



Compendium of good practice

Successful stories

Pleasure in the job puts perfection in the work!

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(the passages of Compendium of good practice)

I. FOREWORD

I am addressing you, dear collaborators from companies, dear teachers, parents and students, with a strong belief that you will receive this collection of articles having been satisfied by all those things already achieved in the field of practical training of students and graduates, and also with the desire to initiate new forms of cooperation.

The educational values acquired during the practical training internships will be translated into knowledge, skills and attitudes for life and profession, while the achieved performance shall serve as a motivation for future successful careers, in various occupational fields.

The success stories to be found in this best practice collection demonstrate the attractiveness of technical vocational education and training, the open pathway that it provides to young people who wish to embrace a vocational training route.

Professionalism, decision-making capacity, taking risks and responsibilities, cooperation with in-company trainers, perseverance and commitment manifested by both teachers and trainers, the art of learning from failures and the wisdom to share current achievements – all these represent the key that opens the gates to success.



This collection of articles answers to the need to ensure an ever closer bond between the business environment and the educational one, by providing an integrated approach to the development of key skills, abilities and attitudes, in order to successfully move forward from the challenges of the school to those of the labour market, which finds itself in a continuous change.

Hoping that such examples and patterns of best practice can guide you throughout the process of training yourselves as future experts in various occupational fields, I wish you a great deal of success for the school-company partnerships and in bringing into life your most audacious ideas.

Gabriela Liliana Petre

Director

National Centre for Technical Vocational Education and Training Development

II. SUCCESSFUL STORIES

Lucian Busuioc

Hairstylist

“It is important to be open-minded to everything that happens in the hairstyle industry. I like to embrace novelty!”

Lucian Busuioc decided to pursue his passion and in 1999 he enrolled in the hairdressing course provided by the vocational school within the VET Group UCECOM “Spiru Haret” of Bucharest, and he started working since 2001. Ambitious and dedicated to his profession, he trained with Studio Wella Romania; since 2006 he has been a member of the Wella Romania team, where he is also a trainer.



One year later he specialised with Sassoon Academy London. His training with the Sassoon Academy in London helped him understand the concept of harmony between hair colour, hairstyle and client personality and the importance of focusing on the client and on their wishes.

“In this business you need confidence, but also confirmation and recognition as a professional. Every hairstyle you perform, every model, every client represent you, both in terms of cut and colour.

Because a hairstylist performs both.” stated Lucian.

In 2014 he became Global Top Artist Wella Professionals and one of the founders of the Artist Salon&Academy in Bucharest. His successful career started in a technological high school, where he learned his beautiful profession and continued with trainings in the most renowned schools worldwide. His prizes reflect his talent, skills and perseverance:



- 2007 – National Champion in the Cut&Color category, Wella Academies
- He represented Romania in the World Championship in Lisbon
“I did not win, but I had a good creation and the fact that I was there, in the spotlight, was an important moment in my career.” said Lucian.
- 2012 – popular vote by the public in “People’s Choice Award” and silver medal in the Color section, “Wella International Trend Vision Award” in Madrid. The competition included 86 finalists from 50 countries.
- Grand Prize in the European Competition “SP Men Style Code Competition”



Lucian has great plans for the future. In 2012 he started his own business, Artist Salon, and recently he launched an Academy for hairstylists where he wants to train professionals in colorimetry. He wants to invest in education, to find and train new professionals.

The Artist Salon team of professionals qualified in 2015 for the Cut&Color Final in the Wella Awards.

Dear school graduate, if you are talented and willing to become a hairstylist, do not hesitate to follow your dream and enrol in a vocational school for hairdressers.

“Recognised as a top colorist worldwide and winner of most Wella Professionals awards in Romania, Lucian Busuicoc wants to develop education, to find and train new professionals in the field.”

Luiza Gabriela Vâlsan, reporter

“Every soldier carries a marshal's baton in his knapsack” Napoleon Bonaparte

His advice for those who want to become professionals

“Those who are at the beginning of their career only know what they see. They go to a salon and find an idol there. But if they are perseverant and want to learn this profession, they may get far!”



The word which best describes Lucian is:

PROFESSIONALISM.

