



# Support and qualification measures for initial vocational training: Overview and results

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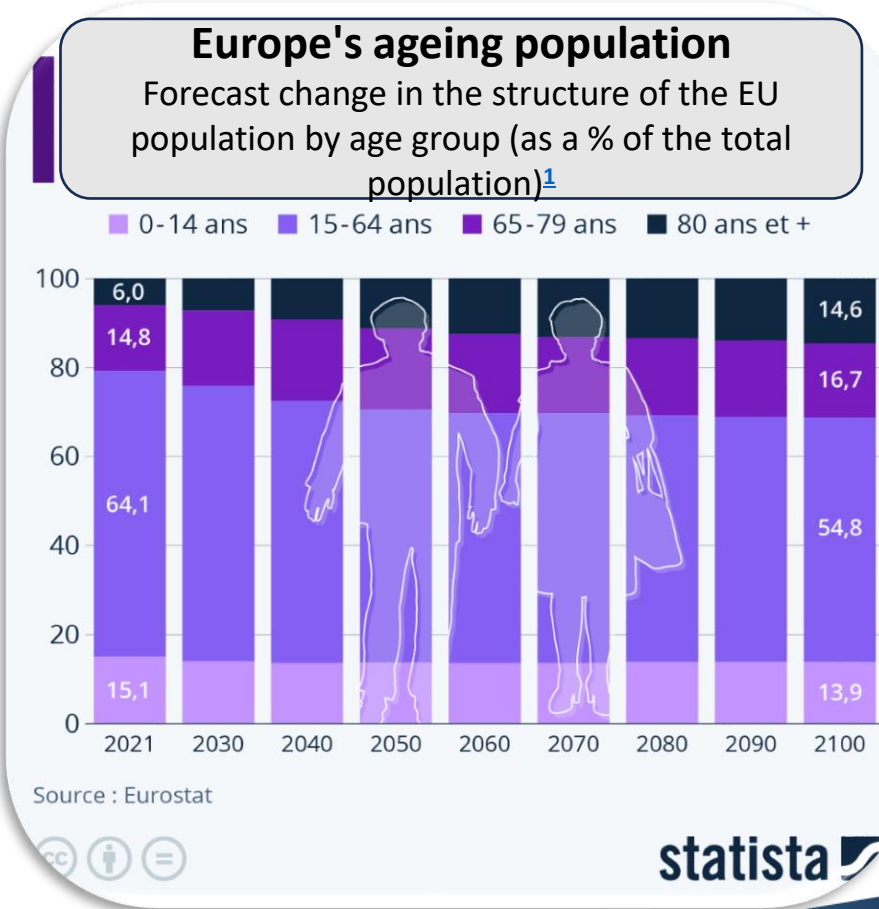


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# Demographic Change

- In the long run, SMEs will only be able to recruit less than 50% of apprentices and about 40% of specialists.
- To tackle demographic change and the strengthening competition for qualified new generation, we must:
  - Integrate all young people and decrease youth unemployment
  - Provide qualified staff for SMEs and reduce the shortage of skilled workers

➔ We must develop **dual vocational education!** It leads to a much lower youth unemployment, involves the companies, and connects the vocational education with the requirements of the job market much more closely.



# Differentiation in vocational Training

Vocational education must consider individual skills and potential and requires **extensive differentiation**. Through the introduction of different levels, young people with **different educational backgrounds, competences and level of academic ability** get the possibility to receive education which corresponds to their skills:

## LEVEL

# 1

Specific vocational education courses for people with learning difficulties which last 2 years, focus mainly on practical learning and are completed with a recognized qualification.

## LEVEL

# 2

Vocational courses of the middle level, which combine practical knowledge with theory, last 3 years and are completed with a recognized qualification as a skilled worker or journeyman.

