

## **EfVET Newsletter – June 2011**

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## Message from the President (June 2011)

Welcome to the June 2011 edition of our newsletter. I send you all my best wishes as we head toward an end of another Academic year.

I would like to begin this message with a thought to Leif Haar – a member of our Steering committee for many years who unfortunately suffered a stroke a few weeks ago. He is in a recuperation ward in hospital at the moment and I am sure I speak for you all in wishing Leif a full recovery over the coming months. Leif, as you know, is a key member of the conference team and organizes this, our newsletter, as well as many other aspects of EfvET activities. I speak with him regularly and the most positive thing is - he has not lost his sense of humour – he might be bored but finds the time to have a laugh. Get well soon Leif and come back refreshed. Our thoughts are with you.

I would like to update you on progress in terms of our staffing and support through Central Office in Brussels. I have indicated we are in a position to appoint staff to support our work through Central Office in previous newsletters. It will become a reality as of July this year. Effectively we are sharing staffing with our colleagues at the European Association for the Education of Adults (EAEA) with whom we share office location. Marta (project support) and Valentina (Administration) will devote 0.5 of their time to support EfvET activity. This will be a tremendous help in to the future. We are able to do this as a result of resolving our financial viability and I have to thank everyone concerned for their hard work in ensuring EfvET has a good level of financial security enabling our resources to be extended to support all those who devote their time and energies voluntarily to make things happen.

On this front, in terms of activity, EfvET is continuing to work closely with the 3 other European Network associations following through from the VET declaration in support of the Bruges Communiqué presented last November by Stelios Mavromoustakos, our Vice President. I would encourage members to read and digest the Vet Associations Declaration and the EU Bruges Communiqué 2010 wholeheartedly – copies can be downloaded from the EfvET website [www.efvet.org](http://www.efvet.org). EfvET has recently been invited by the Commission with its associate partners to consider how best to implement the declaration and influence the targets set for EU Strategy 2020. This brings me on to conference in October 2011 to be held in Malta.

The Theme for the Conference this year is focused on the short term (2014) objectives set out in the communiqué and will provide member institutions the opportunity to reflect on the actions necessary to meet these objectives. It will be your opportunity to influence and drive for the improvement of European VET systems. Take the opportunity to do so by registering for the event via [www.efvet.org](http://www.efvet.org). If you do so by end of July 2011 you will benefit from member 'early bird' discounts.

As your President, I represent EfVET on the Steering Group of EUCIS-LLL – the lifelong learning platform made up of 24 European Education and Training Networks – please follow our work as it is a major influence on EU Education and Training Policy from a Civil Society perspective. Visit [www.eucis-lll.eu](http://www.eucis-lll.eu) for information and policy / consultation information and of course the work programme for the coming year.

Warm regards to all



Peter Hodgson  
President, EfVET

## Message du Président (juin 2011)

Soyez la bienvenue à notre bulletin du juin 2011. Mes meilleurs voeux à vous tous, comme nous atteindrons la fin de l'année scolaire. Je voudrais commencer et annoncer que malheureusement Leif Haar – membre de notre comité de pilotage pendant plusieurs années a souffert un accident vasculaire cérébrale il y a quelques semaines. A ce moment il est dans une salle d'hôpital de récupération et nous espérons bien qu'il fera un prompt récupération pendant les mois à venir. Leif, comme vous le savez, est un membre clef de l'équipe qui organise notre conférence annuelle et aussi il est le rédacteur de notre bulletin ainsi que s'occuper de tant d'initiatives d'EfVET. Je lui parle régulièrement et heureusement il n'a pas perdu son sens d'humour. Il s'ennuie beaucoup mais il trouve le temps de rire. Nous attendons son retour rapide à la pleine santé.

Je voudrais vous mettre au courant du progrès que nous avons fait quant au personnel et au soutien que nous aurons à nos bureaux à Bruxelles. Je l'ai déjà annoncé dans nos bulletins précédents. Dès le mois de juillet nous partagerons le personnel avec nos collègues de l' European Association for the Education of Adults (EAEA) dans les mêmes bureaux. Marta (soutien de projets) et Valentina (administration) travailleront 0,5 de leurs heures pour soutenir les activités d'EfVET. Ceci est possible parce que nous avons résolu notre viabilité financière. Je voudrais remercier tous ceux de vous qui ont offert leur temps et leur énergie volontairement pour atteindre cette situation de sécurité financière.