Name: **Lucian Busuioc**

School/ graduation year: VET Group **UCECOM “Spiru Haret”, Bucharest / 2001**

Field of work /profession: **hairstylist**

Mihai Oprea

Optician

“I finish what I start! I don’t stop when I’m tired, I stop when I finished!”

Mihai has a complex professional track. He started his career in the School of Arts and Trades “Spiru Haret” (UCECOM) from Bucharest.

As a child, he had a passion for video games and he failed the high school admission exam, then he happened to end up in a vocational school, in a class with a different profile than what his parents wanted. His parents were determined then to transfer him to another class, but now he is happy they didn’t.

In 1997 he obtained a qualification certificate as optician. When he was only 16 years old, with the optician certificate in his pocket and the satisfaction of getting the certificate with the highest grade, he started to look for employment. At the first opticians store they sent him home and advised him to return after 2 years. When he entered the second one, he said he was 18 years old and they wanted to test him.

Eventually he admitted he was only 16 years old. There was an on-the-job training period and he did his best to learn how to work with the equipment they had there. He continued his studies in I.O.R. High School (currently, “Benjamin Franklin” High School), the academic track, and he graduated in 2009. In 2012 he graduated the Faculty of Psychology and Educational Sciences, and post-high school education and specialised as an optometric technician.

He thought he could practise psychology, but it would be useful to learn a profession, the profession he learned to love during his vocational studies.





"My model in school was, of course, my practical training instructor. I was lucky. I don't know whether he was a master in his profession, but he was a parent and he knew how to make us like what he taught us. He didn't give you the fish, he taught you to fish! With time, I realised that my model, at least my professional model, was my grandfather, the most hardworking man in the village. I am sorry I did not get to tell him that I see him differently, not only as a severe man who asked children to work and chased them away from video games."

His motto: "I'm a great believer in luck, and I find the harder I work the more I have of it!"

Thomas Jefferson

Mihai has his own business and he owns the company OPTIELA / Medical Optics, optometry practice.



As a manager he has an eye for detail, he trains his employees himself and he 100% dedicated to his clients. "For me, the job goes hand in hand with personal development. I do the same thing every day and yet, the same thing is different every day – BETTER. My professional skills and the fact that I am good in my profession make me feel safe. A handful of trade is a handful of gold, indeed!"

His plans for the future:

- To practise Orthoptics.
- To include polarised tests for eyesight in his practice.
- To take a Master's Degree in England in the field of behavioural optometry (eyesight can be trained; refractive errors may be corrected without surgery).
- To extend the services provided by OPTIELA,

using non-invasive techniques.

His advice for those who want to become opticians

"Practise with love, responsibility and perseverance, even if it is not easy in the beginning.

Learn yourselves, don't stop short, don't expect things from others, share your expertise and experience with other professionals in various fields.

Education and information mean safety and independence.

The school is the foundation of your future, but learning does not end with school.

The optician profession is beautiful and clean!"

The word which best describes Mihai is
SELF-TAUGHT.

Name: **Mihai Oprea**

School/ graduation year: **School of Arts and Trades "Spiru Haret" (UCECOM)/ 1997, High School 1 "Benjamin Franklin" / 2012**

Field of work /profession: **optician optometrist
OPTIELA, Medical Optics, optometry practice**



Dănuț Florin Pop

Welder

“I am what I do. My actions define me every day.”

“I first learned what welding means and how to weld in school. At Comelf SA, the company where I had my practical training, I applied the knowledge acquired and I improved my practical skills.”

Young Dănuț Florin Pop is an elite welder. This is confirmed by the prizes he won in welding competitions:

- European Competition WELDCUP 2013, organised in Essen, Germany
- 5th place (MAG welding technique);
- Participation in the International Welding Competition ARCCUP, Beijing, China, 2014
- Professional Competition “Young Welders” – national phase, 2015 – 3rd place (MAG welding technique);
- Professional Competition “Young Welders” – national phase, 2016 - 3rd place (WIG welding technique).



His theoretical and practical training started when Dănuț enrolled in the Technical College Grigore Moisil from Bistrița. He chose a technological high school because he believed a profession would always enable him to find a job.

The advantages provided by education in a technological high school become visible only later, when you have to integrate in the labour market. If you are a good professional, you will soon have financial benefits and personal satisfaction!

Active involvement of companies in the practical training of students is crucial for the success of technical and vocational education. Some companies understood this. Their investment is not a loss, but a gain.

