



EUMOVE, the European mobility portal for VET

Final Report - Public Part



Project information

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Executive Summary

- *Are you interested in sending you trainees abroad for working and learning in real work placement companies, but you don't know how to organize this?*
- *Do you have the feeling that you don't have enough insight in the quality of the realization and the evaluation of the work placements abroad?*
- *Are you a trainer and do you want to prepare trainees before they go abroad, for example in improving their language and intercultural skills?*
- *Are you a company and interested in having fresh ideas of young people from abroad in your company?*

If your answer is “yes” on one of these questions, please read this public report of the EUMOVE project and visit the EUMOVE mobility portal www.eumoveabroad.eu

Having the right skills and adequate education, mobility can help an individual to move quickly from school into a practical situation, to climb the career ladder, or to find a new job or training context. Besides, mobility expands and enriches the training and experience of young people, enhancing their personal development and developing their intercultural understanding through language skills and exposure to other cultures and learning environments. Looking at longer term benefits, it is proven that apprentices, who are mobile during their study, will be more mobile in a job context as well. This means that these people are less vulnerable in time of economic depression.

If the benefits on short and longer term are so obvious, why doesn't take mobility place at large scale (less than 1 % in VET!), compared to mobility rates in higher education? It seems that there are still too many "barriers" to go abroad during a training period. The main barriers we have experienced in the EVTA network are the following:

- The lack of quality work placements abroad;
- The lack of trust in quality assurance in training and assessment;
- Language barriers for trainees (speaking and working in another language!);
- Cultural aspects (working in another culture!);

This is exactly the focus of the EUMOVE project: Improving the quality and quantity of mobility in vocational education and training! EUMOVE contributes to reduce the above mentioned obstacles and fosters quality in mobility in Vocational Education and Training.

Major results: www.eumoveabroad.eu

During the project, the mobility portal “EUMOVE” is developed, with information, quality work placements and preparatory tools for all actors in mobility (trainers, mentors, trainees, companies). The tools pay special attention to the preparation of the trainees, trainers and mentors in the field of language learning and intercultural aspects! (check out the online self tests for intercultural awareness and language learning!!)

Partnership and working structure

The EUMOVE portal is developed by the European Vocational Training Association, with the support of Dutch sectoral centres of expertise for the trade and Hospitality sector and with AFPA, a national VET provider. This partnership has the capacity and competences to set up and maintain the EUMOVE portal and to integrate sectoral databases with work placement companies and integrate tools for vocationally oriented language learning and intercultural awareness, as they have particular expertise in these fields.

In order to involve the direct beneficiaries in the project in order to tune the EUMOVE portal to their needs and to get feedback, a test group is set up and dissemination workshops are carried out. In this ways trainees, trainers and companies were directly involved in the development of the EUMOVE portal.

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1. Project Objectives

One of the observations in the EVTA network (European Vocational Training Association, the project promoter) is that an increasing number of students go abroad for training in work placement companies. Mobility in education and work stimulates peoples in professional and personal development, it makes young people more mobile on the labour market and thus less vulnerable during economic crisis and/ or restructuring situations.

Besides, from a labour market point of view, work based learning fits perfectly in the framework of learning outcomes and competences based learning as the practical situation is the starting point for learning and not longer the training programme (input). Trainees are prepared for their future job, which is an advantage for both trainees (in finding a job) and for the companies (in having quality work force).

Nevertheless it seems that there are too many cases in which people have to face with "barriers" to go abroad. The main barriers we have experienced in the EVTA network are the following:

- The lack of work placements abroad;
- Quality assurance in training and assessment;
- Language barriers;
- Cultural aspects;

In the last years, and via Leonardo Da Vinci programmes, some of the EVTA members have carried out projects in which tools and educational material are developed, with the aim to promote mobility at EU level. For example tools for language learning, tools for mentors in the companies, or training programmes to train trainees, mentors and trainers in being aware of cultural differences. The problem is the accessibility of these tools: people who want to use them, have to search on many different websites (if these are still operational...).

