

Establishment of industry competence centers of vocational education and training



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Christian Wildt
Baltic Sea Academy

Rapidly growing skills shortages in SMEs

- SMEs need more employees due to ageing
- Halving the number of entrepreneurs in the last 40 years
- SMEs have good growth opportunities, but only with qualified personnel
- Low attractiveness of vocational education and training; more than 60% of the high school graduates' study
- As competition increases, SMEs become losers

= Quantity problem: Growing deficits

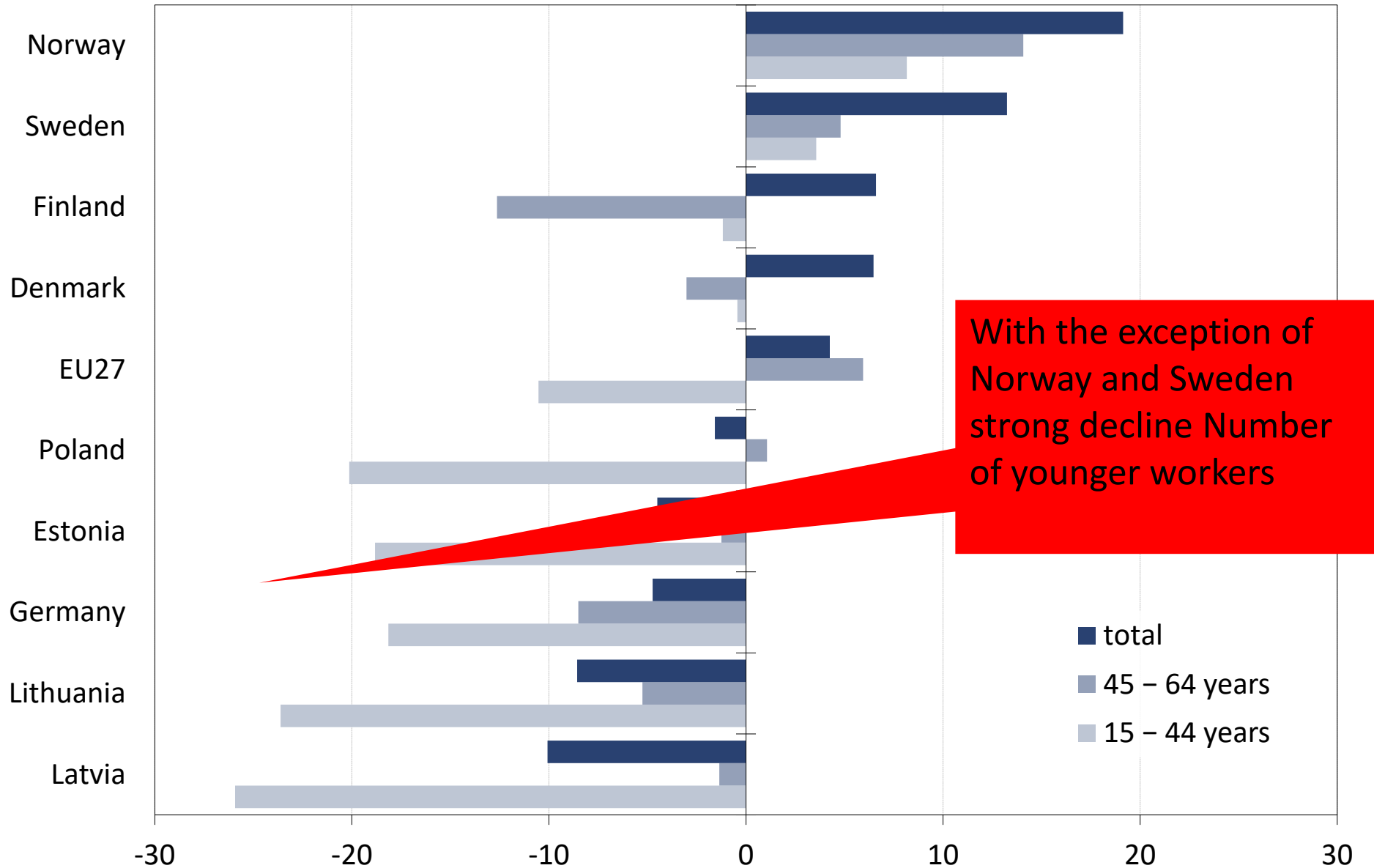
- Majority of entrepreneurs complain about qualification deficits
- Qualification requirements high & dynamically increasing
- Rapid technical progress requires high and rapidly changing qualifications