The manager of COMELF S.A. is very proud of his employee.

“Pop Dan Florin has been our employee for almost 5 years. He integrated perfectly from the very beginning of our collaboration, namely from the internship stage. During all these years he participated in many national welding competitions and he won important prizes, as well as in international competitions, in Germany and China. Currently, he is one of our elite welders at COMELF S.A., and we intend to continue our long-term collaboration.”

“Mr. Mureșan Dorel, my foreman, was the best role model for me. He initiated me in the art of welding. My in-company trainer, Mr. Kriszt Nicolae, improved what Mr. Mureșan had started. When I am welding, I feel like Prince Charming taming the dragon.”

His advice for those who want to learn a profession

“If you want to be well paid and respected wherever you go, learn well a profession on demand in the labour market. Your profession guarantees a safe future!”



The word which best describes D•nu• is
TALENT.

Name: **D•nu• Florin Pop**
School/ graduation year: **Technical College Grigore Moisil, Bistri•a / 2012**
Employer: **COMELF S.A.**
Field of work: **welder**

Andreea Constantin

Baker

“I want to help, because others helped me!”

“In the School of Trades Concordia I learned I should be strong and proud of what I do, I learned that my hands are my best friends.”

This is how Andreea’s story starts; she is young woman who found a life-changing opportunity in the •Childrens City• from Ploie•ti built with love by CONCORDIA, and independent not-for-profit non-governmental humanitarian organisation, active internationally, whose mission is to support families in difficulty and the social (re) integration (in family, school, professional life) of children, young people and adults, for an independent and responsible life. The School of Trades Concordia helps young people with social problems to learn a trade and become independent.

Andreea is communicative, empathic, and eager to learn and find her own way in life.

It was not easy for her to leave behind the negative past experiences, frustration and humiliations, but here she found counselling and support to overcome difficult moments. She is highly appreciated by her friends, because she likes to help others.

She is aware of her mistakes and soon changes her behaviour, she listens to advice because she believes others are more experienced and wiser than her and she is determined to build a future based on honest work.

Now she is a baker and she brings the nice smell of freshly baked bread in many homes.





In the School of Trades Concordia she also took a pastry course and she learned to bake traditional Romanian and Austrian products. Under the programme “Job coaching” she benefitted from counselling and she completed her school-based training with an internship with Concordia Development where she baked bread for 400 children and young people daily. In Brot Manufactur Bucharest she continued her training with a 1-week internship where her talent was noted and she continued with full-time employment. Now she is perfectly integrated in the Brot Manufactur team in Bucharest and benefits from accommodation in the Iuda Concordia Home in Bucharest.



“I’d like to thank all those people who taught me that life is beautiful and I can do a lot with my hands. To thank you, I am sending you smiling cakes baked by me!”

Her advice for those who want to become good professionals

“Don’t lose trust in yourselves. There must be a profession which is suitable for you and someone to teach you how to practise it. When you are skilled, it is impossible not to find a job!”

The word which best describes ANDREEA is

EMPATHY.

“Andreea was our student in July 2014 – June 2015, in the bakery course. She was motivated to learn and skilled, so she quickly learned how to model the dough, to measure ingredients, to use the oven and she became a good baker and pastry specialist.” Nicolae Petrache, bakery supervisor

Name: **Andreea Constantin**
School/ graduation year: **School of Trades CONCORDIA, Ploiești/2015**
Field of work/profession: **baker**
Employer: **Brot Manufactur, Bucharest**



Florin Ene

Automation technician

“We already know there are no perfect people! Only people who become better and better.”

“It was my choice, electronics was one of my greatest passions.”

During the four years of theoretical and practical training in the field of electronics-automation, to acquire the qualification of automation technician, Florin Ene integrated among his classmates and worked very well with them, proving high commitment in solving technical problems and passion for the profession he chose.

Now his dream came true and he works for ESD SERVICE, providing service for telecommunications products. His current job provides him with wages according to his expectations, professional development opportunities and good working conditions.

It is delightful to hear him talking about those who guided him during his 4 years of study in high school, about his teachers, Dorin Goag•, Mariana Neac•u, Doina Dick and his gratitude for them.

