VET Teacher at the CoC „Shtjefën Gjeçovi“,
Professional Cooperator at AVETAE Prishtina
/ Kosovo

Agency for Vocational Education and Training and Adult Education (AVETAE) in Kosovo is relatively the new public institution and constantly is working on raising of capacities and the transfer of responsibilities to the Centers of Competences (six of them in Kosovo). Since AVETAE has been established, progressive steps have been taken and continue to be taken, assisting and training the CoC's managements and teachers in accordance with the legal framework and gradually decentralize possible legal elements to schools.

Goals of the AVETAE

The mission of the Agency for Vocational Education and Training and Adult Education is to provide a strong propulsion and support to the development of VET in the Republic of Kosovo, in accordance with European standards

In fulfilling the goal, the Agency aims to achieve the development of VET in relation to the needs of modern technology, labour market and social development of the country;





Republika e Kosovës
Republika Kosovo / Republika e Kosovës
Ministria e Arsimit, Shkencës dhe Teknologjisë
Ministry of Education, Science and Technology



giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

AVETAE STRUCTURE

GIZ-Projekt
Përkrahja e Reformimit të Arsimit
Profesional të Kosovës, 2012.2155.5

Sektori privat

Pilotmodel
AAAPARr

Shteti

AAAPARr- Qendra

e planifikuar

Faza pilote

Kryeministri

Ministria e Arsimit, Shkencës
dhe Teknologjisë (MASHT)

Drejtoritë Komunale të
Arsimit të Shkollave
Pilate



QK
Malishevë



Fushat kyqe:
Arsimim dhe Aftësim
Profesional në drejtimet
ekonomike
- Administrim publik
- Çështje bankare
- Çështje të sigurimeve
- Shitje dhe Marketing
- Hotelerie
- Turizëm
- Logjistik
- IT



SHMM Shtj.
Gjeçovi PRN



giz

Fushat kyqe:
Arsimim dhe Aftësim
Profesional
- Klimatizim
- Ngrohje
- Sanitar
- Metalpunues
- Tekstil
- Arsim dhe aftësim në
fushën e
automekanikës
- Projekti i partneritetit të
odave:



QK Prizren



Fushat kyqe:
Arsimim dhe Aftësim
Profesional në drejtimet
e ekonomisë
- Banka
- Financa
- Eksport
- Import
- Marketing
- Administrim industrial
- Zhvillim i personelit
- Tregti me shumice
- Tregti me pakice
- Keshillim të klienteve
- Teknik Asistent
- Menaxhues i turizmit
- Menaxhim i eventeve



QK Ferizaj



Fushat kyqe:
Arsimim dhe
Aftësim
Profesional në
sektorin e
mjekësisë
- Akustik ndëgjimi;
- Optik;
- Mekanik i
ortopedisë;
- Teknik dentar

zhvillimi i PPP në
fushën sociale dhe
të kujdesit mjekësor
si dhe në të
ushqyer

develoPPP.de

heimerer
akademie



SHMT 11 Marsi
Prizren



Fushat kyqe:
Arsimim dhe Aftësim
Profesional në sektorin
e mjekësisë
Arkitëktur
- Gjeodezi
- Telekomunikim
- Instalues elektrik
- Trajnim në softwaer
- IT
- Elektromekanik
- Disajnuesi metaleve
- Disajnuesi mode
- Disajn Grafik
- Komunikation rugor
- Informatik



QK Skenderaj



Fushat kyqe:
Arsimim dhe Aftësim
Profesional në ndërtimtar
dhe profesione të
ndërtimtarisë
- Interier
- Ndërtimtar e lartë
- Beton punues
- Murator
- Shtrues i pllakave
- Metalpunues
- Ndërtimtar e thatë
- Ndërtues i rugeve
- Ndërtues gypash dhe
kanalizimit
- Energji, Mbrojtje
ambienti dhe klime
- Elektro instalues

Total number of staff in AVETAE and partner schools

424

Management staff

Managers (including General Director of AVETAE and Directors of the six VET Schools)

Deputy directors of the VET Schools

At the CoC's there are two deputy directors

Coordinators

There are coordinators for Adult Learning, coordinators for quality assurance and for coordinator for carrier guidance centers

