GREEN skills for enterprises - Sustainable Training for Automotive suppliers clusteR

Leonardo da Vinci TOI n. 2013-1-IT1-LEOO5-03983

CONFERENCE

22 September 2015
A.P.I. Spa
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Green Skills in Apprenticeship

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Green skills in Apprenticeship

In this presentation we analyse the implementation for training modules:

- Energy
- Waste
- LCA

for apprentices in Veneto Region‘s enterprises

Vocational apprenticeship to obtain a labour market qualification

- Youth from 18 to 29 years old (or 17 in case of 3-years vocational qualification)
- Job contract for 3 years in manufacturing enterprises
- Training programmes for vocational apprenticeship:
  - The basic and cross-sector's training is aiming at providing basic skills
  - The vocational training (to acquire technical vocational skills)

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Trasversal catalogue training modules

8 key competences for lifelong learning

5 included in the Veneto Region catalogue – 13 modules in the industry sector

Social and civic competences	Learning to learn	Sense of initiative and entrepreneurship	Digital competence	Communication in foreign languages
Basic	Basic	Basic	Basic	Italian for foreigners
Advanced	Advanced	Advanced	Advanced	English basic
				English medium
				German
				French

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An example of social and civic comp. advanced

Contents description:

- safety at work and environmental sustainability;
- regulation of the apprenticeship employment contract (labour law);
- social security system;
- enterprises organization;
- interpersonal communication at the workplace.

Learning outcomes

- Description of the competence to be acquired:

To work in the company by contributing effectively and proactively, by taking responsibility and autonomy according to the tasks and the role assigned.

Matching the green competence modules and trasversal catalogue training modules

According to:

- Educational qualification: Eg: high school certificate
- Previous knowledge: Eg: none

Matching to:

- Right level of catalogue training module, like based or advanced
- Corresponding educational qualification level of apprentices in a specific territory (eg: Vicenza province has a majority of graduated apprentices)

Matching the green competence modules and trasversal catalogue training modules

- Aims in terms of contents. Eg: understand environmental impact
- Key questions. Eg: How do I measure an environmental impact?

Link to:

- Contents description. Eg:environmental sustainability

Description of competence to acquire. Eg: To work in the company by contributing effectively and proactively, by taking responsibility and autonomy according to the tasks and the role assigned.

Learning outcomes in terms of knowledge and skills. Eg knowledge: Rules on the protection of health and safety at the workplace. Eg skills: Adopt behaviors that promote energy efficiency environmental sustainability in compliance with current regulations

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Green competence modules

Within the 40 h. course, 8 h. in May '15 were dedicated to

- Energy: Levels 1 – 2 from GT-VET program: 4 h.
- Waste: Level 1 from GT-VET program: 2 h.
- Life Cycle Assessment (designed by Confindustria Veneto SIAV): Level 1: 2 h.

- 17 participants
- 18 – 29 years old
- From industrial companies

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Apprentice's point of view...

Perception for contents usefulness: positive but organization-dependent (apprentice's role is like a beginner)

...and future perspective

At regional level, for the revision of training system sheduled in 2016 will be important to involve social parts in the discussion of green star project outcomes

Compulsory for basic and cross-sector training

Each training module is 40 hrs and is required to be completed within one year from the date of employment

To achieve this goal it is necessary to:

1 – web-based communcation system, between:

- Veneto Region,
- Enterprises
- Training centers

from job contract start to training program attendance;

2 – Veneto Region database for creating and maintaining list of active job contract;

3 – Compulsory for the training center: organise the training for a group composed by at least 12 apprentices

Training centers on the territory

The training must be provided near the apprentices home

Province/ no. of training centers	Social and civic comp. - advanced
BELLUNO	2
PADOVA	4
ROVIGO	3
TREVISO	3
VENEZIA	3
VERONA	6
VICENZA	5
Total	26

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Population of apprentices ready to foster green slills

Provinces	Social and civic comp. - advanced
BELLUNO	26
PADOVA	213
ROVIGO	41
TREVISO	150
VENEZIA	89
VERONA	142
VICENZA	336
Tot.	997

Training centers on the territorExample of apprentice data sheet

Personal data:

Id record 69745
Surname
Name FRANCESCO
Apprentice municipality TREVISO
Job municipality VALDOBBIADENE
Province TREVISO
Starting job date 2014-11-03
Modules choice date 2014-10-31
Ending job date 2017-11-02
Record status APPROVED
Training complusory 40 hrs industrial APM
Ccnl 013
Job id VE57126257
Reference number 04618000261
Company name RedWine
Company municipality VALDOBBIADENE
Tel. 0423 900xxx

The regional datbase provides information about the contract applied (CCNL), the lenght of training, the company (and its broad sector), and the module, eg. Social and civic competences

Thank you!

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