“The only reason I achieved my current position was my willingness and my passion for knowledge and for learning as much as possible in this field. Electronics does not mean just connecting two wires and turning on a LED. Nobody was born knowledgeable, but if you know how to make the right choice at the right time and work consistently you will make your dream come true. In the future I would like to start my own business, to start a printed circuit board (PCB) company.”

“There were funny experiences as well during my internships. I will never forget the day when, accidentally, I received for study the supervisor’s phone, instead of a broken phone we should experiment on.

When he tried to call someone, he was amazed to see it was no longer working! The good part about this incident was that we had to fix it, together, of course.”

He believes it is important to have contact with well trained professionals during your training period.

Florin did not stop here with his professional training. Currently, he is attending a post-high school programme in the field and other training programmes, such as the programme organised by Princess Margareta of Romania Foundation and SAMSUNG - “A profession for the future”.

Practical training is very important for practising a profession.

His advice for those who want to specialise in this field

“Don’t give up your passion for your profession of choice, always try to discover new things in this field, and move forward, even if sometimes it is very difficult. A handful of trade is a handful of gold indeed! “





The words which best describe Florin are
PASSION FOR HIS PROFESSION.

ESD SERVICE provide service for electronics, telecommunications IT&C products and home appliances and intend to become a leader in the Romanian market.

Name: **Florin Ene**
School/ graduation year: **Technological High School Industrial Electronics, Bucharest/ 2014**
Employer: **ESD Service**
Field of work: **service telecommunication equipment/ technician**

III. BEST PRACTICES IN SCHOOL-COMPANY PARTNERSHIPS

German Vocational School Kronstadt

When it comes to dual vocational education and training, the German Vocational School KRONSTADT – Brașov is always mentioned as a good practice example.

We, Romanians, do not appreciate vocational education. The Germans, French, Swiss do appreciate it. They believe it is the foundation of a career in the technical field and they are right.

The German Vocational School KRONSTADT tried to change this mindset among Romanians and we believe they succeeded!

The involvement of various partner-companies - Premium Aerotec, Schaeffler România, Draexlmaier Technical Systems Romania, Stabilus, Rege Automotive, Continental, HIB Rolem, Lingemann, Ramoss, Hutchinson, Hawema, Schulte-Schmidt, Preh, Kronospan, etc. made vocational education very attractive for 8th grade graduates.

In the first year it was difficult to find students for the 100 places available for 2-year vocational education and training courses. However, in the academic year 2015-2016 there was serious competition for the 267 places for the 9th grade, 3-year vocational education and training programmes, which demonstrate the students' and parents' interest for this type of education.

In the academic year 2016-2017 we will enrol, based on companies' demand, 252 student for the following professions: operator for digital control machine tools (140 places), electromechanical worker for machine tools and industrial installations (42 places), tool and die maker (28 places), welder (14 places) and garment worker – leather and leather substitutes (28 places).



Advantages of vocational education and training:

- Active involvement of companies in the practical training
- Curriculum adapted to the company requirements and technology
- Better quality and training in the field
- Supply of skilled personnel with level 3 qualifications (according to the National Qualifications Framework), highly demanded by the labour market
- Learn a profession and employability

You should choose this school not only for the quality of training, but for other advantages as well:

- Active involvement of local companies, institutions and organisations in curricular and extracurricular activities
- Monthly scholarships (RON 200 lei from the state budget and RON 200 from the partner-company)
- Involvement of companies in the selection and training of students
- Other transport and meals facilities provided by companies during the practical training period
- Graduates are prioritised for employment by the companies where they had their internships
- Graduates may continue their studies to obtain the baccalaureate diploma
- Graduates may obtain a Qualification Certificate issued by the Romanian-German Chamber of Commerce

The school was recently renovated within the former high school •Rulmentul• from Bra•ov Municipality and provided skilled workforce for more and more companies, based on their demand.

The laboratories are endowed with modern equipment and the teachers are well trained in the technical field. The number of places offered for students is aligned with the labour market requirements and the practical training is performed in real work conditions or in companies.

The practical projects developed by the students for their professional certification examination reflect the skills they acquire during the three years of theoretical and practical training and are real works of art.