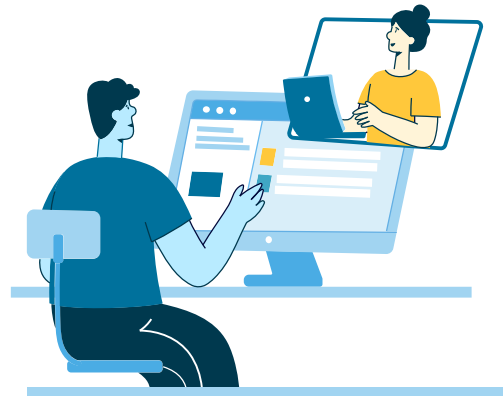
The secretaries

There are secretaries, receptionists, school technical staff and security-guards



Teachers and Students

Teachers from overall and professional subjects and for professional practice are working at the Center of Competences under management of AVETAE. Students are participating in many educational sectors and profiles, and they are well integrated while inclusiveness play a great role in the educational offer

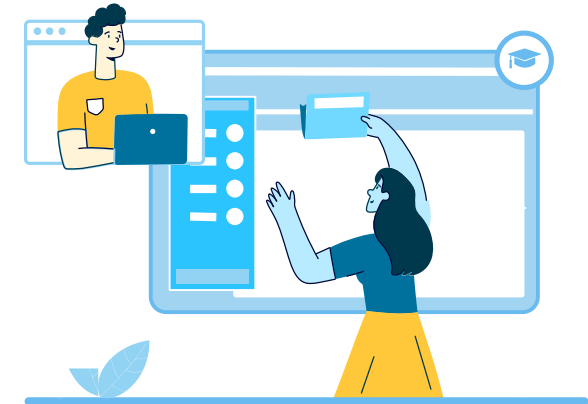


131

General subject teachers

4369
Students

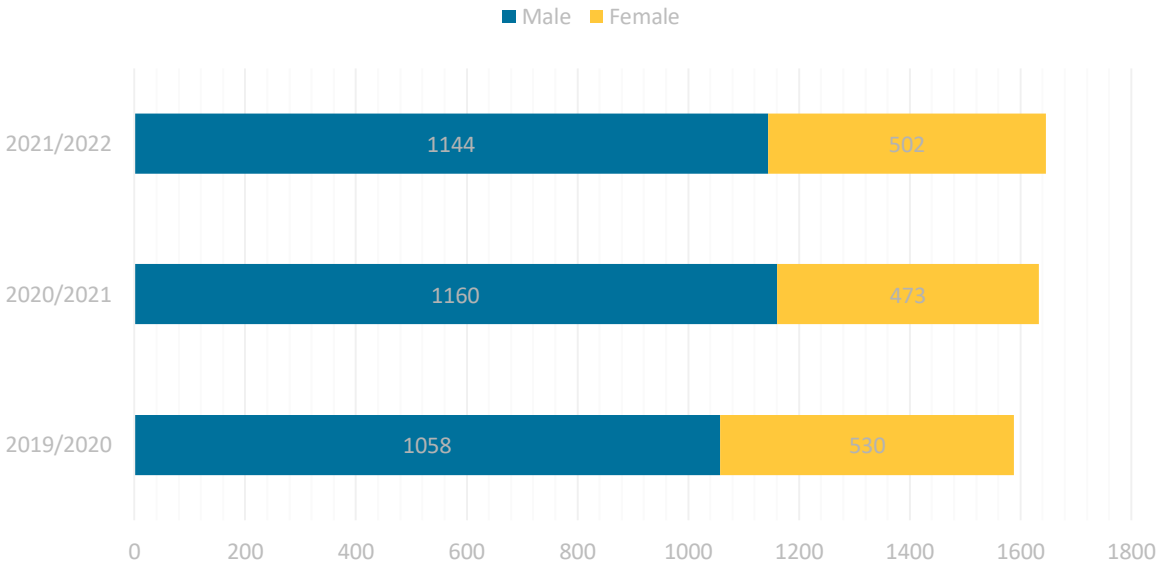
This number is from the statistics
taken from the school year
2021/2022



