VOCATIONAL AND TRAINING CENTER FROM MACEDONIA

Apprenticeships - Training of mentors from companies

Budva, 2017
Why Apprenticeships? Why work based learning?

- Strengthening the links between the needs of the labor market and the skills acquired through the education system
- Practical connection of LM with vocational education
- Improving the quality of the "offer" of future workers
- Impact on choosing the future appropriate career of students
- Acquiring knowledge, skills and experience in real conditions
Ability to take "copy-paste" apprenticeships-WBL from developed countries. Is it possible? Where are the differences?

- **In the VET system setup and its socio-economic context** (legislative framework, vision and progress)

- **In the different needs of the labor market** (factors which have influence on LM, identifying the necessary skills, leveling the supply and demand of the workforce, etc.)

- **In the different demographic, social and inclusive needs of the country** (demographic factors, access, participation, satisfaction of socio-economic needs, etc.)

- **In the internal efficiency of the implementation of VET** (transfer of knowledge, learning, learning conditions, achieved learning outcomes, etc.)

- **In the governance and realization of the strategic priorities and practices** (management, management structure, etc.)
Preconditions for successful development of apprenticeships-WBL

- Highly developed awareness to all relevant stakeholders about the need for apprenticeship-WBL
- Recognition of Macedonia's intentions for development of WBL by international institutions and readiness to provide support
- Legal basis, strategic placement, conceptualization and program orientation
- Experience in the preparation, organization and realization of the apprenticeships-WBL
- Grants to support joint projects between secondary vocational schools and companies in order to improve the practical training of students and their skills for employment
Where can apprenticeships-WBL be realized?

- Practical teaching (classes)
- Ferial practice
- Professional practice
- Free school classes
- The open curricula of the reformed three-year vocational education
- Reformed curricula for four years as a separate area
- Special education programs for adults
Main target groups

STUDENTS (parents)

TEACHERS (management from schools, VET Center, Ministry of education)

MENTORS FROM COMPANIES (management from companies, organizations of employers)
Structure of the training program for mentors in companies

Eight modules:
- Educational system, regulations and responsibilities of the participants in the training
- Safe workplace and safe working environment
- Communication with students/participants in the training
- Monitoring, evidencing and assessment the work of students/participants in the company
- Working with adults—how adults learn
- Working with students/participants from different ethnic/cultural backgrounds and students/participants with disabilities
- Planning and achieving the objectives of the program for practical teaching (training)
- Seminar final work
Main topics in the content of modules

- Educational system, regulations and responsibilities of the participants in the training
  - Vocational education in R. Macedonia
  - Legal basis for the practical training of students in companies
  - Role and responsibilities of the participants in the training - content of the contract

- Safe workplace and safe working environment
  - Healthy habits
  - Dangers at work
  - Ways to make a safer work
  - Emergencies at work - reactions in such cases
  - Rights and obligations at work
  - Legislation for protection and safety at work
Main topics in the content of modules

- Communication with students/participants in the training
  - Communication Styles
  - Verbal and non-verbal communication
  - Solving difficulties in the communication process
  - Communication with teenagers
  - Customer care

- Monitoring, evidencing and assessment the work of students/participants in the company
  - Evaluation and evidencing of students' readiness for practical training (PT) in company
  - Assessment of the student's achievements in a company from mentor-employer
  - Monitoring, evaluating and evidencing the process of practical training in company from mentor-employer and mentor-teacher
Main topics in the content of modules

**Working with adults**
- How adults learn, technologies, and specifics
- Training of teachers for vocational theoretical subjects and practical training in companies

**Working with students/participants from different ethnic/cultural backgrounds and students/participants with disabilities**
- Integration of students from different ethnic/cultural backgrounds
- Working with students with different disabilities

**Planning and achieving the objectives of the program for practical teaching (training)**
- Introducing the objectives of the program for practical teaching
- Defining the possibilities for realization of practical training in company and opportunities for including of students

**Seminar final work** - Preparation of Plan for Practical Training Program
Results from 2013-2017

- Number of certified mentors from companies – 300
- Number of covered companies – 229
- Number of trained teachers – 129
- Number of schools – 31
- Number of students who realized Practical classes in companies - 11543 or 26%
- Number of employers where the practical classes are realized - 1010
Apprenticeship-WBL is in position to grow up
THANK YOU FOR ATTENTION