



# WBL Guarantee

November 2018

# Newsletter n° 1

## Introduction

Welcome to the first newsletter of the WBL project. This newsletter is aimed to present the main features of the project, and to introduce the kick-off meeting, which took place last January in Rome, held by ERIFO. That meeting represented a perfect opportunity to fix a general introduction to the project, and to state objectives and deliverables.

## What the WBL Guarantee project is about?

The WBL guarantee is a project designed by the Erasmus + program, which involves a partnership composed by different organization coming from five different European countries. WBL Guarantee is a project which will developed over three years, aiming to develop, design and validate two curriculum programs for the professional development of "in-company tutors" (SMEs) and "job-counsellors/professionals" (public/private sector) working with WBL measures in Europe. The diversity of the partnership is a key element to promote the most effective tools possible and that take into account the most diverse needs. The project identifies the new contexts (both in terms of current European labour market conditions and in the WBL measures and programme delivered) that are impacting upon, and therefore changing, the traditional roles of employers/mentors working within SMEs and employment counsellors and professionals working in VET/employment agencies asking for an enhancement of their skills and capabilities - with corresponding challenges for how this occupational profiles are to be developed, trained for and accredited across Europe.



## Activity plan

The project is designed around six intellectual outputs that are going to be developed in the following years. The meeting would be an opportunity to evaluate the state of the art of those outputs and to determine their concrete implementation by partners.



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# Intellectual output of the project

## IO 1 - Transnational Research Study and Analysis about the professional roles and challenges of WBL schemes in Europe: Policies, Systems, Competency Standards and Good Practice

The study will take into account and align the different WBL systems existing in the partner countries, reviewing organizational and regulatory changes of public and private employment services working with WBL schemes, with the most recent advancements of the national WBL schemes on how to support companies, the advantages of using WBL schemes as well as the extent to which the drivers from the Riga Conclusions (2015) on WBL are implemented.

## IO 3 - Curriculum programme development for the Job Counselors/Practitioners (public and private sector) working with WBL schemes

Based on the results of IO1 a common curriculum programme for the professional development of job counselors working with and aspiring to work with WBL programmes in private and public organisations, will be designed, developed and tested. It will aim to provide the job counselors/practitioners (sending organisation) with the right skills/competences for managing and delivering high-quality WBL programmes and developing new knowledge. The Curriculum will incorporate “train the trainers” sessions with a series of practical-action learning sessions along with supporting Resource Pack/Tool Kit for

## IO 2 - Curriculum Programme development for the in-company tutors (SMEs)

Based on the results of IO1, a common curriculum programme for the professional development (CVET) of in-company tutors (SMEs) will be designed, developed and tested. It will aim to provide the right skills/competences to achieve high-quality performances in WBL practices (host enterprises' side). The Curriculum will include a MOOC, practical training sessions and supporting Resource Pack/Tool Kit for delivering and evaluating.

## IO4 - In-Company Tutors PILOT BLENDED action programme and Self-Directed Learning Guide

IO4 will pilot the IO2 contents through a pilot course delivered in each Country through 3 integrated stages, involving 10 in-company tutors (learners) of SME. Following the key findings of Testing/Piloting of the Curriculum Programme, partners will design and produce a Self-Directed Learning Guide with a set of resources and learning tools, which will be made available to existing and aspiring in-company tutors and those in roles requiring the WBL programme development. This Guide is aimed at providing opportunities for self-assessment and professional development for the in-company tutors, providing them with the resources to assess their own skills and competencies, along with materials to enable them to develop additional skills and aptitudes and to enable them to track and assess their current skills against the Occupational Competency Standards and associated NQF/EQF Standards.

## IO 5 - Job counsellors/professionals PILOT PRACTICAL action programme and Self-Directed Learning Guide

IO5 will pilot the IO3 contents through a pilot course delivered in each Country through 3 integrated stages, involving 10 Job counsellors/professionals (learners). Following the key findings of Testing/Piloting of the Curriculum Programme, the partners will design and produce a Self-Directed Learning Guide with a set of resources and learning tools, which will be made available to Job counsellors/practitioners and those in roles requiring the WBL programme development. This Guide is aimed at providing opportunities for self-assessment and professional development for the Job counsellors/professionals, providing them with the resources to assess their own skills and competencies, along with materials to enable them to develop additional skills and aptitudes and importantly to enable them to track and assess their current skills against the Occupational Competency Standards and associated NQF/EQF Standards.

## IO 6 - Legacy Handbook for WBL programmes and mobility programme

The IO will develop a Handbook for the key representatives of the WBL Alliance (SMEs, Policy Makers; VET/Employment Agencies; Social Partners). It will comprise of two integrated parts. 1) The Handbook will lay out plans and policies to help the partner Countries to introduce or reform support for companies, in particular SMEs and micro enterprises, and VET/Employment agencies taking part in WBL schemes (apprenticeship/traineeships). 2) The Handbook will envisage the creation of a resilient Network or Association of qualified, competent in-company tutors and job counsellors/practitioners involved in WBL across the partner countries and the rest of the EU.

## The kick off meeting



The kick off meeting was hosted by ERIFO on the 29 and 30 of January 2018, and was attended by representatives from partnering organizations. This moment represented the opportunity to put in place a general introduction to the project, stating objectives and deliverables. After a short presentation of partner organizations, a general introduction to WBL Project took place.



There was a presentation of the project and its objectives, the main deliverables that are attended and a Project Plan Overview was designed.

Therefore, the activities of the meeting were divided into two days of work. The first day was devoted to a general discussion about the Intellectual Outputs to be realized in the project. So, for each IO there was an analysis of main roles and responsibilities assigned to each partner, a discussion over the products that each IO should provide at the end of the three years, and a definition of the work plan in all its aspects. On the other side, the second day was focused on quality, dissemination and financial aspects of the project, setting the respective deadlines and fixing dates for the next meetings.



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