The objective of the EU-move project is to create a mobility portal for all actors in mobility (trainees, trainers, companies, mentors in the companies), who are looking for more information about mobility, suitable and quality work placements and preparatory tools. This portal is called the EUMOVE portal and is accessible via the link:

<http://www.eumoveabroad.eu>

The objective in this project was not to develop all the tools, but to make use of existing tools, to create the link between the different project outputs and disseminate the outputs of two LdV projects (INTENT) and (TRANSVALP) in the European mobility portal for vocational training, offering the following services:

- a data base with work placements abroad for the hospitality, bakery and facility services sector (in the meantime also available for the care, welfare and sports sector!);
- expanded with vocational language profiles and language testing tools (from the project TRANSVALP);
- expanded with intercultural training material and online tests (from the project INTENT);

Workshops with demonstrations of the portal and testing the portal in test groups will ensure that the mobility portal is tuned to the needs of the users and that a broad group of end users, beneficiaries, potential partners (for expansion) and experts (for content) are reached and involved during the project.

2. Project Approach

Project management

During the project, there were two main phases:

1. Development of the portal and adaptation of the existing tools
2. Integration of the tools and testing / demonstrating the EUMOVE portal

The first half of the project is focussed on the "development" of the mobility portal, which means adapting the tools for language learning and intercultural competence to the needs of the users of the EUMOVE portal, adapting the database of work placement companies, so that it can be integrated in the EUMOVE Portal and to develop the context, the environment of the EUMOVE Portal (looks, functions and structure: blueprint).

In total 3 plenary project meetings have taken place, with in between bilateral coordination meetings between the partners.

The second part of the project was dedicated to the realisation of the workshops for potentials users and test groups with experts and direct beneficiaries. See below for more details on the workshops and test group meetings.

Workshops

Half way the project, dissemination workshops are planned and started in order to:

- demonstrate the portal (working, functions and opportunities)
- create awareness on the benefits of the EUMOVE Portal for their context and for mobility in general;
- involve the potential users in the project. In this way we are able to tune the mobility portal to the needs of the users and create a test group out of the participants of the workshops during the lifetime of the project. 7

Starting in June 2010, in total three dissemination workshops are carried out for EVTA members and other beneficiaries.

Result: 5 other organisations are interested in participating in the network and/ or using the EUMOVE portal in their context. One other sector was interested (ICT)

Test/monitoring group meetings

The second half of the project was focussed on the testing phase of the mobility portal. The partners of the testing phase was an existing working group of EVTA, which was involved in the EUMOVE project in order to:

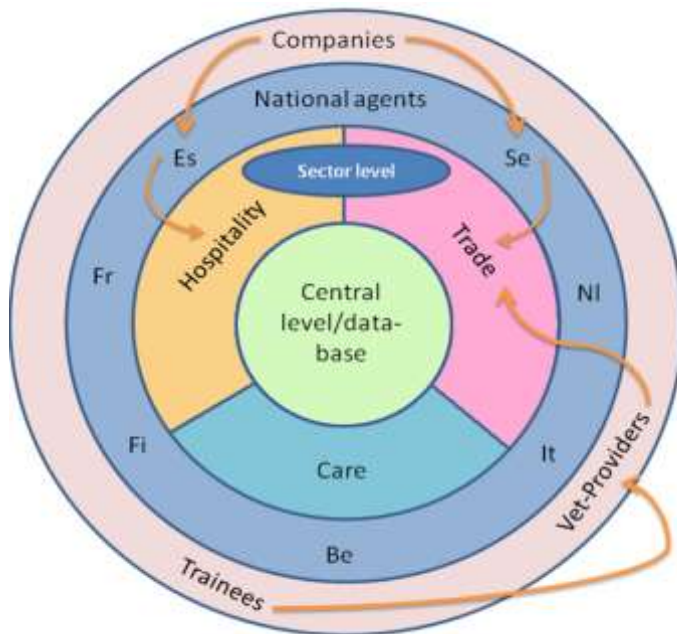
- monitoring other mobility activities in the EVTA network,
- to get feedback from potential users (VET providers, trainees);
- set up a sustainable network of partners behind the EUMOVE portal (sustainability!!);
- to test the EUMOVE portal in existing mobility projects/ cases, where appropriate.