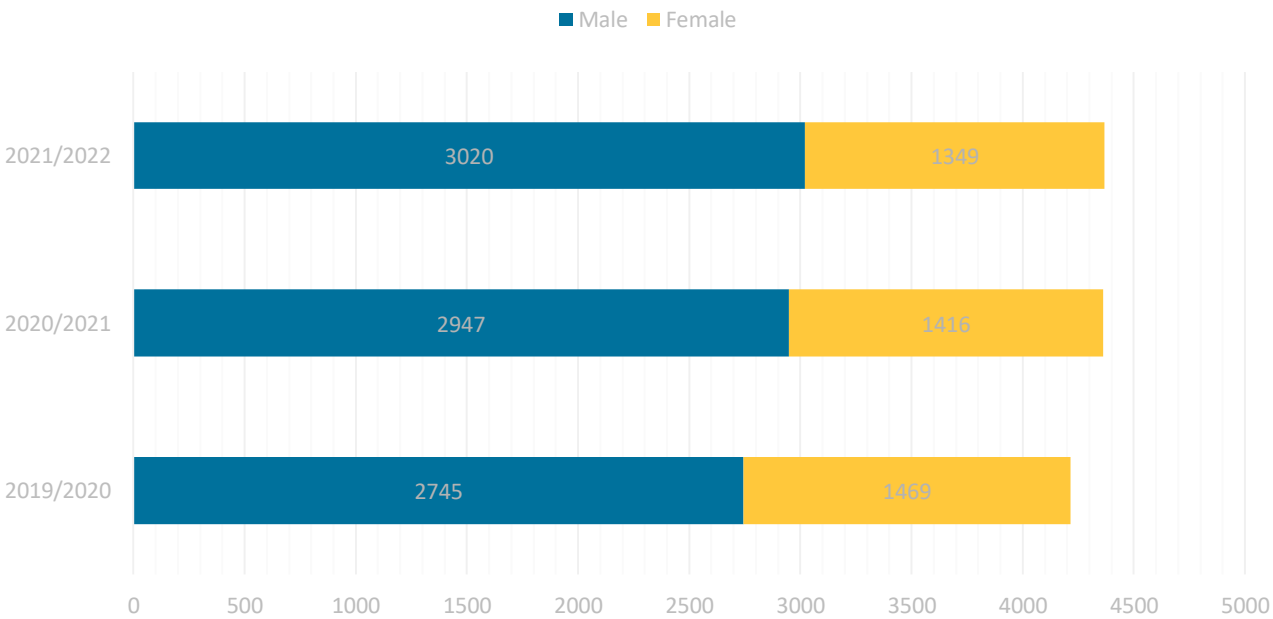
208

Professional subject
teachers and instructors

Students enrolled in the 10th grade in AVETAE partner schools, in the school years 2019/2020, 2020/2021 and 2021/2022



The total number of students in AVETAE's partner schools, in the school years 2019/2020, 2020/2021 and 2021/2022



Achieved Results by AVETAE

Trainings

Trainings for capacity building of AVETAE staff have been organized, according to the annual training plan. In cooperation and support of donor organizations, several trainings have been organized for the school management staff as well as the teachers.

Statistical Data

The statistical documents with data from the partner schools and a comparison of data for the years before has been prepared. Also, this document contains data on the employment of students after their graduation.

Cooperations with enterprises

Cooperation with the business community has been increased and MoUs have been signed with various companies, regarding the educational profiles of partner schools.

Qualification

Schools under AVETAE management apply the 5th level of qualification "Assistant for children / students with special educational needs" and for "Career Advisor", according to the Kosovo Qualifications Framework (KCF).

Validation and accreditation of education profiles

The Partner Schools of AVETAE are the first public schools in Kosovo to apply to the National Qualifications Authority for validation and accreditation of profiles. Initially, they applied with two or three specific profiles. This is a very important step in reforming Kosovo's education system.

Carrier guidance centers

AVETAE has agreed with the EYE project to open three Career Centers in 2019 in CoC "Shtjefën Gjeçovi" in Pristina; in the CoC "Kujtim Krasniqi" in Malisheva and in the CoC "11 Marsi" in Prizren. These Carrier guidance centers now are giving support to these CoC's.

Internationalization

Thanks to **MoVET project** last two years AVETAE is raising capacities in creating networks with other local, regional and European partners. Among others we are preparing a strategy about internationalization, learnings and outcomes from **VENHANS** project would be a great opportunity to be as reference about internationalization process.



Challenges and Reflecting on these challenges

Challenges that our organization faces in our internationalization process and VENHANS peer learning experience supported our organization in reflecting on those challenges and finding solutions/measures to implement.

Challenges that our organization faces in our internationalization process

VENHANS peer learning experience support

Supporting VET providers in networking and internationalization goals. **AVETAE** has regular discussions with partnering VET schools (six CoC's - "Center of Competences" under AVETAE management) and these CoC's are trying to learn from AVETAE staff experience given especially from partners in **MoVET** project and other projects like **VENHANS** project..

Strengthening and improving cooperation of the partnership. AVETAE (a public body) and APPK (a private body) are two institutions from Kosovo thanks to **MoVET** project they are in partnership with other public and private organizations in Western Balkan Countries and in some other countries from EU. Online and onsite meetings, especially joint staff trainings and workshops organized till then give us opportunities not only to learn from partners experience in internationalization but through these meeting there were other partners presenting their experience, too..