L'EfVET continue à travailler avec les réseaux de trois autres associations européennes, surtout après la Déclaration VET présentée par notre Vice Président et qui soutenait le Communiqué de

Bruges. Je voudrais conseiller nos membres de lire cette Déclaration et le Communiqué de Bruges de 2010 de l'UE. Vous trouverez des copies de ces documents sur notre site web [www.efvet.org](http://www.efvet.org). Récemment, la Commission a invité EfVET et ses partenaires de considérer comment mettre en oeuvre la Déclaration et influencer les objectifs de la Stratégie UE 2020.

Tournons, alors à la Conférence Annuelle en Malte cette année, où nous nous adressons aux objectifs à court terme (2014) du Communiqué de Bruges et discuterons les actions nécessaires pour atteindre ces objectifs. Ce sera votre occasion d'influencer le développement et l'amélioration de VET en Europe.

Je vous invite à vous inscrire pour la Conférence sur notre site web avant la fin de juillet pour bénéficier de la réduction de préinscription.

Comme votre Président, je représente EfVET sur le comité de pilotage d'EUCIS-LLL – le plateforme Lifelong Learning de 24 réseaux LLL européen. Suivez notre travail sur le site web [www.efvet.org](http://www.efvet.org) comme nous influençons la politique VET de l'UE du point de vue de la société civile. Vous y trouverez beaucoup d'information, invitations de participer aux consultations et le programme de travail pour l'année à venir

Mes meilleurs voeux



Peter Hodgson  
Président, EfVET

## 20th Annual EfVET Conference – Malta 26th to 29th October 2011

*Conference Theme. Towards ET2020. Positive action to enhance Vocational Education and Training within a Lifelong Learning Agenda*



The theme for the 2011 Conference centres around the EU Bruges Communiqué on enhanced European Cooperation in Vocational Education and Training setting out the future priorities of Vocational Education and Training to meet the policy objectives of the EU Strategy 2020. Conference will focus on the implications of the ‘flagship’ initiatives that underpin these strategic objectives and will consider the practical translation of these in to actions for the VET sector. The Communiqué, presented by the Belgian Presidency in December 2010, was accompanied by a Joint Declaration of Vocational Education and Training providers (EfVET, EVTA, EVBB and EUproVET) and work is in progress to determine a series of actions to support the 2020 Strategy. As stated in the Communiqué, VET has a dual objective, both for initial and continuing education and training. This dual objective needs to contribute to employability and economic growth and respond to broader societal challenges, in particular promoting social cohesion. Conference will consider how, in partnership, VET institutions, employers, social partners and other stakeholders can best work together to meet these challenges. A number of key note presentations will be complimented by workshops on each of the strategic objectives. The final plenary session will take the form of a ‘World Café’ to bring the discussions to a formal conclusion identifying key implementation strategies.

### **Workshop 1**

Improving the quality and efficiency of VET and enhancing its attractiveness and relevance.

### **Workshop 2**

Making Lifelong Learning and mobility a reality (working with enterprises)

### **Workshop 3**

Enhancing creativity, innovation and entrepreneurship

### **Workshop 4**

Promoting equity, social cohesion and active citizenship

### **Workshop 5**

Working in partnership at European, National and local level

Throughout the presentations and workshop regard to the seven 'flagship' initiatives Innovation Union; Youth on the move; A digital agenda for Europe; Resource efficient Europe; An industrial police for the globalisation era; An agenda for new skills and jobs; European platform against poverty will be explored.

In addition, members and delegates are invited to disseminate their European partnership project outcomes and results to a wide audience through the Round table sessions and promote their innovatory development initiatives.

Conference will continue to be highly interactive with delegates given the opportunity to share and transfer good practice.

Finally – the work and outcomes of the conference will be focussed toward the preparation of a conference report and findings to go to the European Commission, other stakeholders and interested parties throughout Europe.

### **Registration Process**

The Participants need to complete two separate forms, one for the registration at the conference and one for the hotel booking. You can use the online forms on the conference section of our website <http://www.efvet.org> for your registrations. Please be reminded that there is a special price for delegates who will register until the 30th of July 2011. The registrations to the conference have started and we expect to see more of them in the coming weeks.

