BMW apprentices on learning mobility with GOMOVET

Mr. Helmut Kroneder is Vocational Training Manager at BMW for "Production and Car Technology" in Munich Headquarters where a group of young apprentices have completed a learning mobility project in cooperation with VET providers and EfVET members from Denmark and Finland.

EfVET: "Helmut what is your view and evaluation of this mobility initiative?"
Helmut: "Our expectation was to enable our apprentices to accomplish abroad the same modules we do in house. Indeed it was quite an high expectation and I can say the learning outcomes of the educational modules attended abroad represent around 60% of our goals.
EfVET: "What has been the main challenge?"
Helmut: "I think overall this mobility initiative has been a success as we have faced many challenges. Comparing profiles and educational modules among countries is a difficult exercise. The apprentices we selected are industrial mechanics whereas other countries have involved students from mechatronic and industrial electricians which I guess have made things even more complicated for the trainers involved.
EfVET: "Do you think you had enough or would you go on with international learning mobility"?
Helmut: "We plan to continue to invest in learning mobility, next year we will send abroad a group of apprentices from mechatronic department. Overall we believe these initiatives are very positive and constructive, they boost the motivation and the development of our young workers. As they say: "they go as children, they come back as adults".
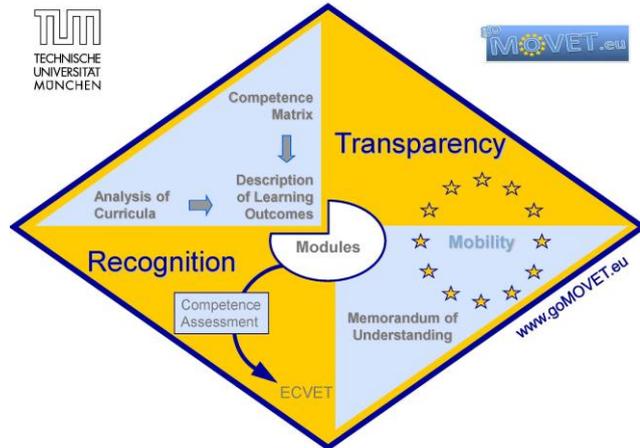

An international consortia of partners, led by Technical University of Munich, has successfully completed a challenging and indeed very interesting project focused on learning mobility for apprentices.

Main goal was to implement 3 modules of 3 weeks in cooperation among 3 vocational education providers in 3 different countries.

The first and probably most difficult phase has been for the educational providers and the trainers to meet and compare the characteristics of their curricula and agree upon a set of competencies, learning outcomes and activities for the joint modules as well as a set of reference for the evaluation of the impact of training.

Representatives from Germany, Denmark and Finland have hard together to compose a common and joint matrix, describing, in the form of a taxonomy table, the competencies and learning objectives for the following modules:
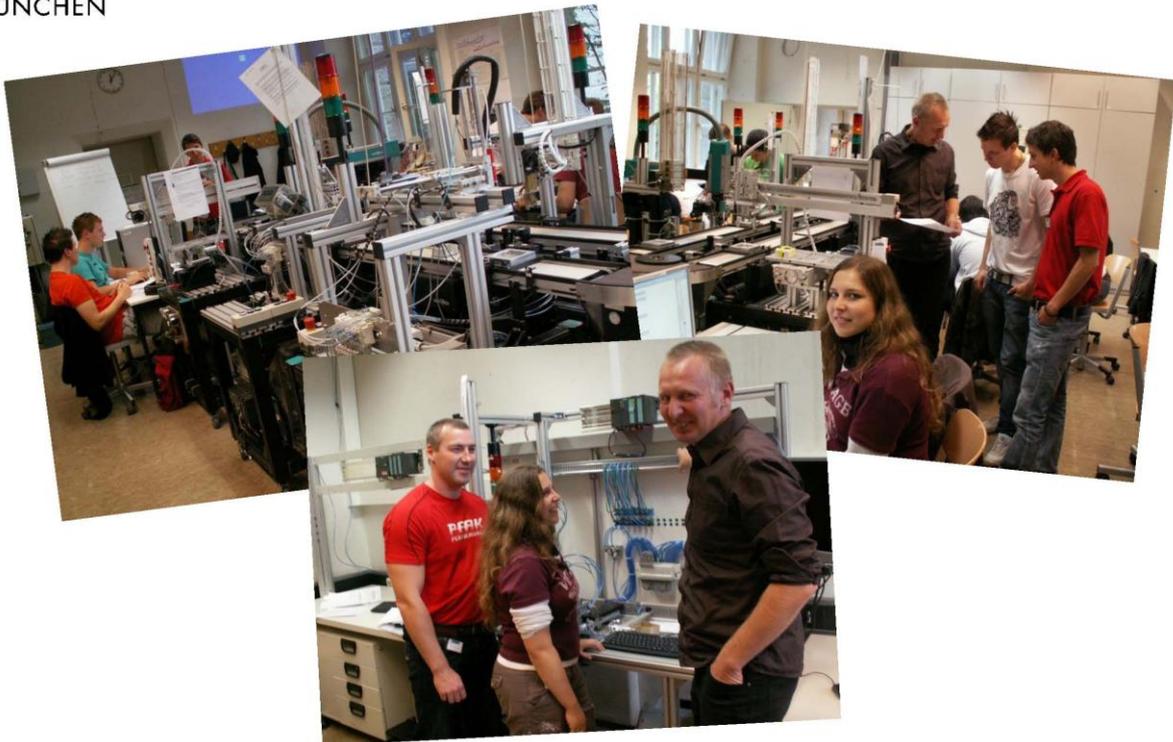
- PLC, programmable logic controller – to be implemented in Munich, Germany
- Hydraulics – to be implemented in Copenhagen, Denmark
- BUS technologies – to be implemented in Pori, Finland

One of the main tasks has been to adopt a model for the recognition of the competencies acquired. The educational providers have chosen to follow the ECVET credit system. Trainers and researchers have referred to the VQTS model (Vocational Qualification Transfer System) and used the expertise matrix for mechatronics engineers. They have also developed a taxonomy table with the support of the Department of Education at the Technical University of Munich.

As a consequence, the examination has been based on the analysis of the performances of the apprentices against the set of learning objectives described in the taxonomy table. The apprentices

have gone through three evaluation phases: a theory test, a practical test as well as a final technical discussion between students and technical supervisors.

The 19 trainees and apprentices who have been selected and attended the modules abroad have reported a very positive feedback. They feel very much enriched not only from the professional perspective but also from the personal experience and the friendships they have established.

EfVET had the pleasure to cooperate as dissemination partner and is now proud to be part of MOVET II starting from October 2010.

For more information, to contact the promoters or propose your organization as a partner in the new round of MOVET II:
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