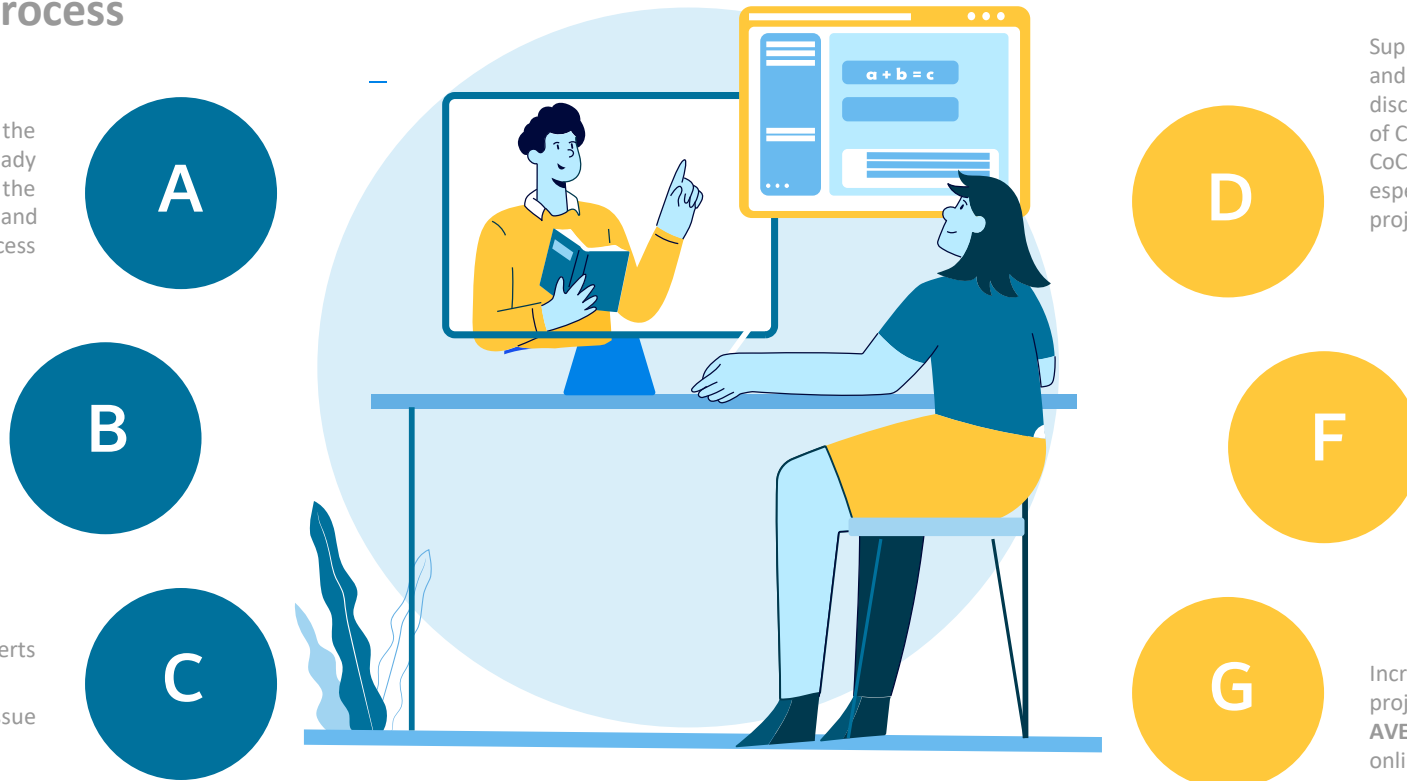
Increasing impact of internationalization generated by the project activities. There were many activities till then where **AVETAE** through **MoVET** project took place, and in these online, onsite activities and workshops organized. **VENHANS** project is an added value in increasing impact of internationalization generated by the project activities, since two members of AVETAE staff (general director Mr. Fikrije Zymberi and Mr. Valbona Hajredinaj) took place in events (online and onsite event) organized by VENHANS project.

There is no any training conducted regarding the internationalization, recently the **MoVET** project already organized JST's which helped the representatives from the member organizations to gain the new knowledge and experience toward this process

To There is lack of dedicated staff for internationalization activities. In this case there are committed management and, in some cases specified teacher volunteers

Recruiting International experts

Visa issue



THANK YOU VERY MUCH

FOR YOUR ATTENTION

FINAL REMARKS & CONCLUSIONS

Andrea Giacomelli
ENAIP NET





THANK YOU!



VENHANS

VET European Networking Enhancement

Do you have any questions?

info@evta.eu

+32 (0) 27722858

www.evta.eu