### **Round Table Proposals**

As in every year, the members have an opportunity to present their project results at the roundtable sessions of the conference. To propose a roundtable presentation please fill the form on our website <http://www.efvet.org>



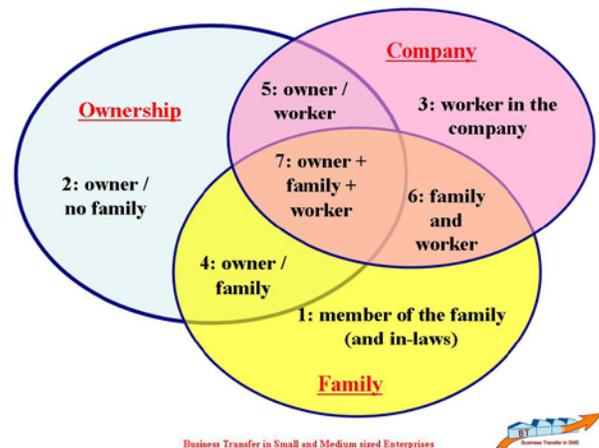
Stelios Mavromoustakos

## Business Transfer – a long process that requires preparation

In Europe every year close over half million companies are shut down without any transfer. This means a loss of over 2.5 million jobs. It means also a huge financial loss because investments are not paid back and in the last years of existence of the business neither innovation has taken place nor new investments have been made.

Education has to take its responsibility and has to develop more initiatives to prepare and to support transferors in this process of business transfer. Young potential entrepreneurs should be able to prepare themselves for entrepreneurship, be aware of the conditions of a business transfer and should have insight in the difference between starting a new company or taking over an existing one.

Therefore, in 2009 we started the project 'Business transfer in SME' (BT in SME) as a transfer of innovation project supported by the European Commission. In advance of the application we did some research on BT activities in (Dutch) colleges. It turned out that only a few VET colleges pay attention to this alternative to become entrepreneur. The results indicated that young people are not sufficiently prepared too! They postpone the transfer as long as possible, have little knowledge of the law, tax issues and regulations and have difficulties to discuss their preferences with their family members.



The project partners in BT in SME developed and tested a training program. Also they produced video interviews with transferors, as well as a comic book on business transfer. In this cartoon book a famous Dutch shoe company (9<sup>th</sup> generation!) is presented. A study has been produced and some video tapes have been made presenting transfers of some companies. A 'shoebbox' stuffed with these learning materials becomes available at the end of 2011 and supports VET institutes in contributing to successful business transfers in their own region.

The transfer process is about money, positions, administration of agreements, value of the company, to live and to let live (survive). All this together often is the basis of long family controversy.

In this complex process is a number of people are involved e.g. family members, employees. It is important that the communication with all is well, clear, and without 'hidden aims' despite the different positions and interests of the participants in this process (see Figure).

An important and often underestimated aspect is the social-emotional paragraph: the transferor may have difficulties to let go the company, to transfer the responsibility, to leave the exiting actions of doing business, and to find useful completion for the leisure time. In addition to technical issues like finance and taxes, there is a non-technical issue that is not to be neglected. Therefore, this issue is explicitly included in both the study guide, the program and the comic book.

Most transferors prepare themselves through information provided by their accountant, notary or an external consultants. These experts, however, are not always as knowledgeable and independent as required. And often, they are not affordable by SME's. Therefore, it would be better if entrepreneurs or transferors were acquainted with the conditions, regulations, terminology used in this process before coming to an agreement with an external expert.

In the study guide we developed, we emphasize e.g.: organisational structure, legal and fiscal aspects, the financing of the transfer and the estimation of the value of the firm. The opinions of the participating persons will differ and therefore it is necessary that these people are aware about what they are discussing.

Preparation of a transfer plan in which the transferors describe their views in this process can give more insight in needs and expectations. Discussions about BT based on video reports, role plays or literature (included in our 'shoebox') can help to get a clear picture of the entire process as well as its components.

Nowadays, this is changing and some schools pay more attention for development of an entrepreneurial attitude, speak about this subject in lessons or offer a separate training or coach support.

VET colleges should invite entrepreneurs and students to attend a program to get prepared for a transfer, to update their knowledge (finance, legislation, and above all their communication skills) to become aware of the bottlenecks, to develop their own strategy and their own transfer plan. The results / materials of our project, provided through our shoebox, will be helpful in that respect.

Jos Paulusse  
[jpa@planet.nl](mailto:jpa@planet.nl)  
[www.business-transfer.nl](http://www.business-transfer.nl)

## **ANNUAL CONFERENCE TA3 INTERNATIONAL NETWORK**

### **Stimulating Innovation and Creativity in Education. Embedding Creativity in Education and Training**

This was the heading of the annual conference of the International network TA3 (Transatlantic, Technology and Training Alliance) that was organized by TKNIKA in San Sebastian from 2nd to 4th last May.

TA3 is a membership consortium of more than 30 leading community and Technical colleges, and several states offices, in the US, Europe and South Africa that promotes community colleges' efforts to support their regional economies, and promotes the value and importance of a global perspective on community colleges' missions.

During the conference, experts from Europe and USA in Vocational and Technical Training debated about the ways to be taken to stimulate talent and creativity to innovate.