➤ = Quality problem: Growing deficits

Reduce unemployment & secure skilled workers



Change of Population by Age Group 2010 to 2030



With the exception of Norway and Sweden strong decline Number of younger workers

- 40% of SMEs are looking for company successors
 - 70% of SMEs needed additional skilled workers
 - 100% of SMEs find it difficult or impossible to attract the skilled workers they need
 - In the medium term 78% of SMEs needed new/additional managers
 - 96% of SMEs wanted better practical and 74% better theoretical vocational training
 - 100% of SMEs: requirements are increasing
 - 100% of SMEs: Strong competition for young people
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Education policy is the most important political task

- ✓ To strengthen and integrate all young people
- ✓ To attract skilled workers and entrepreneurs
- ✓ Shaping social development
- ✓ To increase innovation and competitiveness
- ✓ To promote SMEs as a source of growth and prosperity

Dual systems of vocational training and studies are of outstanding importance in this context!

Poland: 2-stage industry competence centres

1. **Stage** from September 2017: 3-year dual vocational training
2. **Stage** from September 2020: 2-year training as a technician with the possibility of obtaining a university entrance qualification

Lithuania, Latvia & Estonia: Various reforms

- ✓ to realize dual vocational training
- ✓ to intensify further training: Continuing education rate 3 - 5%; EU target 15%, Scandinavia 25 - 30%

Motivation of the Baltic Sea Academy

- Promoting these developments intensively
- Introducing & implementing further innovations in reforms

3-year promotion and development project

**Establishment of two-stage industry
competence centers of vocational education
and training (ICC4VET)**

1st of September 2017 – 31st of August 2020



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1. Introduction and implementation of dual vocational training on Example of the profession "automotive mechatronics engineer" in Slupsk

➤ See Video: Dual vocational training in Germany by Elina Priedulena

2. In Slupsk, development of a two-stage industry competence Center "Logistics" as a further development of an existing Vocational school and implementation of dual vocational training

➤ See Video: Establishment of Competence Center and dual vocational training by Barbara Zakrzewska

Implementation of
dual vocational
training

Structure 1st level
Branches
Competence Centre

3. Further training of teachers at vocational schools in the countries to implement dual vocational training and technical training

See Video: Training of teachers for dual vocational training and technician training

4. Qualification of owners and technical and managerial staff of SMEs in all participating countries to carry out in-company training (trainer qualification)

See Video: Qualification of company personnel to carry out in-company vocational training by Kaili Leinot

Qualification of teachers
a) dual vocational training
b) technical training

Training of trainers in SMEs

Implementation of dual vocational training

Development of the 1st level Branches Competence Centre



5. Development and realisation of a two-year technician training course using the example of "construction technician"

See Video: Excellent managers and executives through further training to become technicians or master craftsmen by Christian Wildt

6. Testing technician training

➤ See Video: Qualification in Business Administration within the scope of a technician training by Ginta Česevičienė

Development of the 2nd stage Branches Competence Centre: Implementation Technician training

Implementation in PL, LT, LV & EE

Qualification of teachers
a) dual vocational training

b) technical training

Development of the 1st level Branches Competence Centre

Implementation of dual vocational training

Training of trainers in SMEs

7. Development of a third level of sector competence centres with the implementation of dual Bachelor's programmes

➤ See Video: Challenges to attract qualified entrepreneurs through dual Bachelor's degree programs by Dr. Jürgen Hogeforster

Development 3rd level Branch Competence Center: Dual Bachelor's programs



Implementation in PL, LT, LV & EE

Development of the 2nd stage Branches Competence Centre: Implementation Technician training



Qualification of teachers
a) dual vocational training
b) technical training



Development of the 1st level Branches Competence Centre

Implementation of dual vocational training

Training of trainers in SMEs

Goals and Tasks

8. Transfer with implementation consulting of all results, documents etc. to 50 chambers & SME promoters and 18 universities from all Baltic Sea countries

Baltic Sea-wide transfer

Development 3rd level Branch Competence Center: Dual Bachelor's programs

Implementation in PL, LT, LV & EE

Development of the 2nd stage Branches Competence Centre: Implementation Technician training

