

Module 1

Vocational Education and Training (VET) has be inclusive, in order to promote social and economic equality and unity, as well as to transmit European values and encourage citizenship.

VET FOR EMPLOYABILITY

Skills cultivated by VET in accordance with labour market's needs:

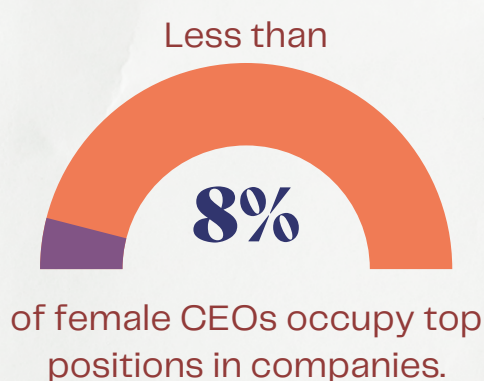
- digital literacy
- critical thinking and problem-solving
- communication and collaboration
- entrepreneurial skills



VET FOR ACCESSIBILITY

Accessible VET education is aimed at providing equal opportunities for all individuals to develop their skills and pursue meaningful careers, regardless of their circumstances.

VET FOR GENDER EQUALITY AND UNDERREPRESENTED GROUPS



In the European Union, the share of VET learners with a non-EU citizenship was 7% in 2019, with the highest shares found in Luxembourg (27%), Cyprus (20%), and Belgium (15%).



Vocational Education and Training (VET) can play an important role in boosting employability, safeguarding accessibility, and promoting gender equality. By equipping learners with the skills and knowledge needed to succeed in their chosen careers, VET providers can help to create a more inclusive and diverse workforce, which benefits individuals, employers, and society as a whole.

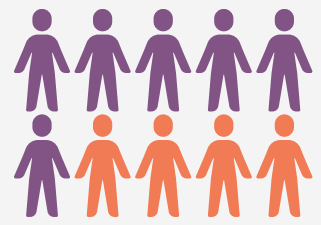
BASICS OF NETWORKING AND LOBBYING

“Networking represents proactive attempts by individuals to develop and maintain personal and professional relationships with others for the purpose of mutual benefit in their work or career (Forret & Dougherty, 20)“

TYPES OF NETWORKING

Examples of face-to-face networking:

- Trade shows
- Conferences
- Hosted meet and greets
- Business associations and other local organisations
- Workshops
- Social events



Examples of online networking:

- LinkedIn
- Facebook groups
- Twitter
- Meetup.com and other online directories
- Zoom or other video chat platforms

DO'S AND DONT'S FOR BUSINESS NETWORKING



Don't:

- Stand and look at your phone
- Start a conversation with your business card
- Be a passive listener
- Be intimidated by other people's roles/success
- Be afraid to ask questions
- Promote yourself overzealously

Do:

- Smile and introduce yourself
- Prepare conversation starters/closers
- Follow up face-to-face networking on social media
- Make it personal
- Be persistent
- Send consistent messages
- Make it an ongoing relationship



Examples of Decision- making tools

- SWOT diagram
- Decision making diagram
- Strategy map
- Decision Matrix

Body Language in Communication

- Keep your body open.
- Relax your hands in your laps or on the table.
- Make eye contact.



Why is Networking important

Networking is key as it opens opportunities that may otherwise not present themselves. The more you connect with people and demonstrate your expertise, the more likely they'll want to work with you. Contacts made through business networking are also more likely to refer you to people who have a problem they know you can help to solve. As you share your knowledge with people in your industry, others will do the same for you. This will help you learn about other people's experiences and uncover ways you can solve your own issues. In an ever-changing world, it's also important to keep up to date with developments in your industry and the outside world and networking will help you to ensure you are aware of factors that may affect your field. Networking with people both in and outside of your specific area of business broadens your knowledge and improves your confidence, which is beneficial for your mental health.

ENHANCING MOBILITY AND INTERNATIONALIZATION

Employers compete in a global market so there is an increased need for global competences, global skills and global thinking. Work-based learning (WBL) initiatives allow creating a skilled workforce able to work within an international market and team.

CHALLENGES IN INTERNATIONAL WBL

- Staff involved in the organisation of WBL should have particular skills like **language / communication / networking skills**, an international attitude and cross cultural competences
- **Recognition of curricula and qualifications** among different countries
- Defining curricula that respond to the **global skills' demand**

TIPS AND TRICKS TO MITIGATE CHALLENGES

- Set **quantitative** and **qualitative objectives** regarding **upskilling programmes** for the staff or structural changes within the organisation
- Develop curricula that refer to the European credit system for VET (**ECVET**) and the European Qualification Framework (**EQF**)
- Make regular research on how the **skills' demand** is evolving at **global level**

TOP 10 JOBS WHOSE DEMAND WILL INCREASE AT GLOBAL LEVEL

1. Data analysts and Scientist
2. AI and Machine Learning Specialists
3. Big Data specialists
4. Digital Marketing and Marketing Specialists
5. Process Automation Specialists
6. Business Development Professionals
7. Digital Transformation Specialists
8. Information Security Analysts
9. Software and Applications Developers
10. Internet of Things Specialists



HOW TO ACCESS INTERNATIONAL NETWORK

- Participate in **international activities** (e.g., seminar, conferences)
- Develop **international communities of practice**
- **Join existing network** (e.g., EfVET, European Forum of Technical and Vocational Education and Training, EUproVET, EVBB, CEDEFOP, EDUWORK.NET etc.)
- Submit for and manage **EU funded projects**

The Erasmus+ Programme represents a precious opportunity to enhance mobility and get funding for international WBL activities

Through Erasmus it will be possible to organise:

Outgoing mobility where the applicant can act as sending organisation selecting participants and sending them to an enterprise or other type of organisation abroad.