Ms Isabel Celaá, Minister of Education from the Basque Government, opened the conference remarking the importance of the field of Vocational and Technical training for the economic

development of the Basque Country. She gave leave to speak to Mr Oskoz, director of TKNIKA who asserted: "The target is the creation of alliances and collaboration in networks with policy makers, colleges, companies, research and technological centres as a way to share knowledge and good practices.

Later on Hans Van Aalst (Fontys University), Koldo Saratxaga (Employer of the year in the Basque Country in 2001), Stuart Rosenfeld (President of TA3) and Dr Szuppa (Siemens Technological), drew the lines to break with the resistance to change and remarked the need to encourage to all social layers in the implementation of measures to stimulate talent and Creativity in the Educational and Training system.

Another important part of the conference was the organization of Workshops with different experiences from USA and Europe.

Finally, and as a concrete result of this conference, members will explore the possibilities to carry out projects that will support staff and students' mobility, or transfer of results of innovation projects to both sides of the Atlantic.

Presentations and more information about the conference : [www.ta3online.org](http://www.ta3online.org)

JOSE LUIS FERNANDEZ MAURE  
TKNIKA

## **CREANOVA PROJECT - CREANOVA ASSOCIATION**

The activities developed by Creanova since late 2008 fall within a Pan-European initiative pinpointing theoretical and practical knowledge of learning, in addition to the discovery and expression of best practices.

In the next stage, scheduled for autumn 2011, the intention is to launch the Creanova association with the aim of offering practical continuity to the works developed while establishing a network to foster creativity in educational and professional environments.

By the end of 2012, the Creanova Association hopes to achieve the following objectives:

1. To act as a truly European body, presenting its proposals to EU Institutions on new developments receiving Association attention in the field of creativity and innovation.
2. Its members will participate in international events as contributors of ideas and practices.
3. They will contribute, to the best of their abilities, to providing public and private institutions with information and advice.
4. They will remain up-to-date with potential financial contributions made by the EU, its states and regions, to the objectives of the association, with a view to multiplying its association partner fees.
5. To become recognised as a benchmark, as both an association and as individual members, by regional and state governments thanks to their achievements in promoting creativity and innovation in their cities and territories.

### **Core activities**

a) Relational activities: lobby – These actions will endeavour to facilitate the promotion of creativity and innovation in the sense understood by Creanova, both at political levels in Brussels and at political levels in its cities and regions.

b) Communication, networks and collaboration – The Creanova network must act as a relevant platform in the field of creative education within the European Union. This must give the projects a European dimension; or, if this is not the case, it must permit the communication of these projects through the Creanova network in order to make them known and obtain potential collaboration.

c) Internal knowledge – the members will be able to avail themselves of the most appropriate physical and virtual tools for fostering internal knowledge and promoting collaboration between its members.

d) Management system – The association management modalities will comply with EU demands. It will also proceed according to the most recent entrepreneurial practices, in order to ensure efficient everyday functioning and be able to achieve reliable funding.

Pedro Ruiz Aldasoro. Creativity Zentrum  
Alberto Letona. Creativity Zentrum  
José Luis Fernández Maure. TKNIKA



## **Cultural Awareness in Vocational Training: piloting a blended training course in Spain, Turkey, Estonia and Germany**

Multicultural societies and companies will be a constant feature of the near future due to globalisation process and cross-border movements. Such a transformation challenges individuals to be capable of dealing with cultural differences. In order to carry out successful job performances, cross-cultural collaboration and cooperation, enhancing one's awareness and knowledge of various cultural aspects and peculiarities is inevitable. Therefore, among other educational institutions, specific challenges arise especially for vocational training schools and their programs.

Several studies show that teachers and counselors in vocational training lack knowledge and skills for dealing with multicultural settings and immigrants from different cultures. Leonardo da Vinci project CATEL (cultural awareness in vocational training through e-learning), which runs from 2009 - 2011 focuses on developing and implementing a blended training course in order to prepare teachers, trainers and counselors to meet the training needs of immigrant students in the vocational field, but also to equip teachers and trainers with the skills, attitudes and knowledge that help them to recognize and understand cultural differences and their consequences. The second-order aim of the project is to support immigrant students to qualify in their jobs, but also their integration into new societies. The main important continuation of the CATEL project in comparison to its predecessor project CATIT is the technological aspect and the design of e-learning phases.