Qualification of teachers
a) dual vocational training

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Development of the 1st level Branches Competence Centre

Implementation of dual vocational training

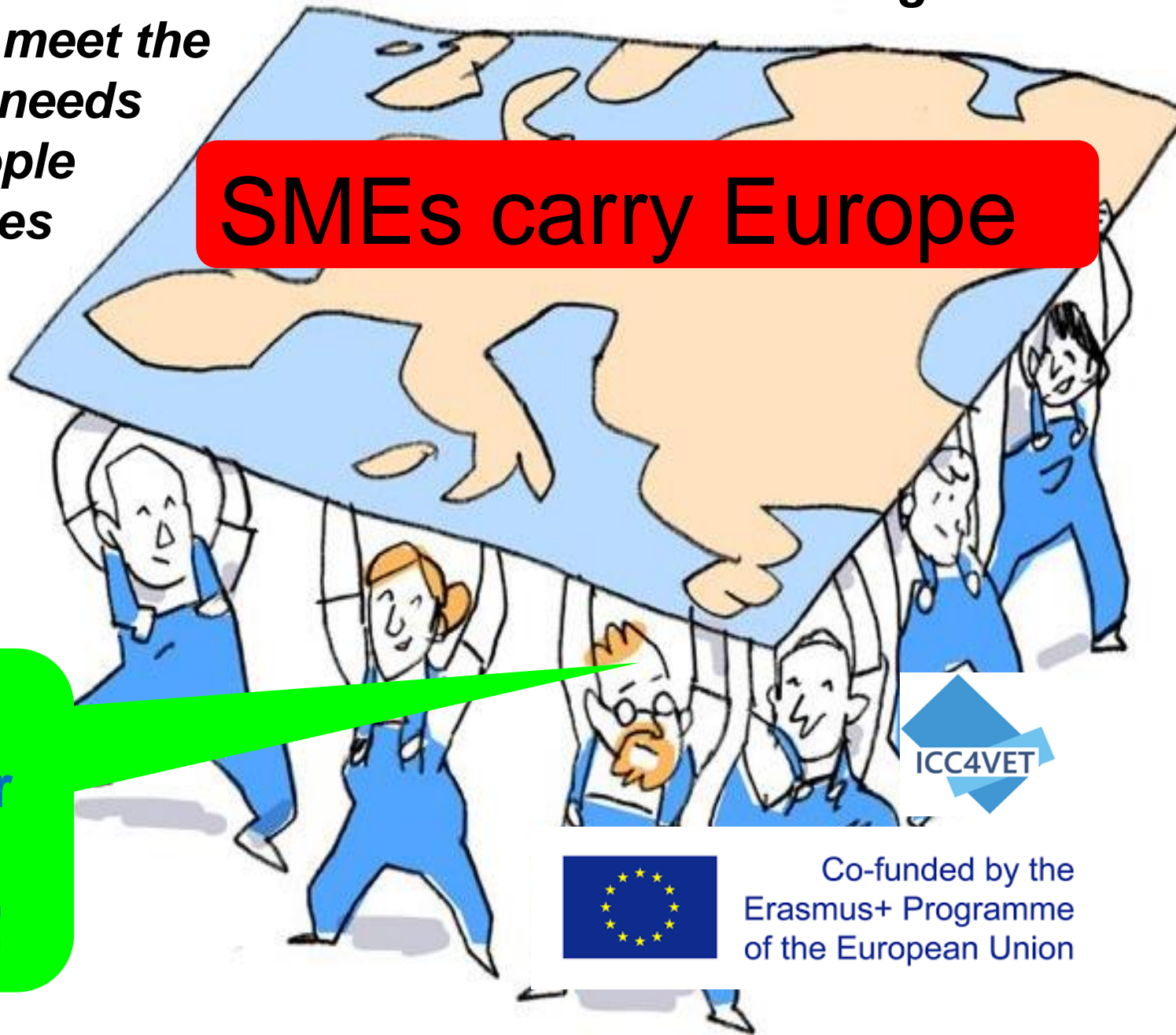
Training of trainers in SMEs



Cooperation with SMEs and dual vocational training are the best ways to meet the qualification needs of young people and companies in Europe!

SMEs carry Europe

Many thanks for your attention!



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