Starting in May, in total 2 meetings with the test group are carried out.

Result: All the 12 partners are now involved as country agents in the EUMOVE system. During the testing phase direct target groups as trainers and trainees were involved.

The working structure of the partnership and the project is described below more in detail.

The working structure



The working structure in EUMOVE is the following (see diagram on the left):

Core team:

The project team of EUMOVE, responsible for the development of the portal structure, the tools and the integration of the transvalp and intent tools (EVTA, AFPA, Kenwerk, KCHandel)

The sectors:

EUMOVE makes use of the databases of the Dutch centres of expertise. The reason for this is that they contain work placement companies all over Europe, which comply with quality criteria. *(They are part of a formal structure of VET in the Netherlands and guarantees therefore sustainability and quality in the field of work placements abroad.)*

In EUMOVE the start is made with the hospitality, bakery and facility services sector, but is already at the end of the project expanded with the care, welfare and sports sector. The retail, wholesale and international trade and ICT sectors are planned for 2011. The Dutch sectoral organisations and the sectoral bodies in other countries, play an important role in the maintenance of the database with work placements.

National agents:

National agents, but can also be regional, sector or local agents. These people are derived from the testing group of EUMOVE. They are experts in mobility/ competence based training, but do not always represent training centres. This why they can have a different role in the project. Some of the partners bring in new companies for the databases, some of the partners provide expertise for the tools, some of the partners use the EUMOVE portal for sending trainees abroad etc. Whatever their role is, they play an important role in being an ambassador for companies, training providers and trainees in the promotion and use of the EUMOVE portal. (See the potential users and partners in the outer circle). They play an important role in the dissemination, expansion and implementation of EUMOVE.

3. Project Outcomes & Results

The EU-Move portal's concept is to satisfy the demand/need for better skilled VET-students and increased mobility of the European workforce by facilitating transnational contact between employer and trainee and in addition provide supporting services and tools (focussing on language learning and intercultural competences), increasing the quality of the experience.

The overall mission of EUMOVE, also on longer term, is to increase the quality and quantity of the mobility of the European workforce and the attractiveness of the VET-sector in particular.

The added value offered by the mobility portal is on one hand *matching employers and trainees in the area of VET from different countries*. And on the hand providing trainees, the necessary tools to prepare themselves the best for a work placement abroad. Important is here to mention the focus on intercultural competences and the focus on vocationally oriented language learning as these two issues seems to be big obstacles in going abroad. For the VET provider and mentors, EUMOVE offers tools to prepare, organize and evaluate the work placement in the most efficient and effective way. By providing one portal for all the actors, there is an optimal transparency of the tools and information!

The EUMOVE portal is accessible via the link: www.eumoveabroad.eu

- All sections are open for public and tools and instruments are free to use by the public;
- The portal is available in English and French. For the French website, some of the tools remain in english and the databases with work placement companies are also in English;
- TRANSVALP tools are integrated in "the trainee section"/ before you go abroad/ speaking another language; (also direct link via the homepage, on the right hand side)
- INTENT tools are integrated in the "trainee section"/ before you go abroad/ working in another culture; (also direct link via the homepage). According to tools for intercultural competences, tools are also integrated in the mentor section (go to the mentor page) and VET provider section (go to steps and tools in the VET provider section);