Piloting of the blended training course is currently in the process in four different countries: Estonia, Spain, Germany, Turkey. Considering the diverse selection of countries in terms of different immigration flows and problems, a variety of educational systems, teaching and studying contexts in specific vocational training settings, piloting the training course enables to carry out a comparison study. The implementation of the piloting in four different countries provides valuable information about the course participants' current cultural awareness and the level of technological knowledge and skills; retrospective insight into the implementation of the training course from three different perspectives: organizational, pedagogical and technological challenges and barriers of the blended training course; retrospective analysis of the impact of the training course to the pilot course participants. The outcome of the CATEL project provides knowledge about the usefulness of special blended training courses for teachers and trainers in vocational training on the one hand and on the other hand it also aims at initiating a discourse on cultural awareness in vocational training.

**Terje Väljataga, Tallinn University**

## **Transfer of Innovation and Development of Innovation projects in which EfVET or its members are a partner**

### **Women Entrepreneurs in Rural Tourism**

Recent research with women entrepreneurs showed that training is needed particularly in Marketing and using the internet. Understanding legal aspects and regulations, financial management and developing a sustainable rural tourism business were also identified as key training needs.



During a recent transnational meeting, partners visited two women's co-operatives in Greece to understand more clearly the training needs of women entrepreneurs involved in rural tourism and crafts.

The next stage is to develop the training product and method of delivery in all partner countries.

The partnership includes: Norton Radstock College (lead partner), UK; EDEX, Cyprus; Association of

Cypriot Women in Tourism, Cyprus; CDEA, Spain; YSAO, Finland; Vocational Centre of Parnu County, Estonia; Estonian Rural Tourism Organisation; PRISMA, Greece and EfVET.

For more information, see the website <http://europe.nortcoll.ac.uk/wert/>



## **Envolve – Nature Based Entrepreneurs and VET Providers Learning and Working Together**

At a recent meeting in Stavanger, Norway, partners discussed progress with pilots. Each partner country is testing ways to help teachers and students to get more involved and gain valuable experience in small businesses. Plans are also being developed to encourage longer term co-operation between nature based enterprises and vocational training providers.

A handbook of best practice is being produced as a source of ideas for engaging more closely with the employer sector on a win: win basis.

Project partners are: University of Helsinki Ruralia Institute (Lead Partner), The Finnish Nature-based Entrepreneurship Association and Yla-Savo Municipal Federation of Education from Finland; Eesti Maalikool Estonian University of Life Sciences; Rogaland School and Business Development Association from Norway; Centro Servizi Cultura Sviluppo Srl, Research Centre for Cultural Development from Italy; Norton Radstock College from the UK; Euracademy Association from Greece and EfVET. For more information, see the website <http://www.luontoyrittaja.net/envolve/>



## **Coaching Skills for Teachers to foster Entrepreneurship (entre-coach)**



The partnership held a second meeting in Porvoo (Finland) and we are almost ready to begin our Course 1 – the entre-coach teacher.

A Needs Analysis, conducted with teachers, coaches and small businesses, established the entre-coach role and competences. Questionnaires for each of the target group identified the skills and competences for teachers wishing to become an entre-coach; expectations from SMEs are very high, although it is understandable to establish credibility.

Course 1 involves e-learning on entrepreneurship (almost completed) and the coaching skills will be face-to-face, delivered in Berlin late June, with a follow-up course in September. 12 teachers from the partnership will participate in the course. Course 2 will be held in 2012, developed by the teachers and the partnership, with the aim of training 40 entre-coaches.

Partners are Norton Radstock College (UK), Politeknika Ikastegia Txorierri (ES), HAAGA-HELIA University of Applied Science (FI), Bildungsmarkt Vulkan (DE) and Euro Contact Business School (HU); 2 business organisations – GWE Business West from the UK and Work-Lan from Spain. EfVET is also a partner. We are pleased that a Swiss silent partner has also joined, Swiss Occidental Leonardo. Project website is [www.entre-coach.eu](http://www.entre-coach.eu).

### **Network Promoting E-learning for Rural Development - e-ruralnet**

We are currently writing national reports and analyzing all the data that has been collected in this 3-year Transversal project, which has 13 partners.



The final workshop/conference will be held in Florence in November, details are on the project website, together with a call for papers and speakers.

The project website is available at [www.e-ruralnet.eu](http://www.e-ruralnet.eu).

Two large and comprehensive reports are being finalized; these give details of the state-of-the-art of e-learning across Europe, how WEB2 technology and m-learning is being used and progress in the different partner countries. These will be available on the project website, together with many case studies from across Europe.

The project has created a guidance tool, which is a friendly tool using Games Based Learning (GBL), available on the project website. It is a useful tool to test potential learners IT skills.

Rosaleen Courtney  
Norton Radstock College

## **Impressum:**

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New deadline for manuscripts: **1 September 2011.**

We wish you all a nice summer break.

