

Leonardo partnership: intergenerational mentoring in sandwich courses - “Janus”

Sandwich course training in Austria

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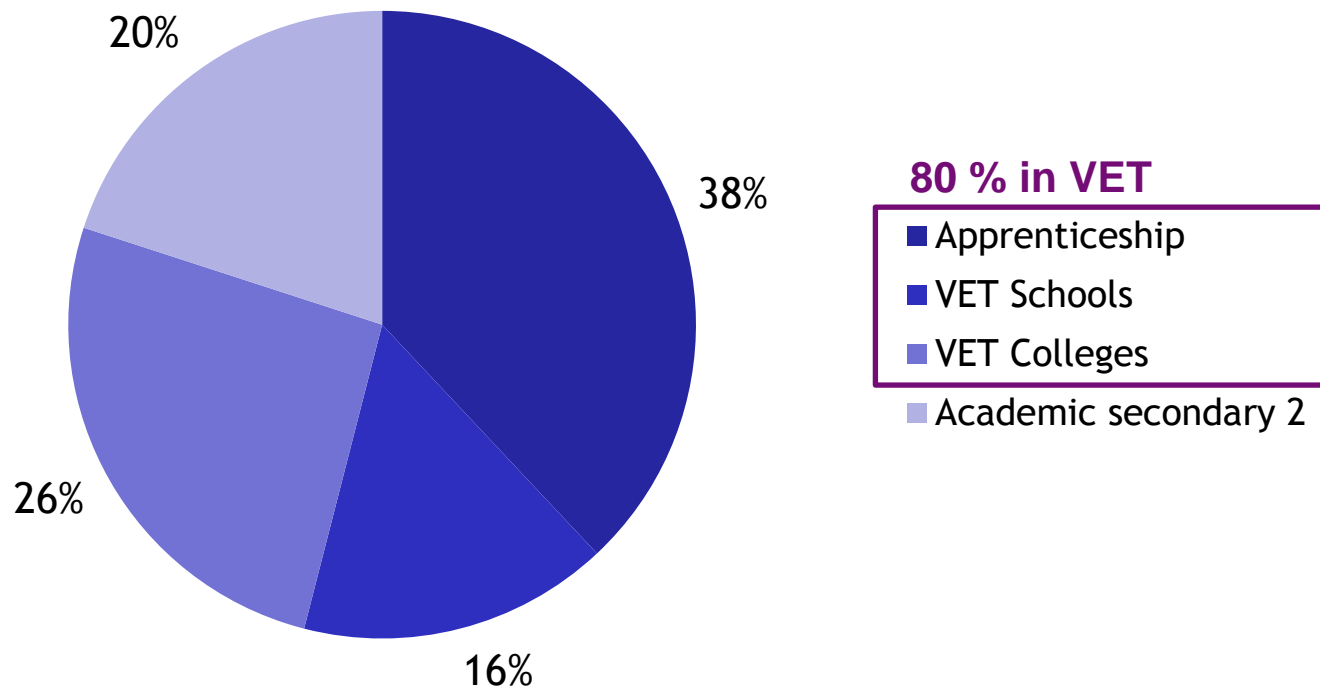
Outline for the next minutes

- Where we start from - VET in Austria
- Main characteristics of apprenticeship training
- Strengths of VET in Austria
- Lehrlingscoaching – apprenticeship coaching
- Intergenerational learning and mentors

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4 out of 5 youngsters are in VET

Distribution of students in year 10 of schooling



Main characteristics of apprenticeship training « dual system » in Austria

Training takes place in **two places** (“dual system“):

1. in vocational school (public)
2. in training company

training enterprise and part-time vocational school

- **Duration:** two to four years, mostly three
- **Reduction of apprenticeship period** for people who have
 - completed job-specific training periods in related apprenticeships
 - acquired relevant school qualifications



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Apprenticeship: Vocational Schools – Berufsschulen

- Combination of company-based training and part-time schooling
- at school: 1/3 general education + 2/3 occupation-related theory
- Access requirement(s): completion of compulsory schooling
- (Financial) support for training companies
- simulated company training‘ as an alternative route in case of a lack of apprenticeship placements (ibis acam)
- „Lehre mit Matura“ = Berufsreifeprüfung (no fees, combined with apprenticeship training)

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Training enterprise

- **Approval by social partners**
 - necessary technical equipment and training facilities to teach the skills and knowledge required
 - sufficient number of qualified trainers (subject-specific and pedagogical know-how)

- **Authorised apprenticeship trainer**
 - company owner or competent employee
 - trainer examination or trainer course

Enterprise-based training

- 80 % of the training period
- apprenticeship contract between enterprise and apprentice
- learning in practice for practice, learning through productive work; using state-of-the-art technologies
- training regulation with training profile (= curriculum for the enterprise-based training) and competence profile (= profile of learning outcome)

Vocational school – school-based training

- 20 % of the training period
- theoretical subject-related training, general education, supplementary practical training
- Curriculum
- classes: full-time blocks or every week
- subject teachers: master craftsman qualification or subject specific technical qualifications as well as longer-term work experience

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Strengths of VET in Austria

• Apprenticeship – Dual System

Company

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- combination of company-based training and **part-time** schooling (Berufsschule)
- has a long tradition in AT
- apprentices get a remuneration, companies train and educate “their” future staff
- permeability to HE increased

• VET Schools (BMHS Berufsbildende Mittlere Schulen)

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School

- 1 to 4 years of full-time schooling and school-based training
- complete VET for certain occupations, ~ similar to Apprenticeship
- keeps the young people “in the system”

• VET Colleges (BHS Berufsbildende Höhere Schulen)

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School

- 5-years full-time, school-based, highly specialised training with thorough general education
- granting access to Higher Education
- labour market relevance/ job perspectives

→ SUCCESS STORY



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Lehrlingscoaching – apprenticeship coaching

- helps to succeed the apprenticeship
- accompany the apprenticeship duration
- is for apprentices and companies
- is an offer of the Chamber of Commerce in co-operation with
ibis acam Bildungs GmbH

Lehrlingscoaching – apprenticeship coaching

...can take place in 3 stages

- Stage 1- Analysis of the situation
- Stage 2 – Advice and coaching
- Stage 3 – Case Management

Intergenerational learning in Austria

...focus on

- to break down age-based stereotypes
- to improve interpersonal skills and communication abilities
- to improve well-being, self-esteem for all involved
- to keep experienced employees longer in the working process
- to train younger employees for future challenges

Mentors: work conditions and regulations

Mentors in Austrian companies usually have :

- long term work experiences
- a very good level of qualification (but often not higher than the trainees)
- mentoring activities carried out on a voluntary basis

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Thank you!

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