Incoming mobility to create upskilling opportunities for the staff of the applicant organisation

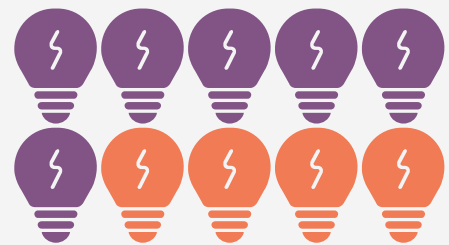
Boosting digitalisation

"At least 40% of all businesses will die in the next 10 years... if they don't figure out how to change their entire company to accommodate new technologies."

John Chambers, Cisco Systems

MODULE CONTENT

- identification of digital literacy needs
- essential technologies for the digital transformation
- implementation of digitalisation in work-based learning in Industries 4.0 and 5.0



THE CHALLENGE

Are you ready for the strategic shift in how businesses use technology?



By taking this module, you gain the knowledge and skills to create new business models, improve existing processes, and enhance the overall customer experience making use of digitalisation.

LEARNING OUTCOMES

Knowledge

Explain the value of using DigComp framework to identify employers' digital literacy needs.

Recognise the employer's needs regarding digital competence for the implementation of work-based learning.

Skills

Discover the employer's digital literacy status using the DigComp framework.

Identify the competences needed for an employer/sector digitalisation in Industry 4.0/5.0.

Attitudes

Assess the digital competence areas and respective proficiency levels needed for an employer/sector.

Plan the DigComp framework implementation to deliver work-based learning in Industry 4.0/5.0.

INDUSTRIES 4.0 & 5.0

Opportunities

- Increased automation
- Customisation
- Creative work
- Higher value-employment
- More engagement in planning

Challenges

- Skill development
- Lack of integrated decision making
- Cyber security
- investment
- Regulatory implementation

Innovating Educational Pathways

THREE MODULES

1. WHAT IS INNOVATIVE EDUCATION, AND IS IT FOR ME?

2. USING DIGITAL TOOLS FOR LEARNING AND DEVELOPMENT

3. TRANSVERSAL SKILLS: WHAT, WHY AND HOW?



LEARNING OUTCOMES

1. KNOWLEDGE

- ASSESSING WORKPLACES' COMPETENCY NEEDS
- CREATING VOCATIONAL EDUCATION COURSES



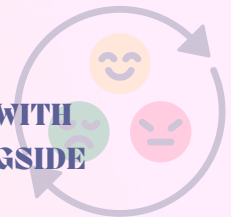
2. SKILLS

- HARMONISE WORK AND EDUCATION
- BRIDGE THE GAP BETWEEN BUSINESS NEEDS AND COURSE CONTENT



3. ATTITUDES

- OPEN TO ENGAGING WITH AND WORKING ALONGSIDE EMPLOYERS



TOTAL DURATION



10 Learning Hours

- 4 hours face-to-face
- 5 hours self-directed
- 1 hour assessment

INTRODUCTION/MAIN TOPICS

This module empowers employees to unlock new pathways in Vocational Education and Training (VET) that will assist them in a workplace setting. It looks at the competencies and skills that businesses search for when they are hiring, as well as the types of learning available to impart them, such as Continuing Professional Development and Lifelong Learning.

The final goal, in short, is to equip learners with the educational innovations they need to face the ever-changing modern world of work.

"Commit yourself to **Lifelong Learning**.

The **most valuable asset** you will ever have is **your mind** and what you put into it"

– **Albert Einstein**

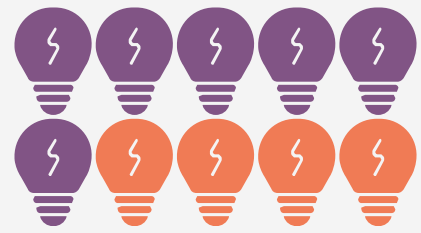


Labour Market Trends

Promote transnational mobility to improve the quality of VET programs through the learning of global competences.

MODUL CONTENT

- development of further VET programs for building international VET enterprise cooperation
- Advise employers on the strategic planning of international work-based learning initiatives
- encourage of transnational mobilities among learners
- development of global competences



THE CHALLENGE



Open up to new labor market models aimed at making apprentices global employable by making previous training and work bases global consistent and aligned.

LEARNING OUTCOMES

KNOWLEDGE

- FACTUAL KNOWLEDGE ABOUT PROFESSION AND TRAINING OPTIONS

SKILLS

- PRACTICIONES KNOW MORE ABOUT THE MOST FAVOURIT PROFESSION
- PRACTICIONES GAIN EXPERINECES
 - PRACTICIONES GET IN CONTACT WITH THE PRACTICE PART AND NOT JUST ONLY WITH THE THEORY

ATTITUDES

- AFTER COMPLETING THE ENTIRE UNIT, THE PARTICIPANTS CAN ASSESS WHETHER THEY CAN GET INVOLVED IN THE SPECIFIED PROFESSIONAL FIELD
- PARTICIPANTS KNOW WHICH MANUALSKILLS AND ABILITITES THEY HAVE TO LEARN OR THEY ALREADY HAVE

The new labor market models not only represent an extension of the previous ones, but also offer a unique opportunity to (global) rethink and revise current concepts between employers, companies and employees.

This is urgently needed, because the entire labor market is in a state of flux, as is the case in many other areas.

This process of change provides the answer to the adaptation process of today's labor market models.