School Name:
German Vocational School KRONSTADT
Locality/ County:
Bra•ov/ Bra•ov, 131 13 December Blvd



OMV Petrom Company and the schools

Fully aware of the importance of developing the mind-set of success based on work and performance at national level, the OMV Petrom Company aims to bring to the attention of society the importance of crafts in the overall development of a country. In this context, the company included in its Sustainability Strategy a number of programmes supporting national education, specifically addressing vocational education and training.

Starting from 2015, OMV Petrom launched the •România Meseria_•• (•Romanian Craftsmen”) project, which aims to find solutions for supporting and improving the vocational training system.

Since 2016, the Romanian Craftsmen project has become part of the Romanian Presidency Programme – “An Educated Romania”.

The Romanian Craftsmen project consists from the following initiatives: the Oil Industry Workers’ School – for 3 years, 84 students are trained for the following qualifications: oil well operator and operator in extraction, transport, processing and distribution of gas. Throughout their courses, the students registered for the 3 available classrooms benefit from scholarship and practical training internships organized within the company.

This project includes 3 technical and vocational schools from Romania: •Astra• Pite_t_i Technological Highschool, •Grigore Cob•Icescu• Technical College in Moine_t_i and •Voievodul Mircea• Highschool in Târgovi_te.

The partnership with these specialized high schools was highly welcomed at the local community level, due to the contribution that OMV Petrom has brought, by equipping the specialized laboratories and by providing further training programmes for the specialised teaching staff.

The students who have qualified for these 3 classrooms benefit from an additional scholarship of up to a maximum of 700 lei, provided by OMV Petrom to all pupils who reach a level of educational performance.

Which are the advantages for the students attending these courses?

- they are awarded with a vocational qualification, recognized at European level, as well as the graduation certificate for the mandatory education, which allows them to continue their studies in high-school-based education;
- they benefit from performance scholarships of up to 700 lei awarded by OMV Petrom;
- they follow the vocational training courses in this field, within OMV Petrom, side by side with experts in this industrial sector;
- they benefit from additional training sessions in related field of study (health and safety, environment, communication, etc.);
- they gain access to specialized auxiliary curriculum-based materials;



- they benefit from health and safety equipment, free of charge, provided by S.C. OMV Petrom S.A.

By the end of these three years, after successfully graduating the levels of training included in the programme, they will have the opportunity to continue their studies into the 11th form of high-school education, where schooling is available in high-school class-rooms, daytime and evening classes, in order to achieve the maturity diploma.

Which are the advantages for the school?

S.C. OMV Petrom SA has awarded sponsorships for modernization of accommodation conditions provided by the boarding school, for equipping an Information & Technology laboratory, a modern locksmith workshop, the company has acquired educational software and donated tools and devices used in its own sector, in order to equip a specialized laboratory.

Which are the advantages for the specialized teaching staff?

- they participate to specialized training courses, together with experts in the field of activity of the partner company
- they undertake study visits in teams made up from representatives of the school and of the company, within their sectors of activity, in order to get familiarized with new technologies
- they work in mixed teams and design specialized auxiliary curriculum-based materials.

Craftsmen' Camp – technical vocational education and training projects, relying on vocational and personal development workshops, aimed at students and teachers of the 9th to 11th form, from 24 technological highschoools and vocational schools in Gorj county.





National studies undertaken for labour market analysis and assessment of public opinion perception on craftsmen – the companies' needs in relationship to their occupational sector, workforce, the craftsmen expectations regarding the labour market, the desires of students who want to embrace a craft, and also the perception of the general public on these professional categories have been identified.

Debates at national and regional level regarding the current issues of the technical vocational education and training system, organized together with the key stakeholders involved in order to develop reliable and constructive solutions. The first national debate, organized in 2015, was attended by representatives of the Department for Education and Research within the Romanian Presidency, of the Ministry of National Education and Scientific research, of the National Centre for Technical Vocational Education and Training Development, of the Ministry of Labour, Family and Social Care, of national NGOs, of companies supporting vocational education, as well as teachers, specialized trainers and opinion leaders.

Maria Ionic• , Teacher, Eng.

Principal, •Astra• Pite_ți Technological Highschool

<http://liceulastra.ro/index.php>

Mona Nicolici

Member of the OMV Petrom CSR team

<http://www.taraluiandrei.ro/campania-romania-meseriasa>

IV. BEST PRACTICES IN PROMOTING TECHNICAL VOCATIONAL EDUCATION AND TRAINING

Choose Your Pathway!