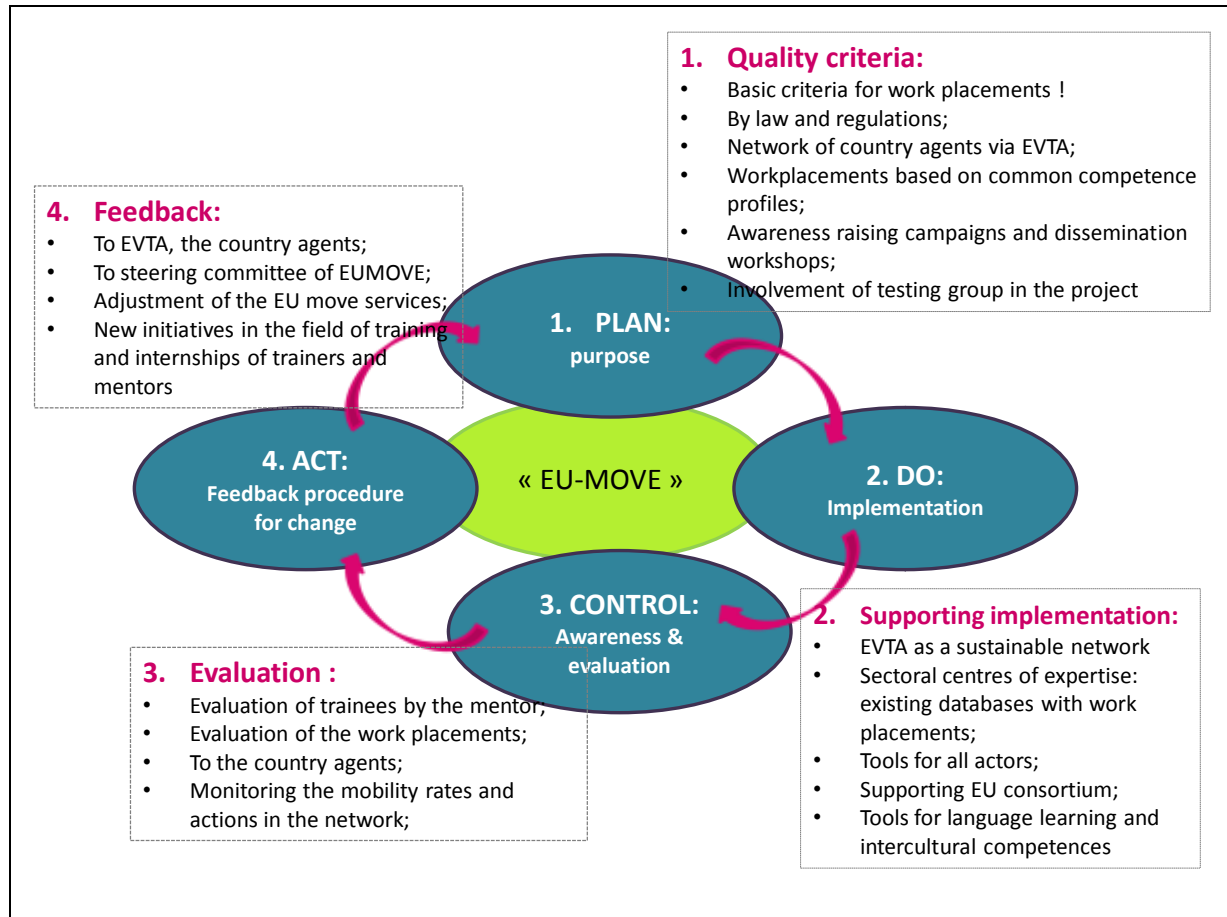
www.eumoveabroad.eu

Other outputs of the project:

- Monitoring report on mobility activities and testing results of the partners;
- Dissemination/ SWOT analysis of EUMOVE;
- Workshops report, with recommendations;
- Brochure (via the website) and poster;
- Demos/ usersfiches for the use of EUMOVE (via the website);

Quality control

As mentioned earlier, the lack of insight in quality assurance is one of the obstacles in work placements abroad. The quality assurance aspects are important issues of the EUMOVE portal. When taking the EQARF as the reference and applying this, with the 10 quality indicators to the EUMOVE system, the following overview can be made:



Where often this quality circle stops after the 3rd “control/ check” phase, there is another, fourth, phase foreseen to guarantee the continuity of the quality of the EUMOVE portal and mobility in particular: the phase “ACT”, which assures actions for improvement, continuity and sustainability!