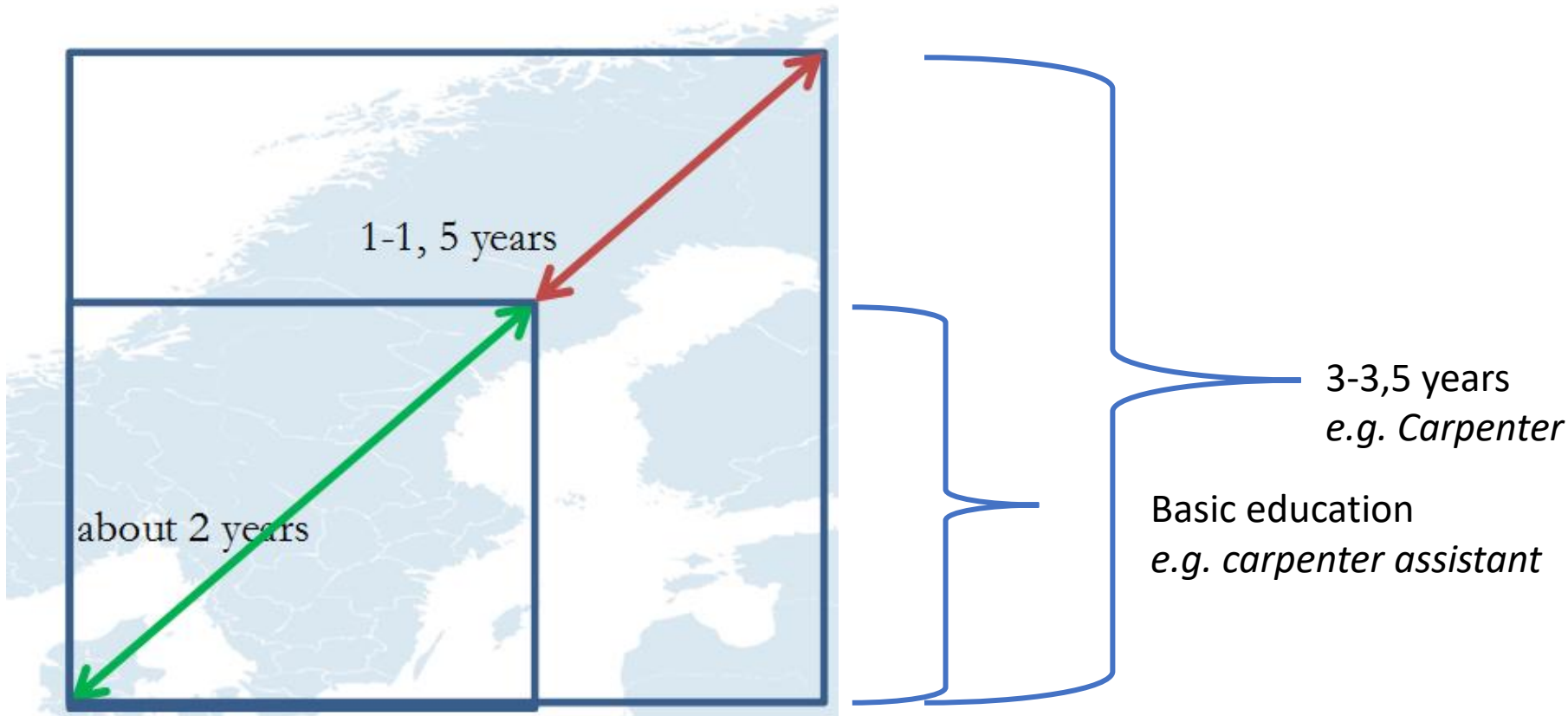
## LEVEL

# 3

Vocational education courses of a higher level for stronger learners, lasting 3 years and providing additional qualifications, further trainings in the first vocational education. They are completed with recognized qualifications at a higher level than the current skilled worker or journeyman examination.



# Open and transparent model



e.g. the dual vocational training “Specialist for Building Insulation” in Latvia very successfully developed and realised.



# First stage EQF 3 + 4: Dual vocational training

In Vocational education the 8 CoVEs have achieved:



Tool for career and educational counselling for all young people as a mandatory task of schools and vocational schools

Train-the-Trainer for vocational and qualification counselling



Train-the-Trainer for teachers to conduct dual vocational training  
Training of trainers in SMEs to conduct training in the company



Transfer & implementation of dual vocational training  
5 different dual vocational trainings (electrician, motor mechanic, sustainable cook, logistics)



Dual vocational training for young people with learning difficulties (specialist for building insulation, sustainable restaurant worker)  
Political concept for the training and integration of young people with learning difficulties



Additional trainings for strong learners (water supply, water saving, circular economy, greywater and rainwater, decentralised wastewater, environmental consulting)



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# Programme continued...



1) **"Ecologic Solutions in Logistics"** technician training, Barbara Zakrzewska, Director of the Tadeusz Tanski Mechanical and Logistics School Complex in Słupsk, Poland.



**Generalitat  
de Catalunya**



2) **"Educational counselling and training for teachers and trainers in SMEs"**, Anna Cabedo, Department of Education of Catalonia & David Millet, Institut Pere Martell, Spain.



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