The “Choose Your Pathway!” Platform represents an information portal for all students interested in following a route in technical vocational education and training, for teachers and representatives of companies,





for those interested in developing an educational and practical training option which aims at facilitating the integration of future graduates on a labour market which keeps on changing.

This portal includes information required in order to be updated on:

- vocational training supply;
- new developments in this sector;
- rules and regulations issued by the Ministry of National Education and Scientific Research;
- structure of available qualifications;
- documents required for students (registration sheets, practical training contracts etc.);
- documents required for teachers (vocational training standards and curriculum);
- documents required for companies.

This portal represents an important tool also for the companies which wish to become partners in the development of technical vocational education and training and thus they have the opportunity to involve themselves directly in training the students, starting from the selection phase, up until the evaluation and the organization of vocational certification exams.

We recommend for the choice of the profession and, implicitly, of the qualification to be made depending on your native skills as well as on your preferences for a certain field.

Responsibilities for teachers are continually growing.

Students

- guidance tool for the purpose of choosing a qualification
- opportunity to get certified for the qualification in supply
- recognition of certificates in Romania and other European Union countries

Teachers

- updated rules and regulations
- fully designed resources for the teaching staff involved in technical vocational education and training.



Companies

- direct involvement in training students participating to technical vocational education and training programmes

Contact

National Centre for Technical Vocational Education and Training Development

<http://www.alegetidrumul.ro/>

10-12 Spiru Haret str., 1st District, Bucharest



Jobs Caravan

Jobs Caravan is an interactive exhibition travelling all over the country and which is on display in various lower secondary schools in order to promote technical vocational education and training.



This is a project which was initiated by the German Economic Club DWK in Brașov and supported by the German Embassy in Bucharest, the Ministry of National Education and Scientific Research and the German Economic Clubs in Sibiu and Timișoara and which aims to inform pupils and parents on the advantages and perspectives provided by learning a profession.

Renowned companies from Brașov, Sibiu, Alba Iulia and Timișoara regions come up to schools and introduce professions and jobs which provide a safe future to the graduates. These companies are aware of the fact that technology and research alone do not guarantee their success, but also training and determination of those using such technologies.

This is why they actively get involved in developing the vocational skills of young students in order to supply themselves with a qualified workforce. The example provided by such companies should be followed by all small, medium and large enterprises in our country.

The route followed by the caravan in 2014 was: Râmnic, Codlea, Brașov, Zărnici, Sibiu, Alba Iulia, Cugir, Sebeș, Recea, Giarmata, Timișoara. Over 2,000 parents and pupils visited the mobile exhibition of the caravan, including demo workplaces that pupils were able to test out.

By the end of the event, a questionnaire is filled in and the pupils receive promotional gifts made available by the companies represented within the caravan. The feed-back received from parents and pupils was a positive one, thus it may be considered a very successful project which manages to change the attitude that Romanians exert towards vocational training, towards learning a profession and this event is to be continued and developed even further.

The Jobs Caravan is a best practice example which proves that learning a profession is a successful alternative that deserves to be continued and extended.

•The German Economic Clubs in Brașov, Sibiu, Timișoara, supported by the German-Romanian Chamber of Commerce, also with the support received from the Ministry of National Education and Scientific Research / National Centre for Technical Vocational Education and Training Development and from the County School Inspectorates, laid the foundation of a successful recipe, that of a successful mode, namely the dual vocational



training system, that was introduced by these entities in Romania for the first time. The system aims at providing a theoretical background within the school together with the practical training within the companies where the graduates might work after finalising their training. For both parents and students it is important to be informed about the fact that the vocational training supplied and the vocational qualification certificate which concludes this type of training offers the opportunity of finding a highly qualified and well-paid job, in a period when all of us are trying to lay the foundation of a safe and sound future for the youths, which should provide them with decent living conditions”, underlined the German Ambassador in Bucharest.

The dual vocational training system provides:

- a partnership for the theoretical and practical training among well-known schools and renowned companies;
- delivery of practical training internships within the company, in real-life work conditions;
- attractive jobs and the opportunity to be hired quickly;
- vocational qualification certificate recognized at national and European level;
- other facilities (scholarships, transport facilities, accommodation and meals).