In EUMOVE this phase is ensured by:

- involving the national agents, who provide the core team feedback on behalf of their context, country or region,
- implementing the EUMOVE portal in the policy of EVTA to create more sustainability and ownership in the EVTA network
- building on the EUMOVE portal with further initiatives in the field of training and internships of trainers and mentors

4. Partnerships

The partnership of the EU-move!-project has evolved from the demand for sustainable strategies for mobility at European level. It seems that all the partners, including the test group partners¹ have experiences with mobility of trainees or workers, but it often takes place on single initiatives of these persons, trainers or employers within specific regions or sectors.

The core partners:

EVTA – European Vocational Training Association

EVTA is a vocational training network comprised of 19 members from 15 European countries, representing national and regional actors in vocational training. EVTA coordinates the project and has the role of exploiting the results towards the EVTA members and other European platforms. With its position and links to all kind of actors in VET all over Europe, EVTA has a strong position in creating impact with project outputs at EU level. EVTA has via its member's indirect contract to more than 2000 training centres, 50.000 trainers and has via EU projects contact with more than 50 other stakeholders in Europe.

Kenwerk

Kenwerk is a Dutch centre of expertise for labour market and VET for the sectors hospitality, travel, leisure and facility services. Kenwerk contributes to the project, in addition to its expertise, by providing a database of work placement companies in the hospitality sector. Kenwerk will be responsible for updating and maintaining the database.

KCH International

KCH is a Dutch centre of expertise for labour market and VET for the sectors retail, wholesale and international trade. KCHI has developed in another international project in the framework of the LLP 2007-2013 a project called INTENT, on the development of tools and competence profiles to promote international entrepreneurship in VET, with the focus on intercultural competences. These results are used in the EUMOVE portal

AFPA

AFPA is a national training organisation in France, for adult education. In a previous LdV pilot project, AFPA has developed competence profiles and assessment tools for vocationally oriented languages learning. These tools are integrated in the EUMOVE portal.

As described under the heading of “working structure”, the partnership is expanded during the project with a test group and these partners now are part of the “country agent structure” of EUMOVE, to implement the EUMOVE Portal and to work on sustainability and expansion.

The demand of these sectors and regions are strong and relevant. About three quarters of EU legislation and initiatives are implemented at local, regional or sector level and it makes sense that the demand is raised from sector, local and regional representatives. The involvement of these partners is therefore important as they have direct impact at this level and to close the gap to citizens. This is in line with one of the most important recommendations: that sustainable strategies have to be set up in order to promote mobility in a quantitative, qualitative and structural way. The EU-Move! mobility portal contributes to these needs and recommendations and to create a sustainable collaboration between relevant European actors.

¹ Calibris, Animafest, Kenwerk, KCH International, EVTA, Horeca, Aike, NEXT, AFPA, Gilde Opleidingen, Zadkine, ROC Zeeland, Lernia, IB

5. Plans for the Future

Maintenance and implementation of the EUMOVE portal in general

First of all, the success of the use and implementation of a website/ portal is always dependant on the maintenance and updates! This means that on regular basis the EUMOVE portal will be updated with revised tools (based on comments of users), evolve with new tools (online tools for evaluation) and new work placement companies.

Planned actions

- *Marketing and creating visibility at national, regional, sector and European;*
- *Updating of database of work placement companies;*
- *Integrating online evaluation tools for trainees and mentors;*
- *Marketing and cooperation with training providers to use and implement EUMOVE;*
- *Finding and provide information of sources for founding of traineeships abroad;*
- *Find synergies between mobility portal and other projects to increase the content and efficiency.*

Expansion to other countries: the country agent's network

There are expansion opportunities in seeking new geographical market, inside and outside Europe. Initial contact has already been made with interested stakeholders in Australia and Turkey. Another expansion opportunity is the expansion of the network of country agents in countries and or regions which are not yet present.