In the following years, the route taken by the caravan expanded even more, trying to cover as many parts of the country as possible (in Mureș, Hunedoara counties etc.)

In 2016, the German Vocational School Kronstadt opened its doors, during the “A Different School” week, to all pupils and parents interested by the dual vocational training system. The impact is quite high, taking into consideration that such an educational institution attracts pupils from all over the country, drawn in by the advantages provided by the prospects of learning a profession against highest standards and which can also provide them with a job and decent living conditions.



FOLLOW EACH YEAR THE JOBS CARAVAN!



JOBS Project

Vocational Guidance – Training in Companies and Schools



Objectives and scope of the project:

- Training the students during their last year of study in the lower secondary school and their first years of technical vocational education and training in order to guide their career choices
- Training the teaching staff in order to implement guidance and counselling and stand-alone activities or horizontal activities
- Supporting companies through materials on assistance provided to students throughout guidance and information activities

Project Partners:

For the Romanian side:

- Ministry of National Education and Scientific Research (MENCS)
- National Centre for Technical Vocational Education and Training Development (CNDIPT)
- Bucharest University

For the Swiss side:

- Zurich University for Teacher Education – Institute for International Projects in Education (IPE)

Project components:

- Drafting training materials
- Training of various target groups
- Development of the e-learning platform
- Designing the www.jobsproject.ro website
- Development of the training programme for the teaching staff



- Development of the JOBS Centre for Continuing Training
- Research paper

Project phases:

Phase 1

- 2012-2014 – Brașov county, 18 schools, 67 teachers trained and certified, 14 mentors

Phase 2

- 2014-2015 - Centre Region, 42 schools, 137 teachers attending the training courses, 24 mentors
- 2015-2016 – expansion towards North-East and South Muntenia regions, 73 schools, 219 teachers attending the training courses
- 2016-2017, expansion towards the Bucharest-Ilfov Region

Promoting a new approach for the teaching-learning-evaluation process

- Student-centred learning, through methods relying on solving tasks and giving feed-back
- Integrated, inter-disciplinary approach of learning
- Focus on student's self-awareness

STUDENTS contact the business environment, research employment opportunities, prepare presentation materials based on experiences acquired with the workplaces they visit and they deliver such presentations.

Involvement of various stakeholders in Romania, in 2016-2017 school years:

- MENS, CNDIPT, Bucharest University, Training Centres for the Teaching Staff, school inspectorates
- Selected schools (principals, teachers)
- Employers, the business environment, the local community, partnership-based structures, other institutions
- Parents

THE STUDENT – KEY STAKEHOLDER IN THE LEARNING PROCESS

Key challenges

- Reviewing the national curriculum
- New learning methods for increasing the attractiveness and quality of the educational process
- Better trained teachers

JOBS Competition

The objectives targeted through this competition are the following:

- Stimulation of interest among all students included in the JOBS project in order to tackle in a responsible and creative manner the working tasks within the project; capitalization of learning experiences acquired by students within JOBS class-rooms;
- Increasing awareness on the advantages which contribute to success in a competition-based environment, strengthening team-work and development of a fair-play attitude;
- Strengthening the skills of students included in the JOBS project in terms of career guidance;
- Intensifying cooperation relations among school (students) and companies
- Developing the students' skills to present the learning experiences acquired within JOBS;
- Promoting the JOBS concept among students, as well as among the representatives of local authorities and of the private business environment;
- Ensuring transparency for the JOBS project outcomes within the educational environment as well as among its partners.

Phases of the JOBS Competition



The competition is organized annually in 2 stages: at regional level and at a national level;

- the regional level phase is organized online
- the national level phase is organized in front of the Organization and Evaluation Board of the national phase for the JOBS competition.

What do the students gain?

- Entry in a competition where they can capitalize on their JOBS experiences;
- Stimulation of interest towards a creative approach for the working tasks received within the project;
- Increased level of motivation of student for the JOBS classes;
- Chance of winning a number of prizes, diplomas of participation for all students and teachers from the participating classrooms.

What do the teachers gain?

- Recognition;



- Satisfaction for the increased level of motivation provided to the students towards the JOBS classes.

What does the school gain?

- Increased visibility;
- Promoting the JOBS project in relation with the local community, the business environment and the educational environment.

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