Planned actions:

- *Locate new countries and regions that are interested to benefit from mobility portal, first starting with the EVTA network members;*
- *Develop network of professional and suitable national ambassadors*
- *Strengthen existing collaborations between EVTA and countries/ continents outside Europe, which might have an interest in EUMOVE: Australia. (via mobility project)*

Expansion to other sectors

Growth by adding new sectors is also possible. Both the ICT and the trade sector have expressed already their interest in the EUMOVE portal as these sectors are more and more operating in an international context as well.

Planned actions:

- *Integrating database for the trade (retail, wholesale and international trade);*
- *Exploring other sectors (construction, electro technical engineering etc.)*

Expansion to other target groups

Make it possible for companies to use the mobility portal to up-skill personnel by having a traineeship abroad. Or for job seekers/ unemployed to make them more employable on the labour market. The more trainees go abroad, the more the need grows for trainers to go abroad for an internship as they have to be competent to prepare the trainees in the right way. It seems that internship and therewith the improvement of the competences of trainers is a hot issue.

Planned actions:

- *Finding opportunities to collaborate with platforms that are targeting other target groups, as workers: EURES. (contacts already made during the final dissemination workshop);*
- *Set up an experiment with using EUMOVE for internships of trainers in VET centres;*

6. Contribution to EU policies

EU2020:

EUMOVE contributes to the improvement of LLL strategies of students, individuals and workers. It provides a portal with services to facilitate and improve in a quantitative and qualitative way. For students and workers this will result in higher employability and improvement of personal and professional skills. For training centres this means setting up more flexible, individual based learning pathways and collaboration with other training centres and companies at EU level.

Promoting LLL and mobility:

EUMOVE has the aim to improve mobility at EU level. By stimulating mobility, we stimulate people to learn competences in a context abroad which they would never have gained when staying in their own country for the same training. This means automatically an increase in creative spirit and entrepreneurship of people.

Contributing to employability of young people and “new skills for new jobs” initiatives

Mobility stimulates also LLL and employability of people as it makes people more mobile during their training or working career, leading to more flexible and adaptable workforce on the labour market.

EUMOVE contributes to competitiveness and employability as the mobility environments are work placement companies. Work based learning and focussing on learning outcomes is the best way to lower the gap between labour market and education. It makes it easier for graduated students to find and for companies this means investing in better trainees and quality workforce. For a company, providing work placement for trainees mean that they are closer involved in the content and execution of training programmes in VET. Needs in the framework of “new skills for new jobs” can be integrated in VET programmes in a better way.

Improving language learning and awareness on cultural diversity

In the EUMOVE portal, profiles and tests are transferred from the TRANSVALP (vocationally oriented language learning) and INTENT (intercultural competences) projects. Cultural and language issues are often seen as a barrier for mobility. In this way, training centres who are using EUMOVE, can also go abroad for (formal) language / intercultural learning and not only for learning technical competences. Besides, trainees and trainers can use the profiles and test to prepare themselves before they go abroad.

Improve the attractiveness of VET

The attractiveness of VET will be enhanced as mobility enables people to gain their competences in another context, which enriches their professional and personal competences. Working outside the “training centre environment” makes young people more independent, responsible, grown up and broadens their perspective for future career opportunities (“Why not finding a job abroad?”)

Enhance the valorisation of results at European level:

EUMOVE is about using the most optimal conditions for the dissemination of LdV outputs, using existing infrastructures and an existing network. Valorisation (and thus creating impact) can only be a success when a sustainable, trustful and relevant context is used. EUMOVE complies with these requirements as it makes use of successfully proven infrastructures, the policy and commitment of the members, testgroup and the network as such (mutual trust and sustainability).

7. Extra Heading/Section

EUMOVE!
Quality in professional learning and working abroad

“Makes MOBILITY a reality in EUROPE!”

www.eumoveabroad.eu

kenwerk
Leren in de praktijk

AEFP
EVTA

KH International

afpa

Calibris

horeca
Hotels, Restaurants, Catering

IB
International Bureau of Vocational Learning

LEONARDO

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